



Mayor – Sandy Sanders

City Administrator – Ray Gosack

City Clerk – Sherri Gard

Board of Directors

Ward 1 – Keith D. Lau

Ward 2 – Andre’ Good

Ward 3 – Mike Lorenz

Ward 4 – George Catsavis

At Large Position 5 – Tracy Pennartz

At Large Position 6 – Kevin Settle

At Large Position 7 – Don Hutchings

AGENDA
Fort Smith Board of Directors
SPECIAL MEETING & STUDY SESSION
June 9, 2015 ~ 12:00 Noon
Fort Smith Public Library Community Room
3201 Rogers Avenue

SPECIAL MEETING

ROLL CALL

PRESENTATION BY MEMBERS OF THE BOARD OF DIRECTORS OF ANY ITEMS OF BUSINESS NOT ALREADY ON THE AGENDA FOR THIS MEETING

(Section 2-37 of Ordinance No. 24-10)

1. Ordinance modifying the benefit program for police and fire retirement benefits and rescinding Section 1 of Resolution No. R-243-03

ADJOURN

STUDY SESSION

CALL TO ORDER

1. Review staffing justifications ~ *Requested at the November 2014 budget hearings ~*
2. Review creation of Capital Improvement Program Advisory Committee (*streets, bridges and associated drainage*) ~ *Pennartz requested at the March 10, 2015 study session ~*
3. Review City of Fort Smith salary structure and pay plan ~ *Pennartz/Settle placed on agenda at the June 2, 2015 regular meeting ~*
4. Review preliminary agenda for the June 16, 2015 regular meeting

ADJOURN



OFFICE OF THE CITY CLERK
Sherri Gard, CMC, City Clerk
Heather James, Assistant City Clerk

MEDIA RELEASE

June 4, 2015

Directors Settle, Good, Catsavis and Pennartz have called a special meeting for 12:00 Noon, Tuesday, June 9, 2015 at the Fort Smith Public Library Community Room, 3201 Rogers Avenue, to consider the following:

- Ordinance modifying the benefit program for police and fire retirement benefits and rescinding Section 1 of Resolution No. R-243-03

The above noted ordinance is merely to address a requested correction from LOPFI regarding the recent adoption of Resolution No. R-104-15. The effect of said resolution must be accomplished via adoption of an ordinance rather than a resolution. The proposed ordinance accomplishes the necessary correction.

The regularly scheduled study session on same date will occur immediately following adjournment of the special meeting.

For agenda information, please contact the City Clerk's Office at 784-2208. Once finalized, the agenda for the special meeting and study session will be posted on the City's website, www.fortsmithar.gov.

A handwritten signature in blue ink that reads "Sherri Gard".

Sherri Gard, City Clerk

623 Garrison Avenue
P.O. Box 1908
Fort Smith, Arkansas 72902
(479) 784-2208
FAX (479) 784-2256
E-mail: cityclerk@fortsmithar.gov
Printed on 100% Recycled Paper

ORDINANCE NO. _____

**AN ORDINANCE MODIFYING THE BENEFIT PROGRAM
FOR POLICE AND FIRE RETIREMENT BENEFITS AND
RESCINDING SECTION 1 OF RESOLUTION NO. R-243-03**

WHEREAS, by the adoption of Resolution No. R-243-03, Section 1, the City of Fort Smith selected Benefit Program 2 for its Arkansas LOPFI members; and

WHEREAS, the Board of Directors now desires to select Benefit Program 1 for the City of Fort Smith's Arkansas LOPFI members;

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Board of Directors of the City of Fort Smith, Arkansas that:

The City of Fort Smith selects Benefit Program 1 for its Arkansas LOPFI members as provided in section 24-10-602(a)(1) of the Arkansas Code. The effective date for the change to Benefit Program 1 shall be July 1, 2015. Section 1 of Resolution No. R-243-03, which selected Benefit Program 2, is hereby rescinded.

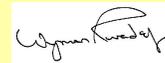
PASSED and APPROVED this _____ day of June, 2015.

Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:



No Publication Required



MEMORANDUM

June 5, 2015

TO: Mayor and Board of Directors

FROM : Ray Gosack, City Administrator

SUBJECT: Police and Fire Pension Funding

At the June 2nd meeting, the board passed a resolution (copy attached) selecting benefit program 1 for Fort Smith's LOPFI participation. The move is part of the plan to make our LOPFI contribution fund financially sustainable. The vast majority of LOPFI police and fire agencies are in benefit program 1.

After the resolution was drafted following the May 26th study session, it was sent to LOPFI for review to make certain it met all of LOPFI's requirements. LOPFI provided one suggestion, which was included in the resolution adopted at the June 2nd board meeting.

One June 3rd, LOPFI advised us that the change from benefit program 2 to benefit program 1 needs to be accomplished by an ordinance rather than a resolution. LOPFI's e-mail is attached. In 2013, LOPFI changed its rules to require ordinances rather than resolutions from cities when a benefit program is being selected. Prior to this change in 2013, resolutions were acceptable. LOPFI didn't advise us of this requirement when they reviewed our draft resolution on May 27th. A copy of the LOPFI rule which requires an ordinance is attached. The pertinent section is highlighted.

Attached is an ordinance which selects benefit program 1. LOPFI has reviewed this ordinance and advised us that the ordinance meets its requirements. Approval of the ordinance is recommended.

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RESOLUTION NO. R-104-15

**A RESOLUTION MODIFYING THE BENEFIT PROGRAM
FOR POLICE AND FIRE RETIREMENT BENEFITS AND
RESCINDING SECTION 1 OF RESOLUTION NO. R-243-03**

WHEREAS, by the adoption of Resolution No. R-243-03, Section 1, the City of Fort Smith selected Benefit Program 2 for its Arkansas LOPFI members; and

WHEREAS, the Board of Directors now desires to select Benefit Program 1 for the City of Fort Smith's Arkansas LOPFI members;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the City of Fort Smith, Arkansas that:

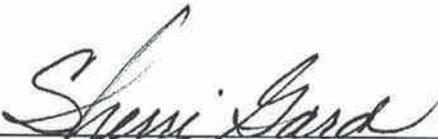
The City of Fort Smith selects Benefit Program 1 for its Arkansas LOPFI members as provided in section 24-10-602(a)(1) of the Arkansas Code. The effective date for the change to Benefit Program 1 shall be July 1, 2015. Section 1 of Resolution No. R-243-03, which selected Benefit Program 2, is hereby rescinded.

This Resolution adopted this 2nd day of June, 2015.



Mayor

ATTEST:



City Clerk

APPROVED AS TO FORM:



No Publication Required

Gosack, Ray

Subject: FW: Benefit Program 2
Importance: High

From: David Clark [mailto:dclark@lopfi-prb.com]
Sent: Wednesday, June 03, 2015 9:58 AM
To: Richards, Mike
Subject: Benefit Program 2
Importance: High

Mike-

I just realized that LOPFI Board Rule 30, that covers the adoption and/or rescission of Benefit Program 2, requires any decision by a municipality regarding BP2 to be recorded in an ordinance, not a resolution. This was a change from when the city adopted BP2. At the time Fort Smith adopted BP2 a resolution was acceptable. So in order for LOPFI to act on the decision to rescind BP2 we will need to have that communicated to us in the form of an ordinance. Since the decision was to make the change effective July 1, 2015, there is still time for the board of directors to provide that directive via ordinance. I just left a message at your office to call me so we can discuss this.

Thank you,

David

NOTICE: Information contained in this E-mail, including attachments, may be confidential. It is intended only for the named individual(s). The intended recipient(s) is/are advised that state and federal privacy laws may restrict your use of confidential or personal information. If the reader of this message is not the intended recipient(s), you are hereby notified that you should not disseminate, distribute, or forward this transmission, including any attachments. If you have received this transmission in error, please promptly notify the sender and delete the material from your computer system. All email sent to or from this address is subject to archival, monitoring or review by, and/or disclosure to, someone other than the recipient.

ARKANSAS LOCAL POLICE & FIRE RETIREMENT SYSTEM

LOPFI BOARD RULE #30

APPROVED: September 27, 1995

AMENDED: March 16, 2006

AMENDED: September 3, 2009

AMENDED: September 1, 2011

AMENDED: June 6, 2013

ADMINISTRATION OF BENEFIT PROGRAM 2 AND BENEFIT PROGRAM 4

A. Benefit Program 2 and Benefit Program 4 Defined

Benefit Program 2 and Benefit Program 4 are optional benefit programs that allow LOPFI employers the ability to provide an enhanced retirement benefit for their LOPFI-covered employees. Benefit Program 2 is available for paid service LOPFI members and Benefit Program 4 is available for volunteer service LOPFI members. In most instances this rule will refer to Benefit Program 2 and Benefit Program 4 as an Enhanced Benefit Program.

B. Eligibility

A LOPFI employer may, by a majority vote of its governing body, elect an Enhanced Benefit Program for all LOPFI-covered members of the affected department. The election of an Enhanced Benefit Program is a department-wide election and all eligible LOPFI members at that department will be covered by the election.

C. Certification

Upon approval by the governing body, its Clerk or Secretary shall file with LOPFI an original copy of the ordinance (for municipalities) or resolution (for non-municipal employers) electing an Enhanced Benefit Program. The ordinance or resolution must be received by LOPFI within ten (10) days from the date of its adoption.

D. Effective Date of Coverage

The effective date for an Enhanced Benefit Program shall be the first day of the month following the election of the Enhanced Benefit Program. The act that created Benefit Program 2, Act 474 of 1995, was effective July 28, 1995, therefore, the earliest date of adoption an employer can elect Benefit Program 2 was August 1, 1995. The act that created Benefit Program 4, Act 315 of 2013, was effective March 11, 2013, therefore, the earliest date of adoption an employer can elect Benefit Program 4 was April 1, 2013.

ARKANSAS LOCAL POLICE & FIRE RETIREMENT SYSTEM

LOPFI BOARD RULE #30 (continued)

E. Cancellation/Reinstatement of an Enhanced Benefit Program

The election of an Enhanced Benefit Program may be cancelled and/or reinstated by the employer upon receipt by LOPFI of an ordinance (for municipalities) or resolution (for non-municipal employers) passed by a majority vote of the governing body. The ordinance or resolution must state a specific date of cancellation or reinstatement and specify the name of the Enhanced Benefit Program. A cancellation shall be effective on the last day of the month following a vote for cancellation and a reinstatement shall be effective on the first day of the month following a vote for reinstatement. The election of an Enhanced Benefit Program may be rescinded only one (1) time by the political subdivision.

F. Effect of Cancellation of an Enhanced Benefit Program

If an employer rescinds the election of an Enhanced Benefit Program the changed benefit program will only affect those periods of LOPFI-covered employment beginning from and after the effective date of the rescission. The change in the employer contribution rate will be the first day of the month that the Enhanced Benefit Program is no longer in effect.

G. Cost of an Enhanced Benefit Program

1. An employer that elects an Enhanced Benefit Program will be provided the uniform employer contribution rate applicable to the Enhanced Benefit Program for the current reporting year. The change in the employer contribution rate shall be effective the first day of the month that LOPFI-coverage is provided for the Enhanced Benefit Program.
2. Employer and applicable member contributions shall begin on the first of the month the election of Benefit Program 2 is effective. The limitations regarding employer contribution increases in ACA 24-10-405 are forfeited under Benefit Program 2.

H. Member Requirements and Options

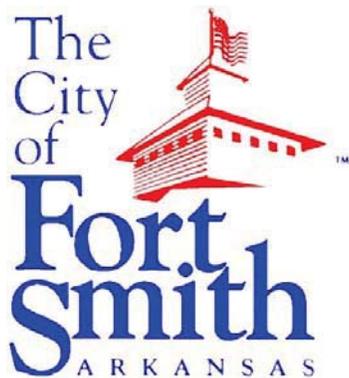
1. Upon election of Benefit Program 2, members covered by Social Security with their LOPFI-covered employer shall begin to contribute an 8.5% member contribution. No increase in the member contribution rate shall occur for those members not covered by Social Security with their LOPFI employer. All member contributions shall be collected and remitted by the employer on a pretax basis. Members covered under Benefit Program 4 are non-contributory volunteer members.

ARKANSAS LOCAL POLICE & FIRE RETIREMENT SYSTEM

LOPFI BOARD RULE #30 (continued)

2. A member may elect to purchase service that was rendered before the election of an Enhanced Benefit Program. The member must pay to LOPFI the actuarial cost for the purchase. Actuarial calculations shall be computed by LOPFI's actuary. The payment shall be governed by LOPFI Board Rule 21 and the member's service credit record shall not be adjusted until the System receives payment in full.
3. Upon retirement, a member's total benefit payment from LOPFI shall not exceed 100% of final average pay, plus any amounts credited as a LOPFI volunteer member. A member's benefit shall be calculated using the combined total accrued service under all benefit programs as described in ACA 24-10-602.

LOPFI Board Rule 30 concluded.



June 9, 2015

Interoffice Memorandum

To: Ray Gosack, City Administrator
From: Jennifer Walker, Deputy Director of Finance
Re: Review Staffing Justifications

A handwritten signature in black ink that reads "Jennifer Walker".

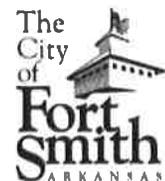
During a November 2014 budget review meeting, the Board of Directors expressed a desire to see a justification of personnel positions in the budgeting process. A budget justification is generally employed to provide support for funds requested to ensure appropriate staffing levels. An adequate budget justification helps administration and the Board easily evaluate the proposed costs compared to desired levels of service. Personnel justifications should include the following:

- A description of the position's role
- How the position supports the overall goals and objectives of the City
- The level of effort expended in the role
- The requirements of the position (education, experience, certifications)

City staff has taken the opportunity to begin this documentation process early in the year. At the study session, we will review initial findings and provide examples of the documentation that has been created. We hope to continue the study of this information throughout the 2016 budget cycle and beyond. Some key deliverables we anticipate from this process include:

- Updated organizational charts for each department
- Reorganization opportunities
- A completed justification form for each position in all departments
- Deeper performance metrics for each department
- Span of Control analysis for each department
- Improved understanding of the value of each position

Memo



To: Ray Gosack, City Administrator
From: Jeff Dingman, Deputy City Administrator
Date: 6/4/2015
Re: Capital Improvement Program Advisory Committee

Recent discussions regarding the 1% sales and use tax dedicated to streets, bridges, and associated drainage renewal election in May brought attention to the method of prioritization of capital improvement projects funded by said sales tax. The attached memo from Stan Snodgrass, Director of Engineering, details the process and methodology used for proposing and adopting a Capital Improvement Program (CIP) with proceeds from this sales tax since the tax's inception in 1985 and subsequent renewals by voters in 1995, 2005, and then again in 2015.

Some members of the Board have expressed interest in discussing the merits of a Capital Improvement Program Advisory Committee created for the express purpose of hearing public input and evaluating priorities for projects identified by the Engineering Department for inclusion in a 5-year CIP. Such a committee would add a step to the existing process for adoption of the CIP, whereby the committee would evaluate the 5-year CIP proposed by the Engineering Department against public input received via its regular meetings, and then ultimately recommend a 5-year CIP to the Board of Directors for adoption and incorporation into the city budget.

At the request of one of the directors, a draft ordinance proposing the establishment of such an advisory committee is attached for the purpose of stimulating the Board's discussion. The express purpose of the committee would be to serve in an advisory capacity to the Board of Directors regarding prioritization of capital improvement projects funded by the 1% sales tax dedicated to streets, bridges and associated drainage. It sets forth a proposed number of members, along with some parameters of membership.

Identified as a parameter of membership is for at least three members to demonstrate, to the Board's satisfaction, experience or background in the areas of business, construction, or civil engineering. As a reminder, the City's Code of Business Conduct Section II (D) prohibits committee members from appearing "before the city board or any commission or committee on matters for which or over which he or she sits or has supervisory or advisory responsibilities." This means that committee members wouldn't be eligible for construction or engineering contracts funded by this sales tax due to their conflict of interest.

Excepted from the scope of the advisory committee's input would be decisions approved by the Board of Directors in the interest of specific economic development projects. Site selectors and companies evaluating investment in Fort Smith periodically solicit incentive packages from cities, and quite often public infrastructure improvements funded by the 1% sales tax revenues are included in that mix. This process, while still requiring approval from the Board, would necessarily operate outside the scope of the CIP Advisory Committee.

These points are presented for the Board's consideration as they have their discussion. Please contact me or Stan Snodgrass if there are specific questions.

Memorandum

TO: Ray Gosack, City Administrator

FROM: Stan Snodgrass, P.E., Director of Engineering

DATE: June 3, 2015

SUBJECT: Street, Bridges and Associated Drainage
Capital Improvement Program

The City's street, bridge, and associated drainage capital improvement program is funded through a one percent sales tax. This sales tax program is starting its 31st year as a result of the May 12, 2015 election which passed with over an 80% approval rate. This program was first approved by the voters in 1985, then reaffirmed in 1995, 2005, and 2015.

The street, bridge and drainage capital improvement program has included projects throughout all areas of the city. This work has encompassed neighborhood street overlays to major arterial street construction, minor neighborhood drainage improvements to major rechannelization projects, traffic signals and intersection improvements.

Since the start of this program, 453 miles (90%) of the 503 miles of city streets have either been resurfaced, reconstructed or are newly constructed. This includes major street projects such as Kelley Highway, Grand Avenue, Old Greenwood Road, Phoenix Avenue and Massard Road. Major drainage projects have included Mill Creek Rechannelization, Sunnymede Creek, Town Branch, No Name Creek and many other locations.

For the past 30 years, the annual program has been prepared by the City Engineering Department staff, which includes four Professional Civil Engineers along with our Construction Supervisor and several Construction Inspectors. Numerous factors are considered in selection of projects and the development of the program which include:

- Pavement Management Evaluation – Considers numerous “technical criteria” for the street surface such as longitudinal cracking, faulting along cracks, settlement, spalling, alligator cracking, rutting, shoving, pot holes, excess aggregate, polished aggregate, drainage issues, raveling and overall ride.
- Citizen input including 12 Town Hall meetings, 4 Ward meetings and 2 citizen's academy meetings annually. We also receive numerous phone calls, emails, office visits, etc. from citizens.
- Requests from Board of Directors.
- Input from other city departments.

Ray Gosack
June 3, 2015
Page 2

- Economic development.
- Major Street projects consider the street level of service based on traffic counts, capacity and delays.
- Drainage project selection as prioritized according to policy established by the Board of Directors to address:
 1. Structure and /or building flooding
 2. Hazardous street overtopping
 3. Nuisance flooding – yard ponding, minor street ponding in gutter

Once a draft program is prepared, it is reviewed and refined with City Administration. The program is then presented to the Board of Directors at a study session in September. This meeting allows the Board of Directors to ask questions and learn the details of proposed projects, including specifically why they are being prioritized over other needs. The final program is taken before the Board of Directors for formal adoption at a regular meeting in October. The program is presented as a five year program with an annual update to account for the ongoing projects.

ORDINANCE NO. _____

DRAFT

AN ORDINANCE ESTABLISHING A CAPITAL IMPROVEMENT PLAN ADVISORY COMMITTEE TO REVIEW AND RECOMMEND PROJECTS FOR FUNDING FROM THE 1% SALES AND USE TAX FOR STREETS, BRIDGES, AND ASSOCIATED DRAINAGE; AND SETTING MEMBERSHIP AND PROCEDURAL REQUIREMENTS FOR SAME

WHEREAS, on May 12, 2015 the voters of the City of Fort Smith renewed the 1-percent sales and use tax for the express purpose of providing funding for projects related to local streets, bridges, and associated drainage; and

WHEREAS, by October of each year, the Board of Directors typically adopts a five-year Capital Improvement Program ("CIP") containing specific projects identified and recommended for funding in the next fiscal year and beyond; and

WHEREAS, heretofore the Engineering Department has reviewed, identified, and prioritized a proposed five-year CIP for delivery to the Board of Directors each September so that it may be adopted by the Board in October; and

WHEREAS, the Board has deemed it prudent that a CIP Advisory Committee be formed in order to review recommendations from the Engineering Department, take and evaluate public comment and suggestions, and ultimately recommend a five-year CIP to the Board of Directors for adoption and incorporation into the budget for the subsequent fiscal year.

NOW, THEREFORE, BE IT ENACTED by the Board of Directors of the City of Fort Smith, Arkansas, that:

Section 1. There is hereby established in and for the city a Capital Improvement Plan Advisory Committee for the purpose of serving in an advisory capacity to the Board of Directors by evaluating, planning, analyzing, updating and recommending a five-year Capital Improvement Plan for city projects relating to streets, bridges, and associated drainage to be funded from the 1-percent sales and use tax. It is not intended that this Advisory Committee be involved in the Board of Directors' decisions to amend the five-year Capital Improvement Plan from time to time in the interest of specific economic development incentives.

Section 2. The Capital Improvement Plan Advisory Committee shall be comprised of seven (7) members who are qualified electors of the city. Appointments shall be made by the Board of Directors. At least three members of the Advisory Committee must demonstrate to the Board's satisfaction background or experience with business, construction, or civil engineering; and at all times the membership of the Advisory Committee shall include at least one resident from each of the four city wards.

Section 3. Upon appointment and at the first organizational meeting of the Advisory Committee, the members shall draw lots for one (2 positions), two (2 positions), or three (3 positions) year terms. Thereafter, appointments to fill expired terms on the Advisory Committee shall be for three year terms.

Section 3. The Capital Improvement Plan Advisory Committee shall select a chairperson from its own membership on an annual basis. The chairperson’s duty shall be to preside at all meetings of the Advisory Committee. If the chairperson is absent from a particular meeting, the members in attendance shall elect an acting chairperson for that meeting.

Section 4. The Capital Improvement Plan Advisory Committee shall establish a regular meeting schedule for the consideration of projects to be incorporated into a recommended Capital Improvement Plan for submission to the city’s Board of Directors on or before September 1 of each year. Such regular meeting discussions shall include projects recommended by the city’s Engineering and Operations Departments, as well as projects or suggestions from committee members and other residents and businesses of the city.

PASSED AND APPROVED this _____ day of _____, 2015.

APPROVED:

Mayor

ATTEST:

City Clerk

Approved as to form:

City Attorney
Publish One Time

MEMORANDUM



TO: Ray Gosack, City Administrator

FROM: Richard B. Jones, Director of Human Resources 

DATE: June 5, 2015

SUBJECT: City of Fort Smith Salary Structure and Pay Plan

As requested by the Board of Directors, I have enclosed the salary and pay structure for Police, Fire and Non-uniformed employees of the City. There is a great deal of information included in this memo for review and possible discussion. The current pay structure for 2015 is enclosed as attachment #1 which is part of Ordinance 71-14, attachment #2.

Beginning in 1999 the current pay and compensation plan was implemented by the city using the Johanson Group out of Northwest Arkansas. The pay plan and methodology have been continuously improved through the years and are now marketed under the name DB Squared by the Johanson Group. The comparison cities we have been using since 1999 are as follows:

Edmond, OK	Hot Springs, AR	Tulsa, OK
Norman, OK	Shreveport, LA	NWA Cities
North Little Rock, AR	Broken Arrow, OK	Springfield, MO
Oklahoma City, OK	Little Rock, AR	

The history of how the City of Fort Smith compares to the above cities from 2006 to 2014 in overall market variance mean is as follows and in attachment #3:

Year	City	Police	Fire
2014	-12.95	-24.36	-24.32
2013	-9.30	-20.26	-20.35
2012	DID NOT CONDUCT A SURVEY		
2011	-9.33	-16.83	-10.53
2010	DID NOT CONDUCT A SURVEY		
2009	-10.07	DID NOT BREAK OUT POLICE & FIRE	
2008	-9.46	-23.02	-14.88
2007	-9.05	-12.37	-12.16
2006	-6.87	-11.85	-5.05

As the overall market variance mean table shows the City of Fort Smith's pay has fallen behind the since 2006. This is a result of lean budgetary years and the desire to avoid reductions in staff that provide service to the citizens of Fort Smith.

The history of pay raises for the City of Fort Smith from 2006 to 2014 is included in the following table.

Year	COLA/Market Adjustment	Merit Performance	Notes
2015	1.00%	0.00-3.50%	
2014	0.00%	0.00%	No COLA or merit
2013	1.90%	0.00-3.50%	
2012	2.00%	0.00-3.00%	Merit reduced to 80%
2011	0.00%	0.00-3.50%	No COLA, merit below midpoint only
2010	0.00%	0.00-1.75%	No COLA, ½ merit only employees below \$40k
2009	2.50%	0.00-3.50%	
2008	2.00%	0.00%	No Merit
2007	2.00%	0.00-3.50%	
2006	2.00-4.00%	0.00-3.50%	

As the table above shows there were several years where there were either no adjustments to pay or pay adjustments that were targeted at the lower end of the pay scale. This is also a result of lean budgetary years from 2008 through 2014.

It is important to note that the pay for 2006, attachment #4, that we adjusted sworn pay by 4% which was 2% greater than non-uniformed to keep police and fire salaries competitive. In addition, for 2009, attachment #5, we began to collapse the police officer steps from 20 to 12. This was to be accomplished over three years but only the first step was taken in 2009 by removing 6 of the 20 steps and sliding the remainder to the steps as seen in attachment #5. Subsequently, the next two series of adjustments to finish collapsing the steps did not happen because of budgetary constraints.

The current pay plan for the City of Fort Smith is designed to provide pay adjustments in two ways. First, annually the entire pay structure, attachment #1 appendix A, is moved to maintain external equity based on the outcome of annual salary surveys. This is the COLA or Market adjustment. Second, all employees receive an annual performance appraisal and based on the score of that appraisal they receive either a step adjustment or a percentage adjustment in pay. Non-uniformed employees receive a step for scoring satisfactory which is a score of 1.0 or greater until they reach midpoint and thereafter they would receive a percentage for a score that is 1.2 or greater which must exceed satisfactory in at least two categories. Police and Fire receive a step from entry to the final step for scoring a passing/meeting expectation or greater evaluation.

At the request of Director Settle, I have removed all but the Arkansas Cities for the 2014 comparison for Police and Fire, attachment #6. I have also attached the Arkansas Municipal League Salary Survey, attachment #7. It should be noted that the Arkansas Municipal League and the Arkansas Compensation Association surveys are both conducted by the Johanson Group.

Appendix A

HOURLY PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 9.53	\$ 11.52	\$ 13.51	\$ 0.40
2	\$ 10.66	\$ 12.89	\$ 15.11	\$ 0.44
3	\$ 11.77	\$ 14.23	\$ 16.71	\$ 0.49
4	\$ 12.91	\$ 15.60	\$ 18.30	\$ 0.54
5	\$ 14.04	\$ 16.96	\$ 19.89	\$ 0.59
6	\$ 15.15	\$ 18.31	\$ 21.46	\$ 0.63
7	\$ 16.26	\$ 19.65	\$ 23.07	\$ 0.68
8	\$ 17.37	\$ 21.01	\$ 24.63	\$ 0.72
9	\$ 18.50	\$ 22.38	\$ 26.24	\$ 0.77
10	\$ 19.62	\$ 23.74	\$ 27.84	\$ 0.83
11	\$ 20.75	\$ 25.09	\$ 29.43	\$ 0.88
12	\$ 20.77	\$ 26.71	\$ 32.66	\$ 1.18
13	\$ 21.85	\$ 28.11	\$ 34.35	\$ 1.24
14	\$ 23.13	\$ 29.76	\$ 36.38	\$ 1.32
15	\$ 24.20	\$ 31.12	\$ 38.06	\$ 1.39
16	\$ 25.54	\$ 32.86	\$ 40.14	\$ 1.46
17	\$ 26.60	\$ 34.22	\$ 41.84	\$ 1.53
18	\$ 27.68	\$ 35.62	\$ 43.54	\$ 1.59
19	\$ 28.77	\$ 37.04	\$ 45.29	\$ 1.65
20	\$ 29.86	\$ 38.42	\$ 46.99	\$ 1.71
21	\$ 30.96	\$ 39.83	\$ 48.69	\$ 1.77
22	\$ 32.01	\$ 41.21	\$ 50.39	\$ 1.84
23	\$ 33.11	\$ 42.61	\$ 52.11	\$ 1.91
24	\$ 34.20	\$ 44.01	\$ 53.80	\$ 1.97

BI-WEEKLY PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 762.40	\$ 921.60	\$ 1,080.80	\$ 32.00
2	\$ 852.80	\$ 1,031.20	\$ 1,208.80	\$ 35.20
3	\$ 941.60	\$ 1,138.40	\$ 1,336.80	\$ 39.20
4	\$ 1,032.80	\$ 1,248.00	\$ 1,464.00	\$ 43.20
5	\$ 1,123.20	\$ 1,356.80	\$ 1,591.20	\$ 47.20
6	\$ 1,212.00	\$ 1,464.80	\$ 1,716.80	\$ 50.40
7	\$ 1,300.80	\$ 1,572.00	\$ 1,845.60	\$ 54.40
8	\$ 1,389.60	\$ 1,680.80	\$ 1,970.40	\$ 57.60
9	\$ 1,480.00	\$ 1,790.40	\$ 2,099.20	\$ 61.60
10	\$ 1,569.60	\$ 1,899.20	\$ 2,227.20	\$ 66.40
11	\$ 1,660.00	\$ 2,007.20	\$ 2,354.40	\$ 70.40
12	\$ 1,661.60	\$ 2,136.80	\$ 2,612.80	\$ 94.40
13	\$ 1,748.00	\$ 2,248.80	\$ 2,748.00	\$ 99.20
14	\$ 1,850.40	\$ 2,380.80	\$ 2,910.40	\$ 105.60
15	\$ 1,936.00	\$ 2,489.60	\$ 3,044.80	\$ 111.20
16	\$ 2,043.20	\$ 2,628.80	\$ 3,211.20	\$ 116.80
17	\$ 2,128.00	\$ 2,737.60	\$ 3,347.20	\$ 122.40
18	\$ 2,214.40	\$ 2,849.60	\$ 3,483.20	\$ 127.20
19	\$ 2,301.60	\$ 2,963.20	\$ 3,623.20	\$ 132.00
20	\$ 2,388.80	\$ 3,073.60	\$ 3,759.20	\$ 136.80
21	\$ 2,476.80	\$ 3,186.40	\$ 3,895.20	\$ 141.60
22	\$ 2,560.80	\$ 3,296.80	\$ 4,031.20	\$ 147.20
23	\$ 2,648.80	\$ 3,408.80	\$ 4,168.80	\$ 152.80
24	\$ 2,736.00	\$ 3,520.80	\$ 4,304.00	\$ 157.60

ANNUAL PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 19,822.40	\$ 23,961.60	\$ 28,100.80	\$ 832.00
2	\$ 22,172.80	\$ 26,811.20	\$ 31,428.80	\$ 915.20
3	\$ 24,481.60	\$ 29,598.40	\$ 34,756.80	\$ 1,019.20
4	\$ 26,852.80	\$ 32,448.00	\$ 38,064.00	\$ 1,123.20
5	\$ 29,203.20	\$ 35,276.80	\$ 41,371.20	\$ 1,227.20
6	\$ 31,512.00	\$ 38,084.80	\$ 44,636.80	\$ 1,310.40
7	\$ 33,820.80	\$ 40,872.00	\$ 47,985.60	\$ 1,414.40
8	\$ 36,129.60	\$ 43,700.80	\$ 51,230.40	\$ 1,497.60
9	\$ 38,480.00	\$ 46,550.40	\$ 54,579.20	\$ 1,601.60
10	\$ 40,809.60	\$ 49,379.20	\$ 57,907.20	\$ 1,726.40
11	\$ 43,160.00	\$ 52,187.20	\$ 61,214.40	\$ 1,830.40
12	\$ 43,201.60	\$ 55,556.80	\$ 67,932.80	\$ 2,454.40
13	\$ 45,448.00	\$ 58,468.80	\$ 71,448.00	\$ 2,579.20
14	\$ 48,110.40	\$ 61,900.80	\$ 75,670.40	\$ 2,745.60
15	\$ 50,336.00	\$ 64,729.60	\$ 79,164.80	\$ 2,891.20
16	\$ 53,123.20	\$ 68,348.80	\$ 83,491.20	\$ 3,036.80
17	\$ 55,328.00	\$ 71,177.60	\$ 87,027.20	\$ 3,182.40
18	\$ 57,574.40	\$ 74,089.60	\$ 90,563.20	\$ 3,307.20
19	\$ 59,841.60	\$ 77,043.20	\$ 94,203.20	\$ 3,432.00
20	\$ 62,108.80	\$ 79,913.60	\$ 97,739.20	\$ 3,556.80
21	\$ 64,396.80	\$ 82,846.40	\$ 101,275.20	\$ 3,681.60
22	\$ 66,580.80	\$ 85,716.80	\$ 104,811.20	\$ 3,827.20
23	\$ 68,868.80	\$ 88,628.80	\$ 108,388.80	\$ 3,972.80
24	\$ 71,136.00	\$ 91,540.80	\$ 111,904.00	\$ 4,097.60

Appendix B

<u>Performance Level</u>	<u>Performance Points</u>
A	3
B	2
C	1
D	0
E	0

Performance Increase

<u>Average Score</u>	<u>Increase</u>
1.2 - 1.3	1.0%
1.4 - 1.5	1.5%
1.6 - 1.7	2.0%
1.8 - 1.9	2.5%
2.0 - 2.1	3.0%
2.2 - 2.3	3.0%
2.4 - 2.5	3.0%
2.6 - 2.7	3.0%
2.8 - 2.9	3.0%
3.0	3.0%

Appendix C

City of Fort Smith
Fire Department
Pay Schedule
Budget Year 2015

Rank	Range	Rate	A	B	C	D	E	F	G
Probationary Firefighter & Firefighter	F1	Hourly	\$10.31	\$11.14	\$11.93	\$12.74	\$13.50	\$14.30	\$15.05
Driver	F2	Hourly	\$15.62	\$17.14					
Captain	F3	Hourly	\$18.63	\$20.41					
Captain (exempt)	F3	Monthly	\$4,709.97	\$5,159.26					
Fire Marshal Battalion Chief Training Officer	F5	Monthly	\$5,592.35	\$6,291.42					
Assistant Chief	F6	Monthly	\$7,042.48						

Appendix D

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2015

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 16.59	\$ 17.12	\$ 17.65	\$ 18.14	\$ 18.67	\$ 19.21	\$ 19.74	\$ 20.28	\$ 20.80	\$ 21.33
		\$ 0.83	\$ 0.86	\$ 0.88	\$ 0.91	\$ 0.93	\$ 0.96	\$ 0.99	\$ 1.01	\$ 1.04	\$ 1.07
		\$ 17.42	\$ 17.98	\$ 18.53	\$ 19.05	\$ 19.60	\$ 20.17	\$ 20.73	\$ 21.29	\$ 21.84	\$ 22.40
Corporal	Hourly	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
			\$ 21.86			\$ 22.42			\$ 22.71		
			\$ 1.09			\$ 1.12			\$ 1.14		
		\$ 22.95			\$ 23.54			\$ 23.85			
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 23.55	\$ 24.24	\$ 24.98	\$ 25.66	\$ 26.36	\$ 27.09				
		\$ 1.18	\$ 1.21	\$ 1.25	\$ 1.28	\$ 1.32	\$ 1.35				
		\$ 24.73	\$ 25.45	\$ 26.23	\$ 26.94	\$ 27.68	\$ 28.44				
Captain	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 59,147.97	\$ 60,259.14	\$ 61,370.30	\$ 62,481.45	\$ 63,592.61	\$ 64,724.92				
		\$ 2,957.40	\$ 3,012.96	\$ 3,068.52	\$ 3,124.07	\$ 3,179.63	\$ 3,236.25				
		\$ 62,105.37	\$ 63,272.10	\$ 64,438.82	\$ 65,605.52	\$ 66,772.24	\$ 67,961.17				
Major	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 67,961.20	\$ 70,142.49	\$ 72,323.78	\$ 74,505.06	\$ 76,686.35	\$ 78,867.62				
		\$ 3,398.06	\$ 3,507.12	\$ 3,616.19	\$ 3,725.25	\$ 3,834.32	\$ 3,943.38				
		\$ 71,359.26	\$ 73,649.61	\$ 75,939.97	\$ 78,230.31	\$ 80,520.67	\$ 82,811.00				

ORDINANCE NO. 71-14

AN ORDINANCE ESTABLISHING SALARIES AND BENEFITS AND RELATED PROCEDURES FOR CITY EMPLOYEES

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS THAT:

SECTION 1: Pay Rates and Salaries

All employees shall be paid based on the salary grade ranges as shown in Appendix A.

- A. On December 22, 2014, all city employees within their salary grade will receive a 1.0% pay increase. As to any employee not meeting performance expectations on December 22, 2014 the Department Head and City Administrator may withhold this pay increase.
- B. For non uniformed employees below the midpoint of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date:
1. If the employee is meeting job requirements, a step increase will be granted on the position anniversary date.
 2. An additional step increase may be granted if the employee at times exceeds job requirements (an average of 2.0 or better on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (2.) of this Ordinance.
 3. Two additional step increases may be granted if the employee consistently exceeds job requirements (an average of 3.0 on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (1.) of this Ordinance.
 4. No step increase will be granted to an employee evaluated as Progressing to Minimum Requirements. (An average score of less than 1.0 or one or more evaluation category rating of E)
 5. The 2015 pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

- C. For non uniformed employees at or above the midpoint of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date.
1. Based on the employee's average score, a pay increase of 3% will be granted if the employee consistently exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to either one third or two thirds of the total percentage in Appendix B if the employee's first or second step of the increase otherwise placed them above the midpoint.
 2. Based on the employee's average score, a pay increase between 1-3% will be granted if the employee at times exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to one half of the total percentage in Appendix B if the employee's first step of the increase otherwise placed them above the midpoint.
 3. No additional pay increases will be granted if the employee is evaluated as Meeting Job Requirements.
 4. The 2015 pay increase may be rescinded if the employee is working toward expectations. (An average score of less than 1.0 or one or more evaluation category rating of E)
 5. The 2015 pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

While the preceding steps in SECTION 1. B. & C. are listed to illustrate the effect of the pay decisions based on their performance evaluation, Supervisors and Department Heads are encouraged to engage in periodic evaluation discussions with employees. These discussions can be a method to let employees know if they are meeting or exceeding expectations during the year. Supervisors and Department Heads should also deal with deficient performance issues immediately and not wait until the scheduled evaluation to inform the employee of these problems.

- D. For non uniformed employees at or above the maximum salary for the grade, no salary increase will be granted if the employee is meeting expectations. A onetime payment that will not become part of the employee's permanent salary may be approved by the City Administrator if the employee consistently exceeds or at times exceeds job requirements. The amount of the onetime payment will follow the same percentages found in Section C (1.) & C (2.) of this Ordinance.
- E. For Police uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory on their annual performance evaluation.

- F. For Fire Department uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory in any one evaluation category.

- G. Employees designated by their department director as a language interpreter are eligible for language incentive pay of \$83.34 per month subject to certain conditions and procedures as follows:

Each employee will be required to pass a certification test verifying their ability to speak, listen or sign at the designated competency level required by their department.

The City will pay for the first two certification tests for the designated employee. If the employee fails to pass the certification test on the first two attempts then it will be the employee's responsibility to pay for any subsequent attempts to achieve certification.

- H. Employees designated as an IT user liaison are eligible for incentive pay of \$100.00 per month subject to certain conditions and procedures as follows:

Each employee will be required to attend IT user liaison training and pass a certification test verifying their competency. IT user liaisons will spend 5-10 % of their work week supporting IT users and the IT function of the city.

- I. All non uniformed employees shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each said five year periods shall be added provided however, that \$30.00 per month shall be the maximum longevity pay.

- J. Employees designated by their department director as a member of the chlorine emergency response team are eligible for incentive pay of \$100.00 per month subject to certain conditions and procedures as follows: Each employee will be required to initially complete 40 hours of specialized training to be eligible to participate on the chlorine emergency response team. Then each member will be required to complete a minimum of 8 hours of continuing education each year to remain on the chlorine emergency response team.

- K. Employees designated by their position description as a salesperson will be paid a commission of 5% on all sales in excess of their gross sales (excluding "contract labor fees") for the same quarter of the previous year subject to certain conditions and procedures as follows: The gross sales amount for the previous year will be determined by the department director of the salesperson eligible to receive the commission.

SECTION 2: Non-Exempt Non-Uniformed Employees

- A. Shift Differential - a Non-Exempt employee assigned to work a second shift shall receive a shift differential of ten (10) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 2:00 p.m. and ending before 10:00 p.m. A Non-Exempt employee assigned to work a third shift shall receive a shift differential of fifteen (15) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 10:00 p.m. and ending before 6:00 a.m.
- B. Mileage Reimbursement - Employees, who on written instructions, use their personal automobile(s) on City business will be reimbursed at the "Internal Revenue Service Code" rate.

SECTION 3: Exempt Employees Salaries

- A. In addition to any other current contributions, a contribution to the International City Managers Association - Retirement Corporation (ICMA-RC) of one-hundred dollars (\$100) per month will be made for each department head as listed below:

City Administrator	Deputy City Administrator
District Court Clerk	Police Chief
Fire Chief	Director of Engineering
Director of Development & Construction	Director of Human Resources
Director of Finance	Director of Utilities
Director of Sanitation	Director of Streets & Traffic Control
Director of Parks & Recreation	Director of Transit
Director of Information & Technology	City Clerk
Internal Auditor	

SECTION 4: Civil Service (uniformed) employees of the Fire Department shall be paid a rate of pay as set forth in Appendix C.

