### added at agrida Sussian 2/26/13

### City of Fayetteville Staff Review Form

City Council Agenda Items and Contracts, Leases or Agreements C. 11 Employee Compensation Adjustment for 2013 Page 1 of 168

3/5/2013

City Council Meeting Date Agenda Items Only

	Agenda items	Omy	
Paul A. Becker Submitted By	Finance & Interna		Finance & Internal Services  Department
Submitted By	DIVISIO	n	Department
	Action Requ	uired:	
A Budget Amendment for \$ 1, 33 Adjustments. REQUEST Approva	0,000 is requested L of THE ATTACHED POL		Employee Compensation
	\$	44,360,149	Personnel Services
Cost of this request	Category / Project	ct Budget	Program Category / Project Nam
xxxx.xxxx.51xx.xx	\$	5,347,962	Citywide
Account Number	Funds Used to	o Date	Program / Project Category Nam
	\$	39,012,187	Citywide
Project Number	Remaining Ba	alance	Fund Name
Paul a Balla partment Director Attorney	2-18-2013 Date  2-20-13 Date	Original Contra	
Paul a Bullanance and Internal Services Director  Manual Control of Stafff	2-20-2013 Date  2-20-13 Date	Received in C Clerk's Office Received in Mayor's Office	ENTERED 3/22/13
nments:	Date		





### CITY COUNCIL AGENDA MEMO

To: Mayor Jordan and Members of the Fayetteville City Council

Thru: Don Marr, Chief of Staff

From: Paul A Becker, Finance Director

Date: 2/26/13

**Subject**: Appropriation Authority for Employee Compensation Adjustments and approval of new salary grids for Police and Fire Uniformed Personnel.

### PROPOSAL:

As discussed during the 2013 budget process, the Mayor is recommending a compensation package to the Council based on the fiscal results of 2012 operations. This recommended plan not only provides for salary increases, but includes adjustments for the migration to new grids for the Police and Fire Step Programs as recommended by the MAG Compensation Survey Report completed this year. It also includes the adoption of a new merit employee grid based on the MAG Survey results with an adjustment for range movement of lower grade levels identified in the study as significantly under market. The cost of this plan is estimated to be \$1,406,000 for the General Fund in fiscal 2013 and \$1,827,600 in future years. Cost for all funds is \$1,930,400 in 2013 and \$2,505,000 in future years.

The preliminary operating results from the fourth quarter of 2012 were presented to you at the February 5, City Council meeting. Although all adjusting journal entries have not been posted, results should not materially change. The result for fiscal 2012 shows a net operating surplus of approximately \$1.2 million after provision for reappropriations.

Based on 2012 operating results and the results of the Mag Survey, the Mayor is recommending the following compensation package to the Council:

Recommend moving the Fire Personnel to the new grid, which would increase the current salary budget by 11.4%.

Moving the Police Personnel to the new grid and moving one step on that grid which would increase the salary budget by 7.4%.

Adopting a new merit grid and moving any Merit Employees to the minimum on that grid and providing a 4% merit budget to be distributed based on performance to Merit Personnel who are within their salary range. The final adjustments to this grid are being developed at this time.

The new grids for the Police and Fire Uniformed Personnel are attached for your review and subsequent adoption.

Page 3 of 168

### **RECOMMENDATION:**

The Mayor's recommendation is for the City Council to appropriate funds to provide for the compensation package outlined above and approval of the attached salary grids for Police and Fire Uniformed Personnel.

### **BUDGET IMPACT:**

The impact of this proposal would be to increase the 2013 budgets for various funds as follows:

General Fund	\$1,000,000
Street Fund	129,000
Parking Fund	7,000
Parks Dev. Fund	30,000
Drug Enforcement Fund	1,300
Water & Sewer Fund	49,000
Solid Waste Fund	83,000
Airport Fund	12,600
Shop Fund	18,100
	\$1,330,000

	RESOL	UTION	NO.	
--	-------	-------	-----	--

A RESOLUTION APPROVING A BUDGET ADJUSTMENT IN THE AMOUNT OF \$1,330,000.00 TO FACILITATE CITY-WIDE EMPLOYEE COMPENSATION ADJUSTMENTS FOR 2013, AND APPROVING POLICE AND FIRE PAY PLAN GRIDS

### BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves a budget adjustment, a copy of which is attached as Exhibit "A", in the total amount of \$1,330,000.00 to facilitate city-wide employee compensation adjustments for 2013.

Section 2: That the City Council of the City of Fayetteville, Arkansas hereby approves police and fire pay plan grids, attached as Exhibit "B".

PASSED and APPROVED this 5<sup>th</sup> day of March, 2013.

APPROVED:	ATTEST:
By:	By:SONDRA E. SMITH. City Clerk/Treasurer

### City of Fayetteville, Arkansas Budget Adjustment Form

C. 11 V13.0107 Employee Compensation

**Budget Year** 

Division:

\*ALL DIVISIONS

**Request Date** 

Adjustmerge North ber

2013

Department: Citywide

3/5/2013

### **BUDGET ADJUSTMENT DESCRIPTION / JUSTIFICATION**

\$1,330,000 in additional funding is requested Citywide in Salary Contingency for 2013 Employee Compensation Adjustments.

The \$1,330,000 will come from the Use of Fund Balance accounts Citywide.



Division Head  Budget Director	2 · 27 · 20 · 3  Date  3 5 - 7 / 1  Date	Prepared By: Kevin Springer Reference: Budget & Researce	ch Use Only	
Department Director  Paul a . Bullar  Finance Director	Date 2- 27-2013 Date	Type: A B C General Ledger Date	D E	Р
Chief of Staff  Sweet Junglan  Mayor	3-37-13 Date 2/28//3 Date	Posted to General Ledger  Checked / Verified	Initial	Date

	TOTAL BUDGET ADJUSTMENT	1,330,000	1,330,000	
		Increase / (	Decrease)	Project.Sub
Account Name	Account Number	Expense	Revenue	Number
Salary Contingency	1010.6600.5100.01	1,000,000	-	
Use of Fund Balance	1010.0001.4999.99	9	1,000,000	1,6
Salary Contingency	2100.4100.5100.01	129,000	-	
Use of Fund Balance	2100.0910.4999.99		129,000	
Salary Contingency	2130.9130.5100.01	7,000	*	
Use of Fund Balance	2130.0913.4999.99	~	7,000	
Salary Contingency	2250.9250.5100.01	30,000		V4
Use of Fund Balance	2250.0925.4999.99		30,000	- a
Salary Contingency	2930.2960.5100.01	1,300	#	
Use of Fund Balance	2930.0993.4999.99	(4)	1,300	
Salary Contingency	5400.4000.5100.01	49,000	-	
Use of Fund Balance	5400.0940.4999.99		49,000	
Salary Contingency	5500.5000.5100.01	83,000	-	
Use of Fund Balance	5500.0950.4999.99	! <b>₩</b> !	83,000	
Salary Contingency	5550.3940.5100.01	12,600		
Use of Fund Balance	5550.0955.4999.99		12,600	7.4
Salary Contingency	9700.1910.5100.01	18,100	-	
Use of Fund Balance	9700.0970.4999.99		18,100	-
			=	



# FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

		Step A	S	Step B	Step C	Step D Step E		Step F	Step G	Step H	Step	Sten
Firefighter	ANNUALIZED		33,469 8	35,125	\$ 35,125 \$ 36,781	\$ 38,437	\$ 40,093 \$ 41,749	\$ 41,749	\$ 43,405	\$ 45.061	\$ 46,717	\$ 48 373
	HOURLY RATE - SHIFT   \$	11	.493	\$ 12.062	\$ 12.631	\$ 13.199	\$ 13.768	\$ 14.337	\$ 13.768 \$ 14.337 \$ 14.905	\$ 15,474		\$ 16,612
	40 HR WK RT RATE	\$ 16.	16.091	\$ 16.887	\$ 17.683	\$ 18.479	\$ 17.683 \$ 18.479 \$ 19.275 \$ 20.072	\$ 20.072	\$ 20.868	\$ 21.664	\$ 21.664 \$ 22.460	\$ 23.256
Driver	ANNUALIZED	\$ 41,	8 6/5	1,579   \$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53.603
	HOURLY RATE - SHIFT \$	14	1.279	\$ 14.737	\$ 15.196	_	\$ 15.655 \$ 16.114	\$ 16.572	\$ 17.031	\$ 17.490	-	\$ 18.408
	40 HR WK RT RATE	\$ 19.	066	3 20.632	\$ 21.275	\$ 21.917	.990 \$ 20.632 \$ 21.275 \$ 21.917 \$ 22.559	\$ 23.201	\$ 23.201 \$ 23.844	\$ 24.486	\$ 25.128	\$ 25.771
Captain	ANNUALIZED	\$ 51,	,576	\$ 53,429	\$ 55,283		\$ 57,136 \$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$60,843 \$62,697 \$64,550 \$66,404 \$68,257	\$ 68.257
	HOURLY RATE - SHIFT	T \$ 17.	.712	18.348	\$ 18.985	\$ 19.621	\$ 20.258	\$ 20.894	\$ 21.530	\$ 22.167	\$ 18.348   \$ 18.985   \$ 19.621   \$ 20.258   \$ 20.894   \$ 21.530   \$ 22.167   \$ 22.803	\$ 23.440
	40 HR WK RT RATE	2	.796	\$ 25.687	\$ 26.578	\$ 27.469	\$ 27.469 \$ 28.361	\$ 29.252	\$ 30.143	\$ 31.034	\$ 31.925	\$ 32.816
Battalion Chief ANNUALIZED	ANNUALIZED	\$ 57,	57,018	\$ 59,052	\$ 61,085	\$ 63,119	\$63,119 \$65,152 \$67,186	\$ 67,186	\$ 69,219	\$71,253	\$ 69,219 \$ 71,253 \$ 73,287 \$ 75,320	\$ 75,320
	HOURLY RATE - SHIFT \$	19	.580	3 20.279	\$ 20.977	\$21.675	\$ 20.279   \$ 20.977   \$ 21.675   \$ 22.374   \$ 23.072   \$ 23.770   \$ 24.469	\$ 23.072	\$ 23.770	\$ 24.469	\$ 25.167	\$ 25.865
	40 HR WK RT RATE	\$ 27.	413 \$	28.390	\$ 29.368	\$ 30.346	27.413   \$28.390   \$29.368   \$30.346   \$31.323   \$32.301	\$ 32.301	\$ 33.279 \$ 34.256	\$ 34.256	\$ 35.234	\$ 36.212

### SHIFT PERSONNEL SCHEDULED HOURS

2912

### DAY PERSONNEL SCHEDULED HOURS

2080 SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

### ADDITIONAL PAY

96 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

NOTE: The hourly rates listed above may be rounded to two decimal places at a future date.

## Favetteville Proposed 2013 Police Pay Plan

				: a) c : c  c = c.! c ! c.!. c ! d!!	2				2	3	
		Step A	Step B	Step C	Step D	Step E	Step F	Step G Step H		Step I	Step J
Police Officer	Annualized	\$ 35,656	35,656 \$ 37,323	\$ 38,989	\$ 40,656	\$ 42,323	\$ 43,990	\$ 45,656	\$ 47,323	\$ 47,323 \$ 48,990	\$ 50,657
	Hourly	17.142	17.944	18.745	19.546	20.348	21.149	21.950	22.751	23.553	24.354
Police Corporal	Annualized	\$ 42,000	42,000 \$ 43,897	\$ 45,794	\$ 45,794 \$ 47,691	\$ 49,589	\$ 49,589 \$ 51,486	\$ 53,383	\$ 55,280		
	Hourly	20.192	21.104	22.016	22.929	23.841	24.753	25.665	26.577		
Police Sergeant	Annualized	\$ 46,381	\$ 48,195	\$ 50,008	\$ 51,822	\$ 53,636	_	\$ 55,450 \$ 57,263		\$ 59,077 \$ 60,891	\$ 62,705
	Hourly	22.299	23.171	24.043	24.915	25.787	26.659	27.531	28.402	29.274	30.147
Police Lieutenant	Annualized	\$ 51,622	\$ 53,601	\$ 55,580	\$ 57,559	\$ 59,538	\$61,517	\$ 59,538   \$ 61,517   \$ 63,496		\$ 65,475 \$ 67,453	\$ 69,432
	Hourly	24.818	25.770	26.721	27.672	28.624	29.575	30.527	31.478	32.430	33.381