- A. All firefighters hired (including rehires) by the City shall initially be placed in Step A in the Firefighter F-1 position. Advancement to Step B shall occur on the first anniversary date of the date of appointment to the position if an employee's performance is found to be satisfactory. Advancement into each step subsequent to Step B shall occur on the respective subsequent anniversary date of the appointment to the position.
- B. Drivers, Captain, Battalion Chiefs, Fire Marshals, Training Officer and Assistant Chief are eligible on their position anniversary date for advancement to Step B (in the applicable range) based on merit as determined by a job performance evaluation. Advancement to each step subsequent to Step B shall also be based on merit as determined by a job performance evaluation on each subsequent promotion anniversary date.
- C. All hourly compensated firefighters shall have a work period of fourteen (14) days (106 hours) and shall be subject to the Section 7 (k) exemption of 29 CFR Part 553 application of the Fair Labor Standards Act to Employees of State and Local Governments.
- D. All firefighters shall receive compensation for an additional thirteen (13) days paid as legal

holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the firefighter's daily rate of pay and is in addition to the regular pay schedule. Holiday compensation is included in the rates of pay provided in Appendix C. The thirteen (13) days of holiday equalization pay shall be prorated and paid during the regular payroll periods. "Daily rate of pay" for all hourly compensated firefighters is hereby defined for all budgetary purposes of the City of Fort Smith as being one-tenth of the biweekly base pay for the applicable employment grade and range. The biweekly base pay period for all firefighters shall be based on an average of one-hundred-twelve (112) hours worked biweekly.

E. All firefighters shall be granted annual vacation as follows:

After twelve (12) months of continuous and uninterrupted service, 144 hours.
After six (6) consecutive years of continuous and uninterrupted service, 168 hours.
After ten (10) consecutive years of continuous and uninterrupted service, 192 hours.
After fifteen (15) consecutive years of continuous and uninterrupted service, 216 hours.
After twenty (20) consecutive years of continuous and uninterrupted service, 240 hours.
Annual vacation leave shall not be accumulated from calendar year to calendar year.

F. For administrative convenience, the annual vacation of not less than fifteen (15) days with full pay for Fire Department employees as required by A.C.A. 14-53-107 and provided in Section (E) above is hereafter defined in terms of annual vacation "hours" as provided in this section. Each three days of annual vacation with full pay provided for in A.C.A. 14-53-107 and each three days of additional annual vacation granted by Section (E) above is deemed to be equal to one scheduled working shift of twenty-four (24) hours. For administrative record keeping of the City, the City Administrator and his designated agents are authorized to maintain records regarding annual vacation leave in terms of "scheduled working hours." Using such administrative procedure, the annual vacation provided by Section (E) above shall be provided in terms of three (3) calendar days being equal to one (1) working shift of twenty-four (24) hours. For each hour of vacation leave that a firefighter is away from a regularly scheduled work shift, one hour shall be credited against his annual vacation benefit.

G. The administrative procedures provided in Section (F) shall not be interpreted or construed to enlarge or decrease the current vacation leave benefit provided by A.C.A. 14-53-107 and this ordinance.

H. Sick leave for firefighters shall accumulate at a rate of 360 hours per year beginning with the date of employment and decreasing to 288 hours per year beginning four (4) years after employment. Unused sick leave shall accumulate to firefighters provided with 360 hours per year and 288 hours per year sick leave to a maximum of 2400 hours. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon separation of employment, any firefighter who has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement provided, however, that payment for unused sick leave upon retirement shall not exceed three (3) months salary as per state law, A.C.A. 14-53-108

I. All Civil Service Fire Department personnel shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each said five year periods shall be added provided however, that \$30.00 per month shall be the maximum longevity pay.

J. All firefighters, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of certificates awarded by the Arkansas State Fire Academy or the National Fire Academy according to the following schedule.

<u>Certificate</u>	<u>Monthly Pay Bonus</u>
1. Pump Operation/Emergency Driving	\$15.00
2. Fire Inspector 1	\$15.00
3. First Responder	\$15.00
4. Fire Officer 1	\$15.00
5. Emergency Medical Technician EMT	\$15.00
6. Special Certification Certificate as per Fire Chief	\$15.00
7. Arson Investigation	\$15.00
8. Hazardous Materials	<u>\$15.00</u>
Total possible Certificate pay	<u>\$120.00</u>

K. An additional 10%, after their first year of probation, shall be added to the pay rate of a firefighter who becomes a Certified Paramedic. Certification must be maintained or certification pay will be eliminated.

L. All firefighters shall receive an annual physical examination by the City to determine their physical fitness to perform firefighting activities.

M. All firefighters are eligible for educational bonus pay subject to certain conditions and procedures as follows: If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employee hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%
Completion of 45 semester hours	4%
Completion of 60 semester hours plus	5% attainment of Associates Degree

Schedule (2)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Associates Degree	3%

Bachelors Degree	6%
Masters Degree	7%

- N. Firefighters designated by the fire department and certified to maintain and service breathing apparatus are eligible for incentive pay of \$100.00 per month.

SECTION 5: Civil Service (uniformed) employees of the Police Department shall be paid a rate of pay as set forth in Appendix D.

- A. All Police Officers hired (including rehires) by the City shall initially be placed in the Entry Level in the Patrol Officer/Detective P-1 Range. Advancement to subsequent levels of pay shall be based upon an officer's anniversary date as indicated in the schedule in Appendix D.
- B. Advancement to the Corporal rank P-1 will occur upon reaching the tenth step of a patrol officer/detective. Advancement to subsequent levels of pay shall be based upon an officer's position anniversary date as indicated on the schedule in Appendix D.
- C. All hourly compensated Police Officers shall have a work period of seven (7) days, shall receive overtime pay after 40 hours, and shall be subject to the Section 7 (K) exemption of 29 CFR Part 553 Application of the Fair Labor Standards Act to Employees of State and Local Governments.
- D. All Police Officers shall receive compensation for an additional thirteen (13) days as paid legal holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the officer's daily rate of pay and is in addition to the base pay schedule. In calculating the holiday pay, the "daily rate of pay" for all hourly compensated Police Officers is hereby defined for budgetary purposes of the City of Fort Smith as being the per hour rate of base pay times (8) hours for the applicable employment grade and range. Holiday compensation is included in the rates of pay provided in Appendix D. Holiday pay is to be prorated and paid during the regular payroll periods.
- E. All Police Officers shall be granted annual vacations as follows:
 1. After twelve (12) months of continuous and uninterrupted service, fifteen (15) working days.
 2. After six (6) consecutive years of continuous and uninterrupted service, seventeen (17) working days.
 3. After ten (10) consecutive years of continuous and uninterrupted service, twenty (20) working days.
 4. In addition to the foregoing vacation days, each officer will receive one (1) discretionary day off with pay each year after (12) months of continuous service.

Annual vacation leave and the discretionary day shall not be accumulated for more than a twelve month period from the date of accrual for Civil Service Employees.

F. All Police Officers shall accumulate sick leave at the rate of twenty (20) working days (i.e., 28 calendar days) per year beginning one (1) year after the date of employment. Sick leave may be accumulated from year to year to maximum accumulation of one hundred twenty (120) working days (i.e., 168 calendar days) at any one time. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon separation of employment, any Police Officer has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement or death, provided however, that payment of unused sick leave upon retirement or death shall not exceed (3) months salary for Police Officers in the rank of Captain and above and shall not exceed salary for five hundred twenty (520) hours for Police Officers in the rank of Sergeant and below.

G. All civil service police officers shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
2. After each (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each of said five (5) year periods shall be added, provided, however, that \$30.00 per month shall be the maximum longevity pay.

H. All Police Officers, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of the State of Arkansas Law Enforcement Standards and Training Certificates as follows:

1. General Certificate - \$20.00 added to monthly compensation
2. Intermediate Certificate - \$40.00 added to monthly compensation.
3. Advanced Certificate - \$60.00 added to monthly compensation.
4. Senior Certificate - \$80.00 added to monthly compensation.

All police officers are eligible for educational bonus pay subject to certain conditions and procedures as follows:

If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employees hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%
Completion of 45 semester hours	4%

Completion of 60 semester hours plus

5% attainment of Associates Degree

Schedule (2)

Educational Program

Percentage of Total Annual Pay Added as Bonus

Associates Degree

3%

Bachelors Degree

6%

Masters Degree

7%

SECTION 6: Policy

As to non uniformed employees, in extreme and unusual employment and promotional situations related to business necessity and efficiency, the City Administrator may waive or alter the step increase procedure to fill a position with the most highly qualified candidate and assign the appropriate wage within the job classification.

SECTION 7: All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

PASSED AND APPROVED THIS 2nd day of December, 2014

APPROVED:

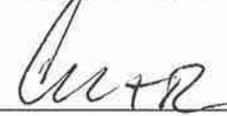

Mayor

ATTEST:



City Clerk

Approved as to form:



No Publication Required

Appendix A

HOURLY PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 9.53	\$ 11.52	\$ 13.51	\$ 0.40
2	\$ 10.66	\$ 12.89	\$ 15.11	\$ 0.44
3	\$ 11.77	\$ 14.23	\$ 16.71	\$ 0.49
4	\$ 12.91	\$ 15.60	\$ 18.30	\$ 0.54
5	\$ 14.04	\$ 16.96	\$ 19.89	\$ 0.59
6	\$ 15.15	\$ 18.31	\$ 21.46	\$ 0.63
7	\$ 16.26	\$ 19.65	\$ 23.07	\$ 0.68
8	\$ 17.37	\$ 21.01	\$ 24.63	\$ 0.72
9	\$ 18.50	\$ 22.38	\$ 26.24	\$ 0.77
10	\$ 19.62	\$ 23.74	\$ 27.84	\$ 0.83
11	\$ 20.75	\$ 25.09	\$ 29.43	\$ 0.88
12	\$ 20.77	\$ 26.71	\$ 32.66	\$ 1.18
13	\$ 21.85	\$ 28.11	\$ 34.35	\$ 1.24
14	\$ 23.13	\$ 29.76	\$ 36.38	\$ 1.32
15	\$ 24.20	\$ 31.12	\$ 38.06	\$ 1.39
16	\$ 25.54	\$ 32.86	\$ 40.14	\$ 1.46
17	\$ 26.60	\$ 34.22	\$ 41.84	\$ 1.53
18	\$ 27.68	\$ 35.62	\$ 43.54	\$ 1.59
19	\$ 28.77	\$ 37.04	\$ 45.29	\$ 1.65
20	\$ 29.86	\$ 38.42	\$ 46.99	\$ 1.71
21	\$ 30.96	\$ 39.83	\$ 48.69	\$ 1.77
22	\$ 32.01	\$ 41.21	\$ 50.39	\$ 1.84
23	\$ 33.11	\$ 42.61	\$ 52.11	\$ 1.91
24	\$ 34.20	\$ 44.01	\$ 53.80	\$ 1.97

BI-WEEKLY PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 762.40	\$ 921.60	\$ 1,080.80	\$ 32.00
2	\$ 852.80	\$ 1,031.20	\$ 1,208.80	\$ 35.20
3	\$ 941.60	\$ 1,138.40	\$ 1,336.80	\$ 39.20
4	\$ 1,032.80	\$ 1,248.00	\$ 1,464.00	\$ 43.20
5	\$ 1,123.20	\$ 1,356.80	\$ 1,591.20	\$ 47.20
6	\$ 1,212.00	\$ 1,464.80	\$ 1,716.80	\$ 50.40
7	\$ 1,300.80	\$ 1,572.00	\$ 1,845.60	\$ 54.40
8	\$ 1,389.60	\$ 1,680.80	\$ 1,970.40	\$ 57.60
9	\$ 1,480.00	\$ 1,790.40	\$ 2,099.20	\$ 61.60
10	\$ 1,569.60	\$ 1,899.20	\$ 2,227.20	\$ 66.40
11	\$ 1,660.00	\$ 2,007.20	\$ 2,354.40	\$ 70.40
12	\$ 1,661.60	\$ 2,136.80	\$ 2,612.80	\$ 94.40
13	\$ 1,748.00	\$ 2,248.80	\$ 2,748.00	\$ 99.20
14	\$ 1,850.40	\$ 2,380.80	\$ 2,910.40	\$ 105.60
15	\$ 1,936.00	\$ 2,489.60	\$ 3,044.80	\$ 111.20
16	\$ 2,043.20	\$ 2,628.80	\$ 3,211.20	\$ 116.80
17	\$ 2,128.00	\$ 2,737.60	\$ 3,347.20	\$ 122.40
18	\$ 2,214.40	\$ 2,849.60	\$ 3,483.20	\$ 127.20
19	\$ 2,301.60	\$ 2,963.20	\$ 3,623.20	\$ 132.00
20	\$ 2,388.80	\$ 3,073.60	\$ 3,759.20	\$ 136.80
21	\$ 2,476.80	\$ 3,186.40	\$ 3,895.20	\$ 141.60
22	\$ 2,560.80	\$ 3,296.80	\$ 4,031.20	\$ 147.20
23	\$ 2,648.80	\$ 3,408.80	\$ 4,168.80	\$ 152.80
24	\$ 2,736.00	\$ 3,520.80	\$ 4,304.00	\$ 157.60

ANNUAL PAY GRADE RANGES
BUDGET YEAR 2015
 (basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 19,822.40	\$ 23,961.60	\$ 28,100.80	\$ 832.00
2	\$ 22,172.80	\$ 26,811.20	\$ 31,428.80	\$ 915.20
3	\$ 24,481.60	\$ 29,598.40	\$ 34,756.80	\$ 1,019.20
4	\$ 26,852.80	\$ 32,448.00	\$ 38,064.00	\$ 1,123.20
5	\$ 29,203.20	\$ 35,276.80	\$ 41,371.20	\$ 1,227.20
6	\$ 31,512.00	\$ 38,084.80	\$ 44,636.80	\$ 1,310.40
7	\$ 33,820.80	\$ 40,872.00	\$ 47,985.60	\$ 1,414.40
8	\$ 36,129.60	\$ 43,700.80	\$ 51,230.40	\$ 1,497.60
9	\$ 38,480.00	\$ 46,550.40	\$ 54,579.20	\$ 1,601.60
10	\$ 40,809.60	\$ 49,379.20	\$ 57,907.20	\$ 1,726.40
11	\$ 43,160.00	\$ 52,187.20	\$ 61,214.40	\$ 1,830.40
12	\$ 43,201.60	\$ 55,556.80	\$ 67,932.80	\$ 2,454.40
13	\$ 45,448.00	\$ 58,468.80	\$ 71,448.00	\$ 2,579.20
14	\$ 48,110.40	\$ 61,900.80	\$ 75,670.40	\$ 2,745.60
15	\$ 50,336.00	\$ 64,729.60	\$ 79,164.80	\$ 2,891.20
16	\$ 53,123.20	\$ 68,348.80	\$ 83,491.20	\$ 3,036.80
17	\$ 55,328.00	\$ 71,177.60	\$ 87,027.20	\$ 3,182.40
18	\$ 57,574.40	\$ 74,089.60	\$ 90,563.20	\$ 3,307.20
19	\$ 59,841.60	\$ 77,043.20	\$ 94,203.20	\$ 3,432.00
20	\$ 62,108.80	\$ 79,913.60	\$ 97,739.20	\$ 3,556.80
21	\$ 64,396.80	\$ 82,846.40	\$ 101,275.20	\$ 3,681.60
22	\$ 66,580.80	\$ 85,716.80	\$ 104,811.20	\$ 3,827.20
23	\$ 68,868.80	\$ 88,628.80	\$ 108,388.80	\$ 3,972.80
24	\$ 71,136.00	\$ 91,540.80	\$ 111,904.00	\$ 4,097.60

Appendix B

<u>Performance Level</u>	<u>Performance Points</u>
A	3
B	2
C	1
D	0
E	0

Performance Increase

<u>Average Score</u>	<u>Increase</u>
1.2 - 1.3	1.0%
1.4 - 1.5	1.5%
1.6 - 1.7	2.0%
1.8 - 1.9	2.5%
2.0 - 2.1	3.0%
2.2 - 2.3	3.0%
2.4 - 2.5	3.0%
2.6 - 2.7	3.0%
2.8 - 2.9	3.0%
3.0	3.0%

Appendix C

City of Fort Smith
Fire Department
Pay Schedule
Budget Year 2015

Rank	Range	Rate	A	B	C	D	E	F	G
Probationary Firefighter & Firefighter	F1	Hourly	\$10.31	\$11.14	\$11.93	\$12.74	\$13.50	\$14.30	\$15.05
Driver	F2	Hourly	\$15.62	\$17.14					
Captain	F3	Hourly	\$18.63	\$20.41					
Captain (exempt)	F3	Monthly	\$4,709.97	\$5,159.26					
Fire Marshal Battalion Chief Training Officer	F5	Monthly	\$5,592.35	\$6,291.42					
Assistant Chief	F6	Monthly	\$7,042.48						

Appendix D

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2015

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 16.59	\$ 17.12	\$ 17.65	\$ 18.14	\$ 18.67	\$ 19.21	\$ 19.74	\$ 20.28	\$ 20.80	\$ 21.33
		\$ 0.83	\$ 0.86	\$ 0.88	\$ 0.91	\$ 0.93	\$ 0.96	\$ 0.99	\$ 1.01	\$ 1.04	\$ 1.07
		\$ 17.42	\$ 17.98	\$ 18.53	\$ 19.05	\$ 19.60	\$ 20.17	\$ 20.73	\$ 21.29	\$ 21.84	\$ 22.40
Corporal	Hourly	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
			\$ 21.86			\$ 22.42			\$ 22.71		
			\$ 1.09			\$ 1.12			\$ 1.14		
		\$ 22.95			\$ 23.54			\$ 23.85			
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 23.55	\$ 24.24	\$ 24.98	\$ 25.66	\$ 26.36	\$ 27.09				
		\$ 1.18	\$ 1.21	\$ 1.25	\$ 1.28	\$ 1.32	\$ 1.35				
		\$ 24.73	\$ 25.45	\$ 26.23	\$ 26.94	\$ 27.68	\$ 28.44				
Captain	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 59,147.97	\$ 60,259.14	\$ 61,370.30	\$ 62,481.45	\$ 63,592.61	\$ 64,724.92				
		\$ 2,957.40	\$ 3,012.96	\$ 3,068.52	\$ 3,124.07	\$ 3,179.63	\$ 3,236.25				
		\$ 62,105.37	\$ 63,272.10	\$ 64,438.82	\$ 65,605.52	\$ 66,772.24	\$ 67,961.17				
Major	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 67,961.20	\$ 70,142.49	\$ 72,323.78	\$ 74,505.06	\$ 76,686.35	\$ 78,867.62				
		\$ 3,398.06	\$ 3,507.12	\$ 3,616.19	\$ 3,725.25	\$ 3,834.32	\$ 3,943.38				
		\$ 71,359.26	\$ 73,649.61	\$ 75,939.97	\$ 78,230.31	\$ 80,520.67	\$ 82,811.00				

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2014

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		225	92.54%	52.49290	13,166.47
OKLAHOMA CITY	-37.9%	48	93.85%	74.83147	14,662.27
NORMAN	-31.7%	49	93.83%	52.22747	32,402.66
EDMOND	-21.9%	45	89.92%	53.05773	25,733.85
TULSA	-19.9%	60	94.13%	68.53960	9,659.77
LITTLE ROCK	-12.3%	61	95.84%	60.23086	13,278.42
BROKEN ARROW	-12.0%	50	93.50%	52.02690	19,501.24
SHREVEPORT	-7.7%	52	94.79%	54.38379	14,807.02
SPRINGFIELD	-4.7%	54	96.19%	50.16034	17,454.92
HOT SPRINGS	+0.4%	59	92.39%	47.14888	16,479.40
NWA CITIES	+1.2%	70	92.90%	38.12241	24,643.07
NORTH LITTLE ROCK	+4.3%	68	88.11%	30.80866	29,200.99

Overall Market Variance Mean -12.95%
 Overall Market Variance Median -11.98%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - POLICE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2014

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	88.34%	49.99669	17,087.33
EDMOND	-55.6%	4	99.55%	88.55276	17,339.28
BROKEN ARROW	-41.0%	4	98.39%	76.71210	18,716.73
OKLAHOMA CITY	-39.5%	4	99.76%	78.65215	16,163.61
TULSA	-38.0%	4	99.30%	68.35425	24,123.41
NORMAN	-29.8%	4	96.36%	95.35304	-3,952.56
SPRINGFIELD	-18.2%	4	99.09%	77.87848	4,090.64
LITTLE ROCK	-16.8%	4	82.71%	37.99405	37,393.86
SHREVEPORT	-13.8%	3	99.36%	75.92357	3,483.49
NWA CITIES	-8.4%	4	95.52%	61.18444	12,527.69
HOT SPRINGS	-5.0%	3	98.44%	77.29792	-2,320.34
NORTH LITTLE ROCK	-1.8%	4	86.40%	41.34912	25,565.81

Overall Market Variance Mean -24.36%
Overall Market Variance Median -18.22%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - FIRE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2014

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		7	89.54%	53.56231	12,048.25
OKLAHOMA CITY	-52.7%	6	89.47%	95.58595	9,628.02
EDMOND	-50.4%	6	94.65%	77.58505	23,730.97
NORMAN	-46.2%	6	93.09%	82.99284	16,568.17
TULSA	-34.6%	6	90.54%	79.64633	12,460.72
BROKEN ARROW	-30.1%	5	93.48%	58.49667	28,088.11
LITTLE ROCK	-17.8%	5	91.63%	77.71594	5,567.82
SHREVEPORT	-11.5%	6	83.34%	40.00037	32,671.85
NORTH LITTLE ROCK	-7.4%	6	85.96%	43.18413	27,450.86
HOT SPRINGS	-7.2%	3	98.72%	73.19080	2,855.36
SPRINGFIELD	-7.1%	6	86.52%	58.42844	14,177.76
NWA CITIES	-2.5%	6	93.95%	54.84907	14,459.73

Overall Market Variance Mean -24.32%
 Overall Market Variance Median -17.81%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 JULY 2013

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		225	93.08%	51.53494	13,836.83
OKLAHOMA CITY	-32.5%	50	92.31%	71.75014	13,662.56
NORMAN	-29.5%	49	93.83%	50.70641	31,458.78
EDMOND	-21.3%	37	86.42%	49.03725	27,899.32
BROKEN ARROW	-16.1%	26	93.62%	49.11666	24,619.68
TULSA	-13.6%	45	90.57%	64.16901	9,223.87
LITTLE ROCK	-7.7%	42	90.82%	57.47816	11,491.20
SHREVEPORT	-5.5%	53	93.68%	53.16158	14,309.93
SPRINGFIELD	-2.3%	55	95.84%	48.49649	16,838.76
NWA CITIES	+4.5%	45	93.78%	36.81533	23,640.65
NORTH LITTLE ROCK	+10.4%	47	84.65%	27.62449	29,513.22
HOT SPRINGS	+11.3%	35	93.82%	35.32808	20,242.21

Overall Market Variance Mean -9.30%
 Overall Market Variance Median -7.69%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - POLICE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 JULY 2013

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		4	87.41%	48.72271	17,895.77
EDMOND	-49.9%	4	99.35%	81.67792	19,671.52
BROKEN ARROW	-37.1%	4	98.39%	74.47757	18,171.72
OKLAHOMA CITY	-35.6%	4	99.76%	76.36194	15,692.32
TULSA	-34.2%	4	99.30%	66.36427	23,420.07
NORMAN	-26.2%	4	96.36%	92.57504	-3,836.81
SPRINGFIELD	-15.0%	4	99.09%	75.60948	3,972.18
LITTLE ROCK	-14.2%	4	81.14%	36.41179	37,126.85
SHREVEPORT	-10.2%	3	99.36%	73.71198	3,382.43
HOT SPRINGS	-1.7%	3	98.44%	75.04630	-2,252.44
NORTH LITTLE ROCK	+0.1%	4	85.35%	40.52126	25,021.53
NWA CITIES	+1.3%	4	99.88%	58.10257	9,251.35

Overall Market Variance Mean -20.26%
 Overall Market Variance Median -14.97%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey polyline graph.*

CITY OF FORT SMITH - FIRE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 JULY 2013

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		7	89.32%	50.62208	14,751.32
OKLAHOMA CITY	-47.8%	6	89.47%	92.80165	9,347.71
EDMOND	-45.3%	6	94.96%	74.85974	23,297.38
NORMAN	-41.5%	6	93.09%	80.57583	16,085.24
TULSA	-30.3%	6	90.54%	77.32655	12,097.78
BROKEN ARROW	-26.3%	5	93.48%	56.79258	27,269.96
LITTLE ROCK	-18.2%	5	92.31%	72.88149	8,399.40
SHREVEPORT	-7.9%	6	83.34%	38.83576	31,719.85
SPRINGFIELD	-3.7%	6	86.52%	56.72702	13,764.28
HOT SPRINGS	-2.6%	3	98.72%	71.05813	2,772.74
NWA CITIES	-1.3%	6	92.68%	53.10559	15,428.29
NORTH LITTLE ROCK	+1.1%	6	98.08%	45.86226	20,242.55

Overall Market Variance Mean -20.35%
 Overall Market Variance Median -18.16%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2011

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		221	92.41%	48.64490	14,156.88
OK CITY	-35.5%	48	92.79%	68.42485	14,265.49
NORMAN	-33.0%	48	93.31%	50.06466	28,769.88
EDMOND	-23.9%	43	83.47%	43.24890	31,772.73
TULSA	-14.9%	52	87.32%	56.37156	13,513.64
LITTLE ROCK	-8.1%	17	94.14%	60.96282	2,285.38
SPRINGFIELD	-7.7%	45	90.42%	43.55084	19,921.95
BROKEN ARROW	-5.2%	52	89.56%	39.17430	23,516.38
SHREVEPORT	-2.9%	37	87.48%	52.67063	11,310.27
NORTH LITTLE ROCK	+8.9%	45	80.17%	23.70939	31,168.15
HOT SPRINGS	+9.6%	55	95.32%	38.32745	16,182.40
NW AR CITIES	+10.2%	54	94.32%	31.36072	22,246.63

Overall Market Variance Mean -9.33%
 Overall Market Variance Median -7.68%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - POLICE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2011

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	84.63%	43.63329	18,517.82
EDMOND	-48.9%	5	99.49%	76.60088	20,226.66
NORMAN	-34.3%	5	99.83%	76.23254	12,643.73
TULSA	-32.5%	5	98.93%	62.66867	22,338.55
OK CITY	-31.9%	5	96.39%	79.42559	8,811.11
BROKEN ARROW	-11.2%	5	99.73%	44.90722	24,772.77
SPRINGFIELD	-10.8%	4	99.94%	63.25858	11,004.41
NORTH LITTLE ROCK	-6.7%	4	95.98%	59.44822	11,899.50
LITTLE ROCK	-5.3%	4	98.83%	62.66432	5,116.68
SHREVEPORT	-4.4%	4	99.52%	69.06884	4,000.06
HOT SPRINGS	-2.6%	5	99.34%	71.95667	-1,112.72
NW ARK CITIES	+3.4%	5	99.31%	57.57684	6,962.78

Overall Market Variance Mean -16.83%
 Overall Market Variance Median -10.79%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - FIRE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2011

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		7	91.09%	45.94691	19,120.23
EDMOND	-52.4%	7	91.00%	89.95555	13,315.48
NORMAN	-31.6%	7	81.51%	68.36742	19,792.84
OK CITY	-30.2%	7	77.79%	77.71400	10,581.88
TULSA	-20.5%	7	92.64%	68.66261	12,729.15
BROKEN ARROW	-13.0%	7	84.51%	68.61574	8,135.95
LITTLE ROCK	+0.6%	5	93.78%	51.07220	15,312.23
SHREVEPORT	+1.3%	6	72.43%*	31.16035	61,361.33
SPRINGFIELD	+4.2%	6	91.02%	39.63745	23,175.04
HOT SPRINGS	+7.1%	7	93.87%	42.77546	18,919.76
NORTH LITTLE ROCK	+8.6%	7	89.50%	38.52486	21,768.40
NW AR CITIES	+10.0%	7	93.90%	38.04530	21,335.90

Overall Market Variance Mean -10.53%
Overall Market Variance Median +0.63%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2009

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		63	92.46%	47.80250	14,729.04
Oklahoma City	-33.0%	49	93.95%	70.51128	10,144.87
Norman	-32.3%	50	90.78%	46.71896	33,356.71
Edmond	-21.3%	46	87.40%	46.39891	27,096.29
TULSA	-15.4%	46	82.55%	57.52133	14,018.84
Shreveport	-14.4%	40	95.70%	58.66858	10,571.63
Springfield	-12.9%	43	90.12%	50.32464	18,226.00
Little Rock	-4.0%	35	88.64%	47.57699	14,873.04
Broken Arrow	+3.6%	22	91.82%	35.84093	21,934.45
NWA Cities	+3.9%	55	93.43%	33.98163	24,022.25
Hot Springs	+6.9%	27	94.10%	36.39021	18,297.72
North Little rock	+8.4%	44	79.13%	27.85441	27,238.20

Overall Market Variance Mean -10.07%
Overall Market Variance Median -12.94%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2008

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		147	93.14%	46.41019	14,220.39
OK CITY	-36.5%	45	92.22%	67.15057	14,197.33
NORMAN	-25.3%	48	89.54%	43.22746	29,898.00
EDMOND	-18.0%	52	90.99%	43.69392	25,256.84
SHREVEPORT	-17.0%	47	95.61%	61.28029	7,975.77
SPRINGFIELD	-12.6%	45	89.87%	49.30561	16,821.17
TULSA	-11.8%	53	77.94%	50.73063	15,021.60
BROKEN ARROW	-2.8%	38	79.23%	35.02095	25,305.41
LITTLE ROCK	+1.6%	40	89.88%	48.39483	10,464.67
NWA CITIES	+2.2%	56	93.07%	33.79631	23,094.96
HOT SPRINGS	+7.0%	36	82.90%	31.14233	21,478.30
N LITTLE ROCK	+9.1%	49	84.09%	25.17521	26,861.30

Overall Market Variance Mean -9.46%
 Overall Market Variance Median -11.78%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - POLICE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2008

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	88.77%	42.67943	18,237.36
TULSA	-42.9%	5	99.79%	58.24446	27,569.85
OK CITY	-42.6%	5	98.11%	66.65140	18,389.74
EDMOND	-35.9%	5	94.17%	42.92697	39,459.04
BROKEN ARROW	-30.8%	5	98.58%	36.29425	43,333.39
SPRINGFIELD	-26.1%	5	99.30%	58.76662	16,452.93
NORMAN	-25.4%	5	95.76%	52.09060	23,148.25
LITTLE ROCK	-23.5%	4	99.56%	54.86432	17,684.11
SHREVEPORT	-20.6%	4	99.90%	68.62796	1,465.61
HOT SPRINGS	-2.5%	3	90.15%	25.82424	37,971.36
NWA CITIES	-2.2%	5	96.66%	38.93652	22,591.05
N LITTLE ROCK	-0.7%	4	92.70%	34.76749	24,850.46

Overall Market Variance Mean -23.02%
 Overall Market Variance Median -25.43%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - FIRE
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2008

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		8	92.82%	44.91700	17,017.79
OK CITY	-38.3%	7	92.76%	64.07487	22,709.43
TULSA	-36.4%	6	96.86%	72.82320	11,743.30
NORMAN	-32.9%	6	91.27%	42.25558	40,128.91
EDMOND	-27.8%	8	94.13%	47.04197	33,851.17
SHREVEPORT	-20.9%	5	99.50%	63.59793	12,229.14
LITTLE ROCK	-13.7%	6	98.09%	54.76457	16,591.50
BROKEN ARROW	-11.4%	7	92.04%	42.76653	27,814.99
SPRINGFIELD	-10.0%	6	98.52%	38.91827	29,287.23
N LITTLE ROCK	+7.5%	7	97.90%	36.49606	21,583.90
NWA CITIES	+8.7%	7	96.67%	37.60575	19,740.05
HOT SPRINGS	+11.5%	5	93.67%	26.87450	27,412.49

Overall Market Variance Mean -14.88%
 Overall Market Variance Median -13.67%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2007

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		67	93.24%	45.70916	13,845.82
Norman, OK	-28.3%	49	88.50%	43.26398	30,703.05
Oklahoma City, OK	-27.5%	56	92.35%	62.05172	11,652.75
Tulsa, OK	-16.0%	57	89.46%	56.79429	10,335.90
Edmond, OK	-15.9%	51	91.48%	42.04881	24,179.73
Springfield, MO	-12.5%	47	90.32%	48.27761	15,852.44
Shreveport, LA	-10.2%	46	94.30%	57.36225	5,647.62
Little Rock, AR	-6.8%	40	92.80%	52.49001	9,360.62
NW AR Cities	+4.9%	58	93.49%	31.11294	22,793.14
Hot Springs, AR	+7.2%	38	83.64%	30.45154	20,621.22
North Little Rock, AR	+14.7%	58	90.58%	24.97114	23,087.32

Overall Market Variance Mean -9.05%
Overall Market Variance Median -11.32%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH POLICE - AUGUST 2007
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2007

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	93.78%	46.34046	16,224.73
Tulsa, OK	-34.9%	4	99.52%	60.91996	23,069.35
Edmond, OK	-32.7%	4	99.38%	69.40362	14,613.10
Norman, OK	-19.6%	4	99.94%	80.23691	-2,020.53
Oklahoma City, OK	-18.6%	4	96.74%	68.53188	7,460.17
Springfield, MO	-17.4%	4	99.74%	69.91492	5,618.17
Little Rock, AR	-13.5%	3	95.41%	50.50942	19,101.46
Shreveport, LA	-2.7%	3	97.57%	63.43206	3,707.33
Hot Springs, AR	+0.8%	3	98.47%	74.49767	-6,543.88
Northwest AR Cities	+4.1%	4	98.15%	49.33280	11,257.29
North Little Rock, AR	+10.7%	4	99.64%	45.14210	11,161.22

Overall Market Variance Mean -12.37%
Overall Market Variance Median -15.45%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH FIRE 2007
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2007

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		6	93.80%	42.41370	18,128.02
Tulsa, OK	-34.0%	6	96.86%	70.36035	11,346.31
Oklahoma City, OK	-31.2%	6	95.52%	54.27722	25,726.45
Norman, OK	-29.9%	6	91.27%	40.63083	38,585.01
Edmond, OK	-21.8%	6	98.23%	43.89671	30,368.95
Shreveport, LA	-17.6%	4	99.70%	62.10896	9,382.09
Little Rock, AR	-10.7%	5	98.89%	52.78545	14,655.52
Springfield, MO	-8.6%	6	98.52%	37.78491	28,434.25
NW AR Cities	+7.0%	6	99.35%	36.16344	20,539.89
North Little Rock	+12.2%	6	98.28%	33.16767	20,346.83
Hot Springs, AR	+13.1%	5	93.67%	25.96535	26,485.79

Overall Market Variance Mean -12.16%
Overall Market Variance Median -14.13%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2006

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		98	93.68%	44.55612	12,889.59
Oklahoma City	-28.6%	50	95.24%	61.33130	9,616.46
Norman	-21.0%	44	93.19%	44.72495	22,571.66
Edmond	-15.4%	50	88.16%	36.37513	26,747.41
Springfield	-10.5%	46	93.36%	48.49556	13,485.41
Tulsa	-10.4%	53	90.52%	51.22750	11,054.90
Little Rock	-6.7%	49	95.74%	49.85457	10,153.17
Shreveport	-3.6%	41	95.70%	61.34570	930.95
Broken Arrow	-1.5%	32	95.52%	36.44385	17,476.90
Hot Springs	+6.2%	50	92.52%	34.00244	16,583.08
North West Arkansas Cities	+6.6%	48	96.78%	31.83958	18,410.90
N Little Rock	+9.4%	50	90.60%	28.46119	21,173.41

Overall Market Variance Mean -6.87%
 Overall Market Variance Median -6.68%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - POLICE AUGUST 2006
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2006

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	95.79%	50.97150	10,813.76
Edmond	-32.1%	4	98.40%	60.99453	19,824.19
Tulsa	-24.1%	4	98.86%	55.07894	20,521.10
Norman	-20.1%	4	97.64%	50.16354	22,514.85
Oklahoma City	-17.1%	4	95.75%	62.53409	10,293.29
Springfield	-16.1%	4	99.74%	67.55006	5,428.59
Little Rock	-12.3%	4	94.39%	63.91772	6,511.01
Broken Arrow	-5.8%	4	98.42%	50.38375	14,548.12
Hot Springs	-4.7%	4	96.16%	58.42605	7,473.50
Shreveport	-4.2%	4	96.74%	60.17478	5,982.85
N Little Rock	-1.0%	3	96.26%	57.29246	5,736.17
NWA Cities	+5.9%	4	91.00%	33.06100	20,742.72

Overall Market Variance Mean -11.95%
Overall Market Variance Median -12.33%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

CITY OF FORT SMITH - FIRE AUGUST 2006
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 AUGUST 2006

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		8	93.75%	44.61002	15,991.86
Norman	-21.0%	6	97.87%	55.50392	19,474.94
Oklahoma City	-20.8%	3	91.39%	40.21770	27,701.12
Edmond	-18.2%	6	97.33%	54.74028	18,581.84
Tulsa	-10.5%	5	98.26%	44.77513	22,457.15
Shreveport	-7.5%	3	96.95%	48.49572	16,503.24
Springfield	-7.5%	5	95.19%	38.67285	25,827.80
Little Rock	+1.7%	5	97.80%	37.68547	21,749.25
N Little Rock	+7.4%	5	96.87%	42.79762	14,477.11
Hot Springs	+7.7%	5	99.19%	47.10691	10,812.35
NWA Cities	+18.2%	4	99.75%	35.72267	15,074.21

Overall Market Variance Mean -5.05%
Overall Market Variance Median -7.49%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

ORDINANCE NO. 82-05

AN ORDINANCE ESTABLISHING SALARIES AND BENEFITS AND RELATED
PROCEDURES FOR CITY EMPLOYEES

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS THAT:

SECTION 1: Pay Rates and Salaries

All employees shall be paid based on the salary grade ranges as shown in Appendix A.

- A. On January 2, 2006, all non uniformed employees within their salary grade will receive a 2.0% cost of living adjustment pay increase. On January 2, 2006, all uniformed employees within their salary grade will receive a 4.0% cost of living adjustment pay increase. As to any employee not meeting performance expectations on January 2, 2006, the Department Head and City Administrator may withhold this pay increase.
- B. For non uniformed employees below the mid point of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date:
1. If the employee is meeting job requirements, a step increase will be granted on the position anniversary date.
 2. An additional step increase may be granted if the employee at times exceeds job requirements (an average of 2.0 or better on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C(2.) of this Ordinance.
 3. Two additional step increases may be granted if the employee consistently exceeds job requirements (an average of 3.0 on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C(1.) of this Ordinance.
 4. No step increase will be granted to an employee evaluated as Progressing to Minimum Requirements. (An average score of less than 1.0 or one or more evaluation category rating of E)
 5. The January 2, 2006 cost of living adjustment pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

Approved as follows
JRC
No Publication required

Appendix D

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2009

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 15.80	\$ 16.30	\$ 16.81	\$ 17.28	\$ 17.79	\$ 18.30	\$ 18.80	\$ 19.32	\$ 19.81	\$ 20.32
		\$ 0.79	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.89	\$ 0.92	\$ 0.94	\$ 0.97	\$ 0.99	\$ 1.02
		\$ 16.59	\$ 17.12	\$ 17.65	\$ 18.14	\$ 18.68	\$ 19.22	\$ 19.74	\$ 20.29	\$ 20.80	\$ 21.34
Corporal	Hourly	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
			\$ 20.82			\$ 21.36				\$ 21.64	
			\$ 1.04			\$ 1.07				\$ 1.08	
		\$ 21.86			\$ 22.43				\$ 22.72		
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 22.44	\$ 23.09	\$ 23.79	\$ 24.45	\$ 25.11	\$ 25.80				
		\$ 1.12	\$ 1.15	\$ 1.19	\$ 1.22	\$ 1.26	\$ 1.29				
		\$ 23.56	\$ 24.24	\$ 24.98	\$ 25.67	\$ 26.37	\$ 27.09				
Captain	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 56,343.54	\$ 57,402.02	\$ 58,460.50	\$ 59,518.96	\$ 60,577.44	\$ 61,656.07				
		\$ 2,817.18	\$ 2,870.10	\$ 2,923.03	\$ 2,975.95	\$ 3,028.87	\$ 3,082.80				
		\$ 59,160.72	\$ 60,272.12	\$ 61,383.53	\$ 62,494.91	\$ 63,606.31	\$ 64,738.87				
Major	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 64,738.90	\$ 66,816.76	\$ 68,894.63	\$ 70,972.49	\$ 73,050.35	\$ 75,128.21				
		\$ 3,236.95	\$ 3,340.84	\$ 3,444.73	\$ 3,548.62	\$ 3,652.52	\$ 3,756.41				
		\$ 67,975.85	\$ 70,157.60	\$ 72,339.36	\$ 74,521.11	\$ 76,702.87	\$ 78,884.62				

FIRE 2014
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2014

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		7	89.54%	53.56231	12,048.25
LITTLE ROCK	-17.8%	5	91.63%	77.71594	5,567.82
NORTH LITTLE ROCK	-7.4%	6	85.96%	43.18413	27,450.86
HOT SPRINGS	-7.2%	3	98.72%	73.19080	2,855.36
NWA CITIES	-2.5%	6	93.95%	54.84907	14,459.73

Overall Market Variance Mean -8.72%
 Overall Market Variance Median -7.31%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

POLICE 2014
 DBCOMPENSATION EXHIBIT 4A: STATISTICAL DETAILS FOR SALARY SURVEY PAYLINES
 SEPTEMBER 2014

	<i>% Variance</i>	<i>Titles</i>	<i>Correlation</i>	<i>Slope</i>	<i>Intercept</i>
YOUR ORGANIZATION		5	88.34%	49.99669	17,087.33
LITTLE ROCK	-16.8%	4	82.71%	37.99405	37,393.86
NWA CITIES	-8.4%	4	95.52%	61.18444	12,527.69
HOT SPRINGS	-5.0%	3	98.44%	77.29792	-2,320.34
NORTH LITTLE ROCK	-1.8%	4	86.40%	41.34912	25,565.81

Overall Market Variance Mean -8.00%
 Overall Market Variance Median -6.72%

**Note: Comparison organizations with correlations less than 75.00% do not appear in the Exhibit 4 salary survey payline graph.*

ATTACHMENT 7

Intro

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

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, faxed, or mailed to municipalities in the appropriate population bracket, and responses were interpreted and compiled by the Johanson Group.

b) Salaries requested were to be the actual annual salary for positions with only one employee or where there were multiple people in the same position title, salaries were to be averaged together and input as one average salary. Hourly positions were to be converted to an annual average by multiplying the hourly rate by 2080 hours.

c) Where blank spaces exist, data was not provided. Municipalities within the population size group that chose not to respond have been eliminated from this report.

d) Johanson 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. For positions on a step and grade grid, the salary range can be used to establish the grid schedule.

All data requests and responses are subject to different interpretation based on the data submitted. The League staff and Johanson 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 the Johanson Group appreciate the time and effort of the municipal officials and employees who participated in this project.

Arkansas Municipal League
P O Box 38
North Little Rock, Arkansas 72115

Johanson Group
2928 McKee Circle, Suite 123
Fayetteville, AR 72703

Participant Info

City Name	City Population	County	Authorized FT Personnel	Salary Contact Name	Salary Contact Email	Salary Contact Phone
Arkadelphia	10,712	Clark	125	Chama Williams	cwilliams@cityofarkadelphia.com	
Bella Vista	26,652	Bemton	108	Alison Fusillo	afusillo@bellavistacityar.com	(479) 876-1255
Benton	30,681	Saline	274	Kathy Kirk	kathy@bentonar.org	(501) 303-0966
Bentonville	34,000	Benton	410	Edward Wheeler	ewheeler@bentonvillear.com	(479) 271-3191
Blytheville	15,824	Mississippi	218	Judy Andrews	judyandrews@sbcgloba.net	(870)763-3858
Bryant	18,686	Saline	186	Shari Knight	sknight@cityofbryant.com	(501)943-0999 ext 0306
Cabot	24,000	Lonoke	136	Matthew Hood	mhood@cabotar.gov	(501) 843-3566
Conway	58,908	Faulkner	500	Lisa Mabry-Williams	lisaamw@gmail.com	(501)450-7087
Fayetteville	73,580	Washington	744	Missy Leflar	mleflar@fayetteville-ar.gov	(479)575-8298
Fort Smith	87,000	Sebasitan	860	Lindsey Kaelin	lkaelin@fortsmithar.gov	(479) 784-2222
Harrison	12,943	Boone	151	Christeen Waters	hr@cityofharrison.com	(870)741-2777
Hope	10,014	Hempstead	105	Carol Almond	hopehr@hopearkansas.net	(870) 777-6701
Hot Springs	35,193	Garland	615	Minnie Lenox	mlenox@cityhs.net	(501)321-6840
Jacksonville	28,364	Pulaski	276	JILL ROSS	JROSS@cityofjacksonville.net	(501)982-4671
Jonesboro	67,263	Craighead	524	Gloria Roark	groark@jonesboro.org	(870) 933-4640
Little Rock	195,314	Pulaski	2631	Leslie Cloer	lcloer@littlerock.org	(501)371-4526
Malvern	10,318	Hot Spring	102	Virginia Harrison	vharrison@malvernar.gov	(501)332-3638 Ext. 236
Marion	12,345	Crittenden		Tami Tackett	tktackett@yahoo.com	(870)739-5449
Maumelle	17,163	Pulaski	164	Vernon James	Vernon@Maumelle.org	(501)851-2784 ext 233
Mountain Home	12,448	Baxter	184	Chris McDaris	cmcdaris@cityofmountainhome.com	870 425 5945
North Little Rock	62,304	Pulaski	893	Robert L. Mauldin	rlmauldin@northlittlerock.ar.gov	(501) 975-8855
Paragould	26,113	Greene	172	Tisha Baldwin	tisha.baldwin@paragouldcity.org	(870)239-7511
Pine Bluff	49,081	Jefferson	420	Vickie Conaway	vickiec@cityofpinebluff.com	(870)730-2038
Rogers	55,964	Benton	451	Jewel N. Blow	jblow@rogersark.org	(479) 621-1117
Russellville	28,000	Pope	180	Tracey Cline-Pew	tccline-pew@rsvlar.org	(479)968-2098
Searcy	22,852	White	235	Jay Shock	jshock@cityofsearcy.org	501.268.2483
Sherwood	29,523	Pulaski	275	Maureen Pylant	mpylant@cityofsherwood.net	(501)833-3703
Siloam Springs	15,039	Benton	252	Crystal McNutt	cmcnutt@siloamsprings.com	(479) 238-0909
Springdale	69,797	Washington & Benton	478	Gina Kincy	gkincy@springdalear.gov	(479)750-8535
Texarkana	29,919	Miller	239	Jessica Hyman	jessica.hyman@txkusa.org	(870) 779-4997
West Memphis	26,000	Crittenden	400	Dewayne Douglas	ddouglas@citywm.com	(870)702-5121

Job-Salary Links

Job Title	Department	Page Number
Administrative Assistant I	Administration	12
Alderman/Director	Administration	13
Assistant City Attorney	Administration	14
Assistant to Mayor/Deputy City Administrator	Administration	15
City Attorney	Administration	16
City Clerk	Administration	17
City Manager	Administration	18
Court Clerk	Administration	19
Deputy City Attorney	Administration	20
Deputy Clerk	Administration	21
Deputy Court Clerk	Administration	22
Mayor	Administration	23
Office Manager	Administration	24
Purchasing Agent	Administration	25
Transcriptionist	Administration	26
Building Inspector	Code Enforcement	27
Code Enforcement Officer	Code Enforcement	28
Code Enforcement Officer - Senior	Code Enforcement	29
Code Enforcement Supervisor	Code Enforcement	30
Electrical Inspector	Code Enforcement	31
Mechanical Inspector	Code Enforcement	32
Plumbing and Gas Inspector	Code Enforcement	33
City Engineer	Engineering/Planning	34
Engineering Specialist	Engineering/Planning	35
Engineering Technician - Senior	Engineering/Planning	36
GIS Analyst	Engineering/Planning	37
GIS Analyst - Senior	Engineering/Planning	38
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Planner II	Engineering/Planning	42
Planning Director	Engineering/Planning	43
Accountant	Finance	44
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Police Investigative Detective	Police Department	106
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Salary Summary by Job Title

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Finance	Accountant	\$53,201	\$42,561	\$53,201	\$63,841
Finance	Accounting Clerk - Senior	\$42,511	\$34,009	\$42,511	\$51,013
Finance	Accounting Clerk II	\$32,468	\$25,974	\$32,468	\$38,962
Finance	Accounts Payable/Accounts Receivable Coordinator	\$37,463	\$29,970	\$37,463	\$44,956
Administration	Administrative Assistant I	\$32,117	\$25,693	\$32,117	\$38,540
Operations	Airport Attendant	\$29,300	\$23,440	\$29,300	\$35,160
Operations	Airport Manager	\$56,443	\$45,154	\$56,443	\$67,732
Administration	Alderman/Director	\$7,369	\$5,895	\$7,369	\$8,843
Operations	Animal Control Director	\$45,004	\$36,003	\$45,004	\$54,005
Operations	Animal Control Field Officer	\$27,708	\$22,166	\$27,708	\$33,250
Administration	Assistant City Attorney	\$51,318	\$41,054	\$51,318	\$61,582
Fire Department	Assistant Fire Chief	\$62,104	\$49,683	\$62,104	\$74,525
Police Department	Assistant Police Chief	\$65,736	\$52,589	\$65,736	\$78,883
Administration	Asst to Mayor/Deputy City Admin/Chief of Staff	\$66,223	\$52,978	\$66,223	\$79,468
Code Enforcement	Building Inspector	\$42,980	\$34,384	\$42,980	\$51,576
Operations	Building/Maintenance Supervisor	\$48,944	\$39,155	\$48,944	\$58,733
Operations	Building/Maintenance Worker	\$28,360	\$22,688	\$28,360	\$34,032
Administration	City Attorney	\$75,120	\$60,096	\$75,120	\$90,144
Administration	City Clerk	\$53,024	\$42,419	\$53,024	\$63,629
Engineering/Planning	City Engineer	\$78,099	\$62,479	\$78,099	\$93,719
Administration	City Manager	\$116,674	\$93,339	\$116,674	\$140,009
Code Enforcement	Code Enforcement Officer	\$32,527	\$26,022	\$32,527	\$39,032
Code Enforcement	Code Enforcement Officer - Senior	\$41,466	\$33,173	\$41,466	\$49,759
Code Enforcement	Code Enforcement Supervisor	\$54,556	\$43,645	\$54,556	\$65,467
Police Department	Communications Call Taker	\$26,927	\$21,542	\$26,927	\$32,312
Police Department	Communications Dispatcher	\$29,943	\$23,954	\$29,943	\$35,932
Police Department	Communications Shift Supervisor	\$39,939	\$31,951	\$39,939	\$47,927
Administration	Court Clerk	\$44,016	\$35,213	\$44,016	\$52,819
Police Department	Crime Scene Specialist	\$40,590	\$32,472	\$40,590	\$48,708
Police Department	Crime Scene Supervisor	\$52,771	\$42,217	\$52,771	\$63,325
Administration	Deputy City Attorney	\$67,972	\$54,378	\$67,972	\$81,566
Administration	Deputy Clerk	\$36,587	\$29,270	\$36,587	\$43,904
Administration	Deputy Court Clerk	\$31,398	\$25,118	\$31,398	\$37,678
Fire Department	Division Fire Chief	\$59,837	\$47,870	\$59,837	\$71,804
Code Enforcement	Electrical Inspector	\$40,903	\$32,722	\$40,903	\$49,084
Engineering/Planning	Engineering Specialist	\$48,670	\$38,936	\$48,670	\$58,404
Engineering/Planning	Engineering Technician - Senior	\$44,898	\$35,918	\$44,898	\$53,878
Finance	Finance Director	\$80,001	\$64,001	\$80,001	\$96,001
Fire Department	Fire Apparatus Engineer (Driver)	\$42,960	\$34,368	\$42,960	\$51,552
Fire Department	Fire Captain	\$51,288	\$41,030	\$51,288	\$61,546
Fire Department	Fire Chief	\$72,981	\$58,385	\$72,981	\$87,577
Fire Department	Fire Inspector/Marshal	\$54,363	\$43,490	\$54,363	\$65,236
Fire Department	Fire Lieutenant	\$43,346	\$34,677	\$43,346	\$52,015
Fire Department	Firefighter	\$35,898	\$28,718	\$35,898	\$43,078
Operations	Fleet Maintenance Mechanic I	\$31,787	\$25,430	\$31,787	\$38,144
Operations	Fleet Maintenance Mechanic II	\$40,147	\$32,118	\$40,147	\$48,176
Operations	Fleet Supervisor	\$48,150	\$38,520	\$48,150	\$57,780
Engineering/Planning	GIS Analyst	\$43,477	\$34,782	\$43,477	\$52,172
Engineering/Planning	GIS Analyst - Senior	\$49,081	\$39,265	\$49,081	\$58,897
Engineering/Planning	Graphics Technician	\$38,496	\$30,797	\$38,496	\$46,195
Operations	Grounds Maintenance Laborer	\$25,414	\$20,331	\$25,414	\$30,497
Operations	Grounds Maintenance Lead	\$33,895	\$27,116	\$33,895	\$40,674
Operations	Grounds Maintenance Supervisor	\$43,889	\$35,111	\$43,889	\$52,667

Salary Summary by Job Title

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Operations	Horticulturist	\$47,882	\$38,306	\$47,882	\$57,458
Human Resources	HR/Personnel Director	\$63,061	\$50,449	\$63,061	\$75,673
Human Resources	Human Resource Analyst	\$51,324	\$41,059	\$51,324	\$61,589
Human Resources	Human Resources Assistant	\$35,687	\$28,550	\$35,687	\$42,824
Information Systems	Information Support Specialist	\$40,346	\$32,277	\$40,346	\$48,415
Information Systems	Information Systems/Computer Manager	\$70,056	\$56,045	\$70,056	\$84,067
Engineering/Planning	Land Surveyor	\$58,049	\$46,439	\$58,049	\$69,659
Administration	Mayor	\$83,423	\$66,738	\$83,423	\$100,108
Code Enforcement	Mechanical Inspector	\$42,470	\$33,976	\$42,470	\$50,964
Information Systems	Network Analyst	\$55,700	\$44,560	\$55,700	\$66,840
Information Systems	Network Coordinator	\$38,038	\$30,430	\$38,038	\$45,646
Administration	Office Manager	\$38,456	\$30,766	\$38,457	\$46,149
Parks & Recreation	Parks Department Laborer	\$25,788	\$20,630	\$25,788	\$30,946
Parks & Recreation	Parks Director	\$66,353	\$53,082	\$66,353	\$79,624
Parks & Recreation	Parks Equipment Operator	\$28,974	\$23,179	\$28,974	\$34,769
Parks & Recreation	Parks Supervisor	\$39,756	\$31,805	\$39,756	\$47,707
Human Resources	Payroll Administrator	\$39,492	\$31,594	\$39,492	\$47,391
Human Resources	Pension Technician	\$36,420	\$29,136	\$36,420	\$43,704
Engineering/Planning	Planner I	\$40,511	\$32,409	\$40,511	\$48,613
Engineering/Planning	Planner II	\$49,521	\$39,617	\$49,521	\$59,425
Engineering/Planning	Planning Director	\$66,921	\$53,537	\$66,921	\$80,305
Code Enforcement	Plumbing and Gas Inspector	\$41,432	\$33,146	\$41,432	\$49,718
Police Department	Police Chief	\$83,280	\$66,624	\$83,280	\$99,936
Police Department	Police Dispatch	\$27,180	\$21,744	\$27,180	\$32,616
Police Department	Police Investigative Detective	\$38,814	\$31,051	\$38,814	\$46,577
Police Department	Police Lieutenant	\$54,422	\$43,538	\$54,422	\$65,306
Police Department	Police Major/Captain	\$64,287	\$51,430	\$64,287	\$77,144
Police Department	Police Officer	\$37,022	\$29,618	\$37,022	\$44,426
Police Department	Police Property Room Supervisor	\$35,324	\$28,259	\$35,324	\$42,389
Police Department	Police Sergeant	\$46,950	\$37,560	\$46,950	\$56,340
Police Department	Probation Officer	\$35,963	\$28,770	\$35,963	\$43,156
Police Department	Probation Officer - Senior	\$46,459	\$37,167	\$46,459	\$55,751
Information Systems	Programmer Analyst	\$52,780	\$42,224	\$52,780	\$63,336
Information Systems	Programmer Analyst - Senior	\$73,003	\$58,402	\$73,003	\$87,604
Public Works	Public Works Director	\$78,739	\$62,991	\$78,739	\$94,487
Administration	Purchasing Agent	\$52,311	\$41,849	\$52,311	\$62,773
Parks & Recreation	Recreation Facility Supervisor	\$43,555	\$34,844	\$43,555	\$52,266
Parks & Recreation	Recreation Programmer	\$33,118	\$26,494	\$33,118	\$39,742
Parks & Recreation	Recreation Programmer - Senior	\$35,401	\$28,321	\$35,401	\$42,481
Operations	Safety Loss Control Specialist	\$45,941	\$36,753	\$45,941	\$55,129
Public Works	Sanitation Department Laborer	\$23,492	\$18,794	\$23,492	\$28,190
Public Works	Sanitation Equipment Operator I	\$27,058	\$21,646	\$27,058	\$32,470
Public Works	Sanitation Equipment Operator II	\$31,892	\$25,514	\$31,892	\$38,270
Public Works	Sanitation Equipment Operator III	\$28,258	\$22,606	\$28,258	\$33,910
Public Works	Sanitation Superintendent	\$57,854	\$46,283	\$57,854	\$69,425
Public Works	Sanitation Supervisor	\$41,887	\$33,510	\$41,887	\$50,264
Operations	Signal Repair Technician	\$36,886	\$29,509	\$36,886	\$44,263
Operations	Signal Repair Technician - Senior	\$44,009	\$35,207	\$44,009	\$52,811
Operations	Signal Technician I	\$36,292	\$29,034	\$36,292	\$43,550
Operations	Signal Technician II	\$43,272	\$34,618	\$43,272	\$51,926
Public Works	Solid Waste Recycling Coordinator	\$41,052	\$32,842	\$41,052	\$49,262
Public Works	Solid Waste Recycling Operator/Collector	\$27,918	\$22,334	\$27,918	\$33,502
Public Works	Street Department Laborer	\$24,169	\$19,335	\$24,169	\$29,003

Salary Summary by Job Title

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Public Works	Street Equipment Operator	\$29,285	\$23,428	\$29,285	\$35,142
Public Works	Street Maintenance Superintendent	\$56,528	\$45,222	\$56,528	\$67,834
Public Works	Street Supervisor	\$43,387	\$34,710	\$43,387	\$52,064
Information Systems	Systems Network Manager	\$70,686	\$56,549	\$70,686	\$84,823
Information Systems	Systems Programmer	\$77,194	\$61,755	\$77,194	\$92,633
Parks & Recreation	Therapeutic Recreation Coordinator	\$33,888	\$27,110	\$33,888	\$40,666
Public Works	Traffic Engineer II	\$65,845	\$52,676	\$65,845	\$79,014
Public Works	Traffic Engineering Manager	\$73,309	\$58,647	\$73,309	\$87,971
Public Works	Traffic Technician I	\$39,840	\$31,872	\$39,840	\$47,808
Public Works	Traffic Technician II	\$48,729	\$38,983	\$48,729	\$58,475
Administration	Transcriptionist	\$31,578	\$25,262	\$31,578	\$37,894
Public Works	Utility Billing and Receivable Clerk	\$29,508	\$23,607	\$29,508	\$35,410

Salary Summary by Department

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Administration	Administrative Assistant I	\$32,117	\$25,693	\$32,117	\$38,540
Administration	Alderman/Director	\$7,369	\$5,895	\$7,369	\$8,843
Administration	Assistant City Attorney	\$51,318	\$41,054	\$51,318	\$61,582
Administration	Asst to Mayor/Deputy City Admin/Chief of Staff	\$66,223	\$52,978	\$66,223	\$79,468
Administration	City Attorney	\$75,120	\$60,096	\$75,120	\$90,144
Administration	City Clerk	\$53,024	\$42,419	\$53,024	\$63,629
Administration	City Manager	\$116,674	\$93,339	\$116,674	\$140,009
Administration	Court Clerk	\$44,016	\$35,213	\$44,016	\$52,819
Administration	Deputy City Attorney	\$67,972	\$54,378	\$67,972	\$81,566
Administration	Deputy Clerk	\$36,587	\$29,270	\$36,587	\$43,904
Administration	Deputy Court Clerk	\$31,398	\$25,118	\$31,398	\$37,678
Administration	Mayor	\$83,423	\$66,738	\$83,423	\$100,108
Administration	Office Manager	\$38,456	\$30,766	\$38,457	\$46,149
Administration	Purchasing Agent	\$52,311	\$41,849	\$52,311	\$62,773
Administration	Transcriptionist	\$31,578	\$25,262	\$31,578	\$37,894
Code Enforcement	Building Inspector	\$42,980	\$34,384	\$42,980	\$51,576
Code Enforcement	Code Enforcement Officer	\$32,527	\$26,022	\$32,527	\$39,032
Code Enforcement	Code Enforcement Officer - Senior	\$41,466	\$33,173	\$41,466	\$49,759
Code Enforcement	Code Enforcement Supervisor	\$54,556	\$43,645	\$54,556	\$65,467
Code Enforcement	Electrical Inspector	\$40,903	\$32,722	\$40,903	\$49,084
Code Enforcement	Mechanical Inspector	\$42,470	\$33,976	\$42,470	\$50,964
Code Enforcement	Plumbing and Gas Inspector	\$41,432	\$33,146	\$41,432	\$49,718
Engineering/Planning	City Engineer	\$78,099	\$62,479	\$78,099	\$93,719
Engineering/Planning	Engineering Specialist	\$48,670	\$38,936	\$48,670	\$58,404
Engineering/Planning	Engineering Technician - Senior	\$44,898	\$35,918	\$44,898	\$53,878
Engineering/Planning	GIS Analyst	\$43,477	\$34,782	\$43,477	\$52,172
Engineering/Planning	GIS Analyst - Senior	\$49,081	\$39,265	\$49,081	\$58,897
Engineering/Planning	Graphics Technician	\$38,496	\$30,797	\$38,496	\$46,195
Engineering/Planning	Land Surveyor	\$58,049	\$46,439	\$58,049	\$69,659
Engineering/Planning	Planner I	\$40,511	\$32,409	\$40,511	\$48,613
Engineering/Planning	Planner II	\$49,521	\$39,617	\$49,521	\$59,425
Engineering/Planning	Planning Director	\$66,921	\$53,537	\$66,921	\$80,305
Finance	Accountant	\$53,201	\$42,561	\$53,201	\$63,841
Finance	Accounting Clerk - Senior	\$42,511	\$34,009	\$42,511	\$51,013
Finance	Accounting Clerk II	\$32,468	\$25,974	\$32,468	\$38,962
Finance	Accounts Payable/Accounts Receivable Coordinator	\$37,463	\$29,970	\$37,463	\$44,956
Finance	Finance Director	\$80,001	\$64,001	\$80,001	\$96,001
Fire Department	Assistant Fire Chief	\$62,104	\$49,683	\$62,104	\$74,525
Fire Department	Division Fire Chief	\$59,837	\$47,870	\$59,837	\$71,804
Fire Department	Fire Apparatus Engineer (Driver)	\$42,960	\$34,368	\$42,960	\$51,552
Fire Department	Fire Captain	\$51,288	\$41,030	\$51,288	\$61,546
Fire Department	Fire Chief	\$72,981	\$58,385	\$72,981	\$87,577
Fire Department	Fire Inspector/Marshal	\$54,363	\$43,490	\$54,363	\$65,236
Fire Department	Fire Lieutenant	\$43,346	\$34,677	\$43,346	\$52,015
Fire Department	Firefighter	\$35,898	\$28,718	\$35,898	\$43,078
Human Resources	HR/Personnel Director	\$63,061	\$50,449	\$63,061	\$75,673
Human Resources	Human Resource Analyst	\$51,324	\$41,059	\$51,324	\$61,589
Human Resources	Human Resources Assistant	\$35,687	\$28,550	\$35,687	\$42,824
Human Resources	Payroll Administrator	\$39,492	\$31,594	\$39,492	\$47,391
Human Resources	Pension Technician	\$36,420	\$29,136	\$36,420	\$43,704
Information Systems	Information Support Specialist	\$40,346	\$32,277	\$40,346	\$48,415

Salary Summary by Department

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Information Systems	Information Systems/Computer Manager	\$70,056	\$56,045	\$70,056	\$84,067
Information Systems	Network Analyst	\$55,700	\$44,560	\$55,700	\$66,840
Information Systems	Network Coordinator	\$38,038	\$30,430	\$38,038	\$45,646
Information Systems	Programmer Analyst	\$52,780	\$42,224	\$52,780	\$63,336
Information Systems	Programmer Analyst - Senior	\$73,003	\$58,402	\$73,003	\$87,604
Information Systems	Systems Network Manager	\$70,686	\$56,549	\$70,686	\$84,823
Information Systems	Systems Programmer	\$77,194	\$61,755	\$77,194	\$92,633
Operations	Airport Attendant	\$29,300	\$23,440	\$29,300	\$35,160
Operations	Airport Manager	\$56,443	\$45,154	\$56,443	\$67,732
Operations	Animal Control Director	\$45,004	\$36,003	\$45,004	\$54,005
Operations	Animal Control Field Officer	\$27,708	\$22,166	\$27,708	\$33,250
Operations	Building/Maintenance Supervisor	\$48,944	\$39,155	\$48,944	\$58,733
Operations	Building/Maintenance Worker	\$28,360	\$22,688	\$28,360	\$34,032
Operations	Fleet Maintenance Mechanic I	\$31,787	\$25,430	\$31,787	\$38,144
Operations	Fleet Maintenance Mechanic II	\$40,147	\$32,118	\$40,147	\$48,176
Operations	Fleet Supervisor	\$48,150	\$38,520	\$48,150	\$57,780
Operations	Grounds Maintenance Laborer	\$25,414	\$20,331	\$25,414	\$30,497
Operations	Grounds Maintenance Lead	\$33,895	\$27,116	\$33,895	\$40,674
Operations	Grounds Maintenance Supervisor	\$43,889	\$35,111	\$43,889	\$52,667
Operations	Horticulturist	\$47,882	\$38,306	\$47,882	\$57,458
Operations	Safety Loss Control Specialist	\$45,941	\$36,753	\$45,941	\$55,129
Operations	Signal Repair Technician	\$36,886	\$29,509	\$36,886	\$44,263
Operations	Signal Repair Technician - Senior	\$44,009	\$35,207	\$44,009	\$52,811
Operations	Signal Technician I	\$36,292	\$29,034	\$36,292	\$43,550
Operations	Signal Technician II	\$43,272	\$34,618	\$43,272	\$51,926
Parks & Recreation	Parks Department Laborer	\$25,788	\$20,630	\$25,788	\$30,946
Parks & Recreation	Parks Director	\$66,353	\$53,082	\$66,353	\$79,624
Parks & Recreation	Parks Equipment Operator	\$28,974	\$23,179	\$28,974	\$34,769
Parks & Recreation	Parks Supervisor	\$39,756	\$31,805	\$39,756	\$47,707
Parks & Recreation	Recreation Facility Supervisor	\$43,555	\$34,844	\$43,555	\$52,266
Parks & Recreation	Recreation Programmer	\$33,118	\$26,494	\$33,118	\$39,742
Parks & Recreation	Recreation Programmer - Senior	\$35,401	\$28,321	\$35,401	\$42,481
Parks & Recreation	Therapeutic Recreation Coordinator	\$33,888	\$27,110	\$33,888	\$40,666
Police Department	Assistant Police Chief	\$65,736	\$52,589	\$65,736	\$78,883
Police Department	Communications Call Taker	\$26,927	\$21,542	\$26,927	\$32,312
Police Department	Communications Dispatcher	\$29,943	\$23,954	\$29,943	\$35,932
Police Department	Communications Shift Supervisor	\$39,939	\$31,951	\$39,939	\$47,927
Police Department	Crime Scene Specialist	\$40,590	\$32,472	\$40,590	\$48,708
Police Department	Crime Scene Supervisor	\$52,771	\$42,217	\$52,771	\$63,325
Police Department	Police Chief	\$83,280	\$66,624	\$83,280	\$99,936
Police Department	Police Dispatch	\$27,180	\$21,744	\$27,180	\$32,616
Police Department	Police Investigative Detective	\$38,814	\$31,051	\$38,814	\$46,577
Police Department	Police Lieutenant	\$54,422	\$43,538	\$54,422	\$65,306
Police Department	Police Major/Captain	\$64,287	\$51,430	\$64,287	\$77,144
Police Department	Police Officer	\$37,022	\$29,618	\$37,022	\$44,426
Police Department	Police Property Room Supervisor	\$35,324	\$28,259	\$35,324	\$42,389
Police Department	Police Sergeant	\$46,950	\$37,560	\$46,950	\$56,340
Police Department	Probation Officer	\$35,963	\$28,770	\$35,963	\$43,156
Police Department	Probation Officer - Senior	\$46,459	\$37,167	\$46,459	\$55,751
Public Works	Public Works Director	\$78,739	\$62,991	\$78,739	\$94,487
Public Works	Sanitation Department Laborer	\$23,492	\$18,794	\$23,492	\$28,190

Salary Summary by Department

Department	Job Title	Average Annual Salary	Salary Range		
			Minimum	Midpoint	Maximum
Public Works	Sanitation Equipment Operator I	\$27,058	\$21,646	\$27,058	\$32,470
Public Works	Sanitation Equipment Operator II	\$31,892	\$25,514	\$31,892	\$38,270
Public Works	Sanitation Equipment Operator III	\$28,258	\$22,606	\$28,258	\$33,910
Public Works	Sanitation Superintendent	\$57,854	\$46,283	\$57,854	\$69,425
Public Works	Sanitation Supervisor	\$41,887	\$33,510	\$41,887	\$50,264
Public Works	Solid Waste Recycling Coordinator	\$41,052	\$32,842	\$41,052	\$49,262
Public Works	Solid Waste Recycling Operator/Collector	\$27,918	\$22,334	\$27,918	\$33,502
Public Works	Street Department Laborer	\$24,169	\$19,335	\$24,169	\$29,003
Public Works	Street Equipment Operator	\$29,285	\$23,428	\$29,285	\$35,142
Public Works	Street Maintenance Superintendent	\$56,528	\$45,222	\$56,528	\$67,834
Public Works	Street Supervisor	\$43,387	\$34,710	\$43,387	\$52,064
Public Works	Traffic Engineer II	\$65,845	\$52,676	\$65,845	\$79,014
Public Works	Traffic Engineering Manager	\$73,309	\$58,647	\$73,309	\$87,971
Public Works	Traffic Technician I	\$39,840	\$31,872	\$39,840	\$47,808
Public Works	Traffic Technician II	\$48,729	\$38,983	\$48,729	\$58,475
Public Works	Utility Billing and Receivable Clerk	\$29,508	\$23,607	\$29,508	\$35,410
Public Works	Utility Construction	\$29,546	\$23,637	\$29,546	\$35,455
Public Works	Waste Water Manager	\$57,726	\$46,181	\$57,726	\$69,271
Public Works	Water Manager	\$62,677	\$50,142	\$62,677	\$75,212
Public Works	Water Waste Water Operator	\$33,373	\$26,698	\$33,373	\$40,048

Administrative Assistant I

Job Description and Qualifications:

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).

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	14	\$40,649	\$32,519	\$40,649	\$48,779
Fort Smith	87,000	2	\$45,043	\$36,035	\$45,043	\$54,052
Fayetteville	73,580	1	\$32,074	\$25,659	\$32,074	\$38,488
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$39,478	\$31,583	\$39,478	\$47,374
Conway	58,908	1	\$37,498	\$29,998	\$37,498	\$44,998
Rogers	55,964	1	\$37,769	\$30,216	\$37,769	\$45,323
Pine Bluff	49,081	7	\$22,969	\$18,375	\$22,969	\$27,563
Hot Springs	35,193					
Bentonville	34,000	10	\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681	13	\$24,225	\$19,380	\$24,225	\$29,070
Texarkana	29,919	1	\$13,499	\$10,799	\$13,499	\$16,199
Sherwood	29,523	1	\$25,917	\$20,734	\$25,917	\$31,100
Jacksonville	28,364	5	\$33,319	\$26,655	\$33,319	\$39,983
Russellville	28,000	10	\$33,793	\$27,034	\$33,793	\$40,552
Bella Vista	26,652	5	\$31,604	\$25,283	\$31,604	\$37,925
Paragould	26,113					
West Memphis	26,000	14	\$31,000	\$24,800	\$31,000	\$37,200
Cabot	24,000	3	\$31,364	\$25,091	\$31,364	\$37,637
Searcy	22,852	1	\$31,365	\$25,092	\$31,365	\$37,638
Bryant	18,686	6	\$28,363	\$22,690	\$28,363	\$34,035
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	9	\$34,133	\$27,306	\$34,133	\$40,960
Harrison	12,943	8	\$29,083	\$23,266	\$29,083	\$34,900
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		5.65	\$32,117	\$25,693	\$32,117	\$38,540
45,000+		3.86	\$36,497	\$29,198	\$36,497	\$43,797
20,000-45,000		6.30	\$29,527	\$23,622	\$29,527	\$35,433
10,000-20,000		7.67	\$30,526	\$24,421	\$30,526	\$36,631

Alderman-Director

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	10	\$12,000	\$9,600	\$12,000	\$14,400
Fort Smith	87,000	7	\$1,000	\$800	\$1,000	\$1,200
Fayetteville	73,580					
Springdale	69,797	8	\$10,200	\$8,160	\$10,200	\$12,240
Jonesboro	67,263	12	\$9,600	\$7,680	\$9,600	\$11,520
North Little Rock	62,304	8	\$10,296	\$8,237	\$10,296	\$12,355
Conway	58,908	8	\$7,800	\$6,240	\$7,800	\$9,360
Rogers	55,964	8	\$9,097	\$7,278	\$9,097	\$10,916
Pine Bluff	49,081	8	\$10,649	\$8,519	\$10,649	\$12,779
Hot Springs	35,193					
Bentonville	34,000	8	\$8,713	\$6,970	\$8,713	\$10,456
Benton	30,681	10	\$9,000	\$7,200	\$9,000	\$10,800
Texarkana	29,919					
Sherwood	29,523	8	\$6,841	\$5,473	\$6,841	\$8,209
Jacksonville	28,364	10	\$7,089	\$5,671	\$7,089	\$8,507
Russellville	28,000	8	\$7,224	\$5,779	\$7,224	\$8,669
Bella Vista	26,652	6	\$5,040	\$4,032	\$5,040	\$6,048
Paragould	26,113	8	\$5,005	\$4,004	\$5,005	\$6,006
West Memphis	26,000	10	\$9,600	\$7,680	\$9,600	\$11,520
Cabot	24,000	8	\$7,889	\$6,311	\$7,889	\$9,467
Searcy	22,852	8	\$10,645	\$8,516	\$10,645	\$12,775
Bryant	18,686	8	\$6,880	\$5,504	\$6,880	\$8,256
Maumelle	17,163	8	\$6,000	\$4,800	\$6,000	\$7,200
Blytheville	15,824	6	\$5,988	\$4,790	\$5,988	\$7,186
Siloam Springs	15,039	7	\$5,280	\$4,224	\$5,280	\$6,336
Harrison	12,943	8	\$4,500	\$3,600	\$4,500	\$5,400
Mountain Home	12,448	8	\$4,340	\$3,472	\$4,340	\$5,208
Marion	12,345	6	\$6,000	\$4,800	\$6,000	\$7,200
Arkadelphia	10,712					
Malvern	10,318	8	\$4,905	\$3,924	\$4,905	\$5,885
Hope	10,014					
AVERAGES by Population Group						
Overall		8.15	\$7,369	\$5,895	\$7,369	\$8,842
45,000+		8.63	\$8,830	\$7,064	\$8,830	\$10,596
20,000-45,000		8.40	\$7,705	\$6,164	\$7,705	\$9,246
10,000-20,000		7.38	\$5,487	\$4,389	\$5,487	\$6,584

Assistant City Attorney

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	3	\$51,011	\$40,809	\$51,011	\$61,213
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$61,434	\$49,147	\$61,434	\$73,721
North Little Rock	62,304	2	\$58,677	\$46,941	\$58,677	\$70,412
Conway	58,908	1	\$72,500	\$58,000	\$72,500	\$87,000
Rogers	55,964	2	\$75,474	\$60,379	\$75,474	\$90,568
Pine Bluff	49,081	2	\$54,246	\$43,397	\$54,246	\$65,095
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$30,517	\$24,414	\$30,517	\$36,620
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$18,000	\$14,400	\$18,000	\$21,600
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.56	\$51,318	\$41,054	\$51,318	\$61,581
45,000+		1.83	\$62,224	\$49,779	\$62,224	\$74,668
20,000-45,000		1.00	\$40,000	\$32,000	\$40,000	\$48,000
10,000-20,000		1.00	\$24,259	\$19,407	\$24,259	\$29,110

Asst to Mayor-Deputy City Admin

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$136,308	\$109,046	\$136,308	\$163,570
Fort Smith	87,000	1	\$99,656	\$79,725	\$99,656	\$119,587
Fayetteville	73,580	1	\$111,324	\$89,059	\$111,324	\$133,588
Springdale	69,797	1	\$90,073	\$72,058	\$90,073	\$108,088
Jonesboro	67,263					
North Little Rock	62,304	1	\$95,181	\$76,145	\$95,181	\$114,217
Conway	58,908	1	\$63,301	\$50,641	\$63,301	\$75,961
Rogers	55,964	1	\$50,965	\$40,772	\$50,965	\$61,158
Pine Bluff	49,081	1	\$29,557	\$23,646	\$29,557	\$35,468
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681	1	\$35,412	\$28,330	\$35,412	\$42,494
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	1	\$77,000	\$61,600	\$77,000	\$92,400
Russellville	28,000					
Bella Vista	26,652	1	\$60,800	\$48,640	\$60,800	\$72,960
Paragould	26,113					
West Memphis	26,000	1	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	1	\$34,000	\$27,200	\$34,000	\$40,800
Siloam Springs	15,039	1	\$66,703	\$53,362	\$66,703	\$80,044
Harrison	12,943	1	\$35,663	\$28,530	\$35,663	\$42,796
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$33,624	\$26,899	\$33,624	\$40,348
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$66,223	\$52,978	\$66,223	\$79,467
45,000+		1.00	\$84,546	\$67,636	\$84,546	\$101,455
20,000-45,000		1.00	\$53,303	\$42,642	\$53,303	\$63,964
10,000-20,000		1.00	\$42,497	\$33,998	\$42,497	\$50,997

City Attorney

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$143,218	\$114,574	\$143,218	\$171,862
Fort Smith	87,000					
Fayetteville	73,580	1	\$112,507	\$90,006	\$112,507	\$135,009
Springdale	69,797	1	\$98,930	\$79,144	\$98,930	\$118,716
Jonesboro	67,263	1	\$101,040	\$80,832	\$101,040	\$121,248
North Little Rock	62,304	1	\$127,504	\$102,003	\$127,504	\$153,005
Conway	58,908	1	\$101,494	\$81,195	\$101,494	\$121,793
Rogers	55,964	1	\$113,719	\$90,976	\$113,719	\$136,463
Pine Bluff	49,081	1	\$82,140	\$65,712	\$82,140	\$98,568
Hot Springs	35,193	1	\$121,000	\$96,800	\$121,000	\$145,200
Bentonville	34,000	1	\$124,426	\$99,541	\$124,426	\$149,311
Benton	30,681	1	\$65,000	\$52,000	\$65,000	\$78,000
Texarkana	29,919	1	\$66,000	\$52,800	\$66,000	\$79,200
Sherwood	29,523	1	\$68,752	\$55,002	\$68,752	\$82,502
Jacksonville	28,364	1	\$99,882	\$79,906	\$99,882	\$119,858
Russellville	28,000	1	\$65,000	\$52,000	\$65,000	\$78,000
Bella Vista	26,652	1	\$73,500	\$58,800	\$73,500	\$88,200
Paragould	26,113	1	\$39,550	\$31,640	\$39,550	\$47,460
West Memphis	26,000	1	\$95,000	\$76,000	\$95,000	\$114,000
Cabot	24,000	1	\$78,552	\$62,842	\$78,552	\$94,262
Searcy	22,852	1	\$37,032	\$29,625	\$37,032	\$44,438
Bryant	18,686	1	\$83,510	\$66,808	\$83,510	\$100,212
Maumelle	17,163	1	\$12,000	\$9,600	\$12,000	\$14,400
Blytheville	15,824	1	\$57,060	\$45,648	\$57,060	\$68,472
Siloam Springs	15,039	1	\$88,754	\$71,003	\$88,754	\$106,505
Harrison	12,943	1	\$39,381	\$31,505	\$39,381	\$47,257
Mountain Home	12,448	1	\$31,778	\$25,423	\$31,778	\$38,134
Marion	12,345	1	\$50,750	\$40,600	\$50,750	\$60,900
Arkadelphia	10,712	1	\$23,000	\$18,400	\$23,000	\$27,600
Malvern	10,318	1	\$28,134	\$22,507	\$28,134	\$33,760
Hope	10,014	1	\$25,000	\$20,000	\$25,000	\$30,000
AVERAGES by Population Group						
Overall		1.00	\$75,120	\$60,096	\$75,120	\$90,145
45,000+		1.00	\$110,069	\$88,055	\$110,069	\$132,083
20,000-45,000		1.00	\$77,808	\$62,246	\$77,808	\$93,369
10,000-20,000		1.00	\$43,937	\$35,149	\$43,937	\$52,724

City Clerk

Job Description and Qualifications:

Serves as an elected official and performs and/or supervises the administrative services required to operate the City's administrative 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.

CITY	Population	# of Authorized Employees	Part-Time	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314	1		\$70,338	\$56,270	\$70,338	\$84,406
Fort Smith	87,000	1		\$69,655	\$55,724	\$69,655	\$83,586
Fayetteville	73,580	1		\$67,995	\$54,396	\$67,995	\$81,594
Springdale	69,797	1		\$75,653	\$60,522	\$75,653	\$90,784
Jonesboro	67,263	1		\$77,307	\$61,846	\$77,307	\$92,768
North Little Rock	62,304	1		\$63,731	\$50,985	\$63,731	\$76,477
Conway	58,908	1		\$65,506	\$52,405	\$65,506	\$78,607
Rogers	55,964	1		\$66,605	\$53,284	\$66,605	\$79,926
Pine Bluff	49,081	1		\$59,430	\$47,544	\$59,430	\$71,316
Hot Springs	35,193						
Bentonville	34,000	1	\$8,597				
Benton	30,681	1	\$16,000				
Texarkana	29,919	1		\$41,787	\$33,430	\$41,787	\$50,144
Sherwood	29,523	1		\$64,366	\$51,493	\$64,366	\$77,239
Jacksonville	28,364	1		\$49,179	\$39,343	\$49,179	\$59,015
Russellville	28,000	1	\$11,700				
Bella Vista	26,652	1	\$3,600				
Paragould	26,113	1		\$52,957	\$42,366	\$52,957	\$63,548
West Memphis	26,000	1	\$6,000				
Cabot	24,000	1		\$57,761	\$46,209	\$57,761	\$69,313
Searcy	22,852	1		\$52,376	\$41,901	\$52,376	\$62,852
Bryant	18,686	1		\$45,074	\$36,059	\$45,074	\$54,088
Maumelle	17,163	1		\$56,000	\$44,800	\$56,000	\$67,200
Blytheville	15,824	1		\$35,510	\$28,408	\$35,510	\$42,612
Siloam Springs	15,039	1		\$45,802	\$36,642	\$45,802	\$54,962
Harrison	12,943	1		\$24,164	\$19,331	\$24,164	\$28,997
Mountain Home	12,448	1		\$29,888	\$23,910	\$29,888	\$35,865
Marion	12,345	1		\$18,860	\$15,088	\$18,860	\$22,632
Arkadelphia	10,712	1		\$35,600	\$28,480	\$35,600	\$42,720
Malvern	10,318			\$47,024	\$37,619	\$47,024	\$56,429
Hope	10,014						
AVERAGES by Population Group							
Overall		1.00	\$9,179	\$53,024	\$42,419	\$53,024	\$63,628
45,000+		1.00		\$68,469	\$54,775	\$68,469	\$82,163
20,000-45,000		1.00	\$9,179	\$53,071	\$42,457	\$53,071	\$63,685
10,000-20,000		1.00		\$37,547	\$30,037	\$37,547	\$45,056

City Manager

Job Description and Qualifications:

Acts as the City's CEO and 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 that they are elected into.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$181,896	\$145,517	\$181,896	\$218,275
Fort Smith	87,000	1	\$149,500	\$119,600	\$149,500	\$179,400
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$148,000	\$118,400	\$148,000	\$177,600
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$111,072	\$88,858	\$111,072	\$133,286
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000	1	\$56,541	\$45,233	\$56,541	\$67,849
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$123,910	\$99,128	\$123,910	\$148,692
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$78,043	\$62,434	\$78,043	\$93,652
Malvern	10,318					
Hope	10,014	1	\$84,429	\$67,543	\$84,429	\$101,315
AVERAGES by Population Group						
Overall		1.00	\$116,674	\$93,339	\$116,674	\$140,009
45,000+		1.00	\$165,698	\$132,558	\$165,698	\$198,838
20,000-45,000		1.00	\$105,204	\$84,163	\$105,204	\$126,245
10,000-20,000		1.00	\$95,461	\$76,369	\$95,461	\$114,553

Court Clerk

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	8	\$34,183	\$27,346	\$34,183	\$41,020
Fort Smith	87,000	1	\$85,290	\$68,232	\$85,290	\$102,348
Fayetteville	73,580	5	\$35,863	\$28,691	\$35,863	\$43,036
Springdale	69,797	1	\$49,764	\$39,811	\$49,764	\$59,717
Jonesboro	67,263					
North Little Rock	62,304	2	\$47,403	\$37,923	\$47,403	\$56,884
Conway	58,908	1	\$53,483	\$42,786	\$53,483	\$64,180
Rogers	55,964	9	\$26,909	\$21,527	\$26,909	\$32,291
Pine Bluff	49,081	1	\$47,586	\$38,069	\$47,586	\$57,103
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$50,357	\$40,286	\$50,357	\$60,428
Sherwood	29,523	1	\$65,955	\$52,764	\$65,955	\$79,146
Jacksonville	28,364	1	\$36,900	\$29,520	\$36,900	\$44,280
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	1	\$44,331	\$35,465	\$44,331	\$53,197
West Memphis	26,000	1	\$46,000	\$36,800	\$46,000	\$55,200
Cabot	24,000	1	\$38,242	\$30,594	\$38,242	\$45,890
Searcy	22,852	1	\$39,445	\$31,556	\$39,445	\$47,334
Bryant	18,686	3	\$37,147	\$29,717	\$37,147	\$44,576
Maumelle	17,163	1	\$35,000	\$28,000	\$35,000	\$42,000
Blytheville	15,824	1	\$35,000	\$28,000	\$35,000	\$42,000
Siloam Springs	15,039	1	\$66,500	\$53,200	\$66,500	\$79,800
Harrison	12,943					
Mountain Home	12,448	1	\$46,800	\$37,440	\$46,800	\$56,160
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$30,171	\$24,137	\$30,171	\$36,205
Hope	10,014	1	\$16,030	\$12,824	\$16,030	\$19,236
AVERAGES by Population Group						
Overall		2.00	\$44,016	\$35,213	\$44,016	\$52,820
45,000+		3.50	\$47,560	\$38,048	\$47,560	\$57,072
20,000-45,000		1.00	\$45,890	\$36,712	\$45,890	\$55,068
10,000-20,000		1.29	\$38,093	\$30,474	\$38,093	\$45,711

Deputy City Attorney

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	6	\$81,170	\$64,936	\$81,170	\$97,404
Fort Smith	87,000					
Fayetteville	73,580	1	\$74,880	\$59,904	\$74,880	\$89,856
Springdale	69,797	3	\$60,237	\$48,190	\$60,237	\$72,284
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$55,600	\$44,480	\$55,600	\$66,720
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.75	\$67,972	\$54,377	\$67,972	\$81,566
45,000+		3.33	\$72,096	\$57,677	\$72,096	\$86,515
20,000-45,000		1.00	\$55,600	\$44,480	\$55,600	\$66,720
10,000-20,000						

Deputy Clerk

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$46,350	\$37,080	\$46,350	\$55,620
Fort Smith	87,000	1	\$41,295	\$33,036	\$41,295	\$49,554
Fayetteville	73,580	1	\$36,067	\$28,854	\$36,067	\$43,281
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	1	\$37,498	\$29,998	\$37,498	\$44,998
Rogers	55,964	1	\$39,565	\$31,652	\$39,565	\$47,478
Pine Bluff	49,081					
Hot Springs	35,193	1	\$37,648	\$30,118	\$37,648	\$45,178
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$30,992	\$24,794	\$30,992	\$37,190
Sherwood	29,523					
Jacksonville	28,364	1	\$33,351	\$26,681	\$33,351	\$40,021
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	1	\$34,968	\$27,974	\$34,968	\$41,962
West Memphis	26,000	6	\$29,000	\$23,200	\$29,000	\$34,800
Cabot	24,000	1	\$32,651	\$26,121	\$32,651	\$39,181
Searcy	22,852	2	\$32,013	\$25,610	\$32,013	\$38,416
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$41,148	\$32,918	\$41,148	\$49,378
Harrison	12,943					
Mountain Home	12,448	1	\$39,666	\$31,732	\$39,666	\$47,599
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.43	\$36,587	\$29,269	\$36,587	\$43,904
45,000+		1.00	\$40,155	\$32,124	\$40,155	\$48,186
20,000-45,000		1.86	\$32,946	\$26,357	\$32,946	\$39,535
10,000-20,000		1.00	\$40,407	\$32,325	\$40,407	\$48,488

Deputy Court Clerk

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Part-Time Salary	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314	5		\$31,399	\$25,119	\$31,399	\$37,679
Fort Smith	87,000	1		\$54,962	\$43,970	\$54,962	\$65,955
Fayetteville	73,580						
Springdale	69,797	8		\$32,720	\$26,176	\$32,720	\$39,264
Jonesboro	67,263						
North Little Rock	62,304	2		\$40,920	\$32,736	\$40,920	\$49,104
Conway	58,908	14		\$29,757	\$23,806	\$29,757	\$35,708
Rogers	55,964	1		\$50,338	\$40,270	\$50,338	\$60,405
Pine Bluff	49,081	7		\$26,109	\$20,887	\$26,109	\$31,331
Hot Springs	35,193						
Bentonville	34,000	6		\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681						
Texarkana	29,919	3		\$29,425	\$23,540	\$29,425	\$35,310
Sherwood	29,523	10		\$33,114	\$26,491	\$33,114	\$39,737
Jacksonville	28,364	4		\$28,781	\$23,025	\$28,781	\$34,537
Russellville	28,000	5		\$17,032	\$13,626	\$17,032	\$20,438
Bella Vista	26,652						
Paragould	26,113	3		\$27,705	\$22,164	\$27,705	\$33,246
West Memphis	26,000	10		\$28,000	\$22,400	\$28,000	\$33,600
Cabot	24,000	2		\$25,521	\$20,417	\$25,521	\$30,625
Searcy	22,852	8		\$25,594	\$20,475	\$25,594	\$30,713
Bryant	18,686	3		\$20,799	\$16,639	\$20,799	\$24,959
Maumelle	17,163						
Blytheville	15,824	3		\$22,563	\$18,050	\$22,563	\$27,076
Siloam Springs	15,039	1		\$38,394	\$30,715	\$38,394	\$46,073
Harrison	12,943						
Mountain Home	12,448	4		\$31,694	\$25,355	\$31,694	\$38,033
Marion	12,345						
Arkadelphia	10,712						
Malvern	10,318	2		\$25,341	\$20,273	\$25,341	\$30,410
Hope	10,014	3	\$13,010				
AVERAGES by Population Group							
Overall		4.77	\$13,010	\$31,398	\$25,118	\$31,398	\$37,677
45,000+		5.43		\$38,029	\$30,423	\$38,029	\$45,635
20,000-45,000		5.67		\$28,262	\$22,610	\$28,262	\$33,915
10,000-20,000		2.67	\$13,010	\$27,758	\$22,207	\$27,758	\$33,310

Mayor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Part-Time	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$16,000				
Fort Smith	87,000	1	\$10,000				
Fayetteville	73,580	1		\$107,039	\$85,631	\$107,039	\$128,447
Springdale	69,797	1		\$107,988	\$86,390	\$107,988	\$129,586
Jonesboro	67,263	1		\$117,300	\$93,840	\$117,300	\$140,760
North Little Rock	62,304	1		\$103,480	\$82,784	\$103,480	\$124,176
Conway	58,908	1		\$102,340	\$81,872	\$102,340	\$122,808
Rogers	55,964	1		\$124,557	\$99,646	\$124,557	\$149,468
Pine Bluff	49,081	1		\$83,170	\$66,536	\$83,170	\$99,804
Hot Springs	35,193						
Bentonville	34,000	1		\$114,962	\$91,970	\$114,962	\$137,954
Benton	30,681	1		\$68,000	\$54,400	\$68,000	\$81,600
Texarkana	29,919						
Sherwood	29,523	1		\$87,419	\$69,935	\$87,419	\$104,903
Jacksonville	28,364	1		\$83,500	\$66,800	\$83,500	\$100,200
Russellville	28,000	1		\$49,839	\$39,871	\$49,839	\$59,807
Bella Vista	26,652	1		\$66,000	\$52,800	\$66,000	\$79,200
Paragould	26,113	1		\$94,620	\$75,696	\$94,620	\$113,544
West Memphis	26,000	1		\$48,000	\$38,400	\$48,000	\$57,600
Cabot	24,000	1		\$86,944	\$69,555	\$86,944	\$104,333
Searcy	22,852	1		\$73,942	\$59,154	\$73,942	\$88,731
Bryant	18,686	1		\$68,869	\$55,095	\$68,869	\$82,643
Maumelle	17,163	1		\$78,500	\$62,800	\$78,500	\$94,200
Blytheville	15,824	1		\$65,000	\$52,000	\$65,000	\$78,000
Siloam Springs	15,039	1	\$10,000				
Harrison	12,943	1		\$61,849	\$49,479	\$61,849	\$74,219
Mountain Home	12,448	1		\$66,820	\$53,456	\$66,820	\$80,184
Marion	12,345	1		\$61,250	\$49,000	\$61,250	\$73,500
Arkadelphia	10,712						
Malvern	10,318	1		\$80,755	\$64,604	\$80,755	\$96,906
Hope	10,014						
AVERAGES by Population Group							
Overall		1.00	\$12,000	\$83,423	\$66,738	\$83,423	\$100,107
45,000+		1.00	\$13,000	\$106,553	\$85,243	\$106,553	\$127,864
20,000-45,000		1.00		\$77,323	\$61,858	\$77,323	\$92,787
10,000-20,000		1.00	\$10,000	\$69,006	\$55,205	\$69,006	\$82,807

Office Manager

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580	3	\$47,424	\$37,939	\$47,424	\$56,909
Springdale	69,797					
Jonesboro	67,263	4	\$38,198	\$30,558	\$38,198	\$45,838
North Little Rock	62,304	1	\$49,546	\$39,636	\$49,546	\$59,455
Conway	58,908					
Rogers	55,964	1	\$37,769	\$30,215	\$37,769	\$45,323
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681	1	\$43,517	\$34,814	\$43,517	\$52,220
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	1	\$32,093	\$25,674	\$32,093	\$38,512
Russellville	28,000					
Bella Vista	26,652	1	\$33,238	\$26,590	\$33,238	\$39,886
Paragould	26,113	4	\$34,526	\$27,621	\$34,526	\$41,431
West Memphis	26,000	1	\$50,000	\$40,000	\$50,000	\$60,000
Cabot	24,000	1	\$42,856	\$34,285	\$42,856	\$51,427
Searcy	22,852					
Bryant	18,686	5	\$28,812	\$23,050	\$28,812	\$34,575
Maumelle	17,163					
Blytheville	15,824	4	\$24,960	\$19,968	\$24,960	\$29,952
Siloam Springs	15,039	1	\$36,504	\$29,203	\$36,504	\$43,805
Harrison	12,943					
Mountain Home	12,448	6	\$38,958	\$31,167	\$38,958	\$46,750
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.43	\$38,457	\$30,766	\$38,457	\$46,149
45,000+		2.25	\$43,234	\$34,587	\$43,234	\$51,881
20,000-45,000		1.50	\$39,372	\$31,497	\$39,372	\$47,246
10,000-20,000		4.00	\$32,309	\$25,847	\$32,309	\$38,770

Purchasing Agent

Job Description and Qualifications:

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's degree in Business Administration, Accounting, Marketing, or a related area; four (4) years of experience in purchasing management or a related area; two (2) years of supervisory/ managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$70,262	\$56,210	\$70,262	\$84,314
Fort Smith	87,000	1	\$63,924	\$51,139	\$63,924	\$76,709
Fayetteville	73,580	1	\$52,250	\$41,800	\$52,250	\$62,700
Springdale	69,797					
Jonesboro	67,263	1	\$64,544	\$51,635	\$64,544	\$77,453
North Little Rock	62,304	1	\$47,590	\$38,072	\$47,590	\$57,108
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	1	\$57,585	\$46,068	\$57,585	\$69,102
Benton	30,681	1	\$44,397	\$35,518	\$44,397	\$53,276
Texarkana	29,919	1	\$31,699	\$25,359	\$31,699	\$38,039
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	2	\$43,000	\$34,400	\$43,000	\$51,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$54,714	\$43,771	\$54,714	\$65,657
Harrison	12,943	1	\$45,458	\$36,366	\$45,458	\$54,550
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.09	\$52,311	\$41,849	\$52,311	\$62,773
45,000+		1.00	\$59,714	\$47,771	\$59,714	\$71,657
20,000-45,000		1.25	\$44,170	\$35,336	\$44,170	\$53,004
10,000-20,000		1.00	\$50,086	\$40,069	\$50,086	\$60,103

Transcriptionist

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	8	\$29,632	\$23,706	\$29,632	\$35,558
Fort Smith	87,000					
Fayetteville	73,580	1	\$36,982	\$29,586	\$36,982	\$44,379
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	1	\$28,120	\$22,496	\$28,120	\$33,744
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		3.33	\$31,578	\$25,263	\$31,578	\$37,894
45,000+		3.33	\$31,578	\$25,263	\$31,578	\$37,894
20,000-45,000						
10,000-20,000						

Building Inspector

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$38,324	\$30,659	\$38,324	\$45,989
Fort Smith	87,000	2	\$50,877	\$40,701	\$50,877	\$61,052
Fayetteville	73,580	4	\$47,377	\$37,902	\$47,377	\$56,853
Springdale	69,797	1	\$44,827	\$35,862	\$44,827	\$53,792
Jonesboro	67,263	6	\$39,029	\$31,223	\$39,029	\$46,835
North Little Rock	62,304	1	\$44,928	\$35,942	\$44,928	\$53,914
Conway	58,908	1	\$38,966	\$31,173	\$38,966	\$46,759
Rogers	55,964					
Pine Bluff	49,081	1	\$36,746	\$29,397	\$36,746	\$44,095
Hot Springs	35,193	1	\$36,991	\$29,593	\$36,991	\$44,389
Bentonville	34,000	3	\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681	2	\$36,200	\$28,960	\$36,200	\$43,440
Texarkana	29,919	1	\$57,512	\$46,010	\$57,512	\$69,014
Sherwood	29,523	1	\$48,506	\$38,805	\$48,506	\$58,207
Jacksonville	28,364	1	\$35,192	\$28,154	\$35,192	\$42,230
Russellville	28,000	1	\$42,026	\$33,621	\$42,026	\$50,431
Bella Vista	26,652	1	\$35,880	\$28,704	\$35,880	\$43,056
Paragould	26,113	2	\$42,097	\$33,678	\$42,097	\$50,516
West Memphis	26,000	2	\$36,500	\$29,200	\$36,500	\$43,800
Cabot	24,000	1	\$34,858	\$27,886	\$34,858	\$41,830
Searcy	22,852	1	\$35,443	\$28,355	\$35,443	\$42,532
Bryant	18,686	1	\$61,384	\$49,107	\$61,384	\$73,660
Maumelle	17,163					
Blytheville	15,824	1	\$37,950	\$30,360	\$37,950	\$45,540
Siloam Springs	15,039	1	\$55,120	\$44,096	\$55,120	\$66,144
Harrison	12,943					
Mountain Home	12,448	1	\$58,323	\$46,659	\$58,323	\$69,988
Marion	12,345	1	\$40,934	\$32,747	\$40,934	\$49,121
Arkadelphia	10,712	2	\$32,100	\$25,680	\$32,100	\$38,520
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.62	\$42,980	\$34,384	\$42,980	\$51,575
45,000+		2.25	\$42,634	\$34,107	\$42,634	\$51,161
20,000-45,000		1.42	\$40,882	\$32,706	\$40,882	\$49,058
10,000-20,000		1.17	\$47,635	\$38,108	\$47,635	\$57,162

Code Enforcement Officer

Job Description and Qualifications:						
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; must possess Citation Authority Certification within one (1) year of employment; must possess certification as a Housing Rehabilitation and/or Building Inspector within two (2) years of employment; must maintain certifications for the duration of employment in this position.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	39	\$31,183	\$24,946	\$31,183	\$37,420
Fort Smith	87,000					
Fayetteville	73,580	4	\$32,968	\$26,374	\$32,968	\$39,562
Springdale	69,797	4	\$28,892	\$23,114	\$28,892	\$34,670
Jonesboro	67,263	4	\$27,610	\$22,088	\$27,610	\$33,132
North Little Rock	62,304	7	\$38,346	\$30,677	\$38,346	\$46,016
Conway	58,908	2	\$31,948	\$25,558	\$31,948	\$38,338
Rogers	55,964	2	\$41,544	\$33,235	\$41,544	\$49,853
Pine Bluff	49,081	5	\$25,180	\$20,144	\$25,180	\$30,216
Hot Springs	35,193	3	\$29,580	\$23,664	\$29,580	\$35,496
Bentonville	34,000	1	\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681	1	\$26,042	\$20,834	\$26,042	\$31,250
Texarkana	29,919	2	\$33,509	\$26,807	\$33,509	\$40,211
Sherwood	29,523	1	\$31,824	\$25,459	\$31,824	\$38,189
Jacksonville	28,364	3	\$33,143	\$26,514	\$33,143	\$39,772
Russellville	28,000	1	\$37,638	\$30,110	\$37,638	\$45,166
Bella Vista	26,652	1	\$37,856	\$30,285	\$37,856	\$45,427
Paragould	26,113	1	\$32,299	\$25,839	\$32,299	\$38,759
West Memphis	26,000	1	\$34,500	\$27,600	\$34,500	\$41,400
Cabot	24,000					
Searcy	22,852	1	\$37,313	\$29,850	\$37,313	\$44,775
Bryant	18,686	2	\$32,385	\$25,908	\$32,385	\$38,862
Maumelle	17,163	3	\$36,219	\$28,975	\$36,219	\$43,463
Blytheville	15,824	2	\$26,000	\$20,800	\$26,000	\$31,200
Siloam Springs	15,039	1	\$39,166	\$31,333	\$39,166	\$46,999
Harrison	12,943	1	\$37,413	\$29,930	\$37,413	\$44,896
Mountain Home	12,448	1	\$11,789	\$9,432	\$11,789	\$14,147
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$22,287	\$17,830	\$22,287	\$26,745
Hope	10,014	1	\$32,221	\$25,777	\$32,221	\$38,665
AVERAGES by Population Group						
Overall		3.52	\$32,527	\$26,022	\$32,527	\$39,033
45,000+		8.38	\$32,209	\$25,767	\$32,209	\$38,651
20,000-45,000		1.45	\$34,826	\$27,861	\$34,826	\$41,791
10,000-20,000		1.50	\$29,685	\$23,748	\$29,685	\$35,622

Code Enforcement Officer Senior

Job Description and Qualifications:						
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; must possess Citation Authority Certification before employment; must possess certification as a Housing Rehabilitation and/or Building Inspector before employment; must maintain certifications for the duration of employment in this position.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	6	\$40,607	\$32,486	\$40,607	\$48,728
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	1	\$48,228	\$38,582	\$48,228	\$57,874
Jonesboro	67,263	1	\$39,468	\$31,574	\$39,468	\$47,362
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	1	\$51,484	\$41,187	\$51,484	\$61,781
Pine Bluff	49,081					
Hot Springs	35,193	1	\$38,085	\$30,468	\$38,085	\$45,702
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000	2	\$30,926	\$24,741	\$30,926	\$37,111
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.00	\$41,466	\$33,173	\$41,466	\$49,760
45,000+		2.25	\$44,947	\$35,957	\$44,947	\$53,936
20,000-45,000		1.50	\$34,506	\$27,604	\$34,506	\$41,407
10,000-20,000						

Code Enforcement Supervisor

Job Description and Qualifications:

Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers; 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; must possess Citation Authority Certification before employment; must possess certification as a Housing Rehabilitation and/or Building Inspector before employment; must maintain certifications for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$48,170	\$38,536	\$48,170	\$57,804
Fort Smith	87,000	1	\$89,058	\$71,246	\$89,058	\$106,869
Fayetteville	73,580	1	\$48,984	\$39,187	\$48,984	\$58,781
Springdale	69,797	1	\$64,815	\$51,852	\$64,815	\$77,778
Jonesboro	67,263					
North Little Rock	62,304	1	\$51,792	\$41,434	\$51,792	\$62,150
Conway	58,908		\$50,211	\$40,169	\$50,211	\$60,253
Rogers	55,964	1	\$73,549	\$58,839	\$73,549	\$88,259
Pine Bluff	49,081	1	\$48,197	\$38,558	\$48,197	\$57,836
Hot Springs	35,193	1	\$55,224	\$44,179	\$55,224	\$66,269
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$57,512	\$46,010	\$57,512	\$69,014
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$46,520	\$37,216	\$46,520	\$55,824
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$30,871	\$24,697	\$30,871	\$37,045
Malvern	10,318	1	\$36,607	\$29,285	\$36,607	\$43,928
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$54,556	\$43,645	\$54,556	\$65,467
45,000+		1.00	\$59,347	\$47,478	\$59,347	\$71,216
20,000-45,000		1.00	\$55,383	\$44,306	\$55,383	\$66,459
10,000-20,000		1.00	\$33,739	\$26,991	\$33,739	\$40,487

Electrical Inspector

Job Description and Qualifications:

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's License before employment; must possess certification as an Electrical Inspector within one (1) year of employment; must maintain licensure and certification for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$35,481	\$28,385	\$35,481	\$42,577
Fort Smith	87,000	2	\$51,802	\$41,442	\$51,802	\$62,163
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$44,928	\$35,942	\$44,928	\$53,914
Conway	58,908	1	\$38,966	\$31,173	\$38,966	\$46,759
Rogers	55,964	3	\$38,757	\$31,006	\$38,757	\$46,508
Pine Bluff	49,081					
Hot Springs	35,193	1	\$41,358	\$33,086	\$41,358	\$49,630
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$37,877	\$30,302	\$37,877	\$45,452
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$38,056	\$30,445	\$38,056	\$45,668
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.50	\$40,903	\$32,723	\$40,903	\$49,084
45,000+		1.80	\$41,987	\$33,590	\$41,987	\$50,384
20,000-45,000		1.00	\$39,097	\$31,278	\$39,097	\$46,917
10,000-20,000						

Mechanical Inspector

Job Description and Qualifications:						
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.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$37,889	\$30,311	\$37,889	\$45,467
Fort Smith	87,000	1	\$49,026	\$39,220	\$49,026	\$58,831
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	1	\$38,966	\$31,173	\$38,966	\$46,759
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$44,000	\$35,200	\$44,000	\$52,800
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$42,470	\$33,976	\$42,470	\$50,964
45,000+		1.00	\$41,960	\$33,568	\$41,960	\$50,352
20,000-45,000		1.00	\$44,000	\$35,200	\$44,000	\$52,800
10,000-20,000						

Plumbing and Gas Inspector

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$40,950	\$32,760	\$40,950	\$49,140
Fort Smith	87,000	2	\$47,226	\$37,781	\$47,226	\$56,672
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$40,914	\$32,731	\$40,914	\$49,096
Conway	58,908	1	\$38,966	\$31,173	\$38,966	\$46,759
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$42,765	\$34,212	\$42,765	\$51,318
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$49,816	\$39,853	\$49,816	\$59,779
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$36,000	\$28,800	\$36,000	\$43,200
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448	1	\$34,819	\$27,855	\$34,819	\$41,783
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.25	\$41,432	\$33,146	\$41,432	\$49,718
45,000+		1.50	\$42,014	\$33,611	\$42,014	\$50,417
20,000-45,000		1.00	\$42,860	\$34,288	\$42,860	\$51,432
10,000-20,000		1.00	\$34,819	\$27,855	\$34,819	\$41,783

City Engineer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$96,871	\$77,497	\$96,871	\$116,245
Fort Smith	87,000	4	\$66,026	\$52,821	\$66,026	\$79,231
Fayetteville	73,580	1	\$101,379	\$81,103	\$101,379	\$121,655
Springdale	69,797	1	\$76,800	\$61,440	\$76,800	\$92,160
Jonesboro	67,263	3	\$87,128	\$69,702	\$87,128	\$104,554
North Little Rock	62,304	1	\$73,902	\$59,122	\$73,902	\$88,683
Conway	58,908	1	\$86,201	\$68,961	\$86,201	\$103,441
Rogers	55,964	2	\$73,797	\$59,038	\$73,797	\$88,556
Pine Bluff	49,081					
Hot Springs	35,193	1	\$76,000	\$60,800	\$76,000	\$91,200
Bentonville	34,000	1	\$84,750	\$67,800	\$84,750	\$101,700
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$80,686	\$64,549	\$80,686	\$96,823
Jacksonville	28,364	1	\$76,448	\$61,158	\$76,448	\$91,738
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$70,000	\$56,000	\$70,000	\$84,000
Cabot	24,000					
Searcy	22,852	1	\$71,663	\$57,330	\$71,663	\$85,996
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$68,000	\$54,400	\$68,000	\$81,600
Harrison	12,943					
Mountain Home	12,448	1	\$59,925	\$47,940	\$59,925	\$71,910
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.38	\$78,099	\$62,479	\$78,099	\$93,718
45,000+		1.75	\$82,763	\$66,210	\$82,763	\$99,316
20,000-45,000		1.00	\$76,591	\$61,273	\$76,591	\$91,909
10,000-20,000		1.00	\$63,962	\$51,170	\$63,962	\$76,755

Engineering Specialist

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	8	\$41,471	\$33,177	\$41,471	\$49,765
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	2	\$55,868	\$44,694	\$55,868	\$67,042
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		5.00	\$48,670	\$38,936	\$48,670	\$58,403
45,000+		5.00	\$48,670	\$38,936	\$48,670	\$58,403
20,000-45,000						
10,000-20,000						

Engineering Technician - Senior

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$46,237	\$36,990	\$46,237	\$55,484
Fort Smith	87,000	2	\$48,616	\$38,893	\$48,616	\$58,339
Fayetteville	73,580					
Springdale	69,797	2	\$51,283	\$41,026	\$51,283	\$61,540
Jonesboro	67,263					
North Little Rock	62,304	1	\$47,736	\$38,189	\$47,736	\$57,283
Conway	58,908					
Rogers	55,964	1	\$31,200	\$24,960	\$31,200	\$37,440
Pine Bluff	49,081					
Hot Springs	35,193	1	\$46,820	\$37,456	\$46,820	\$56,184
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681					
Texarkana	29,919	1	\$37,003	\$29,602	\$37,003	\$44,404
Sherwood	29,523					
Jacksonville	28,364	1	\$40,910	\$32,728	\$40,910	\$49,092
Russellville	28,000	1	\$47,259	\$37,807	\$47,259	\$56,711
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$39,998	\$31,999	\$39,998	\$47,998
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$39,440	\$31,552	\$39,440	\$47,328
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.17	\$44,898	\$35,918	\$44,898	\$53,878
45,000+		1.40	\$45,014	\$36,011	\$45,014	\$54,017
20,000-45,000		1.00	\$45,711	\$36,569	\$45,711	\$54,853
10,000-20,000		1.00	\$39,440	\$31,552	\$39,440	\$47,328

GIS Analyst

Job Description and Qualifications:

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's degree in Urban Planning, Computer Science or a related area; two (2) years of experience in computerized geo-graphics and urban planning; one (1) year of experience in computer programming.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$59,263	\$47,410	\$59,263	\$71,116
Fayetteville	73,580	5	\$44,192	\$35,354	\$44,192	\$53,030
Springdale	69,797					
Jonesboro	67,263	1	\$47,992	\$38,394	\$47,992	\$57,590
North Little Rock	62,304	1	\$33,592	\$26,874	\$33,592	\$40,310
Conway	58,908					
Rogers	55,964	1	\$42,355	\$33,884	\$42,355	\$50,827
Pine Bluff	49,081					
Hot Springs	35,193	1	\$30,430	\$24,344	\$30,430	\$36,516
Bentonville	34,000	3	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448	1	\$44,283	\$35,427	\$44,283	\$53,140
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.75	\$43,477	\$34,782	\$43,477	\$52,172
45,000+		1.80	\$45,479	\$36,383	\$45,479	\$54,575
20,000-45,000		2.00	\$38,069	\$30,455	\$38,069	\$45,683
10,000-20,000		1.00	\$44,283	\$35,427	\$44,283	\$53,140

GIS Analyst - Senior

Job Description and Qualifications:

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's degree in Geography, Urban Planning, Computer Science or a related area; three (3) years of experience in the maintenance of a GIS database; at least two (2) years of experience in computer programming.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$49,045	\$39,236	\$49,045	\$58,854
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	1	\$52,823	\$42,258	\$52,823	\$63,388
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	1	\$46,938	\$37,550	\$46,938	\$56,326
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$36,192	\$28,954	\$36,192	\$43,430
Bentonville	34,000	1	\$62,202	\$49,762	\$62,202	\$74,642
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$47,284	\$37,827	\$47,284	\$56,741
AVERAGES by Population Group						
Overall		1.17	\$49,081	\$39,265	\$49,081	\$58,897
45,000+		1.33	\$49,602	\$39,682	\$49,602	\$59,522
20,000-45,000		1.00	\$49,197	\$39,358	\$49,197	\$59,036
10,000-20,000		1.00	\$47,284	\$37,827	\$47,284	\$56,741

Graphics Technician

Job Description and Qualifications:

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).

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$33,826	\$27,061	\$33,826	\$40,591
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$42,418	\$33,934	\$42,418	\$50,902
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$36,500	\$29,200	\$36,500	\$43,800
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$41,240	\$32,992	\$41,240	\$49,488
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$38,496	\$30,797	\$38,496	\$46,195
45,000+		1.00	\$38,122	\$30,498	\$38,122	\$45,746
20,000-45,000		1.00	\$36,500	\$29,200	\$36,500	\$43,800
10,000-20,000		1.00	\$41,240	\$32,992	\$41,240	\$49,488

Land Surveyor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$60,611	\$48,489	\$60,611	\$72,733
Fayetteville	73,580	1	\$61,194	\$48,955	\$61,194	\$73,433
Springdale	69,797					
Jonesboro	67,263	1	\$47,992	\$38,394	\$47,992	\$57,590
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$62,400	\$49,920	\$62,400	\$74,880
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$58,049	\$46,439	\$58,049	\$69,659
45,000+		1.00	\$56,599	\$45,279	\$56,599	\$67,919
20,000-45,000						
10,000-20,000		1.00	\$62,400	\$49,920	\$62,400	\$74,880

Planner I

Job Description and Qualifications:

Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor's degree in Urban Planning, Urban Design, or a related area; one (1) year of experience in urban planning or a related area.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	3	\$47,251	\$37,801	\$47,251	\$56,701
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	1	\$47,819	\$38,255	\$47,819	\$57,383
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$55,247	\$44,198	\$55,247	\$66,296
Bentonville	34,000	1	\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652	2	\$46,264	\$37,011	\$46,264	\$55,517
Paragould	26,113					
West Memphis	26,000	2	\$26,000	\$20,800	\$26,000	\$31,200
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$33,447	\$26,758	\$33,447	\$40,136
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$58,000	\$46,400	\$58,000	\$69,600
Harrison	12,943					
Mountain Home	12,448	7	\$1,193	\$955	\$1,193	\$1,432
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.11	\$40,511	\$32,409	\$40,511	\$48,613
45,000+		2.00	\$47,535	\$38,028	\$47,535	\$57,042
20,000-45,000		1.50	\$44,223	\$35,378	\$44,223	\$53,067
10,000-20,000		3.00	\$30,880	\$24,704	\$30,880	\$37,056

Planner II

Job Description and Qualifications:

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's degree in Urban Planning, Regional Planning, Civil Engineering, or a related area; two (2) years of experience in urban planning, or a related area; one (1) year of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$52,260	\$41,808	\$52,260	\$62,712
Fort Smith	87,000	2	\$59,682	\$47,745	\$59,682	\$71,618
Fayetteville	73,580	1	\$52,125	\$41,700	\$52,125	\$62,550
Springdale	69,797					
Jonesboro	67,263	1	\$41,917	\$33,534	\$41,917	\$50,300
North Little Rock	62,304	1	\$54,080	\$43,264	\$54,080	\$64,896
Conway	58,908	1	\$56,568	\$45,254	\$56,568	\$67,882
Rogers	55,964	1	\$45,557	\$36,446	\$45,557	\$54,668
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	1	\$53,331	\$42,665	\$53,331	\$63,997
Benton	30,681	1	\$51,800	\$41,440	\$51,800	\$62,160
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$38,000	\$30,400	\$38,000	\$45,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$39,415	\$31,532	\$39,415	\$47,298
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.09	\$49,521	\$39,617	\$49,521	\$59,426
45,000+		1.14	\$51,741	\$41,393	\$51,741	\$62,089
20,000-45,000		1.00	\$47,710	\$38,168	\$47,710	\$57,252
10,000-20,000		1.00	\$39,415	\$31,532	\$39,415	\$47,298

Planning Director

Job Description and Qualifications:

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's degree in Urban or Regional Planning, Urban Design, Civil Engineering, or a related area; five (5) years of experience in urban or regional planning in an administrative or professional capacity; four (4) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$112,764	\$90,211	\$112,764	\$135,317
Fort Smith	87,000	1	\$103,771	\$83,017	\$103,771	\$124,525
Fayetteville	73,580	1	\$70,013	\$56,010	\$70,013	\$84,016
Springdale	69,797	1	\$89,072	\$71,258	\$89,072	\$106,886
Jonesboro	67,263	1	\$86,804	\$69,443	\$86,804	\$104,165
North Little Rock	62,304	1	\$72,530	\$58,024	\$72,530	\$87,036
Conway	58,908	1	\$81,167	\$64,934	\$81,167	\$97,400
Rogers	55,964	1	\$79,584	\$63,667	\$79,584	\$95,501
Pine Bluff	49,081					
Hot Springs	35,193	1	\$85,425	\$68,340	\$85,425	\$102,510
Bentonville	34,000	2	\$72,644	\$58,115	\$72,644	\$87,173
Benton	30,681	1	\$53,390	\$42,712	\$53,390	\$64,068
Texarkana	29,919	1	\$50,149	\$40,119	\$50,149	\$60,179
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$53,191	\$42,553	\$53,191	\$63,829
Bella Vista	26,652	1	\$59,750	\$47,800	\$59,750	\$71,700
Paragould	26,113					
West Memphis	26,000	1	\$64,000	\$51,200	\$64,000	\$76,800
Cabot	24,000					
Searcy	22,852	1	\$36,000	\$28,800	\$36,000	\$43,200
Bryant	18,686	1	\$51,446	\$41,157	\$51,446	\$61,735
Maumelle	17,163	1	\$73,817	\$59,054	\$73,817	\$88,580
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	1	\$18,905	\$15,124	\$18,905	\$22,686
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$24,007	\$19,206	\$24,007	\$28,808
AVERAGES by Population Group						
Overall		1.05	\$66,921	\$53,537	\$66,921	\$80,306
45,000+		1.00	\$86,963	\$69,570	\$86,963	\$104,356
20,000-45,000		1.13	\$59,319	\$47,455	\$59,319	\$71,182
10,000-20,000		1.00	\$42,044	\$33,635	\$42,044	\$50,453

Accountant

Job Description and Qualifications:						
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's degree in Accounting or a related area; two (2) years of experience in accounting, management reporting, or auditing in a Generally Accepted Accounting Principles (GAAP) or Government Accounting Standards Board (GASB) environment; one (1) year of supervisory experience (for those positions which supervise).						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	4	\$53,737	\$42,990	\$53,737	\$64,484
Fort Smith	87,000	1	\$47,056	\$37,645	\$47,056	\$56,467
Fayetteville	73,580	2	\$76,066	\$60,853	\$76,066	\$91,279
Springdale	69,797	2	\$41,221	\$32,977	\$41,221	\$49,465
Jonesboro	67,263					
North Little Rock	62,304	1	\$60,844	\$48,675	\$60,844	\$73,013
Conway	58,908	1	\$56,756	\$45,405	\$56,756	\$68,107
Rogers	55,964					
Pine Bluff	49,081	1	\$42,210	\$33,768	\$42,210	\$50,652
Hot Springs	35,193	1	\$68,744	\$54,995	\$68,744	\$82,493
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681	1	\$58,381	\$46,705	\$58,381	\$70,057
Texarkana	29,919	1	\$36,878	\$29,502	\$36,878	\$44,254
Sherwood	29,523					
Jacksonville	28,364	1	\$39,444	\$31,555	\$39,444	\$47,333
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$48,000	\$38,400	\$48,000	\$57,600
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.38	\$53,201	\$42,561	\$53,201	\$63,841
45,000+		1.71	\$53,984	\$43,187	\$53,984	\$64,781
20,000-45,000		1.00	\$53,144	\$42,516	\$53,144	\$63,773
10,000-20,000		1.00	\$48,000	\$38,400	\$48,000	\$57,600

Accounting Clerk-Senior

Job Description and Qualifications:						
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.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$35,190	\$28,152	\$35,190	\$42,228
Fort Smith	87,000	1	\$57,325	\$45,860	\$57,325	\$68,790
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	2	\$32,783	\$26,226	\$32,783	\$39,340
North Little Rock	62,304	6	\$36,237	\$28,990	\$36,237	\$43,484
Conway	58,908					
Rogers	55,964	1	\$50,337	\$40,270	\$50,337	\$60,404
Pine Bluff	49,081					
Hot Springs	35,193	1	\$41,392	\$33,114	\$41,392	\$49,670
Bentonville	34,000	1	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681	2	\$29,068	\$23,254	\$29,068	\$34,882
Texarkana	29,919	1	\$57,512	\$46,010	\$57,512	\$69,014
Sherwood	29,523	1	\$51,739	\$41,391	\$51,739	\$62,087
Jacksonville	28,364					
Russellville	28,000	1	\$43,388	\$34,710	\$43,388	\$52,066
Bella Vista	26,652					
Paragould	26,113	1	\$46,380	\$37,104	\$46,380	\$55,656
West Memphis	26,000	1	\$33,000	\$26,400	\$33,000	\$39,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	1	\$31,200	\$24,960	\$31,200	\$37,440
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	1	\$47,528	\$38,022	\$47,528	\$57,034
Arkadelphia	10,712					
Malvern	10,318	1	\$41,383	\$33,107	\$41,383	\$49,660
Hope	10,014					
AVERAGES by Population Group						
Overall		1.44	\$42,511	\$34,009	\$42,511	\$51,013
45,000+		2.20	\$42,374	\$33,899	\$42,374	\$50,849
20,000-45,000		1.13	\$43,523	\$34,819	\$43,523	\$52,228
10,000-20,000		1.00	\$40,037	\$32,030	\$40,037	\$48,045

Accounting Clerk II

Job Description and Qualifications:							
Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.							
CITY	Population	# of Authorized Employees	Part-Time	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314	5		\$31,948	\$25,558	\$31,948	\$38,338
Fort Smith	87,000	1		\$38,459	\$30,767	\$38,459	\$46,151
Fayetteville	73,580	2		\$32,895	\$26,316	\$32,895	\$39,474
Springdale	69,797	2		\$27,074	\$21,659	\$27,074	\$32,489
Jonesboro	67,263	2					
North Little Rock	62,304	1		\$36,088	\$28,870	\$36,088	\$43,306
Conway	58,908						
Rogers	55,964	1		\$38,521	\$30,817	\$38,521	\$46,225
Pine Bluff	49,081						
Hot Springs	35,193	1		\$25,855	\$20,684	\$25,855	\$31,026
Bentonville	34,000	1		\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681						
Texarkana	29,919						
Sherwood	29,523						
Jacksonville	28,364	2		\$31,551	\$25,241	\$31,551	\$37,861
Russellville	28,000						
Bella Vista	26,652						
Paragould	26,113						
West Memphis	26,000	1		\$31,600	\$25,280	\$31,600	\$37,920
Cabot	24,000						
Searcy	22,852						
Bryant	18,686						
Maumelle	17,163						
Blytheville	15,824	1		\$20,405	\$16,324	\$20,405	\$24,486
Siloam Springs	15,039						
Harrison	12,943	3		\$33,755	\$27,004	\$33,755	\$40,506
Mountain Home	12,448						
Marion	12,345						
Arkadelphia	10,712						
Malvern	10,318	1		\$34,740	\$27,792	\$34,740	\$41,688
Hope	10,014	1	\$12,868				
AVERAGES by Population Group							
Overall		1.67	\$12,868	\$32,468	\$25,974	\$32,468	\$38,961
45,000+		2.00		\$34,164	\$27,331	\$34,164	\$40,997
20,000-45,000		1.25		\$32,048	\$25,639	\$32,048	\$38,458
10,000-20,000		1.50		\$29,633	\$23,707	\$29,633	\$35,560

Accts Pay-Accts Rcv Coordinator

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$61,007	\$48,806	\$61,007	\$73,208
Fort Smith	87,000	3	\$42,335	\$33,868	\$42,335	\$50,802
Fayetteville	73,580					
Springdale	69,797	2	\$34,752	\$27,802	\$34,752	\$41,702
Jonesboro	67,263	2	\$29,575	\$23,660	\$29,575	\$35,490
North Little Rock	62,304					
Conway	58,908	1	\$39,575	\$31,660	\$39,575	\$47,490
Rogers	55,964	1	\$39,111	\$31,289	\$39,111	\$46,933
Pine Bluff	49,081	1	\$30,961	\$24,769	\$30,961	\$37,153
Hot Springs	35,193	1	\$25,126	\$20,101	\$25,126	\$30,151
Bentonville	34,000	1	\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681					
Texarkana	29,919	1	\$35,465	\$28,372	\$35,465	\$42,558
Sherwood	29,523	1	\$38,293	\$30,634	\$38,293	\$45,952
Jacksonville	28,364	2	\$34,638	\$27,710	\$34,638	\$41,566
Russellville	28,000					
Bella Vista	26,652	1	\$40,019	\$32,015	\$40,019	\$48,023
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000	1	\$35,940	\$28,752	\$35,940	\$43,128
Searcy	22,852					
Bryant	18,686	3	\$36,247	\$28,998	\$36,247	\$43,497
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$42,120	\$33,696	\$42,120	\$50,544
Harrison	12,943	1	\$43,290	\$34,632	\$43,290	\$51,948
Mountain Home	12,448	1	\$47,798	\$38,239	\$47,798	\$57,358
Marion	12,345	1	\$27,310	\$21,848	\$27,310	\$32,772
Arkadelphia	10,712	1	\$26,520	\$21,216	\$26,520	\$31,824
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.35	\$37,463	\$29,971	\$37,463	\$44,956
45,000+		1.57	\$39,617	\$31,693	\$39,617	\$47,540
20,000-45,000		1.14	\$35,524	\$28,419	\$35,524	\$42,629
10,000-20,000		1.33	\$37,214	\$29,771	\$37,214	\$44,657

Finance Director

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$125,000	\$100,000	\$125,000	\$150,000
Fort Smith	87,000	1	\$107,307	\$85,846	\$107,307	\$128,769
Fayetteville	73,580	1	\$114,525	\$91,620	\$114,525	\$137,430
Springdale	69,797	1	\$81,482	\$65,186	\$81,482	\$97,778
Jonesboro	67,263	1	\$94,302	\$75,442	\$94,302	\$113,162
North Little Rock	62,304	1	\$95,194	\$76,155	\$95,194	\$114,233
Conway	58,908	1	\$79,664	\$63,731	\$79,664	\$95,597
Rogers	55,964	1	\$101,930	\$81,544	\$101,930	\$122,316
Pine Bluff	49,081	1	\$74,111	\$59,289	\$74,111	\$88,933
Hot Springs	35,193	1	\$93,683	\$74,946	\$93,683	\$112,420
Bentonville	34,000	1	\$124,426	\$99,541	\$124,426	\$149,311
Benton	30,681	1	\$77,000	\$61,600	\$77,000	\$92,400
Texarkana	29,919	1	\$89,773	\$71,818	\$89,773	\$107,728
Sherwood	29,523					
Jacksonville	28,364	1	\$66,500	\$53,200	\$66,500	\$79,800
Russellville	28,000	1	\$54,495	\$43,596	\$54,495	\$65,394
Bella Vista	26,652	1	\$60,800	\$48,640	\$60,800	\$72,960
Paragould	26,113					
West Memphis	26,000	1	\$74,000	\$59,200	\$74,000	\$88,800
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$68,515	\$54,812	\$68,515	\$82,218
Maumelle	17,163	1	\$65,457	\$52,366	\$65,457	\$78,548
Blytheville	15,824	1	\$55,000	\$44,000	\$55,000	\$66,000
Siloam Springs	15,039	1	\$79,023	\$63,218	\$79,023	\$94,828
Harrison	12,943	1	\$66,950	\$53,560	\$66,950	\$80,340
Mountain Home	12,448	1	\$56,514	\$45,211	\$56,514	\$67,816
Marion	12,345					
Arkadelphia	10,712	1	\$41,616	\$33,293	\$41,616	\$49,939
Malvern	10,318					
Hope	10,014	1	\$52,748	\$42,198	\$52,748	\$63,298
AVERAGES by Population Group						
Overall		1.00	\$80,001	\$64,000	\$80,001	\$96,001
45,000+		1.00	\$97,057	\$77,646	\$97,057	\$116,469
20,000-45,000		1.00	\$80,085	\$64,068	\$80,085	\$96,102
10,000-20,000		1.00	\$60,728	\$48,582	\$60,728	\$72,873

FIRE-Hours-Overtime

FIRE DEPARTMENT UNIFORMED PERSONNEL			
CITY	Population	Hours Worked in 2 Weeks	How Overtime Is Paid
Little Rock	195,314		Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Fort Smith	87,000		Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Fayetteville	73,580		
Springdale	69,797	120	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Jonesboro	67,263		Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
North Little Rock	62,304	112	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Conway	58,908		
Rogers	55,964	112	
Pine Bluff	49,081	56	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Hot Springs	35,193	106	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Bentonville	34,000	106	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Benton	30,681	56	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Texarkana	29,919	112	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Sherwood	29,523		
Jacksonville	28,364	108	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Russellville	28,000	106	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Bella Vista	26,652	106	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Paragould	26,113	100	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
West Memphis	26,000	106	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Cabot	24,000	112	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Searcy	22,852	120	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Bryant	18,686	119	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Maumelle	17,163	96	
Blytheville	15,824	108	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Siloam Springs	15,039	112	
Harrison	12,943	120	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Mountain Home	12,448	112	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Marion	12,345	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Arkadelphia	10,712	120	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Malvern	10,318	96	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
Hope	10,014	108	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period)
MODES BY POPULATION GROUP			
Overall		112	
45,000+		112	
20,000-45,000		106	
10,000-20,000		96, 108, 112 & 120	

Assistant Fire Chief

Job Description and Qualifications:									
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's degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/ managerial experience.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	2	\$99,777	\$79,822	\$99,777	\$119,732			
Fort Smith	87,000	1	\$83,673	\$66,938	\$83,673	\$100,408	4,184		360
Fayetteville	73,580	2	\$81,723	\$65,378	\$81,723	\$98,068			
Springdale	69,797	1	\$81,481	\$65,185	\$81,481	\$97,777		3,447	
Jonesboro	67,263	1	\$67,575	\$54,060	\$67,575	\$81,090	8,785	Included in base pay	2,700
North Little Rock	62,304	1	\$71,510	\$57,208	\$71,510	\$85,812	A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited co	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.
Conway	58,908	3	\$71,113	\$56,890	\$71,113	\$85,336			
Rogers	55,964	2	\$82,500	\$66,000	\$82,500	\$99,000			
Pine Bluff	49,081	1	\$54,521	\$43,617	\$54,521	\$65,425	1,620	2,957	4,620
Hot Springs	35,193								
Bentonville	34,000	3	\$79,370	\$63,496	\$79,370	\$95,244			
Benton	30,681	1	\$58,982	\$47,186	\$58,982	\$70,778	2,240	3,179	
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652	1	\$72,826	\$58,261	\$72,826	\$87,391			
Paragould	26,113	1	\$47,921	\$38,337	\$47,921	\$57,505		2,229	4,792
West Memphis	26,000	2	\$56,000	\$44,800	\$56,000	\$67,200			
Cabot	24,000	1	\$65,234	\$52,187	\$65,234	\$78,281		2,760	410
Searcy	22,852								
Bryant	18,686	3	\$61,563	\$49,250	\$61,563	\$73,875		2,063	
Maumelle	17,163								
Blytheville	15,824	1	\$39,232	\$31,386	\$39,232	\$47,078	N/A	Included in salary	1/2%
Siloam Springs	15,039								
Harrison	12,943	1	\$50,250	\$40,200	\$50,250	\$60,300			
Mountain Home	12,448								
Marion	12,345	1	\$13,200	\$10,560	\$13,200	\$15,840			
Arkadelphia	10,712	1	\$26,790	\$21,432	\$26,790	\$32,148	320	1,768	
Malvern	10,318								
Hope	10,014	3	\$38,943	\$31,154	\$38,943	\$46,732		1,019	
AVERAGES by Population Group									
Overall		1.57	\$62,104	\$49,683	\$62,104	\$74,525	\$3,430	\$2,428	\$2,576
45,000+		1.56	\$77,097	\$61,678	\$77,097	\$92,516	\$4,863	\$3,202	\$2,560
20,000-45,000		1.50	\$63,389	\$50,711	\$63,389	\$76,067	\$2,240	\$2,723	\$2,601
10,000-20,000		1.67	\$38,330	\$30,664	\$38,330	\$45,996	\$320	\$1,617	#DIV/0!

Division Fire Chief

Job Description and Qualifications:									
Assists the Fire Chief in coordinating and managing the operations of a municipality's fire department and the training program. Supervises all shift 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 or 4 years as Battalion Chief.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314								
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797	1	\$81,218	\$64,974	\$81,218	\$97,462		3,436	
Jonesboro	67,263	7	\$59,746	\$47,797	\$59,746	\$71,695	3,801	Included in base pay	1,975
North Little Rock	62,304	3	\$70,034	\$56,027	\$70,034	\$84,040	*	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	**
Conway	58,908	3	\$66,713	\$53,370	\$66,713	\$80,056			
Rogers	55,964	4	\$79,534	\$63,627	\$79,534	\$95,441			
Pine Bluff	49,081	4	\$52,393	\$41,914	\$52,393	\$62,872			
Hot Springs	35,193								
Bentonville	34,000	2	\$68,765	\$55,012	\$68,765	\$82,518			
Benton	30,681	3	\$51,933	\$41,546	\$51,933	\$62,320	2,753	1,798	
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364	3	\$57,825	\$46,260	\$57,825	\$69,390	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	3	\$52,323	\$41,858	\$52,323	\$62,788	960	2,304	
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000	2	\$52,000	\$41,600	\$52,000	\$62,400			
Cabot	24,000								
Searcy	22,852	3	\$50,895	\$40,716	\$50,895	\$61,074			
Bryant	18,686	1	\$68,058	\$54,446	\$68,058	\$81,669		3,403	
Maumelle	17,163	2	\$66,923	\$53,538	\$66,923	\$80,308	600	2,831	517
Blytheville	15,824	1	\$34,714	\$27,771	\$34,714	\$41,657	N/A	Included in salary	1/2%
Siloam Springs	15,039							1,205 (Budget Avg)	1,152 (Budget Avg)
Harrison	12,943	3	\$44,314	\$35,451	\$44,314	\$53,177			
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.									
**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.									
AVERAGES by Population Group									
Overall		2.81	\$59,837	\$47,869	\$59,837	\$71,804	\$2,029	\$2,754	\$1,246
45,000+		3.43	\$68,343	\$54,675	\$68,343	\$82,012	\$3,801	\$3,436	\$1,975
20,000-45,000		2.43	\$57,137	\$45,709	\$57,137	\$68,564	\$1,438	\$2,584	\$517
10,000-20,000		2.00	\$39,514	\$31,611	\$39,514	\$47,417			

Fire Apparatus Engineer(Driver)

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	106	\$59,012	\$47,210	\$59,012	\$70,814			
Fort Smith	87,000	42	\$49,096	\$39,277	\$49,096	\$58,916			
Fayetteville	73,580								
Springdale	69,797	21	\$46,274	\$37,019	\$46,274	\$55,529		1,395	
Jonesboro	67,263	24	\$47,319	\$37,855	\$47,319	\$56,783		2,413	879
North Little Rock	62,304								
Conway	58,908	37	\$44,902	\$35,922	\$44,902	\$53,882			
Rogers	55,964								
Pine Bluff	49,081	25	\$34,490	\$27,592	\$34,490	\$41,388			
Hot Springs	35,193	24	\$45,436	\$36,349	\$45,436	\$54,523	2,400	1,915	570
Bentonville	34,000	42	\$46,659	\$37,327	\$46,659	\$55,991			
Benton	30,681	12	\$41,405	\$33,124	\$41,405	\$49,686	1,998	1,427	
Texarkana	29,919	18	\$46,368	\$37,094	\$46,368	\$55,642	1,218	2,318	1,038
Sherwood	29,523								
Jacksonville	28,364	16	\$42,317	\$33,854	\$42,317	\$50,780	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	15	\$41,267	\$33,014	\$41,267	\$49,520	420	1,779	
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000	15	\$41,640	\$33,312	\$41,640	\$49,968			
Cabot	24,000	9	\$42,476	\$33,981	\$42,476	\$50,971		1,224	380
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163	9	\$45,934	\$36,747	\$45,934	\$55,121	600	1,598	664
Blytheville	15,824	13	\$28,934	\$23,147	\$28,934	\$34,721	N/A	Included in salary	1/2%
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712	2	\$26,790	\$21,432	\$26,790	\$32,148	320	1,545	
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		25.29	\$42,960	\$34,368	\$42,960	\$51,552	\$1,159	\$1,735	\$706
45,000+		42.50	\$46,849	\$37,479	\$46,849	\$56,219	#DIV/0!	\$1,904	\$879
20,000-45,000		18.88	\$43,446	\$34,757	\$43,446	\$52,135	\$1,509	\$1,733	\$663
10,000-20,000		8.00	\$33,886	\$27,109	\$33,886	\$40,663	\$460	\$1,572	\$664

Fire Captain

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	109	\$67,328	\$53,862	\$67,328	\$80,794			
Fort Smith	87,000	42	\$57,687	\$46,149	\$57,687	\$69,224			
Fayetteville	73,580	26	\$44,485	\$35,588	\$44,485	\$53,382			
Springdale	69,797	21	\$69,668	\$55,734	\$69,668	\$83,602		1,791	
Jonesboro	67,263	31	\$53,260	\$42,608	\$53,260	\$63,912		Included in base pay	1,539
North Little Rock	62,304	42	\$79,395	\$63,516	\$79,395	\$95,274	*	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	**
Conway	58,908	35	\$52,981	\$42,385	\$52,981	\$63,577			
Rogers	55,964	28	\$67,731	\$54,185	\$67,731	\$81,277			
Pine Bluff	49,081	10	\$43,215	\$34,572	\$43,215	\$51,858			
Hot Springs	35,193	6	\$61,849	\$49,479	\$61,849	\$74,219	2,400	2,607	810
Bentonville	34,000	16	\$60,891	\$48,713	\$60,891	\$73,069			
Benton	30,681	12	\$47,420	\$37,936	\$47,420	\$56,904	2,233	1,632	
Texarkana	29,919	4	\$58,792	\$47,034	\$58,792	\$70,550	1,994	2,940	1,631
Sherwood	29,523								
Jacksonville	28,364	12	\$50,110	\$40,088	\$50,110	\$60,132	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	12	\$46,730	\$37,384	\$46,730	\$56,076	617	2,022	
Bella Vista	26,652	3	\$70,805	\$56,644	\$70,805	\$84,966		1,893	
Paragould	26,113	3	\$41,443	\$33,154	\$41,443	\$49,732		1,928	4,144
West Memphis	26,000	3	\$50,000	\$40,000	\$50,000	\$60,000			
Cabot	24,000	9	\$50,440	\$40,352	\$50,440	\$60,528		1,453	511
Searcy	22,852	9	\$42,584	\$34,068	\$42,584	\$51,101			
Bryant	18,686	4	\$52,574	\$42,059	\$52,574	\$63,088		1,851	
Maumelle	17,163	6	\$46,547	\$37,238	\$46,547	\$55,856	800	1,953	798
Blytheville	15,824	3	\$34,708	\$27,766	\$34,708	\$41,650	N/A	Included in salary	1/2%
Siloam Springs	15,039	9						1,073 (budget avg)	989 (budget avg)
Harrison	12,943	3	\$35,562	\$28,450	\$35,562	\$42,674			
Mountain Home	12,448	3	\$59,714	\$47,771	\$59,714	\$71,656		2,002	1,633
Marion	12,345								
Arkadelphia	10,712	3	\$29,098	\$23,278	\$29,098	\$34,918	320	1,920	
Malvern	10,318								
Hope	10,014	6	\$32,188	\$25,750	\$32,188	\$38,626		832	
*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.									
**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.									
AVERAGES by Population Group									
Overall		12.27	\$51,288	\$41,030	\$51,288	\$61,545	\$1,394	\$1,910	\$1,581
45,000+		23.89	\$59,275	\$47,420	\$59,275	\$71,130	\$2,400	\$2,199	\$1,175
20,000-45,000		7.00	\$50,677	\$40,541	\$50,677	\$60,812	\$1,411	\$1,959	\$1,771
10,000-20,000		4.50	\$38,254	\$30,603	\$38,254	\$45,905	\$320	\$1,585	\$1,633

Fire Chief

Job Description and Qualifications:

Responsible for the management, administration, and coordination of the City's fire department activities through supervision of subordinate officers and review of their activities. Ensures optimal fire safety for its city and citizens through effective administrative and operational decisions pertaining to fire fighting, laws, regulations, and established policies; requires an equivalent level of education/experience of at least an associate's degree in a related field and a minimum of a ten (10) years of general experience in a fire department position and eight (8) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	1	\$126,221	\$100,977	\$126,221	\$151,465			
Fort Smith	87,000	1	\$92,596	\$74,077	\$92,596	\$111,115	5,556		360
Fayetteville	73,580	1	\$98,571	\$78,857	\$98,571	\$118,285			
Springdale	69,797	1	\$95,893	\$76,714	\$95,893	\$115,072		4,057	
Jonesboro	67,263	1	\$86,119	\$68,895	\$86,119	\$103,343	10,334	Included in base pay	3,120
North Little Rock	62,304	1	\$95,181	\$76,145	\$95,181	\$114,217	*		**
Conway	58,908	1	\$87,846	\$70,277	\$87,846	\$105,415			
Rogers	55,964	1	\$103,066	\$82,453	\$103,066	\$123,679			
Pine Bluff	49,081	1	\$67,887	\$54,310	\$67,887	\$81,464	1,620	3,607	4,260
Hot Springs	35,193	1	\$84,410	\$67,528	\$84,410	\$101,292	2,400		690
Bentonville	34,000	1	\$72,747	\$58,198	\$72,747	\$87,296			
Benton	30,681	1	\$62,786	\$50,229	\$62,786	\$75,343	2,480	3,012	
Texarkana	29,919	1	\$96,558	\$77,246	\$96,558	\$115,870	2,004	4,828	1,875
Sherwood	29,523								
Jacksonville	28,364	1	\$80,000	\$64,000	\$80,000	\$96,000	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	1	\$69,858	\$55,886	\$69,858	\$83,830	960	2,984	
Bella Vista	26,652	1	\$88,500	\$70,800	\$88,500	\$106,200			
Paragould	26,113	1	\$52,382	\$41,906	\$52,382	\$62,858		2,437	5,238
West Memphis	26,000	1	\$76,200	\$60,960	\$76,200	\$91,440			
Cabot	24,000	1	\$82,264	\$65,811	\$82,264	\$98,717		3,480	280
Searcy	22,852	1	\$69,814	\$55,851	\$69,814	\$83,777			
Bryant	18,686	1	\$72,800	\$58,240	\$72,800	\$87,360		3,640	
Maumelle	17,163								
Blytheville	15,824	1	\$46,305	\$37,044	\$46,305	\$55,566	N/A	Included in salary	1/2%
Siloam Springs	15,039	1	\$85,280	\$68,224	\$85,280	\$102,336		3,608 (budget avg)	60
Harrison	12,943	1	\$55,853	\$44,682	\$55,853	\$67,024			
Mountain Home	12,448	1	\$65,742	\$52,593	\$65,742	\$78,890		3,460	2,006
Marion	12,345	1	\$38,235	\$30,588	\$38,235	\$45,882			
Arkadelphia	10,712	1	\$43,203	\$34,562	\$43,203	\$51,844		2,851	
Malvern	10,318	1	\$42,344	\$33,875	\$42,344	\$50,813	3,150	2,447	2,223
Hope	10,014	1	\$50,641	\$40,513	\$50,641	\$60,769		1,839	

*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.

**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.

AVERAGES by Population Group

Overall	# of Authorized Employees	Average Annual Salary	Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Overall	1.00	\$72,981	\$58,385	\$72,981	\$87,577	\$3,278	\$3,220	\$2,195
45,000+	1.00	\$87,969	\$70,375	\$87,969	\$105,563	\$4,785	\$3,832	\$2,690
20,000-45,000	1.00	\$75,116	\$60,093	\$75,116	\$90,139	\$1,815	\$3,397	\$2,464
10,000-20,000	1.00	\$53,450	\$42,760	\$53,450	\$64,140	\$3,150	\$2,649	\$1,430

Fire Inspector-Marshal

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314								
Fort Smith	87,000	2	\$68,024	\$54,419	\$68,024	\$81,629			
Fayetteville	73,580	1	\$62,462	\$49,970	\$62,462	\$74,954			
Springdale	69,797	1	\$73,890	\$59,112	\$73,890	\$88,668		3,126	
Jonesboro	67,263	1	\$61,434	\$49,147	\$61,434	\$73,721	10,334	Included in base pay	2,208
North Little Rock	62,304	1	\$70,034	\$56,027	\$70,034	\$84,040	*	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	**
Conway	58,908	1	\$69,719	\$55,775	\$69,719	\$83,663			
Rogers	55,964								
Pine Bluff	49,081	1	\$45,142	\$36,114	\$45,142	\$54,170	1,620	2,500	4,860
Hot Springs	35,193	1	\$64,509	\$51,607	\$64,509	\$77,411	2,400	2,663	450
Bentonville	34,000	2	\$60,882	\$48,706	\$60,882	\$73,058			
Benton	30,681	1	\$56,111	\$44,889	\$56,111	\$67,333	2,870	2,722	
Texarkana	29,919	1	\$59,073	\$47,258	\$59,073	\$70,888	2,976	2,954	1,500
Sherwood	29,523								
Jacksonville	28,364	1					NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	1	\$47,890	\$38,312	\$47,890	\$57,468	960	2,084	
Bella Vista	26,652	1	\$60,133	\$48,106	\$60,133	\$72,160		2,313	
Paragould	26,113	1	\$39,881	\$31,905	\$39,881	\$47,857		1,855	3,988
West Memphis	26,000	1	\$56,000	\$44,800	\$56,000	\$67,200			
Cabot	24,000								
Searcy	22,852	1	\$42,910	\$34,328	\$42,910	\$51,492			
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824	1	\$39,232	\$31,386	\$39,232	\$47,078	N/A	Included in salary	1/2%
Siloam Springs	15,039	1	\$62,926	\$50,341	\$62,926	\$75,511		2,662	1,140
Harrison	12,943	1	\$43,071	\$34,457	\$43,071	\$51,685			
Mountain Home	12,448	1	\$42,069	\$33,655	\$42,069	\$50,483		2,214	1,324
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318	1	\$29,886	\$23,909	\$29,886	\$35,863	225.00 per certificate	1,873	2.5% per 5 years - Max @ 10%
Hope	10,014								

*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.

**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.

AVERAGES by Population Group									
Overall		1.05	\$54,363	\$43,490	\$54,363	\$65,235	\$3,527	\$2,451	\$2,210
45,000+		1.13	\$63,509	\$50,807	\$63,509	\$76,211	\$4,785	\$2,763	\$2,506
20,000-45,000		1.00	\$51,714	\$41,371	\$51,714	\$62,057	\$2,269	\$2,386	\$2,744
10,000-20,000		1.00	\$43,437	\$34,749	\$43,437	\$52,124	#DIV/0!	\$2,250	\$1,232

Fire Lieutenant

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314								
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304	43	\$69,175	\$55,340	\$69,175	\$83,010	*	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	**
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081	14	\$37,816	\$30,253	\$37,816	\$45,379			
Hot Springs	35,193	15	\$53,252	\$42,602	\$53,252	\$63,902	2,400	2,244	750
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919	15	\$51,568	\$41,254	\$51,568	\$61,882	1,632	2,578	1,345
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652	5	\$60,219	\$48,175	\$60,219	\$72,263		1,611	
Paragould	26,113	3	\$39,881	\$31,905	\$39,881	\$47,857		1,855	3,988
West Memphis	26,000	12	\$46,000	\$36,800	\$46,000	\$55,200			
Cabot	24,000								
Searcy	22,852	12	\$35,627	\$28,502	\$35,627	\$42,753			
Bryant	18,686	9	\$39,200	\$31,360	\$39,200	\$47,040		1,484	
Maumelle	17,163								
Blytheville	15,824	9	\$31,562	\$25,250	\$31,562	\$37,874	N/A	Included in salary	1/2%
Siloam Springs	15,039	9						884 (budget avg)	537 (budget avg)
Harrison	12,943	6	\$33,965	\$27,172	\$33,965	\$40,758			
Mountain Home	12,448	6	\$55,216	\$44,172	\$55,216	\$66,259		1,851	1,482
Marion	12,345								
Arkadelphia	10,712	2	\$27,098	\$21,678	\$27,098	\$32,518	320	1,788	
Malvern	10,318	7	\$26,259	\$21,007	\$26,259	\$31,510	225.00 per certificate	1,520	2.5% per 5 years - Max @ 10%
Hope	10,014								

*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.

**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.

AVERAGES by Population Group									
Overall		11.13	\$43,346	\$34,676	\$43,346	\$52,015	\$1,451	\$1,866	\$1,891
45,000+		24.00	\$53,414	\$42,731	\$53,414	\$64,097	\$2,400	\$2,244	\$750
20,000-45,000		9.33	\$45,416	\$36,333	\$45,416	\$54,499	\$1,632	\$1,882	\$2,667
10,000-20,000		6.50	\$34,820	\$27,856	\$34,820	\$41,784	\$320	\$1,720	\$1,482

Firefighter

Job Description and Qualifications:									
Protects citizens' lives and property by responding to calls for firefighting or emergency rescue assistance; requires completion of high school; 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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	176	\$36,483	\$29,186	\$36,483	\$43,780			
Fort Smith	87,000	47	\$36,633	\$29,306	\$36,633	\$43,960			
Fayetteville	73,580	38	\$35,971	\$28,777	\$35,971	\$43,165			
Springdale	69,797	60	\$40,454	\$32,363	\$40,454	\$48,545		1,219	
Jonesboro	67,263	49	\$33,640	\$26,912	\$33,640	\$40,368	1,217	Included in base pay	604
North Little Rock	62,304	57	\$59,148	\$47,318	\$59,148	\$70,978	*	Paid for 11 holidays, on duty or not. Payment in addition to regular wages. Paid as holidays occur.	**
Conway	58,908	23	\$35,743	\$28,594	\$35,743	\$42,892			
Rogers	55,964	80	\$41,978	\$33,582	\$41,978	\$50,374			
Pine Bluff	49,081	41	\$31,306	\$25,045	\$31,306	\$37,567			
Hot Springs	35,193	25	\$36,423	\$29,138	\$36,423	\$43,708	1,620	1,527	330
Bentonville	34,000	42	\$43,041	\$34,433	\$43,041	\$51,649			
Benton	30,681	24	\$33,717	\$26,974	\$33,717	\$40,460	1,911	1,171	
Texarkana	29,919	19	\$41,361	\$33,089	\$41,361	\$49,633	1,159	2,068	588
Sherwood	29,523								
Jacksonville	28,364	33	\$35,765	\$28,612	\$35,765	\$42,918	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	21	\$32,253	\$25,802	\$32,253	\$38,704	720	1,408	
Bella Vista	26,652	28	\$44,051	\$35,241	\$44,051	\$52,861		2,329	
Paragould	26,113	21	\$37,080	\$29,664	\$37,080	\$44,496		1,676	2,687
West Memphis	26,000	17	\$40,000	\$32,000	\$40,000	\$48,000			
Cabot	24,000	18	\$34,148	\$27,318	\$34,148	\$40,978		984	183
Searcy	22,852	26	\$29,452	\$23,561	\$29,452	\$35,342			
Bryant	18,686	30	\$32,336	\$25,869	\$32,336	\$38,804		1,083	
Maumelle	17,163	15	\$33,562	\$26,850	\$33,562	\$40,274	440	1,159	231
Blytheville	15,824	6	\$27,713	\$22,170	\$27,713	\$33,256	N/A	Included in salary	1/2%
Siloam Springs	15,039	21						741 (budget avg)	320 (budget avg)
Harrison	12,943	15	\$28,199	\$22,559	\$28,199	\$33,839			
Mountain Home	12,448	14	\$41,903	\$33,522	\$41,903	\$50,284		1,405	686
Marion	12,345	3	\$26,526	\$21,221	\$26,526	\$31,831		837	
Arkadelphia	10,712								
Malvern	10,318	1	\$24,646	\$19,717	\$24,646	\$29,576	225.00 per certificate	1,303	2.5% per 5 years - Max @ 10%
Hope	10,014	7	\$32,997	\$26,398	\$32,997	\$39,596			624

*A. \$1 per month per one credit hour of approved accredited college to a max. of \$120/Month to all employees who have completed 1 year of employment and are enrolled in a minimum of 6 hours per semester and are participating in courses at an accredited college or university and pursuing an acceptable degree. Degrees eligible prior to 1/1/92 were Fire Science, Fire Sciences Engineering, Physical Education, English or Related Field (Committee of 3 to determine "related field"). For employees hired after 1/1/92, the only degrees eligible are: Nursing, Trauma Mgmt., Chemistry, Fire Science, Fire Engineering, Fire Administration, Environmental Health, Physical Education & Paramedic. Must furnish documentation of college enrollment and satisfactory completion of accredited college hours or the Certification of Degrees. B. Pay for Eligible College Degree: Bachelor's \$100/month Associate \$ 50/month Master's \$125/month Documents to be provided by June 1 and Nov. 15 each year. Paid in lump sum June 15 and Dec. 1 each year.

**\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in a lump sum in June/Dec. each year. No Maximum.

AVERAGES by Population Group									
Overall		26.77	\$35,898	\$28,718	\$35,898	\$43,077	\$1,178	\$1,398	\$742
45,000+		44.56	\$39,494	\$31,596	\$39,494	\$47,393	\$1,583	\$1,306	\$467
20,000-45,000		21.27	\$35,247	\$28,198	\$35,247	\$42,297	\$773	\$1,530	\$922
10,000-20,000		10.17	\$30,854	\$24,683	\$30,854	\$37,025		\$1,182	\$655

HR-Personnel Director

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$127,580	\$102,064	\$127,580	\$153,096
Fort Smith	87,000	1	\$98,079	\$78,463	\$98,079	\$117,694
Fayetteville	73,580	1	\$95,222	\$76,178	\$95,222	\$114,266
Springdale	69,797	1	\$69,818	\$55,854	\$69,818	\$83,782
Jonesboro	67,263	1	\$67,811	\$54,249	\$67,811	\$81,373
North Little Rock	62,304	1	\$69,722	\$55,777	\$69,722	\$83,666
Conway	58,908	1	\$77,174	\$61,739	\$77,174	\$92,609
Rogers	55,964	1	\$75,000	\$60,000	\$75,000	\$90,000
Pine Bluff	49,081	1	\$58,191	\$46,553	\$58,191	\$69,829
Hot Springs	35,193	1	\$76,200	\$60,960	\$76,200	\$91,440
Bentonville	34,000	1	\$72,644	\$58,115	\$72,644	\$87,173
Benton	30,681	1	\$55,631	\$44,505	\$55,631	\$66,757
Texarkana	29,919	1	\$37,570	\$30,056	\$37,570	\$45,084
Sherwood	29,523	1	\$60,000	\$48,000	\$60,000	\$72,000
Jacksonville	28,364	1	\$62,960	\$50,368	\$62,960	\$75,552
Russellville	28,000	1	\$47,048	\$37,638	\$47,048	\$56,457
Bella Vista	26,652					
Paragould	26,113	1	\$46,380	\$37,104	\$46,380	\$55,656
West Memphis	26,000	1	\$60,000	\$48,000	\$60,000	\$72,000
Cabot	24,000	1	\$49,752	\$39,802	\$49,752	\$59,702
Searcy	22,852	1	\$54,573	\$43,659	\$54,573	\$65,488
Bryant	18,686	1	\$65,652	\$52,522	\$65,652	\$78,783
Maumelle	17,163	1	\$73,650	\$58,920	\$73,650	\$88,380
Blytheville	15,824	1	\$37,000	\$29,600	\$37,000	\$44,400
Siloam Springs	15,039	1	\$52,000	\$41,600	\$52,000	\$62,400
Harrison	12,943	1	\$35,663	\$28,530	\$35,663	\$42,796
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$34,944	\$27,955	\$34,944	\$41,933
Hope	10,014	1	\$42,380	\$33,904	\$42,380	\$50,856
AVERAGES by Population Group						
Overall		1.00	\$63,061	\$50,449	\$63,061	\$75,673
45,000+		1.00	\$82,066	\$65,653	\$82,066	\$98,479
20,000-45,000		1.00	\$56,614	\$45,291	\$56,614	\$67,937
10,000-20,000		1.00	\$48,756	\$39,004	\$48,756	\$58,507

Human Resource Analyst

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$50,703	\$40,562	\$50,703	\$60,844
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$40,428	\$32,342	\$40,428	\$48,514
North Little Rock	62,304	2	\$61,038	\$48,830	\$61,038	\$73,245
Conway	58,908					
Rogers	55,964	1	\$67,167	\$53,734	\$67,167	\$80,600
Pine Bluff	49,081					
Hot Springs	35,193	1	\$35,650	\$28,520	\$35,650	\$42,780
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448	1	\$52,957	\$42,365	\$52,957	\$63,548
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.17	\$51,324	\$41,059	\$51,324	\$61,588
45,000+		1.25	\$54,834	\$43,867	\$54,834	\$65,801
20,000-45,000		1.00	\$35,650	\$28,520	\$35,650	\$42,780
10,000-20,000		1.00	\$52,957	\$42,365	\$52,957	\$63,548

Human Resources Assistant

Job Description and Qualifications:						
Handles various HR duties including employment, insurance claims, Worker's Comp issues and other assigned duties within the HR department; requires of an Associate's degree in Human Resources Administration or a related area; two (2) years of HR related experience.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$37,325	\$29,860	\$37,325	\$44,790
Fort Smith	87,000	2	\$53,100	\$42,480	\$53,100	\$63,721
Fayetteville	73,580	1	\$45,178	\$36,142	\$45,178	\$54,214
Springdale	69,797	1	\$32,863	\$26,290	\$32,863	\$39,436
Jonesboro	67,263					
North Little Rock	62,304	2	\$37,471	\$29,977	\$37,471	\$44,965
Conway	58,908	1	\$37,498	\$29,998	\$37,498	\$44,998
Rogers	55,964	1	\$33,758	\$27,006	\$33,758	\$40,510
Pine Bluff	49,081	1	\$33,400	\$26,720	\$33,400	\$40,080
Hot Springs	35,193					
Bentonville	34,000	1	\$42,349	\$33,879	\$42,349	\$50,819
Benton	30,681	1	\$31,949	\$25,559	\$31,949	\$38,339
Texarkana	29,919					
Sherwood	29,523	1	\$28,517	\$22,814	\$28,517	\$34,220
Jacksonville	28,364	1	\$35,921	\$28,737	\$35,921	\$43,105
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$28,000	\$22,400	\$28,000	\$33,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$32,772	\$26,218	\$32,772	\$39,327
Maumelle	17,163	1	\$26,563	\$21,250	\$26,563	\$31,876
Blytheville	15,824					
Siloam Springs	15,039	1	\$34,320	\$27,456	\$34,320	\$41,184
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.13	\$35,687	\$28,549	\$35,687	\$42,824
45,000+		1.25	\$38,824	\$31,059	\$38,824	\$46,589
20,000-45,000		1.00	\$33,347	\$26,678	\$33,347	\$40,017
10,000-20,000		1.00	\$31,218	\$24,975	\$31,218	\$37,462

Payroll Administrator

Job Description and Qualifications:						
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.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$56,310	\$45,048	\$56,310	\$67,572
Fort Smith	87,000	2	\$48,464	\$38,771	\$48,464	\$58,157
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$43,429	\$34,743	\$43,429	\$52,115
North Little Rock	62,304	1	\$33,280	\$26,624	\$33,280	\$39,936
Conway	58,908					
Rogers	55,964	1	\$38,522	\$30,817	\$38,522	\$46,226
Pine Bluff	49,081	1	\$34,268	\$27,414	\$34,268	\$41,122
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$54,038	\$43,230	\$54,038	\$64,846
Sherwood	29,523					
Jacksonville	28,364	1	\$33,940	\$27,152	\$33,940	\$40,728
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	1	\$34,968	\$27,974	\$34,968	\$41,962
West Memphis	26,000	1	\$33,000	\$26,400	\$33,000	\$39,600
Cabot	24,000	1	\$37,170	\$29,736	\$37,170	\$44,604
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$26,520	\$21,216	\$26,520	\$31,824
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.08	\$39,492	\$31,594	\$39,492	\$47,391
45,000+		1.17	\$42,379	\$33,903	\$42,379	\$50,855
20,000-45,000		1.00	\$38,623	\$30,899	\$38,623	\$46,348
10,000-20,000		1.00	\$26,520	\$21,216	\$26,520	\$31,824

Pension Technician

Job Description and Qualifications:

Receives, deposits, expend funds, and processes monthly payrolls for the City's Police and Fire Retirement Systems; requires completion of two (2) years of college or vocational technical school coursework in Accounting, Bookkeeping, or a related area, two (2) years of experience in bookkeeping and payroll processing and one (1) year of experience in microcomputer use, utilizing spreadsheet and word processing software.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$36,420	\$29,136	\$36,420	\$43,704
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$36,420	\$29,136	\$36,420	\$43,704
45,000+		1.00	\$36,420	\$29,136	\$36,420	\$43,704
20,000-45,000						
10,000-20,000						

Information Support Specialist

Job Description and Qualifications:							
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's degree in Computer Information Systems or Computer Maintenance or a certificate in Electronic Technology, or a related area; two (2) years of experience in the installation, maintenance, and repair of microcomputers or in the installation and maintenance of microcomputer operating systems and software applications.							
CITY	Population	# of Authorized Employees	Part-Time	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314	5		\$36,138	\$28,910	\$36,138	\$43,366
Fort Smith	87,000	2		\$41,662	\$33,330	\$41,662	\$49,995
Fayetteville	73,580	1		\$33,571	\$26,857	\$33,571	\$40,285
Springdale	69,797	2		\$35,760	\$28,608	\$35,760	\$42,912
Jonesboro	67,263	3		\$30,828	\$24,662	\$30,828	\$36,994
North Little Rock	62,304	3		\$52,111	\$41,689	\$52,111	\$62,533
Conway	58,908	2		\$42,435	\$33,948	\$42,435	\$50,922
Rogers	55,964	1		\$35,152	\$28,122	\$35,152	\$42,182
Pine Bluff	49,081						
Hot Springs	35,193						
Bentonville	34,000	3		\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681						
Texarkana	29,919						
Sherwood	29,523	1		\$49,442	\$39,554	\$49,442	\$59,330
Jacksonville	28,364	1		\$39,620	\$31,696	\$39,620	\$47,544
Russellville	28,000						
Bella Vista	26,652						
Paragould	26,113						
West Memphis	26,000	1		\$33,000	\$26,400	\$33,000	\$39,600
Cabot	24,000						
Searcy	22,852						
Bryant	18,686						
Maumelle	17,163						
Blytheville	15,824						
Siloam Springs	15,039	1		\$45,406	\$36,325	\$45,406	\$54,487
Harrison	12,943						
Mountain Home	12,448						
Marion	12,345						
Arkadelphia	10,712						
Malvern	10,318						
Hope	10,014						
AVERAGES by Population Group							
Overall		2.00		\$40,346	\$32,277	\$40,346	\$48,416
45,000+		2.38		\$38,457	\$30,766	\$38,457	\$46,149
20,000-45,000		1.50		\$42,860	\$34,288	\$42,860	\$51,432
10,000-20,000				\$45,406	\$36,325	\$45,406	\$54,487

Info Systems-Computer Manager

Job Description and Qualifications:

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's degree in Computer Science or a related area, five (5) years of experience in mainframe computer programming, plus working with various suites of software packages.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$115,455	\$92,364	\$115,455	\$138,546
Fort Smith	87,000					
Fayetteville	73,580	1	\$95,222	\$76,178	\$95,222	\$114,266
Springdale	69,797	1	\$66,327	\$53,062	\$66,327	\$79,592
Jonesboro	67,263	1	\$77,247	\$61,798	\$77,247	\$92,696
North Little Rock	62,304	2	\$69,493	\$55,594	\$69,493	\$83,391
Conway	58,908	1	\$73,119	\$58,495	\$73,119	\$87,743
Rogers	55,964					
Pine Bluff	49,081	1	\$55,204	\$44,163	\$55,204	\$66,245
Hot Springs	35,193	1	\$91,624	\$73,299	\$91,624	\$109,949
Bentonville	34,000	1	\$84,750	\$67,800	\$84,750	\$101,700
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$81,293	\$65,034	\$81,293	\$97,552
Jacksonville	28,364	1	\$55,000	\$44,000	\$55,000	\$66,000
Russellville	28,000	1	\$43,336	\$34,669	\$43,336	\$52,003
Bella Vista	26,652					
Paragould	26,113	1	\$45,614	\$36,491	\$45,614	\$54,737
West Memphis	26,000	1	\$67,000	\$53,600	\$67,000	\$80,400
Cabot	24,000	1	\$57,761	\$46,209	\$57,761	\$69,313
Searcy	22,852	1	\$43,260	\$34,608	\$43,260	\$51,912
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$69,243	\$55,394	\$69,243	\$83,092
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.06	\$70,056	\$56,045	\$70,056	\$84,067
45,000+		1.14	\$78,867	\$63,093	\$78,867	\$94,640
20,000-45,000		1.00	\$63,293	\$50,634	\$63,293	\$75,952
10,000-20,000			\$69,243	\$55,394	\$69,243	\$83,092

Network Analyst

Job Description and Qualifications:

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's degree in Computer Science or a related area; four (4) years of experience in designing and implementing computer network systems; two (2) years of experience with AIX or UNIX operating systems; two (2) years of experience in IP addressing, TCP/IP, and Windows NT; two (2) years of experience installing and configuring routers; one (1) year of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	4	\$61,307	\$49,046	\$61,307	\$73,568
Fort Smith	87,000	1	\$66,303	\$53,042	\$66,303	\$79,563
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$48,898	\$39,118	\$48,898	\$58,678
North Little Rock	62,304	1	\$63,045	\$50,436	\$63,045	\$75,654
Conway	58,908					
Rogers	55,964	1	\$55,615	\$44,492	\$55,615	\$66,738
Pine Bluff	49,081	1	\$45,000	\$36,000	\$45,000	\$54,000
Hot Springs	35,193					
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$43,158	\$34,526	\$43,158	\$51,790
Hope	10,014					
AVERAGES by Population Group						
Overall		1.38	\$55,700	\$44,560	\$55,700	\$66,840
45,000+		1.50	\$56,695	\$45,356	\$56,695	\$68,034
20,000-45,000		1.00	\$62,275	\$49,820	\$62,275	\$74,730
10,000-20,000		1.00	\$43,158	\$34,526	\$43,158	\$51,790

Network Coordinator

Job Description and Qualifications:

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 NT Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$50,433	\$40,346	\$50,433	\$60,520
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	2	\$38,766	\$31,013	\$38,766	\$46,519
North Little Rock	62,304	1	\$54,995	\$43,996	\$54,995	\$65,994
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081	1	\$34,000	\$27,200	\$34,000	\$40,800
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$39,889	\$31,911	\$39,889	\$47,867
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$33,660	\$26,928	\$33,660	\$40,392
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$25,522	\$20,418	\$25,522	\$30,627
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	1	\$27,040	\$21,632	\$27,040	\$32,448
Hope	10,014					
AVERAGES by Population Group						
Overall		1.13	\$38,038	\$30,431	\$38,038	\$45,646
45,000+		1.25	\$44,549	\$35,639	\$44,549	\$53,458
20,000-45,000		1.00	\$33,024	\$26,419	\$33,024	\$39,629
10,000-20,000		1.00	\$27,040	\$21,632	\$27,040	\$32,448

Programmer Analyst

Job Description and Qualifications:

Designs, edits, modifies, and debugs computer programs, and analyzes and designs new computer systems on a VSE operating system, utilizing IBM COBAL II and SQL languages; requires completion of a Bachelor's degree in Computer Science or a related area, two (2) years of experience in mainframe computer programming, working in an IBM/VSE environment.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$52,780	\$42,224	\$52,780	\$63,336
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.00	\$52,780	\$42,224	\$52,780	\$63,336
45,000+		2.00	\$52,780	\$42,224	\$52,780	\$63,336
20,000-45,000						
10,000-20,000						

Programmer Analyst - Senior

Job Description and Qualifications:

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 Computer Programmer II and other assigned programming staff on a project basis or an assigned computer subsystem basis; requires completion of a Bachelor's degree in Computer Science or a related area; four (4) years of experience in mainframe computer programming.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	8	\$75,176	\$60,141	\$75,176	\$90,211
Fort Smith	87,000					
Fayetteville	73,580	1	\$78,354	\$62,683	\$78,354	\$94,025
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$65,479	\$52,383	\$65,479	\$78,575
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		3.33	\$73,003	\$58,402	\$73,003	\$87,604
45,000+		4.50	\$76,765	\$61,412	\$76,765	\$92,118
20,000-45,000		1.00	\$65,479	\$52,383	\$65,479	\$78,575
10,000-20,000						

Systems Network Manager

Job Description and Qualifications:

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's degree in Computer Science or a related area; four (4) years experience in designing and developing computer programs or a related area; four (4) years of experience in the installation and maintenance of networks, including software; two (2) years of experience in supervision of professional staff or project leadership in a data processing setting.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$92,733	\$74,186	\$92,733	\$111,280
Fort Smith	87,000	1	\$83,668	\$66,934	\$83,668	\$100,402
Fayetteville	73,580	1	\$74,610	\$59,688	\$74,610	\$89,532
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$65,000	\$52,000	\$65,000	\$78,000
Conway	58,908	1	\$63,270	\$50,616	\$63,270	\$75,924
Rogers	55,964	1	\$83,197	\$66,557	\$83,197	\$99,836
Pine Bluff	49,081					
Hot Springs	35,193	1	\$60,755	\$48,604	\$60,755	\$72,906
Bentonville	34,000	1	\$67,267	\$53,814	\$67,267	\$80,720
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	1	\$47,380	\$37,904	\$47,380	\$56,856
Bryant	18,686	1	\$79,661	\$63,729	\$79,661	\$95,593
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$60,000	\$48,000	\$60,000	\$72,000
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$70,686	\$56,548	\$70,686	\$84,823
45,000+		1.00	\$77,080	\$61,664	\$77,080	\$92,496
20,000-45,000		1.00	\$58,467	\$46,774	\$58,467	\$70,161
10,000-20,000		1.00	\$69,831	\$55,864	\$69,831	\$83,797

Systems Programmer

Job Description and Qualifications:

Ensures the efficient and effective operation of the City's mainframe computer system by installing, testing, and debugging systems-level software; provides technical information and advice to Computer Systems, Applications, and Operations personnel regarding systems-level software functioning; requires completion of a Bachelor's degree in Computer Science or a related area; four (4) years of experience in computer programming; two (2) years of experience in computer systems analysis and systems-level software operation.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$89,191	\$71,353	\$89,191	\$107,029
Fort Smith	87,000	1	\$72,170	\$57,736	\$72,170	\$86,604
Fayetteville	73,580	1	\$70,221	\$56,177	\$70,221	\$84,265
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$77,194	\$61,755	\$77,194	\$92,633
45,000+		1.00	\$77,194	\$61,755	\$77,194	\$92,633
20,000-45,000						
10,000-20,000						

Airport Attendant

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	1	\$27,525	\$22,020	\$27,525	\$33,030
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	2	\$33,475	\$26,780	\$33,475	\$40,170
Pine Bluff	49,081	1	\$36,397	\$29,118	\$36,397	\$43,676
Hot Springs	35,193	7	\$31,325	\$25,060	\$31,325	\$37,590
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$29,116	\$23,293	\$29,116	\$34,940
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	2	\$23,000	\$18,400	\$23,000	\$27,600
Cabot	24,000					
Searcy	22,852	2	\$23,562	\$18,849	\$23,562	\$28,274
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$32,074	\$25,659	\$32,074	\$38,489
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$27,229	\$21,783	\$27,229	\$32,675
AVERAGES by Population Group						
Overall		2.00	\$29,300	\$23,440	\$29,300	\$35,160
45,000+		1.33	\$32,466	\$25,973	\$32,466	\$38,959
20,000-45,000		3.00	\$26,751	\$21,401	\$26,751	\$32,101
10,000-20,000		1.00	\$29,652	\$23,721	\$29,652	\$35,582

Airport Manager

Job Description and Qualifications:

Manages the overall day to day operational responsibilities of the city's airport; provides supervision to employees, ensures airport FAA compliance, monitors the airport budget and finances, and oversees airport security; manages various airport functions including fuel/oil sales and storage, maintenance, leases, construction, aircraft storage and airport property; requires completion of two (2) year college; minimum of five (5) to seven (7) years of airport management.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580	1	\$91,025	\$72,820	\$91,025	\$109,230
Springdale	69,797	1	\$41,649	\$33,319	\$41,649	\$49,979
Jonesboro	67,263					
North Little Rock	62,304	1	\$50,981	\$40,785	\$50,981	\$61,177
Conway	58,908	1	\$60,000	\$48,000	\$60,000	\$72,000
Rogers	55,964	1	\$80,882	\$64,706	\$80,882	\$97,058
Pine Bluff	49,081	1	\$52,349	\$41,879	\$52,349	\$62,819
Hot Springs	35,193	1	\$77,730	\$62,184	\$77,730	\$93,276
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$44,794	\$35,836	\$44,794	\$53,753
Bella Vista	26,652					
Paragould	26,113	1	\$36,907	\$29,526	\$36,907	\$44,288
West Memphis	26,000	1	\$52,000	\$41,600	\$52,000	\$62,400
Cabot	24,000					
Searcy	22,852	1	\$40,000	\$32,000	\$40,000	\$48,000
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$49,000	\$39,200	\$49,000	\$58,800
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$56,443	\$45,154	\$56,443	\$67,732
45,000+		1.00	\$62,814	\$50,251	\$62,814	\$75,377
20,000-45,000		1.00	\$50,286	\$40,229	\$50,286	\$60,344
10,000-20,000		1.00	\$49,000	\$39,200	\$49,000	\$58,800

Animal Control Director

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$69,754	\$55,803	\$69,754	\$83,705
Fort Smith	87,000					
Fayetteville	73,580	1	\$55,078	\$44,062	\$55,078	\$66,094
Springdale	69,797	1	\$45,458	\$36,366	\$45,458	\$54,550
Jonesboro	67,263					
North Little Rock	62,304	1	\$58,032	\$46,426	\$58,032	\$69,638
Conway	58,908	1	\$43,665	\$34,932	\$43,665	\$52,398
Rogers	55,964	1	\$35,692	\$28,554	\$35,692	\$42,830
Pine Bluff	49,081					
Hot Springs	35,193	1	\$61,775	\$49,420	\$61,775	\$74,130
Bentonville	34,000	1	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681	1	\$42,000	\$33,600	\$42,000	\$50,400
Texarkana	29,919	1	\$49,130	\$39,304	\$49,130	\$58,956
Sherwood	29,523	1	\$50,799	\$40,639	\$50,799	\$60,959
Jacksonville	28,364	1	\$38,516	\$30,813	\$38,516	\$46,219
Russellville	28,000	1	\$51,429	\$41,143	\$51,429	\$61,715
Bella Vista	26,652	1	\$31,616	\$25,293	\$31,616	\$37,939
Paragould	26,113					
West Memphis	26,000	1	\$42,500	\$34,000	\$42,500	\$51,000
Cabot	24,000	1	\$38,083	\$30,466	\$38,083	\$45,700
Searcy	22,852					
Bryant	18,686	1	\$59,068	\$47,254	\$59,068	\$70,881
Maumelle	17,163	1	\$49,054	\$39,243	\$49,054	\$58,865
Blytheville	15,824					
Siloam Springs	15,039	1	\$50,000	\$40,000	\$50,000	\$60,000
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	1	\$24,648	\$19,718	\$24,648	\$29,578
Arkadelphia	10,712	1	\$22,655	\$18,124	\$22,655	\$27,186
Malvern	10,318					
Hope	10,014	1	\$25,419	\$20,335	\$25,419	\$30,503
AVERAGES by Population Group						
Overall		1.00	\$45,004	\$36,003	\$45,004	\$54,004
45,000+		1.00	\$51,280	\$41,024	\$51,280	\$61,536
20,000-45,000		1.00	\$45,156	\$36,124	\$45,156	\$54,187
10,000-20,000		1.00	\$38,474	\$30,779	\$38,474	\$46,169

Animal Control Field Officer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	7	\$29,532	\$23,626	\$29,532	\$35,438
Fort Smith	87,000	5	\$36,317	\$29,053	\$36,317	\$43,580
Fayetteville	73,580	2	\$28,652	\$22,922	\$28,652	\$34,382
Springdale	69,797	3	\$30,441	\$24,353	\$30,441	\$36,529
Jonesboro	67,263	6	\$28,527	\$22,822	\$28,527	\$34,232
North Little Rock	62,304	7	\$38,501	\$30,801	\$38,501	\$46,201
Conway	58,908	3	\$31,393	\$25,114	\$31,393	\$37,672
Rogers	55,964	3	\$29,880	\$23,904	\$29,880	\$35,856
Pine Bluff	49,081	4	\$22,969	\$18,375	\$22,969	\$27,563
Hot Springs	35,193	4	\$23,380	\$18,704	\$23,380	\$28,056
Bentonville	34,000	1	\$36,286	\$29,029	\$36,286	\$43,543
Benton	30,681	3	\$24,842	\$19,874	\$24,842	\$29,810
Texarkana	29,919	2	\$25,012	\$20,010	\$25,012	\$30,014
Sherwood	29,523	3	\$28,038	\$22,430	\$28,038	\$33,646
Jacksonville	28,364	3	\$31,241	\$24,993	\$31,241	\$37,489
Russellville	28,000	3	\$30,635	\$24,508	\$30,635	\$36,762
Bella Vista	26,652					
Paragould	26,113	1	\$26,540	\$21,232	\$26,540	\$31,848
West Memphis	26,000	4	\$25,000	\$20,000	\$25,000	\$30,000
Cabot	24,000	2	\$22,437	\$17,950	\$22,437	\$26,924
Searcy	22,852	2	\$24,211	\$19,369	\$24,211	\$29,053
Bryant	18,686	3	\$27,490	\$21,992	\$27,490	\$32,987
Maumelle	17,163	4	\$29,183	\$23,346	\$29,183	\$35,020
Blytheville	15,824	1	\$22,402	\$17,922	\$22,402	\$26,882
Siloam Springs	15,039	2	\$28,392	\$22,714	\$28,392	\$34,070
Harrison	12,943	1	\$26,967	\$21,574	\$26,967	\$32,360
Mountain Home	12,448					
Marion	12,345	1	\$20,800	\$16,640	\$20,800	\$24,960
Arkadelphia	10,712					
Malvern	10,318	1	\$23,883	\$19,107	\$23,883	\$28,660
Hope	10,014	1	\$22,880	\$18,304	\$22,880	\$27,456
AVERAGES by Population Group						
Overall		2.93	\$27,708	\$22,167	\$27,708	\$33,250
45,000+		4.44	\$30,690	\$24,552	\$30,690	\$36,828
20,000-45,000		2.55	\$27,057	\$21,645	\$27,057	\$32,468
10,000-20,000		1.75	\$25,250	\$20,200	\$25,250	\$30,300

Building Maintenance Supervisor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$71,654	\$57,323	\$71,654	\$85,985
Fort Smith	87,000	1	\$50,989	\$40,792	\$50,989	\$61,187
Fayetteville	73,580	1	\$67,288	\$53,830	\$67,288	\$80,746
Springdale	69,797	1	\$38,510	\$30,808	\$38,510	\$46,212
Jonesboro	67,263	1	\$51,980	\$41,584	\$51,980	\$62,376
North Little Rock	62,304	1	\$40,789	\$32,631	\$40,789	\$48,947
Conway	58,908	1	\$43,665	\$34,932	\$43,665	\$52,398
Rogers	55,964					
Pine Bluff	49,081	1	\$40,618	\$32,494	\$40,618	\$48,742
Hot Springs	35,193	1	\$34,154	\$27,323	\$34,154	\$40,985
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681					
Texarkana	29,919	3	\$45,996	\$36,797	\$45,996	\$55,195
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163	1	\$46,371	\$37,097	\$46,371	\$55,645
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$41,980	\$33,584	\$41,980	\$50,376
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.15	\$48,944	\$39,155	\$48,944	\$58,733
45,000+		1.00	\$50,687	\$40,549	\$50,687	\$60,824
20,000-45,000		1.67	\$47,475	\$37,980	\$47,475	\$56,970
10,000-20,000		1.00	\$44,176	\$35,340	\$44,176	\$53,011

Building Maintenance Worker

Job Description and Qualifications:

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. Respond to emergency needs. Perform cleaning duties as needed for backup.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$33,799	\$27,039	\$33,799	\$40,559
Fort Smith	87,000					
Fayetteville	73,580	9	\$26,686	\$21,349	\$26,686	\$32,023
Springdale	69,797					
Jonesboro	67,263	2	\$28,610	\$22,888	\$28,610	\$34,332
North Little Rock	62,304	2	\$38,511	\$30,809	\$38,511	\$46,213
Conway	58,908	1	\$24,848	\$19,878	\$24,848	\$29,818
Rogers	55,964					
Pine Bluff	49,081	2	\$22,969	\$18,375	\$22,969	\$27,563
Hot Springs	35,193	1	\$23,380	\$18,704	\$23,380	\$28,056
Bentonville	34,000	12	\$33,592	\$26,874	\$33,592	\$40,310
Benton	30,681	1	\$20,319	\$16,255	\$20,319	\$24,383
Texarkana	29,919	10	\$23,922	\$19,138	\$23,922	\$28,706
Sherwood	29,523	1	\$34,341	\$27,473	\$34,341	\$41,209
Jacksonville	28,364	1	\$29,120	\$23,296	\$29,120	\$34,944
Russellville	28,000	1	\$25,695	\$20,556	\$25,695	\$30,835
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163	2	\$30,238	\$24,190	\$30,238	\$36,286
Blytheville	15,824	1	\$29,370	\$23,496	\$29,370	\$35,244
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		3.13	\$28,360	\$22,688	\$28,360	\$34,032
45,000+		2.83	\$29,237	\$23,390	\$29,237	\$35,085
20,000-45,000		3.86	\$27,196	\$21,757	\$27,196	\$32,635
10,000-20,000		1.50	\$29,804	\$23,843	\$29,804	\$35,765

Fleet Maint Mechanic I

Job Description and Qualifications:

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 —shooting electrical malfunctions. Test vehicles to locate defects and to check repair work. Make road and field calls, repairing vehicles when possible or towing vehicles as needed.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	33	\$39,358	\$31,486	\$39,358	\$47,230
Fort Smith	87,000	6	\$35,110	\$28,088	\$35,110	\$42,132
Fayetteville	73,580					
Springdale	69,797	1	\$31,279	\$25,023	\$31,279	\$37,535
Jonesboro	67,263	3	\$30,771	\$24,617	\$30,771	\$36,925
North Little Rock	62,304	5	\$43,846	\$35,077	\$43,846	\$52,616
Conway	58,908	1	\$28,120	\$22,496	\$28,120	\$33,744
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	5	\$25,122	\$20,098	\$25,122	\$30,146
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	2	\$42,037	\$33,630	\$42,037	\$50,444
Jacksonville	28,364	1	\$34,321	\$27,457	\$34,321	\$41,185
Russellville	28,000	1	\$23,377	\$18,702	\$23,377	\$28,053
Bella Vista	26,652					
Paragould	26,113	3	\$35,219	\$28,175	\$35,219	\$42,263
West Memphis	26,000	2	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	24,000	1	\$33,649	\$26,919	\$33,649	\$40,379
Searcy	22,852	1	\$42,016	\$33,613	\$42,016	\$50,419
Bryant	18,686					
Maumelle	17,163	1	\$27,040	\$21,632	\$27,040	\$32,448
Blytheville	15,824	2	\$26,000	\$20,800	\$26,000	\$31,200
Siloam Springs	15,039					
Harrison	12,943	2	\$32,356	\$25,885	\$32,356	\$38,827
Mountain Home	12,448					
Marion	12,345	2	\$19,500	\$15,600	\$19,500	\$23,400
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$22,838	\$18,270	\$22,838	\$27,406
AVERAGES by Population Group						
Overall		3.84	\$31,787	\$25,430	\$31,787	\$38,145
45,000+		8.17	\$34,747	\$27,798	\$34,747	\$41,697
20,000-45,000		2.00	\$33,468	\$26,774	\$33,468	\$40,161
10,000-20,000		1.60	\$25,547	\$20,437	\$25,547	\$30,656

Fleet Maint Mechanic II

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	7	\$48,537	\$38,830	\$48,537	\$58,244
Fort Smith	87,000	5	\$40,419	\$32,335	\$40,419	\$48,503
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$32,328	\$25,862	\$32,328	\$38,794
North Little Rock	62,304	1	\$47,840	\$38,272	\$47,840	\$57,408
Conway	58,908	1	\$33,029	\$26,423	\$33,029	\$39,635
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	1	\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652	1	\$45,760	\$36,608	\$45,760	\$54,912
Paragould	26,113					
West Memphis	26,000	3	\$36,000	\$28,800	\$36,000	\$43,200
Cabot	24,000					
Searcy	22,852	1	\$51,813	\$41,450	\$51,813	\$62,176
Bryant	18,686					
Maumelle	17,163	1	\$32,870	\$26,296	\$32,870	\$39,444
Blytheville	15,824	1	\$29,120	\$23,296	\$29,120	\$34,944
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448	1	\$37,814	\$30,252	\$37,814	\$45,377
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$37,005	\$29,604	\$37,005	\$44,406
AVERAGES by Population Group						
Overall		1.92	\$40,147	\$32,118	\$40,147	\$48,177
45,000+		3.00	\$40,431	\$32,344	\$40,431	\$48,517
20,000-45,000		1.50	\$45,738	\$36,590	\$45,738	\$54,886
10,000-20,000		1.00	\$34,202	\$27,362	\$34,202	\$41,043

Fleet Supervisor

Job Description and Qualifications:

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's facility on fleet vehicles. Review and analyze progress reports on vehicles and equipment undergoing repairs. Investigate and evaluate operational or administrative problems; implement new methods and procedures for operations automation to minimize operating costs and ensure more efficient utilization of manpower and materials. Monitor the performance of Fleet Operations personnel. Maintain records on equipment and employees. Prioritize and maintain workflow, establish schedules for preventive maintenance, recommend budget proposals, follow purchasing policy for acquisitions.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$57,672	\$46,138	\$57,672	\$69,206
Fort Smith	87,000	1	\$50,614	\$40,491	\$50,614	\$60,737
Fayetteville	73,580	1	\$72,093	\$57,674	\$72,093	\$86,512
Springdale	69,797	2	\$43,544	\$34,835	\$43,544	\$52,253
Jonesboro	67,263	1	\$39,389	\$31,511	\$39,389	\$47,267
North Little Rock	62,304	1	\$63,669	\$50,935	\$63,669	\$76,403
Conway	58,908	1	\$53,483	\$42,786	\$53,483	\$64,180
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$53,435	\$42,748	\$53,435	\$64,122
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$48,714	\$38,971	\$48,714	\$58,457
Jacksonville	28,364	1	\$46,234	\$36,987	\$46,234	\$55,481
Russellville	28,000	1	\$31,682	\$25,346	\$31,682	\$38,018
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$49,000	\$39,200	\$49,000	\$58,800
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$47,570	\$38,056	\$47,570	\$57,084
Harrison	12,943					
Mountain Home	12,448	1	\$42,266	\$33,812	\$42,266	\$50,719
Marion	12,345	1	\$22,880	\$18,304	\$22,880	\$27,456
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.07	\$48,150	\$38,520	\$48,150	\$57,780
45,000+		1.14	\$54,352	\$43,482	\$54,352	\$65,222
20,000-45,000		1.00	\$45,813	\$36,650	\$45,813	\$54,976
10,000-20,000		1.00	\$37,572	\$30,057	\$37,572	\$45,086

Grounds Maint Laborer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Part-Time Salary	Average Annual Salary	Salary Range		
					Minimum	Midpoint	Maximum
Little Rock	195,314						
Fort Smith	87,000	5		\$25,771	\$20,617	\$25,771	\$30,925
Fayetteville	73,580						
Springdale	69,797						
Jonesboro	67,263	14		\$23,541	\$18,833	\$23,541	\$28,249
North Little Rock	62,304	12		\$29,933	\$23,946	\$29,933	\$35,920
Conway	58,908	4		\$23,211	\$18,569	\$23,211	\$27,853
Rogers	55,964						
Pine Bluff	49,081						
Hot Springs	35,193	8		\$22,130	\$17,704	\$22,130	\$26,556
Bentonville	34,000	24		\$33,592	\$26,874	\$33,592	\$40,310
Benton	30,681						
Texarkana	29,919						
Sherwood	29,523	4		\$26,582	\$21,266	\$26,582	\$31,898
Jacksonville	28,364						
Russellville	28,000						
Bella Vista	26,652						
Paragould	26,113						
West Memphis	26,000	8		\$24,000	\$19,200	\$24,000	\$28,800
Cabot	24,000	2		\$27,406	\$21,925	\$27,406	\$32,887
Searcy	22,852						
Bryant	18,686	1		\$21,456	\$17,165	\$21,456	\$25,747
Maumelle	17,163	1		\$23,244	\$18,595	\$23,244	\$27,893
Blytheville	15,824						
Siloam Springs	15,039						
Harrison	12,943	2		\$26,866	\$21,493	\$26,866	\$32,239
Mountain Home	12,448						
Marion	12,345						
Arkadelphia	10,712	3		\$22,656	\$18,125	\$22,656	\$27,187
Malvern	10,318						
Hope	10,014	1	\$9,360				
AVERAGES by Population Group							
Overall		6.36	\$9,360	\$25,414	\$20,332	\$25,414	\$30,497
45,000+		8.75		\$25,614	\$20,491	\$25,614	\$30,737
20,000-45,000		9.20		\$26,742	\$21,394	\$26,742	\$32,090
10,000-20,000		1.60	\$9,360	\$23,555	\$18,844	\$23,555	\$28,267

Grounds Maint Lead

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$37,606	\$30,085	\$37,606	\$45,128
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	7	\$36,656	\$29,325	\$36,656	\$43,987
North Little Rock	62,304	5	\$39,187	\$31,350	\$39,187	\$47,025
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	6	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	4	\$30,514	\$24,411	\$30,514	\$36,617
Jacksonville	28,364					
Russellville	28,000	1	\$37,034	\$29,627	\$37,034	\$44,441
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	3	\$27,872	\$22,298	\$27,872	\$33,447
Maumelle	17,163	1	\$23,426	\$18,741	\$23,426	\$28,111
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$33,929	\$27,143	\$33,929	\$40,715
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	2	\$27,019	\$21,615	\$27,019	\$32,423
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		3.10	\$33,895	\$27,116	\$33,895	\$40,674
45,000+		4.33	\$37,817	\$30,253	\$37,817	\$45,380
20,000-45,000		3.67	\$37,752	\$30,202	\$37,752	\$45,302
10,000-20,000		1.75	\$28,062	\$22,449	\$28,062	\$33,674

Grounds Maint Supervisor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$50,989	\$40,792	\$50,989	\$61,187
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$47,174	\$37,740	\$47,174	\$56,609
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	2	\$39,895	\$31,916	\$39,895	\$47,874
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$45,760	\$36,608	\$45,760	\$54,912
Jacksonville	28,364					
Russellville	28,000	1	\$57,503	\$46,002	\$57,503	\$69,003
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$33,904	\$27,123	\$33,904	\$40,685
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.14	\$43,889	\$35,111	\$43,889	\$52,667
45,000+		1.00	\$49,082	\$39,266	\$49,082	\$58,898
20,000-45,000		1.25	\$43,789	\$35,032	\$43,789	\$52,547
10,000-20,000		1.00	\$33,904	\$27,123	\$33,904	\$40,685

Horticulturist

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$50,141	\$40,113	\$50,141	\$60,169
Fort Smith	87,000					
Fayetteville	73,580	1	\$47,798	\$38,238	\$47,798	\$57,358
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	2	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.33	\$47,882	\$38,306	\$47,882	\$57,459
45,000+		1.00	\$48,970	\$39,176	\$48,970	\$58,763
20,000-45,000		2.00	\$45,708	\$36,566	\$45,708	\$54,850
10,000-20,000						

Safety Loss Control Specialist

Job Description and Qualifications:

To administer the City's safety and loss control program to reduce the cost of the City's Workers' Compensation and disability claims, and to ensure the City is in compliance with state laws and regulations regarding work place safety and Occupational Safety and Health Administration (OSHA) rules and regulations regarding chemicals; requires completion of a Bachelor's Degree in Industrial Engineering, Safety, Applied Psychology, or a related area; at least two (2) years of experience in risk management, safety administration or a related field.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$44,000	\$35,200	\$44,000	\$52,800
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$47,882	\$38,305	\$47,882	\$57,458
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$45,941	\$36,753	\$45,941	\$55,129
45,000+		1.00	\$45,941	\$36,753	\$45,941	\$55,129
20,000-45,000						
10,000-20,000						

Signal Repair Technician

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	4	\$38,614	\$30,891	\$38,614	\$46,337
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	4	\$40,358	\$32,286	\$40,358	\$48,430
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081	1	\$34,518	\$27,614	\$34,518	\$41,422
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$34,054	\$27,244	\$34,054	\$40,865
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		2.50	\$36,886	\$29,509	\$36,886	\$44,263
45,000+		3.00	\$37,830	\$30,264	\$37,830	\$45,396
20,000-45,000		1.00	\$34,054	\$27,244	\$34,054	\$40,865
10,000-20,000						

Signal Repair Tech Sr

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	1	\$53,075	\$42,460	\$53,075	\$63,690
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081	1	\$43,587	\$34,870	\$43,587	\$52,304
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000	1	\$44,972	\$35,978	\$44,972	\$53,966
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	1	\$34,400	\$27,520	\$34,400	\$41,280
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$44,009	\$35,207	\$44,009	\$52,810
45,000+		1.00	\$48,331	\$38,665	\$48,331	\$57,997
20,000-45,000		1.00	\$44,972	\$35,978	\$44,972	\$53,966
10,000-20,000		1.00	\$34,400	\$27,520	\$34,400	\$41,280

Signal Technician I

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	5	\$33,266	\$26,613	\$33,266	\$39,919
Fort Smith	87,000	3	\$37,260	\$29,808	\$37,260	\$44,712
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	2	\$44,356	\$35,485	\$44,356	\$53,227
Conway	58,908	1	\$41,000	\$32,800	\$41,000	\$49,200
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$28,634	\$22,907	\$28,634	\$34,361
Bentonville	34,000	1	\$49,379	\$39,503	\$49,379	\$59,255
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	1	\$35,643	\$28,514	\$35,643	\$42,772
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	1	\$20,800	\$16,640	\$20,800	\$24,960
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.88	\$36,292	\$29,034	\$36,292	\$43,551
45,000+		2.75	\$38,970	\$31,176	\$38,970	\$46,765
20,000-45,000		1.00	\$37,885	\$30,308	\$37,885	\$45,462
10,000-20,000		1.00	\$20,800	\$16,640	\$20,800	\$24,960

Signal Technician II

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$37,169	\$29,735	\$37,169	\$44,603
Fort Smith	87,000	1	\$42,723	\$34,179	\$42,723	\$51,268
Fayetteville	73,580	4	\$43,368	\$34,694	\$43,368	\$52,042
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$59,488	\$47,590	\$59,488	\$71,386
Conway	58,908	1	\$53,080	\$42,464	\$53,080	\$63,696
Rogers	55,964	1	\$63,512	\$50,810	\$63,512	\$76,214
Pine Bluff	49,081					
Hot Springs	35,193	1	\$29,340	\$23,472	\$29,340	\$35,208
Bentonville	34,000	1	\$53,331	\$42,665	\$53,331	\$63,997
Benton	30,681					
Texarkana	29,919	2	\$35,558	\$28,446	\$35,558	\$42,670
Sherwood	29,523					
Jacksonville	28,364	1	\$38,941	\$31,153	\$38,941	\$46,729
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	1	\$25,335	\$20,268	\$25,335	\$30,402
Siloam Springs	15,039					
Harrison	12,943	1	\$37,413	\$29,930	\$37,413	\$44,896
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.33	\$43,272	\$34,617	\$43,272	\$51,926
45,000+		1.50	\$49,890	\$39,912	\$49,890	\$59,868
20,000-45,000		1.25	\$39,293	\$31,434	\$39,293	\$47,151
10,000-20,000		1.00	\$31,374	\$25,099	\$31,374	\$37,649

Parks Department Laborer

Job Description and Qualifications:

Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City's grounds, cemetery, and/or golf course to ensure appealing and well maintained properties; requires some previous experience working with various types of maintenance equipment.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	27	\$26,504	\$21,203	\$26,504	\$31,805
Fort Smith	87,000	11	\$31,616	\$25,293	\$31,616	\$37,939
Fayetteville	73,580					
Springdale	69,797	9	\$27,694	\$22,155	\$27,694	\$33,233
Jonesboro	67,263	8	\$25,495	\$20,396	\$25,495	\$30,594
North Little Rock	62,304	14	\$27,123	\$21,699	\$27,123	\$32,548
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081	5	\$22,969	\$18,375	\$22,969	\$27,563
Hot Springs	35,193	8	\$22,130	\$17,704	\$22,130	\$26,556
Bentonville	34,000	24	\$33,592	\$26,874	\$33,592	\$40,310
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	6	\$25,964	\$20,771	\$25,964	\$31,157
Russellville	28,000	6	\$33,010	\$26,408	\$33,010	\$39,612
Bella Vista	26,652					
Paragould	26,113	5	\$30,175	\$24,140	\$30,175	\$36,210
West Memphis	26,000	8	\$22,000	\$17,600	\$22,000	\$26,400
Cabot	24,000					
Searcy	22,852	5	\$22,073	\$17,658	\$22,073	\$26,488
Bryant	18,686	4	\$18,060	\$14,448	\$18,060	\$21,672
Maumelle	17,163					
Blytheville	15,824	18	\$16,640	\$13,312	\$16,640	\$19,968
Siloam Springs	15,039	4	\$22,880	\$18,304	\$22,880	\$27,456
Harrison	12,943	7	\$24,954	\$19,963	\$24,954	\$29,945
Mountain Home	12,448	4	\$26,463	\$21,170	\$26,463	\$31,755
Marion	12,345	2	\$35,620	\$28,496	\$35,620	\$42,744
Arkadelphia	10,712					
Malvern	10,318	1	\$20,800	\$16,640	\$20,800	\$24,960
Hope	10,014					
AVERAGES by Population Group						
Overall		8.80	\$25,788	\$20,630	\$25,788	\$30,946
45,000+		12.33	\$26,900	\$21,520	\$26,900	\$32,280
20,000-45,000		8.86	\$26,992	\$21,594	\$26,992	\$32,390
10,000-20,000		5.71	\$23,631	\$18,905	\$23,631	\$28,357

Parks Director

Job Description and Qualifications:

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's cultural makeup, and adjust recreational facilities and programs to meet new recreational activities and changing demographics; requires a college degree in recreational management, kinesiology, or related fields and a minimum of seven (7) years of parks experience and five (5) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$122,655	\$98,124	\$122,655	\$147,186
Fort Smith	87,000	1	\$88,954	\$71,163	\$88,954	\$106,745
Fayetteville	73,580					
Springdale	69,797	1	\$71,711	\$57,369	\$71,711	\$86,053
Jonesboro	67,263	1	\$62,764	\$50,211	\$62,764	\$75,317
North Little Rock	62,304	1	\$78,104	\$62,483	\$78,104	\$93,725
Conway	58,908	1	\$76,392	\$61,114	\$76,392	\$91,670
Rogers	55,964	1	\$82,851	\$66,280	\$82,851	\$99,421
Pine Bluff	49,081	1	\$45,000	\$36,000	\$45,000	\$54,000
Hot Springs	35,193	1	\$77,730	\$62,184	\$77,730	\$93,276
Bentonville	34,000	1	\$78,458	\$62,766	\$78,458	\$94,150
Benton	30,681	1	\$55,000	\$44,000	\$55,000	\$66,000
Texarkana	29,919	1	\$57,512	\$46,010	\$57,512	\$69,014
Sherwood	29,523	1	\$83,361	\$66,689	\$83,361	\$100,033
Jacksonville	28,364	1	\$60,000	\$48,000	\$60,000	\$72,000
Russellville	28,000	1	\$68,600	\$54,880	\$68,600	\$82,320
Bella Vista	26,652					
Paragould	26,113	1	\$55,630	\$44,504	\$55,630	\$66,756
West Memphis	26,000	1	\$51,000	\$40,800	\$51,000	\$61,200
Cabot	24,000					
Searcy	22,852	1	\$57,468	\$45,975	\$57,468	\$68,962
Bryant	18,686	1	\$63,800	\$51,040	\$63,800	\$76,561
Maumelle	17,163	1	\$73,817	\$59,054	\$73,817	\$88,580
Blytheville	15,824	1	\$40,000	\$32,000	\$40,000	\$48,000
Siloam Springs	15,039	1	\$60,615	\$48,492	\$60,615	\$72,738
Harrison	12,943	1	\$62,791	\$50,233	\$62,791	\$75,349
Mountain Home	12,448	1	\$67,163	\$53,731	\$67,163	\$80,596
Marion	12,345	1	\$58,515	\$46,812	\$58,515	\$70,218
Arkadelphia	10,712	1	\$43,199	\$34,559	\$43,199	\$51,839
Malvern	10,318					
Hope	10,014	1	\$48,453	\$38,762	\$48,453	\$58,144
AVERAGES by Population Group						
Overall		1.00	\$66,353	\$53,083	\$66,353	\$79,624
45,000+		1.00	\$78,554	\$62,843	\$78,554	\$94,265
20,000-45,000		1.00	\$64,476	\$51,581	\$64,476	\$77,371
10,000-20,000		1.00	\$57,595	\$46,076	\$57,595	\$69,114

Parks Equipment Operator

Job Description and Qualifications:

Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City's grounds, cemetery, and/or golf course; Performs maintenance on mowers, infielders, tractors and mules. Cleans and maintains shop, city vehicles and storage areas for all equipment; might also do welding, electrical work, painting, mechanical work, plumbing, landscaping, carpentry, etc.; requires one (1) to two (2) years of maintenance work experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	5	\$25,105	\$20,084	\$25,105	\$30,126
Fort Smith	87,000	2	\$46,842	\$37,473	\$46,842	\$56,210
Fayetteville	73,580					
Springdale	69,797	1	\$33,407	\$26,726	\$33,407	\$40,088
Jonesboro	67,263	1	\$26,232	\$20,986	\$26,232	\$31,478
North Little Rock	62,304	2	\$31,034	\$24,827	\$31,034	\$37,240
Conway	58,908	2	\$34,666	\$27,733	\$34,666	\$41,599
Rogers	55,964	9	\$24,224	\$19,379	\$24,224	\$29,069
Pine Bluff	49,081	2	\$25,186	\$20,149	\$25,186	\$30,223
Hot Springs	35,193	2	\$25,500	\$20,400	\$25,500	\$30,600
Bentonville	34,000	2	\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681	2	\$22,155	\$17,724	\$22,155	\$26,586
Texarkana	29,919	2	\$26,478	\$21,182	\$26,478	\$31,774
Sherwood	29,523					
Jacksonville	28,364	5	\$27,513	\$22,010	\$27,513	\$33,016
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$26,790	\$21,432	\$26,790	\$32,148
Maumelle	17,163	7	\$25,220	\$20,176	\$25,220	\$30,264
Blytheville	15,824	2	\$28,080	\$22,464	\$28,080	\$33,696
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	4	\$24,934	\$19,947	\$24,934	\$29,921
AVERAGES by Population Group						
Overall		3.00	\$28,974	\$23,179	\$28,974	\$34,768
45,000+		3.00	\$30,837	\$24,670	\$30,837	\$37,004
20,000-45,000		2.60	\$28,167	\$22,533	\$28,167	\$33,800
10,000-20,000		3.50	\$26,256	\$21,005	\$26,256	\$31,507

Parks Supervisor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	9	\$39,337	\$31,470	\$39,337	\$47,204
Fort Smith	87,000	1	\$60,611	\$48,489	\$60,611	\$72,733
Fayetteville	73,580					
Springdale	69,797	1	\$56,387	\$45,110	\$56,387	\$67,664
Jonesboro	67,263	1	\$36,577	\$29,262	\$36,577	\$43,892
North Little Rock	62,304	3	\$33,939	\$27,151	\$33,939	\$40,726
Conway	58,908	11	\$29,757	\$23,806	\$29,757	\$35,708
Rogers	55,964	9	\$33,615	\$26,892	\$33,615	\$40,338
Pine Bluff	49,081	2	\$35,803	\$28,642	\$35,803	\$42,964
Hot Springs	35,193	2	\$42,110	\$33,688	\$42,110	\$50,532
Bentonville	34,000	1	\$62,275	\$49,820	\$62,275	\$74,730
Benton	30,681	1	\$36,225	\$28,980	\$36,225	\$43,470
Texarkana	29,919	1	\$34,112	\$27,290	\$34,112	\$40,934
Sherwood	29,523	1	\$60,935	\$48,748	\$60,935	\$73,122
Jacksonville	28,364	1	\$34,256	\$27,405	\$34,256	\$41,107
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	2	\$33,385	\$26,708	\$33,385	\$40,062
West Memphis	26,000	1	\$30,000	\$24,000	\$30,000	\$36,000
Cabot	24,000					
Searcy	22,852	1	\$32,136	\$25,709	\$32,136	\$38,563
Bryant	18,686					
Maumelle	17,163	2	\$36,933	\$29,546	\$36,933	\$44,320
Blytheville	15,824	2	\$37,500	\$30,000	\$37,500	\$45,000
Siloam Springs	15,039	1	\$43,368	\$34,694	\$43,368	\$52,042
Harrison	12,943	1	\$45,460	\$36,368	\$45,460	\$54,552
Mountain Home	12,448	1	\$42,266	\$33,812	\$42,266	\$50,719
Marion	12,345					
Arkadelphia	10,712	1	\$26,520	\$21,216	\$26,520	\$31,824
Malvern	10,318					
Hope	10,014	1	\$30,640	\$24,512	\$30,640	\$36,768
AVERAGES by Population Group						
Overall		2.38	\$39,756	\$31,805	\$39,756	\$47,707
45,000+		4.63	\$40,753	\$32,603	\$40,753	\$48,904
20,000-45,000		1.22	\$40,604	\$32,483	\$40,604	\$48,725
10,000-20,000		1.29	\$37,527	\$30,021	\$37,527	\$45,032

Recreation Facility Supervisor

Job Description and Qualifications:

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 this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	5	\$44,746	\$35,797	\$44,746	\$53,695
Fort Smith	87,000	1	\$53,732	\$42,985	\$53,732	\$64,478
Fayetteville	73,580					
Springdale	69,797	1	\$43,544	\$34,835	\$43,544	\$52,253
Jonesboro	67,263	4	\$45,596	\$36,477	\$45,596	\$54,715
North Little Rock	62,304	3	\$28,753	\$23,002	\$28,753	\$34,503
Conway	58,908	1	\$35,908	\$28,726	\$35,908	\$43,090
Rogers	55,964	4	\$47,134	\$37,707	\$47,134	\$56,561
Pine Bluff	49,081					
Hot Springs	35,193	1	\$54,662	\$43,730	\$54,662	\$65,594
Bentonville	34,000	1	\$53,383	\$42,706	\$53,383	\$64,060
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	2	\$35,094	\$28,075	\$35,094	\$42,113
Jacksonville	28,364	2	\$46,186	\$36,949	\$46,186	\$55,423
Russellville	28,000	1	\$42,992	\$34,393	\$42,992	\$51,590
Bella Vista	26,652					
Paragould	26,113	1	\$36,959	\$29,567	\$36,959	\$44,351
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$39,224	\$31,379	\$39,224	\$47,069
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$41,220	\$32,976	\$41,220	\$49,464
Harrison	12,943					
Mountain Home	12,448	1	\$54,725	\$43,780	\$54,725	\$65,670
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$36,578	\$29,262	\$36,578	\$43,894
AVERAGES by Population Group						
Overall		1.82	\$43,555	\$34,844	\$43,555	\$52,266
45,000+		2.71	\$42,773	\$34,219	\$42,773	\$51,328
20,000-45,000		1.33	\$44,879	\$35,903	\$44,879	\$53,855
10,000-20,000		1.00	\$42,937	\$34,349	\$42,937	\$51,524

Recreation Programmer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	9	\$30,106	\$24,085	\$30,106	\$36,127
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797	2	\$33,803	\$27,042	\$33,803	\$40,564
Jonesboro	67,263					
North Little Rock	62,304	1	\$37,440	\$29,952	\$37,440	\$44,928
Conway	58,908					
Rogers	55,964	3	\$41,562	\$33,250	\$41,562	\$49,874
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	2	\$43,349	\$34,679	\$43,349	\$52,019
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	6	\$35,838	\$28,670	\$35,838	\$43,006
Jacksonville	28,364	3	\$29,682	\$23,746	\$29,682	\$35,618
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	4	\$28,761	\$23,009	\$28,761	\$34,513
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852	2	\$22,963	\$18,371	\$22,963	\$27,556
Bryant	18,686	3	\$31,796	\$25,437	\$31,796	\$38,155
Maumelle	17,163	1	\$26,878	\$21,502	\$26,878	\$32,254
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$33,946	\$27,157	\$33,946	\$40,735
Mountain Home	12,448	2	\$34,414	\$27,531	\$34,414	\$41,296
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		3.00	\$33,118	\$26,495	\$33,118	\$39,742
45,000+		3.75	\$35,728	\$28,582	\$35,728	\$42,873
20,000-45,000		3.40	\$32,119	\$25,695	\$32,119	\$38,542
10,000-20,000		1.75	\$31,758	\$25,407	\$31,758	\$38,110

Recreation Programmer - Senior

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	2	\$30,106	\$24,085	\$30,106	\$36,127
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	3	\$31,746	\$25,397	\$31,746	\$38,095
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	2	\$50,445	\$40,356	\$50,445	\$60,534
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	2	\$33,750	\$27,000	\$33,750	\$40,500
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$25,122	\$20,097	\$25,122	\$30,146
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$41,239	\$32,991	\$41,239	\$49,487
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.83	\$35,401	\$28,321	\$35,401	\$42,482
45,000+		2.33	\$37,432	\$29,946	\$37,432	\$44,919
20,000-45,000		2.00	\$33,750	\$27,000	\$33,750	\$40,500
10,000-20,000		1.00	\$33,180	\$26,544	\$33,180	\$39,817

Therapeutic Recreation Coord

Job Description and Qualifications:

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's degree in Therapeutic Recreation, or a related area; at least two (2) years of experience in therapeutic recreation, or in developing or teaching recreational activities for children or adults with disabilities, 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 90 days of employment; must possess certification with the National Council for Certification of Therapeutic Recreation Specialists within 18 months of employment; must maintain certifications for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$42,852	\$34,282	\$42,852	\$51,422
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$31,782	\$25,426	\$31,782	\$38,139
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	3	\$23,412	\$18,730	\$23,412	\$28,094
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$37,504	\$30,004	\$37,504	\$45,005
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.50	\$33,888	\$27,110	\$33,888	\$40,665
45,000+		1.00	\$37,317	\$29,854	\$37,317	\$44,781
20,000-45,000		3.00	\$23,412	\$18,730	\$23,412	\$28,094
10,000-20,000		1.00	\$37,504	\$30,004	\$37,504	\$45,005

POLICE-Hours-Overtime

POLICE DEPARTMENT UNIFORMED PERSONNEL			
CITY	Population	Hours Worked in 2 Weeks	How Overtime Is Paid
Little Rock	195,314	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Fort Smith	87,000	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Fayetteville	73,580	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Springdale	69,797	80	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Jonesboro	67,263	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
North Little Rock	62,304	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Conway	58,908	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Rogers	55,964	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Pine Bluff	49,081	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Hot Springs	35,193	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Bentonville	34,000	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Benton	30,681	84	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Texarkana	29,919	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Sherwood	29,523	81	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Jacksonville	28,364		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Russellville	28,000	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Bella Vista	26,652	83	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Paragould	26,113	80	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
West Memphis	26,000	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Cabot	24,000		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Searcy	22,852	80	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Bryant	18,686	84	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Maumelle	17,163	84	
Blytheville	15,824	86	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
Siloam Springs	15,039	80	
Harrison	12,943	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Mountain Home	12,448	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Marion	12,345	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Arkadelphia	10,712	84	Any time worked over 40 hours a week or over 80 hours in 2 weeks
Malvern	10,318		
Hope	10,014	85	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period)
MODES BY POPULATION GROUP			
Overall		80	
45,000+		80	
20,000-45,000		80	
10,000-20,000		80	

Assistant Police Chief

Job Description and Qualifications:									
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's degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/managerial experience.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	3	\$96,871	\$77,497	\$96,871	\$116,245			
Fort Smith	87,000								
Fayetteville	73,580	1	\$82,846	\$66,277	\$82,846	\$99,415			
Springdale	69,797								
Jonesboro	67,263	1	\$76,722	\$61,378	\$76,722	\$92,066	\$9,207	Included in base pay	n/a
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964	2	\$91,665	\$73,332	\$91,665	\$109,998			
Pine Bluff	49,081	1	\$62,200	\$49,760	\$62,200	\$74,640	\$1,620	\$3,368	\$5,160
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919								
Sherwood	29,523	1	\$72,222	\$57,778	\$72,222	\$86,666		\$3,333	
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000	1	\$56,000	\$44,800	\$56,000	\$67,200			
Cabot	24,000	1	\$67,470	\$53,976	\$67,470	\$80,964	\$900	\$2,687	\$813
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824	1	\$39,231	\$31,385	\$39,231	\$47,077	N/A	Included in salary	1/2%
Siloam Springs	15,039	1	\$71,957	\$57,566	\$71,957	\$86,348		3,044 (Budget)	390 (Budget)
Harrison	12,943	1	\$40,170	\$32,136	\$40,170	\$48,204			
Mountain Home	12,448								
Marion	12,345	1	\$43,468	\$34,774	\$43,468	\$52,161		\$150	
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014	1	\$53,750	\$43,000	\$53,750	\$64,500	\$7,500	\$1,716	
AVERAGES by Population Group									
Overall		1.23	\$65,736	\$52,589	\$65,736	\$78,884	\$4,807	\$2,251	\$2,987
45,000+		1.60	\$82,061	\$65,649	\$82,061	\$98,473	\$5,414	\$3,368	\$5,160
20,000-45,000		1.00	\$65,231	\$52,185	\$65,231	\$78,277	\$900	\$3,010	\$813
10,000-20,000		1.00	\$49,715	\$39,772	\$49,715	\$59,658	\$7,500	\$933	

Communications Call Taker

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	49	\$27,622	\$22,098	\$27,622	\$33,146			
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263	2	\$26,232	\$20,986	\$26,232	\$31,478	n/a	11 holidays	n/a
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000								
Cabot	24,000								
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		25.50	\$26,927	\$21,542	\$26,927	\$32,312			
45,000+		25.50	\$26,927	\$21,542	\$26,927	\$32,312			
20,000-45,000									
10,000-20,000									

Communications Dispatcher

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	25	\$34,298	\$27,438	\$34,298	\$41,158			
Fort Smith	87,000	17	\$33,072	\$26,458	\$33,072	\$39,686			
Fayetteville	73,580	14	\$33,767	\$27,014	\$33,767	\$40,520			
Springdale	69,797	19	\$31,054	\$24,843	\$31,054	\$37,265		\$1,314	
Jonesboro	67,263	15	\$30,222	\$24,178	\$30,222	\$36,266	n/a	11 holidays	n/a
North Little Rock	62,304	16	\$34,621	\$27,697	\$34,621	\$41,545			
Conway	58,908	17	\$29,757	\$23,806	\$29,757	\$35,708			
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193	14	\$32,004	\$25,603	\$32,004	\$38,405			\$210
Bentonville	34,000	18	\$35,682	\$28,546	\$35,682	\$42,818			
Benton	30,681	9	\$26,210	\$20,968	\$26,210	\$31,452			
Texarkana	29,919								
Sherwood	29,523	11	\$35,256	\$28,205	\$35,256	\$42,307			
Jacksonville	28,364	10	\$30,806	\$24,645	\$30,806	\$36,967	NOT FOR 2014	CIVILIAN POSITION-PAID FOR 12 HOLIDAYS	NOT FOR 2014
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000	13	\$22,000	\$17,600	\$22,000	\$26,400			
Cabot	24,000								
Searcy	22,852	9	\$25,015	\$20,012	\$25,015	\$30,018			
Bryant	18,686								
Maumelle	17,163	6	\$27,165	\$21,732	\$27,165	\$32,598			
Blytheville	15,824	7	\$20,613	\$16,490	\$20,613	\$24,736	N/A	Included in salary	1/2%
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448	4	\$30,670	\$24,536	\$30,670	\$36,804		\$1,552	\$422
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014	6	\$26,766	\$21,413	\$26,766	\$32,119	\$100	\$915	
AVERAGES by Population Group									
Overall		12.78	\$29,943	\$23,955	\$29,943	\$35,932	\$100	\$1,260	\$316
45,000+		17.57	\$32,399	\$25,919	\$32,399	\$38,878		\$1,314	
20,000-45,000		12.00	\$29,568	\$23,654	\$29,568	\$35,481			\$210
10,000-20,000		5.75	\$26,303	\$21,043	\$26,303	\$31,564	\$100	\$1,233	\$422

Communications Shift Supervisor

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	6	\$44,845	\$35,876	\$44,845	\$53,814			
Fort Smith	87,000	2	\$48,672	\$38,938	\$48,672	\$58,406			
Fayetteville	73,580	2	\$46,706	\$37,365	\$46,706	\$56,047			
Springdale	69,797	3	\$37,949	\$30,359	\$37,949	\$45,539		\$1,810	
Jonesboro	67,263	3	\$33,356	\$26,685	\$33,356	\$40,027	n/a	11 holidays	n/a
North Little Rock	62,304	4	\$44,694	\$35,755	\$44,694	\$53,633			
Conway	58,908	4	\$36,302	\$29,042	\$36,302	\$43,562			
Rogers	55,964	3	\$46,437	\$37,150	\$46,437	\$55,724			
Pine Bluff	49,081								
Hot Springs	35,193	1	\$33,665	\$26,932	\$33,665	\$40,398			\$330
Bentonville	34,000	3	\$41,579	\$33,263	\$41,579	\$49,895			
Benton	30,681	3	\$31,772	\$25,418	\$31,772	\$38,126			
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364	1	\$32,303	\$25,842	\$32,303	\$38,764	NOT FOR 2014	CIVILIAN POSITION-PAID FOR 12 HOLIDAYS	NOT FOR 2014
Russellville	28,000								
Bella Vista	26,652	1	\$38,376	\$30,701	\$38,376	\$46,051			
Paragould	26,113								
West Memphis	26,000	1	\$50,000	\$40,000	\$50,000	\$60,000			
Cabot	24,000								
Searcy	22,852	1	\$36,566	\$29,253	\$36,566	\$43,880			
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448	1	\$35,797	\$28,637	\$35,797	\$42,956		\$1,790	\$1,576
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		2.44	\$39,939	\$31,951	\$39,939	\$47,926		\$1,800	\$953
45,000+		3.38	\$42,370	\$33,896	\$42,370	\$50,844		\$1,810	
20,000-45,000		1.57	\$37,752	\$30,201	\$37,752	\$45,302			\$330
10,000-20,000		1.00	\$35,797	\$28,637	\$35,797	\$42,956		\$1,790	\$1,576

Crime Scene Specialist

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	10	\$33,765	\$27,012	\$33,765	\$40,518			
Fort Smith	87,000	2	\$46,478	\$37,182	\$46,478	\$55,773			
Fayetteville	73,580	1	\$55,765	\$44,612	\$55,765	\$66,918			
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081	4	\$30,368	\$24,294	\$30,368	\$36,442			
Hot Springs	35,193	1	\$36,573	\$29,258	\$36,573	\$43,888			
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000								
Cabot	24,000								
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		3.60	\$40,590	\$32,472	\$40,590	\$48,708			
45,000+		4.25	\$41,594	\$33,275	\$41,594	\$49,913			
20,000-45,000		1.00	\$36,573	\$29,258	\$36,573	\$43,888			
10,000-20,000									

Crime Scene Supervisor

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	1	\$46,969	\$37,575	\$46,969	\$56,363			
Fort Smith	87,000	1	\$58,573	\$46,858	\$58,573	\$70,287			
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000								
Cabot	24,000								
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943								
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		1.00	\$52,771	\$42,217	\$52,771	\$63,325			
45,000+		1.00	\$52,771	\$42,217	\$52,771	\$63,325			
20,000-45,000									
10,000-20,000									

Police Chief

Job Description and Qualifications:

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's degree (B.A. or B.S.) from four year college or university and 11-15 years of related experience and/or training and a minimum of five (5) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	1	\$143,232	\$114,586	\$143,232	\$171,878			
Fort Smith	87,000	1	\$95,345	\$76,276	\$95,345	\$114,414	\$6,674		\$120
Fayetteville	73,580	1	\$115,752	\$92,602	\$115,752	\$138,902			
Springdale	69,797	1	\$98,175	\$78,540	\$98,175	\$117,810		\$4,204	
Jonesboro	67,263	1	\$91,199	\$72,959	\$91,199	\$109,439	\$16,416	included in base pay	\$91,199
North Little Rock	62,304	1	\$95,181	\$76,145	\$95,181	\$114,217	*		**
Conway	58,908	1	\$87,846	\$70,277	\$87,846	\$105,415			
Rogers	55,964	1	\$106,152	\$84,922	\$106,152	\$127,383	\$1,800		\$3,671
Pine Bluff	49,081	1	\$67,887	\$54,310	\$67,887	\$81,464	\$1,620	\$3,550	\$4,980
Hot Springs	35,193	1	\$92,650	\$74,120	\$92,650	\$111,180	\$200		\$90
Bentonville	34,000	1	\$95,898	\$76,718	\$95,898	\$115,078			
Benton	30,681	1	\$70,177	\$56,142	\$70,177	\$84,212	\$3,600	\$3,405	
Texarkana	29,919	1	\$104,713	\$83,770	\$104,713	\$125,656	\$1,728	\$5,236	\$750
Sherwood	29,523	1	\$78,365	\$62,692	\$78,365	\$94,038		\$3,617	
Jacksonville	28,364	1	\$82,818	\$66,254	\$82,818	\$99,382	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	1	\$68,204	\$54,563	\$68,204	\$81,845	\$240	\$2,960	
Bella Vista	26,652	1	\$82,400	\$65,920	\$82,400	\$98,880			
Paragould	26,113	1	\$52,382	\$41,906	\$52,382	\$62,858		\$2,437	\$5,238
West Memphis	26,000	1	\$70,000	\$56,000	\$70,000	\$84,000			
Cabot	24,000	1	\$89,336	\$71,469	\$89,336	\$107,203	\$2,100	\$3,557	\$880
Searcy	22,852	1	\$64,354	\$51,483	\$64,354	\$77,225			
Bryant	18,686	1	\$77,769	\$62,215	\$77,769	\$93,323		\$3,885	
Maumelle	17,163	1	\$89,416	\$71,533	\$89,416	\$107,299	\$1,200	\$3,783	\$891
Blytheville	15,824	1						Included in salary	1/2%
Siloam Springs	15,039	1	\$84,656	\$67,725	\$84,656	\$101,587		3,582 (Budget)	560 (Budget)
Harrison	12,943	1	\$48,579	\$38,863	\$48,579	\$58,295			
Mountain Home	12,448	1	\$72,662	\$58,129	\$72,662	\$87,194		\$3,460	\$2,149
Marion	12,345	1	\$67,849	\$54,279	\$67,849	\$81,419		\$209	
Arkadelphia	10,712	1	\$57,370	\$45,896	\$57,370	\$68,844	\$2,400	\$3,786	
Malvern	10,318								
Hope	10,014	1	\$64,767	\$51,814	\$64,767	\$77,720	\$4,800	\$2,236	

*A. \$1.44 per month for each credit hour approved in accredited college, to max of \$172/month to all non-probationary employees who are enrolled and attending courses at an accredited college or university and are pursuing degrees in criminal justice or law enforcement related field. B. Attained Degrees in Criminal Justice or Law Enforcement Related Field. Bachelor's Degree \$144/month Associate Degree \$ 72/month Must furnish documentation of enrollment and satisfactory completion of accredited college hours to Chief and Personnel Dept. Documents to be provided by May 15 of each calendar year. No pay if docs not furnished. OR Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$ 36/month Int. Cert. + 6 College hours \$ 72/month Adv. Cert. \$ 108/month Sr. Cert.\$144/month Paid every 6 months lump sum on June 1, December 1

\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in June/Dec. each year. Lump Sum. No Maximum. Upon retirement after 20 or more years of service to the department, City shall provide presentation gun. FOP: Current Service Weapon 13-1/2 x 3-1/2 X 6 Hardwood case w/glass top and engraving plate. SA: His/her current duty weapon Suitable hardwood presentation case w/glass top & engraving plate.

AVERAGES by Population Group

Overall	# of Authorized Employees	Average Annual Salary	Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Overall	1.00	\$83,280	\$66,624	\$83,280	\$99,937	\$3,565	\$3,309	\$10,997
45,000+	1.00	\$100,085	\$80,068	\$100,085	\$120,103	\$6,628	\$3,877	\$24,992
20,000-45,000	1.00	\$79,275	\$63,420	\$79,275	\$95,130	\$1,574	\$3,535	\$1,740
10,000-20,000	1.00	\$70,383	\$56,307	\$70,383	\$84,460	\$2,800	\$2,893	\$1,520

Police Dispatch

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314								
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964	15	\$33,254	\$26,603	\$33,254	\$39,905	\$300		\$246
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919								
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652	8	\$28,413	\$22,730	\$28,413	\$34,096		\$1,093	
Paragould	26,113	6	\$30,678	\$24,542	\$30,678	\$36,814		\$1,448	\$2,147
West Memphis	26,000	13	\$27,000	\$21,600	\$27,000	\$32,400			
Cabot	24,000	12	\$27,170	\$21,736	\$27,170	\$32,604		\$1,103	\$100
Searcy	22,852								
Bryant	18,686	8	\$25,995	\$20,796	\$25,995	\$31,195			
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039	11							
Harrison	12,943	8	\$26,059	\$20,847	\$26,059	\$31,271		786 (Budget Avg)	263 (Budget Avg)
Mountain Home	12,448								
Marion	12,345	1	\$21,195	\$16,956	\$21,195	\$25,434			
Arkadelphia	10,712	3	\$24,853	\$19,882	\$24,853	\$29,824		\$1,640	
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		8.50	\$27,180	\$21,744	\$27,180	\$32,616	\$300	\$1,321	\$831
45,000+		15.00	\$33,254	\$26,603	\$33,254	\$39,905	\$300		\$246
20,000-45,000		9.75	\$28,315	\$22,652	\$28,315	\$33,978		\$1,215	\$1,124
10,000-20,000		6.20	\$24,526	\$19,620	\$24,526	\$29,431		\$1,640	

Police Investigative Detective

Job Description and Qualifications:									
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.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314								
Fort Smith	87,000	21	\$41,912	\$33,530	\$41,912	\$50,294			
Fayetteville	73,580								
Springdale	69,797	20	\$44,200	\$35,360	\$44,200	\$53,040		\$1,906	
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908	8	\$42,335	\$33,868	\$42,335	\$50,802			
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681	11	\$32,012	\$25,610	\$32,012	\$38,414	\$1,964	\$1,568	
Texarkana	29,919								
Sherwood	29,523	7	\$43,014	\$34,411	\$43,014	\$51,617		\$1,985	
Jacksonville	28,364								
Russellville	28,000	2	\$38,118	\$30,494	\$38,118	\$45,742	\$240	\$1,695	
Bella Vista	26,652	2	\$51,615	\$41,292	\$51,615	\$61,938			
Paragould	26,113	4	\$36,639	\$29,311	\$36,639	\$43,967		\$1,690	\$3,324
West Memphis	26,000	6	\$38,000	\$30,400	\$38,000	\$45,600			
Cabot	24,000	4	\$39,054	\$31,243	\$39,054	\$46,865	\$1,200	\$1,555	\$272
Searcy	22,852	3	\$34,538	\$27,631	\$34,538	\$41,446			
Bryant	18,686	3	\$32,465	\$25,972	\$32,465	\$38,958		\$1,620	
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039	2						898 (Budget Avg)	490 (Budget Avg)
Harrison	12,943	3	\$32,789	\$26,231	\$32,789	\$39,347			
Mountain Home	12,448	1	\$39,705	\$31,764	\$39,705	\$47,646		\$1,891	\$582
Marion	12,345	3	\$37,627	\$30,102	\$37,627	\$45,153		\$116	
Arkadelphia	10,712	2	\$37,001	\$29,601	\$37,001	\$44,401	\$1,800	\$2,442	
Malvern	10,318								
Hope	10,014	4	\$39,469	\$31,575	\$39,469	\$47,363	\$300	\$1,314	
AVERAGES by Population Group									
Overall		6.00	\$38,814	\$31,051	\$38,814	\$46,577	\$1,301	\$1,647	\$1,393
45,000+		16.33	\$42,816	\$34,253	\$42,816	\$51,379		\$1,906	
20,000-45,000		5.14	\$39,779	\$31,823	\$39,779	\$47,735	\$1,135	\$1,699	\$1,798
10,000-20,000		2.43	\$35,688	\$28,550	\$35,688	\$42,825	\$1,800	\$1,517	\$582

Police Lieutenant

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	32	\$73,682	\$58,946	\$73,682	\$88,418			
Fort Smith	87,000		\$47,902	\$38,322	\$47,902	\$57,483			
Fayetteville	73,580	5	\$67,463	\$53,970	\$67,463	\$80,956			
Springdale	69,797	6	\$63,925	\$51,140	\$63,925	\$76,710		\$2,749	
Jonesboro	67,263	8	\$59,071	\$47,257	\$59,071	\$70,885	\$6,499	included in base pay	n/a
North Little Rock	62,304	10	\$65,609	\$52,488	\$65,609	\$78,731	*	Paid for 11 holidays, on duty or not. At rate of 1 days' pay for each of the 11 days. Payment in addition to regular wages. Paid in lump sum no later than 12/14 each year.	**
Conway	58,908	10	\$60,390	\$48,312	\$60,390	\$72,468			
Rogers	55,964	5	\$76,271	\$61,017	\$76,271	\$91,525	\$7,500		\$12,540
Pine Bluff	49,081	12	\$39,070	\$31,256	\$39,070	\$46,884			
Hot Springs	35,193	7	\$60,343	\$48,274	\$60,343	\$72,412	\$2,400	\$2,543	\$500
Bentonville	34,000	5	\$65,946	\$52,757	\$65,946	\$79,135			
Benton	30,681	6	\$48,109	\$38,487	\$48,109	\$57,731	\$4,100	\$2,410	
Texarkana	29,919	5	\$63,299	\$50,639	\$63,299	\$75,959	\$2,640	\$3,165	\$1,481
Sherwood	29,523	5	\$55,940	\$44,752	\$55,940	\$67,128		\$2,581	
Jacksonville	28,364	8	\$51,339	\$41,071	\$51,339	\$61,607	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	5	\$47,518	\$38,014	\$47,518	\$57,022	\$2,089	\$320	
Bella Vista	26,652	2	\$61,265	\$49,012	\$61,265	\$73,518		\$2,251	
Paragould	26,113	4	\$39,253	\$31,402	\$39,253	\$47,104		\$1,825	\$3,909
West Memphis	26,000	4	\$46,000	\$36,800	\$46,000	\$55,200			
Cabot	24,000	3	\$56,805	\$45,444	\$56,805	\$68,166	\$900	\$2,250	\$600
Searcy	22,852	2	\$42,141	\$33,713	\$42,141	\$50,569			
Bryant	18,686	3	\$58,620	\$46,896	\$58,620	\$70,344		\$2,881	
Maumelle	17,163	6	\$52,766	\$42,213	\$52,766	\$63,319	\$990	\$2,135	\$781
Blytheville	15,824	5	\$33,928	\$27,142	\$33,928	\$40,714	N/A	Included in salary	1/2%
Siloam Springs	15,039	2						2,558 (Budget Avg)	750 (Budget Avg)
Harrison	12,943	1	\$36,963	\$29,570	\$36,963	\$44,356			
Mountain Home	12,448	2	\$46,506	\$37,205	\$46,506	\$55,807		\$2,191	\$1,334
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014	1	\$49,270	\$39,416	\$49,270	\$59,124	\$4,200	\$1,632	

*A. \$1.44 per month for each credit hour approved in accredited college, to max of \$172/month to all non-probationary employees who are enrolled and attending courses at an accredited college or university and are pursuing degrees in criminal justice or law enforcement related field. B. Attained Degrees in Criminal Justice or Law Enforcement Related Field. Bachelor's Degree \$144/month Associate Degree \$ 72/month Must furnish documentation of enrollment and satisfactory completion of accredited college hours to Chief and Personnel Dept. Documents to be provided by May 15 of each calendar year. No pay if docs not furnished. OR Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$ 36/month Int. Cert. + 6 College hours \$ 72/month Adv. Cert. \$ 108/month Sr. Cert.\$144/month Paid every 6 months lump sum on June 1, December 1

\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in June/Dec. each year. Lump Sum. No Maximum. Upon retirement after 20 or more years of service to the department, City shall provide presentation gun. FOP: Current Service Weapon 13-1/2 x 3-1/2 X 6 Hardwood case w/glass top and engraving plate. SA: His/her current duty weapon Suitable hardwood presentation case w/glass top & engraving plate.

AVERAGES by Population Group

Overall	# of Authorized Employees	Average Annual Salary	Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Overall	6.07	\$54,422	\$43,538	\$54,422	\$65,306	\$3,480	\$2,226	\$3,021
45,000+	11.00	\$61,487	\$49,190	\$61,487	\$73,785	\$7,000	\$2,749	\$12,540
20,000-45,000	4.67	\$53,163	\$42,531	\$53,163	\$63,796	\$2,426	\$2,168	\$1,623
10,000-20,000	2.78	\$47,125	\$37,700	\$47,125	\$56,550	\$2,030	\$2,218	\$905

Police Major-Captain

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	8	\$84,370	\$67,496	\$84,370	\$101,244			
Fort Smith	87,000	10	\$68,317	\$54,654	\$68,317	\$81,980			
Fayetteville	73,580	3	\$77,542	\$62,034	\$77,542	\$93,050			
Springdale	69,797	4	\$75,569	\$60,455	\$75,569	\$90,683		\$3,248	
Jonesboro	67,263	4	\$69,517	\$55,614	\$69,517	\$83,420	\$1,471	included in base pay	n/a
North Little Rock	62,304	4	\$75,182	\$60,145	\$75,182	\$90,218	*	Paid for 11 holidays, on duty or not. At rate of 1 days' pay for each of the 11 days. Payment in addition to regular wages. Paid in lump sum no later than 12/14 each year.	**
Conway	58,908	4	\$71,734	\$57,387	\$71,734	\$86,081			
Rogers	55,964	2	\$88,326	\$70,661	\$88,326	\$105,991	\$1,800		\$3,058
Pine Bluff	49,081	2	\$47,500	\$38,000	\$47,500	\$57,000			
Hot Springs	35,193	3	\$70,440	\$56,352	\$70,440	\$84,528	\$2,400	\$2,969	\$630
Bentonville	34,000	3	\$76,357	\$61,086	\$76,357	\$91,628			
Benton	30,681	2	\$52,722	\$42,178	\$52,722	\$63,266	\$4,800	\$2,655	
Texarkana	29,919	3	\$75,651	\$60,521	\$75,651	\$90,781	\$2,944	\$3,783	\$1,825
Sherwood	29,523	2	\$65,679	\$52,543	\$65,679	\$78,815		\$3,031	
Jacksonville	28,364	3	\$59,220	\$47,376	\$59,220	\$71,064	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	3	\$52,647	\$42,118	\$52,647	\$63,176	\$720	\$2,328	
Bella Vista	26,652	1	\$66,040	\$52,832	\$66,040	\$79,248			
Paragould	26,113	3	\$40,144	\$32,115	\$40,144	\$48,173		\$1,868	\$4,014
West Memphis	26,000	6	\$50,000	\$40,000	\$50,000	\$60,000			
Cabot	24,000								
Searcy	22,852								
Bryant	18,686	1	\$69,440	\$55,552	\$69,440	\$83,327		\$3,472	
Maumelle	17,163	4	\$68,414	\$54,731	\$68,414	\$82,097	\$1,350	\$2,895	\$1,394
Blytheville	15,824	3	\$37,318	\$29,854	\$37,318	\$44,782	N/A	Included in salary	1/2%
Siloam Springs	15,039								
Harrison	12,943	2	\$36,480	\$29,184	\$36,480	\$43,776			
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								

*A. \$1.44 per month for each credit hour approved in accredited college, to max of \$172/month to all non-probationary employees who are enrolled and attending courses at an accredited college or university and are pursuing degrees in criminal justice or law enforcement related field. B. Attained Degrees in Criminal Justice or Law Enforcement Related Field. Bachelor's Degree \$144/month Associate Degree \$72/month Must furnish documentation of enrollment and satisfactory completion of accredited college hours to Chief and Personnel Dept. Documents to be provided by May 15 of each calendar year. No pay if docs not furnished. OR Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$36/month Int. Cert. + 6 College hours \$72/month Adv. Cert. \$108/month Sr. Cert.\$144/month Paid every 6 months lump sum on June 1, December 1

\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in June/Dec. each year. Lump Sum. No Maximum. Upon retirement after 20 or more years of service to the department, City shall provide presentation gun. FOP: Current Service Weapon 13-1/2 x 3-1/2 X 6 Hardwood case w/glass top and engraving plate. SA: His/her current duty weapon Suitable hardwood presentation case w/glass top & engraving plate.

AVERAGES by Population Group

Overall	3.48	\$64,287	\$51,430	\$64,287	\$77,145	\$2,212	\$2,917	\$2,184
45,000+	4.56	\$73,117	\$58,494	\$73,117	\$87,741	\$1,636	\$3,248	\$3,058
20,000-45,000	2.90	\$60,890	\$48,712	\$60,890	\$73,068	\$2,716	\$2,772	\$2,156
10,000-20,000	2.50	\$52,913	\$42,330	\$52,913	\$63,495	\$1,350	\$3,183	\$1,394

Police Officer

Job Description and Qualifications:

Provides various police department duties including vehicle police patrol, investigations, traffic control and speed limit enforcement and other related law enforcement activities; law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position; requires an Associate's degree from a two-year college and 12 to 18 months of previous work related experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	407	\$55,331	\$44,265	\$55,331	\$66,397	Varies per completed credit hours	9 days annually	\$5/month<15 yrs, \$6/month>15 yrs
Fort Smith	87,000	69	\$36,546	\$29,236	\$36,546	\$43,855			
Fayetteville	73,580	74	\$45,074	\$36,059	\$45,074	\$54,089			
Springdale	69,797	74	\$38,155	\$30,524	\$38,155	\$45,786		\$1,635	
Jonesboro	67,263	125	\$35,026	\$28,021	\$35,026	\$42,032	\$2,129	included in base pay	n/a
North Little Rock	62,304	146	\$45,451	\$36,361	\$45,451	\$54,542	*	Paid for 11 holidays, on duty or not. At rate of 1 days' pay for each of the 11 days. Payment in addition to regular wages. Paid in lump sum no later than 12/14 each year.	**
Conway	58,908	89	\$39,066	\$31,253	\$39,066	\$46,879			
Rogers	55,964	78	\$44,448	\$35,558	\$44,448	\$53,338	\$1,200		\$1,200
Pine Bluff	49,081	104	\$31,306	\$25,045	\$31,306	\$37,567			
Hot Springs	35,193	104	\$35,322	\$28,258	\$35,322	\$42,386	\$1,620	\$1,489	\$120
Bentonville	34,000	32	\$45,646	\$36,517	\$45,646	\$54,775			
Benton	30,681	30	\$31,857	\$25,486	\$31,857	\$38,228	\$1,564	\$1,542	
Texarkana	29,919	65	\$48,055	\$38,444	\$48,055	\$57,666	\$1,674	\$2,403	\$810
Sherwood	29,523	42	\$43,056	\$34,445	\$43,056	\$51,667		\$1,987	
Jacksonville	28,364	58	\$37,909	\$30,327	\$37,909	\$45,491	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	31	\$31,500	\$25,200	\$31,500	\$37,800	\$240	\$1,367	
Bella Vista	26,652	16	\$38,778	\$31,022	\$38,778	\$46,534		\$1,424	
Paragould	26,113	28	\$32,137	\$25,710	\$32,137	\$38,564		\$1,421	\$1,473
West Memphis	26,000	50	\$38,000	\$30,400	\$38,000	\$45,600			
Cabot	24,000	27	\$34,617	\$27,694	\$34,617	\$41,540	\$767	\$1,297	\$145
Searcy	22,852	34	\$33,329	\$26,663	\$33,329	\$39,995			
Bryant	18,686	25	\$32,039	\$25,631	\$32,039	\$38,446		\$1,575	
Maumelle	17,163	17	\$33,313	\$26,650	\$33,313	\$39,976	\$628	\$1,250	\$338
Blytheville	15,824	27	\$29,315	\$23,452	\$29,315	\$35,178	N/A	Included in salary	1/2%
Siloam Springs	15,039	15						867 (Bgt Avg)	272 (Bgt Avg)
Harrison	12,943	16	\$31,204	\$24,963	\$31,204	\$37,445			
Mountain Home	12,448	15	\$37,737	\$30,190	\$37,737	\$45,284		\$1,808	\$460
Marion	12,345	16	\$28,746	\$22,996	\$28,746	\$34,495		\$88	
Arkadelphia	10,712	8	\$29,381	\$23,505	\$29,381	\$35,257	\$600	\$1,640	
Malvern	10,318								
Hope	10,014	15	\$31,305	\$25,044	\$31,305	\$37,566	\$250	\$1,103	

*A. \$1.44 per month for each credit hour approved in accredited college, to max of \$172/month to all non-probationary employees who are enrolled and attending courses at an accredited college or university and are pursuing degrees in criminal justice or law enforcement related field. B. Attained Degrees in Criminal Justice or Law Enforcement Related Field. Bachelor's Degree \$144/month Associate Degree \$ 72/month Must furnish documentation of enrollment and satisfactory completion of accredited college hours to Chief and Personnel Dept. Documents to be provided by May 15 of each calendar year. No pay if does not furnished. OR Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$ 36/month Int. Cert. + 6 College hours \$ 72/month Adv. Cert. \$ 108/month Sr. Cert.\$144/month Paid every 6 months lump sum on June 1, December 1

\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in June/Dec. each year. Lump Sum. No Maximum. Upon retirement after 20 or more years of service to the department, City shall provide presentation gun. FOP: Current Service Weapon 13-1/2 x 3-1/2 X 6 Hardwood case w/glass top and engraving plate. SA: His/her current duty weapon Suitable hardwood presentation case w/glass top & engraving plate.

AVERAGES by Population Group									
Overall		61.23	\$37,022	\$29,618	\$37,022	\$44,427	\$1,067	\$1,469	\$649
45,000+		129.56	\$41,156	\$32,925	\$41,156	\$49,387	\$1,665	\$1,635	\$1,200
20,000-45,000		43.08	\$37,517	\$30,014	\$37,517	\$45,021	\$1,173	\$1,616	\$637
10,000-20,000		19.55	\$32,099	\$25,679	\$32,099	\$38,518	\$561	\$1,252	\$314

Police Property Room Supervisor

Job Description and Qualifications:									
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									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	1	\$41,401	\$33,121	\$41,401	\$49,681			
Fort Smith	87,000	1	\$39,541	\$31,633	\$39,541	\$47,449			
Fayetteville	73,580	1	\$57,283	\$45,826	\$57,283	\$68,740			
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908	1	\$30,694	\$24,555	\$30,694	\$36,833			
Rogers	55,964	1	\$42,831	\$34,265	\$42,831	\$51,397			
Pine Bluff	49,081								
Hot Springs	35,193	1	\$32,000	\$25,600	\$32,000	\$38,400			\$218
Bentonville	34,000								
Benton	30,681	1	\$29,011	\$23,209	\$29,011	\$34,813			
Texarkana	29,919	1	\$29,349	\$23,479	\$29,349	\$35,219			\$300
Sherwood	29,523								
Jacksonville	28,364	1	\$34,652	\$27,722	\$34,652	\$41,582	NOT FOR 2014	CIVILIAN POSITION- PAID FOR 12 HOLIDAYS	NOT FOR 2014
Russellville	28,000	1	\$26,399	\$21,119	\$26,399	\$31,679			
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000	1	\$30,000	\$24,000	\$30,000	\$36,000			
Cabot	24,000								
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039	1	\$33,924	\$27,139	\$33,924	\$40,709			670 (Budget)
Harrison	12,943								
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318	1	\$32,130	\$25,704	\$32,130	\$38,556	25.00 per certificate	\$1,709	2.5% per 5 years Max 10%
Hope	10,014								
AVERAGES by Population Group									
Overall		1.00	\$35,324	\$28,259	\$35,324	\$42,389		\$1,709	\$259
45,000+		1.00	\$42,350	\$33,880	\$42,350	\$50,820			
20,000-45,000		1.00	\$30,235	\$24,188	\$30,235	\$36,282			\$259
10,000-20,000		1.00	\$33,027	\$26,422	\$33,027	\$39,632		\$1,709	

Police Sergeant

Job Description and Qualifications:

Typically supervises a designated shift of patrol officers and coordinates response on the patrol level or may supervise special assignments or units as directed by the Lieutenant or superior officers; responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City; requires a high School diploma plus specialized training and/or additional college courses five (5) years of related experience and/or training and a minimum of one (1) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	68	\$65,921	\$52,737	\$65,921	\$79,105			
Fort Smith	87,000	19	\$56,181	\$44,945	\$56,181	\$67,417			
Fayetteville	73,580	11	\$58,592	\$46,874	\$58,592	\$70,310			
Springdale	69,797	13	\$56,983	\$45,586	\$56,983	\$68,380		\$2,449	
Jonesboro	67,263	19	\$48,372	\$38,698	\$48,372	\$58,046	\$5,676	included in base pay	n/a
North Little Rock	62,304	25	\$56,633	\$45,307	\$56,633	\$67,960	*	Paid for 11 holidays, on duty or not. At rate of 1 days' pay for each of the 11 days. Payment in addition to regular wages. Paid in lump sum no later than 12/14 each year.	**
Conway	58,908	14	\$49,962	\$39,970	\$49,962	\$59,954			
Rogers	55,964	12	\$65,055	\$52,044	\$65,055	\$78,066	\$1,575		\$2,428
Pine Bluff	49,081	24	\$35,340	\$28,272	\$35,340	\$42,408			
Hot Springs	35,193	14	\$52,051	\$41,641	\$52,051	\$62,461	\$1,620	\$2,194	\$470
Bentonville	34,000	8	\$55,224	\$44,179	\$55,224	\$66,269			
Benton	30,681	9	\$41,254	\$33,003	\$41,254	\$49,505	\$3,667	\$2,074	
Texarkana	29,919	11	\$55,884	\$44,707	\$55,884	\$67,061	\$1,961	\$2,794	\$1,350
Sherwood	29,523	9	\$49,941	\$39,953	\$49,941	\$59,929		\$2,305	
Jacksonville	28,364	9	\$44,408	\$35,526	\$44,408	\$53,290	NOT FOR 2014	INCLUDED IN BASE	NOT FOR 2014
Russellville	28,000	5	\$43,932	\$35,146	\$43,932	\$52,718	\$800	\$2,429	
Bella Vista	26,652	2	\$50,409	\$40,327	\$50,409	\$60,491		\$1,852	
Paragould	26,113	5	\$38,278	\$30,622	\$38,278	\$45,934		\$1,780	\$3,815
West Memphis	26,000	11	\$41,000	\$32,800	\$41,000	\$49,200			
Cabot	24,000	7	\$48,796	\$39,037	\$48,796	\$58,555	\$1,843	\$1,943	\$494
Searcy	22,852	5	\$42,530	\$34,024	\$42,530	\$51,036			
Bryant	18,686	9	\$50,899	\$40,719	\$50,899	\$61,079		\$2,449	
Maumelle	17,163	4	\$46,902	\$37,522	\$46,902	\$56,282	\$570	\$1,755	\$767
Blytheville	15,824	8	\$32,029	\$25,623	\$32,029	\$38,435	N/A	Included in salary	1/2%
Siloam Springs	15,039	4						1,208 (Budget Avg)	676 (Budget Avg)
Harrison	12,943	3	\$36,963	\$29,570	\$36,963	\$44,356			
Mountain Home	12,448	6	\$43,924	\$35,139	\$43,924	\$52,709		\$2,091	\$984
Marion	12,345	4	\$38,813	\$31,050	\$38,813	\$46,575			
Arkadelphia	10,712	4	\$32,607	\$26,086	\$32,607	\$39,128	\$600	\$2,152	
Malvern	10,318	4	\$32,130	\$25,704	\$32,130	\$38,556	25.00 per certificate	\$1,709	2.5 % per 5 years Max 10%
Hope	10,014	3	\$37,502	\$30,002	\$37,502	\$45,002	\$100	\$1,332	

*A. \$1.44 per month for each credit hour approved in accredited college, to max of \$172/month to all non-probationary employees who are enrolled and attending courses at an accredited college or university and are pursuing degrees in criminal justice or law enforcement related field. B. Attained Degrees in Criminal Justice or Law Enforcement Related Field. Bachelor's Degree \$144/month Associate Degree \$ 72/month Must furnish documentation of enrollment and satisfactory completion of accredited college hours to Chief and Personnel Dept. Documents to be provided by May 15 of each calendar year. No pay if does not furnished. OR Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$ 36/month Int. Cert. + 6 College hours \$ 72/month Adv. Cert. \$ 108/month Sr. Cert.\$144/month Paid every 6 months lump sum on June 1, December 1

\$5.25/Month for each Year of Service. Calculated as of Anniversary Date. Paid in June/Dec. each year. Lump Sum. No Maximum. Upon retirement after 20 or more years of service to the department, City shall provide presentation gun. FOP: Current Service Weapon 13-1/2 x 3-1/2 X 6 Hardwood case w/glass top and engraving plate. SA: His/her current duty weapon Suitable hardwood presentation case w/glass top & engraving plate.

AVERAGES by Population Group									
Overall		11.26	\$46,950	\$37,560	\$46,950	\$56,341	\$1,841	\$2,087	\$1,473
45,000+		22.78	\$54,782	\$43,826	\$54,782	\$65,739	\$3,626	\$2,449	\$2,428
20,000-45,000		7.92	\$46,976	\$37,580	\$46,976	\$56,371	\$1,978	\$2,171	\$1,532
10,000-20,000		5.08	\$40,281	\$32,225	\$40,281	\$48,338	\$778	\$1,919	\$748

Probation Officer

Job Description and Qualifications:									
Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; one (1) year of experience in probation, law enforcement, counseling, or a related area; must possess certification as Specialized Police Personnel within one (1) year of employment and maintain certification for the duration of employment in this position.									
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	12	\$40,738	\$32,590	\$40,738	\$48,886			
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304	2	\$36,941	\$29,553	\$36,941	\$44,329			
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000	1	\$39,187	\$31,350	\$39,187	\$47,024			
Benton	30,681								
Texarkana	29,919	2	\$35,298	\$28,238	\$35,298	\$42,358	\$360		\$938
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000								
Cabot	24,000	1	\$30,360	\$24,288	\$30,360	\$36,432			\$258
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943	1	\$31,400	\$25,120	\$31,400	\$37,680			
Mountain Home	12,448	1	\$37,814	\$30,252	\$37,814	\$45,377			\$881
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		2.86	\$35,963	\$28,770	\$35,963	\$43,155	\$360		\$692
45,000+		7.00	\$38,839	\$31,072	\$38,839	\$46,607			
20,000-45,000		1.33	\$34,948	\$27,959	\$34,948	\$41,938	\$360		\$598
10,000-20,000		1.00	\$34,607	\$27,686	\$34,607	\$41,529			\$881

Probation Officer - Senior

Job Description and Qualifications:

Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batters Treatment Program Coordinator; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; two (2) years of experience in probation, counseling, or a related area; one (1) year of supervisory experience; must possess certification as Specialized Police Personnel before employment and maintain certification for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range			Additional Pay (Annual)		
				Minimum	Midpoint	Maximum	Education	Holiday	Longevity
Little Rock	195,314	3	\$52,590	\$42,072	\$52,590	\$63,108			
Fort Smith	87,000								
Fayetteville	73,580								
Springdale	69,797								
Jonesboro	67,263								
North Little Rock	62,304								
Conway	58,908								
Rogers	55,964								
Pine Bluff	49,081								
Hot Springs	35,193								
Bentonville	34,000								
Benton	30,681								
Texarkana	29,919	1	\$50,357	\$40,286	\$50,357	\$60,428	\$240		\$1,425
Sherwood	29,523								
Jacksonville	28,364								
Russellville	28,000								
Bella Vista	26,652								
Paragould	26,113								
West Memphis	26,000								
Cabot	24,000	1	\$45,487	\$36,390	\$45,487	\$54,584			\$450
Searcy	22,852								
Bryant	18,686								
Maumelle	17,163								
Blytheville	15,824								
Siloam Springs	15,039								
Harrison	12,943	1	\$37,400	\$29,920	\$37,400	\$44,880			
Mountain Home	12,448								
Marion	12,345								
Arkadelphia	10,712								
Malvern	10,318								
Hope	10,014								
AVERAGES by Population Group									
Overall		1.50	\$46,459	\$37,167	\$46,459	\$55,750	\$240		\$938
45,000+		3.00	\$52,590	\$42,072	\$52,590	\$63,108			
20,000-45,000		1.00	\$47,922	\$38,338	\$47,922	\$57,506	\$240		\$938
10,000-20,000		1.00	\$37,400	\$29,920	\$37,400	\$44,880			#DIV/0!

Public Works Director

Job Description and Qualifications:

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's degree in an engineering field, preferably civil and a professional engineer designation; minimum of a ten (10) years of general experience in public works or related area and eight (8) years of supervisory/managerial experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$117,056	\$93,645	\$117,056	\$140,467
Fort Smith	87,000	1	\$100,409	\$80,327	\$100,409	\$120,491
Fayetteville	73,580					
Springdale	69,797	1	\$89,072	\$71,258	\$89,072	\$106,886
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$72,050	\$57,640	\$72,050	\$86,460
Bentonville	34,000	1	\$98,831	\$79,065	\$98,831	\$118,597
Benton	30,681					
Texarkana	29,919	1	\$95,638	\$76,510	\$95,638	\$114,766
Sherwood	29,523	1	\$63,036	\$50,429	\$63,036	\$75,643
Jacksonville	28,364	1	\$68,740	\$54,992	\$68,740	\$82,488
Russellville	28,000	1	\$104,550	\$83,640	\$104,550	\$125,460
Bella Vista	26,652					
Paragould	26,113	1	\$55,630	\$44,504	\$55,630	\$66,756
West Memphis	26,000	1	\$70,000	\$56,000	\$70,000	\$84,000
Cabot	24,000	1	\$76,722	\$61,378	\$76,722	\$92,066
Searcy	22,852					
Bryant	18,686	1	\$67,765	\$54,212	\$67,765	\$81,318
Maumelle	17,163	1	\$82,427	\$65,942	\$82,427	\$98,912
Blytheville	15,824	1	\$50,000	\$40,000	\$50,000	\$60,000
Siloam Springs	15,039	1	\$69,458	\$55,566	\$69,458	\$83,350
Harrison	12,943	1	\$89,301	\$71,441	\$89,301	\$107,161
Mountain Home	12,448	2	\$69,202	\$55,361	\$69,202	\$83,042
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014	1	\$56,157	\$44,926	\$56,157	\$67,388
AVERAGES by Population Group						
Overall		1.05	\$78,739	\$62,991	\$78,739	\$94,487
45,000+		1.00	\$102,179	\$81,743	\$102,179	\$122,615
20,000-45,000		1.00	\$78,355	\$62,684	\$78,355	\$94,026
10,000-20,000		1.13	\$70,129	\$56,103	\$70,129	\$84,155

Sanitation Department Laborer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	35	\$24,982	\$19,986	\$24,982	\$29,978
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	8	\$25,704	\$20,563	\$25,704	\$30,845
North Little Rock	62,304	8	\$29,125	\$23,300	\$29,125	\$34,950
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	3	\$22,130	\$17,704	\$22,130	\$26,556
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	6	\$27,456	\$21,965	\$27,456	\$32,947
Jacksonville	28,364	1	\$26,944	\$21,555	\$26,944	\$32,333
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	8	\$24,065	\$19,252	\$24,065	\$28,878
West Memphis	26,000	15	\$23,000	\$18,400	\$23,000	\$27,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163	5	\$22,874	\$18,299	\$22,874	\$27,449
Blytheville	15,824	22	\$15,080	\$12,064	\$15,080	\$18,096
Siloam Springs	15,039		\$23,685	\$18,948	\$23,685	\$28,422
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	6	\$17,909	\$14,327	\$17,909	\$21,491
Arkadelphia	10,712	2	\$22,211	\$17,769	\$22,211	\$26,653
Malvern	10,318					
Hope	10,014	7	\$23,726	\$18,981	\$23,726	\$28,471
AVERAGES by Population Group						
Overall		9.69	\$23,492	\$18,794	\$23,492	\$28,191
45,000+		17.00	\$26,604	\$21,283	\$26,604	\$31,924
20,000-45,000		6.60	\$24,719	\$19,775	\$24,719	\$29,663
10,000-20,000		8.40	\$20,914	\$16,731	\$20,914	\$25,097

Sanitation Equipment Operator I

Job Description and Qualifications:

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's License before employment and maintain licensure for the duration of employment in this position plus one (1) year of related experience and/or training; or equivalent combination of education and experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	6	\$24,982	\$19,986	\$24,982	\$29,978
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	15	\$27,203	\$21,762	\$27,203	\$32,644
North Little Rock	62,304	6	\$31,110	\$24,888	\$31,110	\$37,332
Conway	58,908	21	\$31,393	\$25,114	\$31,393	\$37,672
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$25,667	\$20,534	\$25,667	\$30,800
Jacksonville	28,364	4	\$29,808	\$23,846	\$29,808	\$35,770
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	7	\$28,185	\$22,548	\$28,185	\$33,822
West Memphis	26,000	13	\$30,000	\$24,000	\$30,000	\$36,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	4	\$22,880	\$18,304	\$22,880	\$27,456
Siloam Springs	15,039	4	\$28,242	\$22,594	\$28,242	\$33,890
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	2	\$24,274	\$19,419	\$24,274	\$29,128
Arkadelphia	10,712	2	\$22,655	\$18,124	\$22,655	\$27,186
Malvern	10,318					
Hope	10,014	4	\$25,357	\$20,286	\$25,357	\$30,428
AVERAGES by Population Group						
Overall		6.85	\$27,058	\$21,646	\$27,058	\$32,470
45,000+		12.00	\$28,672	\$22,938	\$28,672	\$34,406
20,000-45,000		6.25	\$28,415	\$22,732	\$28,415	\$34,098
10,000-20,000		3.20	\$24,682	\$19,745	\$24,682	\$29,618

Sanitation Equipmt Operator II

Job Description and Qualifications:

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's License before employment and maintain licensure for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	14	\$29,246	\$23,397	\$29,246	\$35,095
Fort Smith	87,000	15	\$28,122	\$22,497	\$28,122	\$33,746
Fayetteville	73,580	39	\$36,166	\$28,933	\$36,166	\$43,399
Springdale	69,797					
Jonesboro	67,263	9	\$36,260	\$29,008	\$36,260	\$43,512
North Little Rock	62,304	11	\$37,884	\$30,307	\$37,884	\$45,461
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$27,248	\$21,798	\$27,248	\$32,698
Jacksonville	28,364	5	\$30,481	\$24,385	\$30,481	\$36,577
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113	7	\$34,860	\$27,888	\$34,860	\$41,832
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163	2	\$26,762	\$21,410	\$26,762	\$32,114
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		11.44	\$31,892	\$25,514	\$31,892	\$38,271
45,000+		17.60	\$33,536	\$26,828	\$33,536	\$40,243
20,000-45,000		4.33	\$30,863	\$24,690	\$30,863	\$37,036
10,000-20,000		2.00	\$26,762	\$21,410	\$26,762	\$32,114

Sanitation Equipmt Operator III

Job Description and Qualifications:

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's License before employment and maintain licensure for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	21	\$31,286	\$25,029	\$31,286	\$37,543
Fort Smith	87,000	36	\$30,826	\$24,660	\$30,826	\$36,991
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	7	\$28,659	\$22,927	\$28,659	\$34,391
Jacksonville	28,364	1	\$31,155	\$24,924	\$31,155	\$37,386
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163	3	\$29,777	\$23,822	\$29,777	\$35,732
Blytheville	15,824	4	\$22,880	\$18,304	\$22,880	\$27,456
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	2	\$23,223	\$18,578	\$23,223	\$27,868
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		10.57	\$28,258	\$22,606	\$28,258	\$33,910
45,000+		28.50	\$31,056	\$24,845	\$31,056	\$37,267
20,000-45,000		4.00	\$29,907	\$23,926	\$29,907	\$35,888
10,000-20,000		3.00	\$25,293	\$20,235	\$25,293	\$30,352

Sanitation Superintendent

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$75,621	\$60,497	\$75,621	\$90,745
Fort Smith	87,000	1	\$61,140	\$48,912	\$61,140	\$73,368
Fayetteville	73,580	1	\$81,952	\$65,562	\$81,952	\$98,342
Springdale	69,797					
Jonesboro	67,263	1	\$51,735	\$41,388	\$51,735	\$62,082
North Little Rock	62,304	1	\$65,686	\$52,549	\$65,686	\$78,824
Conway	58,908	1	\$85,680	\$68,544	\$85,680	\$102,816
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	3	\$53,441	\$42,753	\$53,441	\$64,129
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	1	\$45,972	\$36,778	\$45,972	\$55,166
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$45,000	\$36,000	\$45,000	\$54,000
Cabot	24,000					
Searcy	22,852	1	\$51,836	\$41,469	\$51,836	\$62,203
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$46,425	\$37,140	\$46,425	\$55,710
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	1	\$52,758	\$42,206	\$52,758	\$63,310
Malvern	10,318					
Hope	10,014	2	\$34,852	\$27,882	\$34,852	\$41,822
AVERAGES by Population Group						
Overall		1.23	\$57,854	\$46,283	\$57,854	\$69,424
45,000+		1.00	\$70,302	\$56,242	\$70,302	\$84,363
20,000-45,000		1.50	\$49,062	\$39,250	\$49,062	\$58,875
10,000-20,000		1.33	\$44,678	\$35,743	\$44,678	\$53,614

Sanitation Supervisor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$66,944	\$53,555	\$66,944	\$80,333
Fort Smith	87,000	3	\$51,327	\$41,062	\$51,327	\$61,592
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	2	\$41,563	\$33,250	\$41,563	\$49,876
North Little Rock	62,304	2	\$46,946	\$37,556	\$46,946	\$56,335
Conway	58,908	2	\$53,483	\$42,786	\$53,483	\$64,180
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	3	\$41,065	\$32,852	\$41,065	\$49,278
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523	1	\$42,037	\$33,630	\$42,037	\$50,444
Jacksonville	28,364	1	\$36,971	\$29,577	\$36,971	\$44,365
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$35,000	\$28,000	\$35,000	\$42,000
Cabot	24,000					
Searcy	22,852	1	\$30,659	\$24,527	\$30,659	\$36,791
Bryant	18,686					
Maumelle	17,163	1	\$49,277	\$39,422	\$49,277	\$59,132
Blytheville	15,824	1	\$30,000	\$24,000	\$30,000	\$36,000
Siloam Springs	15,039	1	\$35,360	\$28,288	\$35,360	\$42,432
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345	1	\$25,792	\$20,634	\$25,792	\$30,950
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.50	\$41,887	\$33,510	\$41,887	\$50,265
45,000+		2.00	\$52,053	\$41,642	\$52,053	\$62,463
20,000-45,000		1.40	\$37,146	\$29,717	\$37,146	\$44,576
10,000-20,000		1.00	\$35,107	\$28,086	\$35,107	\$42,129

Solid Waste Recycling Coord

Job Description and Qualifications:						
Responsible for the coordination of the collection or recycling materials. Operates solid waste facility						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$62,503	\$50,002	\$62,503	\$75,004
Fort Smith	87,000					
Fayetteville	73,580	1	\$53,997	\$43,198	\$53,997	\$64,796
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	1	\$44,367	\$35,494	\$44,367	\$53,240
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919	1	\$25,542	\$20,434	\$25,542	\$30,650
Sherwood	29,523					
Jacksonville	28,364	1	\$29,741	\$23,793	\$29,741	\$35,689
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$30,160	\$24,128	\$30,160	\$36,192
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$41,052	\$32,841	\$41,052	\$49,262
45,000+		1.00	\$53,622	\$42,898	\$53,622	\$64,347
20,000-45,000		1.00	\$27,642	\$22,113	\$27,642	\$33,170
10,000-20,000		1.00	\$30,160	\$24,128	\$30,160	\$36,192

Solid Waste Recyc Oper Collectr

Job Description and Qualifications:						
Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$32,074	\$25,659	\$32,074	\$38,488
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908	28	\$23,210	\$18,568	\$23,210	\$27,852
Rogers	55,964	4	\$24,945	\$19,956	\$24,945	\$29,934
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364	1	\$26,944	\$21,555	\$26,944	\$32,333
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824	2	\$19,760	\$15,808	\$19,760	\$23,712
Siloam Springs	15,039					
Harrison	12,943	1	\$45,460	\$36,368	\$45,460	\$54,552
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712	2	\$23,036	\$18,429	\$23,036	\$27,643
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		5.57	\$27,918	\$22,335	\$27,918	\$33,502
45,000+		11.00	\$26,743	\$21,394	\$26,743	\$32,091
20,000-45,000		1.00	\$26,944	\$21,555	\$26,944	\$32,333
10,000-20,000		1.67	\$29,419	\$23,535	\$29,419	\$35,302

Street Department Laborer

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	14	\$29,933	\$23,946	\$29,933	\$35,920
Conway	58,908	4	\$23,210	\$18,568	\$23,210	\$27,852
Rogers	55,964					
Pine Bluff	49,081	17	\$22,969	\$18,375	\$22,969	\$27,563
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681	2	\$22,267	\$17,814	\$22,267	\$26,720
Texarkana	29,919					
Sherwood	29,523	8	\$25,147	\$20,118	\$25,147	\$30,176
Jacksonville	28,364	5	\$25,964	\$20,771	\$25,964	\$31,157
Russellville	28,000	7	\$24,390	\$19,512	\$24,390	\$29,268
Bella Vista	26,652	11	\$28,655	\$22,924	\$28,655	\$34,386
Paragould	26,113	14	\$32,816	\$26,253	\$32,816	\$39,379
West Memphis	26,000	15	\$26,000	\$20,800	\$26,000	\$31,200
Cabot	24,000	3	\$29,844	\$23,875	\$29,844	\$35,813
Searcy	22,852	3	\$11	\$9	\$11	\$13
Bryant	18,686	12	\$22,913	\$18,330	\$22,913	\$27,496
Maumelle	17,163					
Blytheville	15,824	10	\$16,640	\$13,312	\$16,640	\$19,968
Siloam Springs	15,039		\$25,641	\$20,513	\$25,641	\$30,769
Harrison	12,943	2	\$26,237	\$20,990	\$26,237	\$31,484
Mountain Home	12,448	14	\$34,180	\$27,344	\$34,180	\$41,016
Marion	12,345	10	\$18,886	\$15,109	\$18,886	\$22,664
Arkadelphia	10,712	1	\$23,515	\$18,812	\$23,515	\$28,218
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		8.44	\$24,169	\$19,336	\$24,169	\$29,003
45,000+		11.67	\$25,371	\$20,297	\$25,371	\$30,445
20,000-45,000		7.56	\$23,899	\$19,119	\$23,899	\$28,679
10,000-20,000		6.88	\$21,985	\$17,588	\$21,985	\$26,382

Street Equipment Operator

Job Description and Qualifications:

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's License and maintain licensure for the duration of employment in this position.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	9	\$25,105	\$20,084	\$25,105	\$30,126
Fort Smith	87,000	18	\$32,406	\$25,925	\$32,406	\$38,888
Fayetteville	73,580					
Springdale	69,797	6	\$31,349	\$25,079	\$31,349	\$37,619
Jonesboro	67,263		\$29,706	\$23,765	\$29,706	\$35,647
North Little Rock	62,304	13	\$33,197	\$26,557	\$33,197	\$39,836
Conway	58,908	6	\$31,780	\$25,424	\$31,780	\$38,136
Rogers	55,964	14	\$31,142	\$24,914	\$31,142	\$37,370
Pine Bluff	49,081	7	\$27,114	\$21,691	\$27,114	\$32,537
Hot Springs	35,193	11	\$25,860	\$20,688	\$25,860	\$31,032
Bentonville	34,000	9	\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681	7	\$25,759	\$20,607	\$25,759	\$30,911
Texarkana	29,919	9	\$28,584	\$22,867	\$28,584	\$34,301
Sherwood	29,523	1	\$26,957	\$21,566	\$26,957	\$32,348
Jacksonville	28,364	8				
Russellville	28,000	2	\$33,556	\$26,845	\$33,556	\$40,267
Bella Vista	26,652					
Paragould	26,113	6	\$34,968	\$27,974	\$34,968	\$41,962
West Memphis	26,000	9	\$28,000	\$22,400	\$28,000	\$33,600
Cabot	24,000	5	\$29,085	\$23,268	\$29,085	\$34,902
Searcy	22,852	4	\$29,188	\$23,350	\$29,188	\$35,025
Bryant	18,686	1	\$26,906	\$21,525	\$26,906	\$32,287
Maumelle	17,163	5	\$29,258	\$23,406	\$29,258	\$35,110
Blytheville	15,824	2	\$22,000	\$17,600	\$22,000	\$26,400
Siloam Springs	15,039		\$33,766	\$27,013	\$33,766	\$40,519
Harrison	12,943	5	\$29,581	\$23,665	\$29,581	\$35,497
Mountain Home	12,448	6	\$36,469	\$29,175	\$36,469	\$43,763
Marion	12,345	2	\$23,108	\$18,486	\$23,108	\$27,730
Arkadelphia	10,712	2	\$26,930	\$21,544	\$26,930	\$32,316
Malvern	10,318	7	\$22,880	\$18,304	\$22,880	\$27,456
Hope	10,014	7	\$26,129	\$20,903	\$26,129	\$31,355
AVERAGES by Population Group						
Overall		6.70	\$29,285	\$23,428	\$29,285	\$35,142
45,000+		10.43	\$30,225	\$24,180	\$30,225	\$36,270
20,000-45,000		6.45	\$30,114	\$24,091	\$30,114	\$36,137
10,000-20,000		4.18	\$27,942	\$22,353	\$27,942	\$33,530

Street Maintenance Superintend

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$63,321	\$50,657	\$63,321	\$75,985
Fort Smith	87,000		\$83,558	\$66,846	\$83,558	\$100,270
Fayetteville	73,580					
Springdale	69,797	1	\$45,833	\$36,666	\$45,833	\$55,000
Jonesboro	67,263	1	\$55,622	\$44,498	\$55,622	\$66,746
North Little Rock	62,304	1	\$67,330	\$53,864	\$67,330	\$80,796
Conway	58,908	2	\$46,938	\$37,550	\$46,938	\$56,326
Rogers	55,964	1	\$84,494	\$67,595	\$84,494	\$101,393
Pine Bluff	49,081					
Hot Springs	35,193	1	\$55,203	\$44,162	\$55,203	\$66,244
Bentonville	34,000	1	\$72,644	\$58,115	\$72,644	\$87,173
Benton	30,681	1	\$55,438	\$44,350	\$55,438	\$66,526
Texarkana	29,919	1	\$71,718	\$57,374	\$71,718	\$86,062
Sherwood	29,523					
Jacksonville	28,364	1	\$48,913	\$39,130	\$48,913	\$58,696
Russellville	28,000					
Bella Vista	26,652	1	\$62,000	\$49,600	\$62,000	\$74,400
Paragould	26,113					
West Memphis	26,000	1	\$46,500	\$37,200	\$46,500	\$55,800
Cabot	24,000	1	\$45,031	\$36,025	\$45,031	\$54,037
Searcy	22,852					
Bryant	18,686	1	\$46,390	\$37,112	\$46,390	\$55,668
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039	1	\$58,329	\$46,663	\$58,329	\$69,995
Harrison	12,943	1	\$47,729	\$38,183	\$47,729	\$57,275
Mountain Home	12,448					
Marion	12,345	1	\$40,000	\$32,000	\$40,000	\$48,000
Arkadelphia	10,712	1	\$50,927	\$40,742	\$50,927	\$61,112
Malvern	10,318	1	\$39,166	\$31,333	\$39,166	\$47,000
Hope	10,014					
AVERAGES by Population Group						
Overall		1.05	\$56,528	\$45,222	\$56,528	\$67,833
45,000+		1.17	\$63,871	\$51,097	\$63,871	\$76,645
20,000-45,000		1.00	\$57,181	\$45,745	\$57,181	\$68,617
10,000-20,000		1.00	\$46,796	\$37,437	\$46,796	\$56,155

Street Supervisor

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	14	\$41,696	\$33,357	\$41,696	\$50,035
Fort Smith	87,000	3	\$59,174	\$47,340	\$59,174	\$71,009
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	2	\$49,898	\$39,918	\$49,898	\$59,878
North Little Rock	62,304	5	\$39,187	\$31,350	\$39,187	\$47,025
Conway	58,908	6	\$39,389	\$31,511	\$39,389	\$47,267
Rogers	55,964	5	\$49,837	\$39,869	\$49,837	\$59,804
Pine Bluff	49,081	1	\$44,262	\$35,410	\$44,262	\$53,114
Hot Springs	35,193	3	\$42,272	\$33,818	\$42,272	\$50,726
Bentonville	34,000	3	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681	1	\$43,999	\$35,199	\$43,999	\$52,799
Texarkana	29,919	1	\$41,954	\$33,563	\$41,954	\$50,345
Sherwood	29,523	1	\$53,539	\$42,831	\$53,539	\$64,247
Jacksonville	28,364	1	\$39,582	\$31,666	\$39,582	\$47,498
Russellville	28,000	1	\$37,034	\$29,627	\$37,034	\$44,441
Bella Vista	26,652	1	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	26,113	1	\$41,516	\$33,213	\$41,516	\$49,819
West Memphis	26,000	1	\$35,000	\$28,000	\$35,000	\$42,000
Cabot	24,000	2	\$37,224	\$29,779	\$37,224	\$44,669
Searcy	22,852	1	\$68,313	\$54,650	\$68,313	\$81,976
Bryant	18,686	2	\$31,124	\$24,899	\$31,124	\$37,349
Maumelle	17,163	1	\$49,277	\$39,422	\$49,277	\$59,132
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943	1	\$39,287	\$31,430	\$39,287	\$47,144
Mountain Home	12,448	1	\$52,582	\$42,066	\$52,582	\$63,099
Marion	12,345					
Arkadelphia	10,712	2	\$37,503	\$30,002	\$37,503	\$45,004
Malvern	10,318	1	\$27,789	\$22,231	\$27,789	\$33,347
Hope	10,014	1	\$39,316	\$31,453	\$39,316	\$47,179
AVERAGES by Population Group						
Overall		2.38	\$43,387	\$34,710	\$43,387	\$52,064
45,000+		5.14	\$46,206	\$36,965	\$46,206	\$55,447
20,000-45,000		1.42	\$43,978	\$35,183	\$43,978	\$52,774
10,000-20,000		1.33	\$42,491	\$33,992	\$42,491	\$50,989

Traffic Engineer II

Job Description and Qualifications:

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's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience at the level of Traffic Engineer I or a related area; two (2) years of supervisory experience; 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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$69,688	\$55,750	\$69,688	\$83,626
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$80,111	\$64,089	\$80,111	\$96,133
North Little Rock	62,304	1	\$47,736	\$38,189	\$47,736	\$57,283
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$65,845	\$52,676	\$65,845	\$79,014
45,000+		1.00	\$65,845	\$52,676	\$65,845	\$79,014
20,000-45,000						
10,000-20,000						

Traffic Engineering Manager

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$100,848	\$80,678	\$100,848	\$121,018
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	1	\$73,902	\$59,122	\$73,902	\$88,683
Conway	58,908	1	\$73,879	\$59,103	\$73,879	\$88,655
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193	1	\$55,016	\$44,013	\$55,016	\$66,019
Bentonville	34,000	1	\$91,510	\$73,208	\$91,510	\$109,812
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000	1	\$44,696	\$35,757	\$44,696	\$53,635
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$73,309	\$58,647	\$73,309	\$87,970
45,000+		1.00	\$82,876	\$66,301	\$82,876	\$99,452
20,000-45,000		1.00	\$63,741	\$50,993	\$63,741	\$76,489
10,000-20,000						

Traffic Technician I

Job Description and Qualifications:						
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.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$34,814	\$27,851	\$34,814	\$41,777
North Little Rock	62,304	1	\$44,866	\$35,893	\$44,866	\$53,839
Conway	58,908					
Rogers	55,964					
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$39,840	\$31,872	\$39,840	\$47,808
45,000+		1.00	\$39,840	\$31,872	\$39,840	\$47,808
20,000-45,000						
10,000-20,000						

Traffic Technician II

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314	1	\$33,554	\$26,843	\$33,554	\$40,265
Fort Smith	87,000					
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263	1	\$41,383	\$33,106	\$41,383	\$49,660
North Little Rock	62,304	1	\$59,488	\$47,590	\$59,488	\$71,386
Conway	58,908					
Rogers	55,964	1	\$63,512	\$50,810	\$63,512	\$76,214
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	1	\$45,708	\$36,566	\$45,708	\$54,850
Benton	30,681					
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686					
Maumelle	17,163					
Blytheville	15,824					
Siloam Springs	15,039					
Harrison	12,943					
Mountain Home	12,448					
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$48,729	\$38,983	\$48,729	\$58,475
45,000+		1.00	\$49,484	\$39,587	\$49,484	\$59,381
20,000-45,000		1.00	\$45,708	\$36,566	\$45,708	\$54,850
10,000-20,000						

Util Billing-Recvg Clerk

Job Description and Qualifications:

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.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	10	\$33,844	\$27,075	\$33,844	\$40,612
Fayetteville	73,580	10	\$29,415	\$23,532	\$29,415	\$35,298
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304	11	\$31,968	\$25,574	\$31,968	\$38,361
Conway	58,908					
Rogers	55,964	5	\$32,872	\$26,298	\$32,872	\$39,446
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	8	\$36,286	\$29,029	\$36,286	\$43,543
Benton	30,681	6	\$26,208	\$20,966	\$26,208	\$31,450
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	10	\$20,000	\$16,000	\$20,000	\$24,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	4	\$28,123	\$22,498	\$28,123	\$33,748
Maumelle	17,163					
Blytheville	15,824	5	\$20,800	\$16,640	\$20,800	\$24,960
Siloam Springs	15,039	1	\$33,280	\$26,624	\$33,280	\$39,936
Harrison	12,943	2	\$25,906	\$20,725	\$25,906	\$31,087
Mountain Home	12,448	4	\$32,287	\$25,829	\$32,287	\$38,744
Marion	12,345	2	\$38,000	\$30,400	\$38,000	\$45,600
Arkadelphia	10,712	3	\$24,129	\$19,303	\$24,129	\$28,955
Malvern	10,318					
Hope	10,014					
AVERAGES by Population Group						
Overall		5.79	\$29,508	\$23,607	\$29,508	\$35,410
45,000+		9.00	\$32,025	\$25,620	\$32,025	\$38,430
20,000-45,000		8.00	\$27,498	\$21,998	\$27,498	\$32,998
10,000-20,000		3.00	\$28,932	\$23,146	\$28,932	\$34,719

Utility Construction

Job Description and Qualifications:						
<p>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 acquire entry level water/wastewater distribution/collection technician certification from the State Department of Environmental Quality within 6 months.</p>						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	34	\$35,984	\$28,787	\$35,984	\$43,181
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	11	\$30,379	\$24,303	\$30,379	\$36,455
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000					
Benton	30,681	9	\$29,196	\$23,357	\$29,196	\$35,035
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000					
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	3	\$29,785	\$23,828	\$29,785	\$35,742
Maumelle	17,163					
Blytheville	15,824	20	\$26,750	\$21,400	\$26,750	\$32,100
Siloam Springs	15,039		\$28,378	\$22,702	\$28,378	\$34,054
Harrison	12,943	20	\$26,931	\$21,545	\$26,931	\$32,317
Mountain Home	12,448	20	\$32,108	\$25,686	\$32,108	\$38,530
Marion	12,345					
Arkadelphia	10,712					
Malvern	10,318	4	\$26,400	\$21,120	\$26,400	\$31,680
Hope	10,014					
AVERAGES by Population Group						
Overall		15.13	\$29,546	\$23,637	\$29,546	\$35,455
45,000+		22.50	\$33,182	\$26,545	\$33,182	\$39,818
20,000-45,000		9.00	\$29,196	\$23,357	\$29,196	\$35,035
10,000-20,000		13.40	\$28,392	\$22,714	\$28,392	\$34,070

Waste Water Manager

Job Description and Qualifications:

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's degree (A.A.) from two year college or technical school and 11-15 years of related experience and/or training and a minimum of 11-15 years of management experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$73,834	\$59,067	\$73,834	\$88,601
Fayetteville	73,580	1	\$79,500	\$63,600	\$79,500	\$95,400
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	1	\$56,368	\$45,094	\$56,368	\$67,642
Pine Bluff	49,081	1	\$75,000	\$60,000	\$75,000	\$90,000
Hot Springs	35,193	1	\$59,613	\$47,690	\$59,613	\$71,536
Bentonville	34,000	1	\$72,644	\$58,115	\$72,644	\$87,173
Benton	30,681	1	\$57,431	\$45,945	\$57,431	\$68,917
Texarkana	29,919					
Sherwood	29,523	1	\$51,152	\$40,922	\$51,152	\$61,382
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$65,000	\$52,000	\$65,000	\$78,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	2	\$46,964	\$37,571	\$46,964	\$56,357
Maumelle	17,163					
Blytheville	15,824	1	\$44,120	\$35,296	\$44,120	\$52,944
Siloam Springs	15,039	1	\$68,000	\$54,400	\$68,000	\$81,600
Harrison	12,943	1	\$55,256	\$44,205	\$55,256	\$66,307
Mountain Home	12,448	1	\$47,216	\$37,773	\$47,216	\$56,659
Marion	12,345					
Arkadelphia	10,712	1	\$37,975	\$30,380	\$37,975	\$45,570
Malvern	10,318	1	\$47,147	\$37,718	\$47,147	\$56,577
Hope	10,014	2	\$44,129	\$35,303	\$44,129	\$52,955
AVERAGES by Population Group						
Overall		1.12	\$57,726	\$46,181	\$57,726	\$69,272
45,000+		1.00	\$71,176	\$56,940	\$71,176	\$85,411
20,000-45,000		1.00	\$61,168	\$48,934	\$61,168	\$73,402
10,000-20,000		1.25	\$48,851	\$39,081	\$48,851	\$58,621

Water Manager

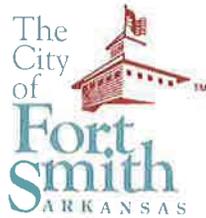
Job Description and Qualifications:

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's degree (A.A.) from two year college or technical school and 11-15 years of related experience and/or training and a minimum of 11-15 years of management experience.

CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	1	\$77,008	\$61,606	\$77,008	\$92,409
Fayetteville	73,580		\$79,500	\$63,600	\$79,500	\$95,400
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	1	\$104,000	\$83,200	\$104,000	\$124,800
Pine Bluff	49,081					
Hot Springs	35,193	1	\$59,613	\$47,690	\$59,613	\$71,536
Bentonville	34,000	1	\$72,644	\$58,115	\$72,644	\$87,173
Benton	30,681	1	\$63,000	\$50,400	\$63,000	\$75,600
Texarkana	29,919					
Sherwood	29,523					
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	1	\$65,000	\$52,000	\$65,000	\$78,000
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	1	\$46,432	\$37,145	\$46,432	\$55,718
Maumelle	17,163					
Blytheville	15,824	1	\$43,700	\$34,960	\$43,700	\$52,440
Siloam Springs	15,039					
Harrison	12,943	1	\$45,461	\$36,369	\$45,461	\$54,553
Mountain Home	12,448	1	\$47,216	\$37,773	\$47,216	\$56,659
Marion	12,345	1	\$74,756	\$59,804	\$74,756	\$89,707
Arkadelphia	10,712	1	\$52,748	\$42,198	\$52,748	\$63,298
Malvern	10,318	1	\$46,405	\$37,124	\$46,405	\$55,686
Hope	10,014					
AVERAGES by Population Group						
Overall		1.00	\$62,677	\$50,142	\$62,677	\$75,213
45,000+		1.00	\$86,836	\$69,469	\$86,836	\$104,203
20,000-45,000		1.00	\$65,064	\$52,051	\$65,064	\$78,077
10,000-20,000		1.00	\$50,960	\$40,768	\$50,960	\$61,151

Water WW Operator

Job Description and Qualifications:						
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.						
CITY	Population	# of Authorized Employees	Average Annual Salary	Salary Range		
				Minimum	Midpoint	Maximum
Little Rock	195,314					
Fort Smith	87,000	45	\$36,462	\$29,170	\$36,462	\$43,755
Fayetteville	73,580					
Springdale	69,797					
Jonesboro	67,263					
North Little Rock	62,304					
Conway	58,908					
Rogers	55,964	5	\$35,855	\$28,684	\$35,855	\$43,026
Pine Bluff	49,081					
Hot Springs	35,193					
Bentonville	34,000	14	\$39,187	\$31,350	\$39,187	\$47,024
Benton	30,681	9	\$32,565	\$26,052	\$32,565	\$39,078
Texarkana	29,919					
Sherwood	29,523	5	\$32,954	\$26,363	\$32,954	\$39,545
Jacksonville	28,364					
Russellville	28,000					
Bella Vista	26,652					
Paragould	26,113					
West Memphis	26,000	9	\$28,000	\$22,400	\$28,000	\$33,600
Cabot	24,000					
Searcy	22,852					
Bryant	18,686	12	\$25,717	\$20,574	\$25,717	\$30,861
Maumelle	17,163					
Blytheville	15,824	2	\$40,800	\$32,640	\$40,800	\$48,960
Siloam Springs	15,039		\$44,736	\$35,789	\$44,736	\$53,683
Harrison	12,943	6	\$31,555	\$25,244	\$31,555	\$37,866
Mountain Home	12,448	18	\$36,947	\$29,557	\$36,947	\$44,336
Marion	12,345	6	\$32,635	\$26,108	\$32,635	\$39,162
Arkadelphia	10,712	2	\$26,456	\$21,165	\$26,456	\$31,747
Malvern	10,318	11	\$27,543	\$22,035	\$27,543	\$33,052
Hope	10,014	5	\$29,176	\$23,341	\$29,176	\$35,011
AVERAGES by Population Group						
Overall		10.64	\$33,373	\$26,698	\$33,373	\$40,047
45,000+		25.00	\$36,159	\$28,927	\$36,159	\$43,390
20,000-45,000		9.25	\$33,177	\$26,541	\$33,177	\$39,812
10,000-20,000		7.75	\$32,841	\$26,272	\$32,841	\$39,409



June 2, 2015

TO: Members of the Board of Directors
Members of the Outside Agency Review Panel

RE: Appointments:

Dr. Daniel Maher of the Outside Agency Review Panel has resigned June 2nd, 2015. In accordance with Ordinance No. 2926 applications for this prospective vacancy are now being received. Applicants must be residents and registered voters in the City of Fort Smith.

Please submit applications to the city administrator's office no later than the close of business on July 6th, 2015. A list will be compiled for review by the Board of Directors. Applications are available on the City of Fort Smith website. Go to www.fortsmithar.gov and click on boards and commissions.

Sincerely,

A handwritten signature in blue ink that reads "Ray Gosack". The signature is written in a cursive style with a large, sweeping "R" and "G".

Ray Gosack
City Administrator

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www.fortsmithar.gov

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