SCHEDULED HOURS

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS PLUS ONE 8 2080 HOUR PERSONAL DAY

ADDITIONAL PAY

88 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

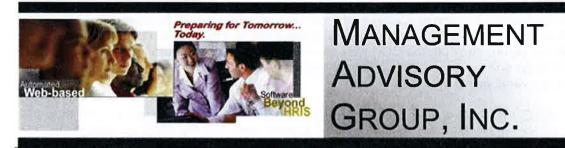
NOTE: The hourly rates listed above may be rounded to two decimal places at a future date.

Maximum Рау Minimum

\$ 80,759 59,274 ↔ Annualized

Police Captain

(Captains progress thru the pay range via the Merit pay system rather than the Step system)



Virginia Florida North Carolina

February 14, 2013

To:

The Honorable Lioneld Jordan, Mayor

Honorable Members of the City Council

From:

Carolyn Long, Executive Vice-President

Subject:

2012 Update - General Survey and Compensation Plan Final Report

Management Advisory Group is pleased to provide this report based on a general survey of peers and competitors in the City's labor market. This memo summarizes the 2012 survey results.

### **Background Information**

The City has a stated compensation philosophy. A key element of that commitment to employees is to achieve pay competitiveness through the following initiative:

"...provide an appropriate set of benchmark positions which establishes the foundation for the City's pay line and provide a consistent means for the City to review the market every year and conduct a comprehensive market survey every four years."

### Market Findings for 2012

This report recaps the market findings for 2012 and makes recommendations for a structure adjustment for 2013, which is presented here in the form of Proposed Pay Plans, Section 7.0. One of the benchmark jobs, Transportation Services Director, was deleted from the final survey results because an insufficient number of appropriate responses were received.

### Geographic Compensation Differential:

To maintain consistency with the 2006 market survey, MAG applied a geographic compensation differential (GCD) to the survey data. Economic Research Institute, Inc., which was used in 2006 as a source of geographic compensation differential data, was utilized again. In 2006, the GCD was applied to the survey by averaging all the individual GCDs for survey respondents and applying that resulting percentage of adjustment to the City's overall pay line.

In 2012, the GCD was applied individually to each survey respondent's data; thus the GCD for Joplin, MO was applied only to Joplin's data and the GCD for Jonesboro, AR was applied only to Jonesboro's data. This method provided a more precise comparison. The GCDs for the survey respondents are listed below.

Target Organization	GCD Multiplier
Bentonville, Arkansas	1.0130
Blue Springs, Missouri	0.8830
Bossier City, Louisiana	0.9850
College Station, Texas	1.0070
Columbia, Missouri	0.9840
Conway, Arkansas	0.9980
Edmond, Oklahoma	0.9840
Florissant, Missouri	0.8590
Fort Smith, Arkansas	1.0300
Jonesboro, Arkansas	1.0290
Joplin, Missouri	1.0400
Lawrence, Kansas	0.9790
Lee's Summit, Missouri	0.8820
Little Rock, Arkansas	0.9800
Manhattan, Kansas	1.0220
Midwest City, Oklahoma	0.9840
Norman, Oklahoma	0.9840
North Little Rock, Arkansas	0.9810
O'Fallon, Missouri	0.8690
Rogers, Arkansas	1.0080
St Charles, Missouri	0.8650
Springdale, Arkansas	1.0010
Springfield, Missouri	0.9950
St Joseph, Missouri	0.9580
Stillwater, Oklahoma	1.0440

### **Discussion of the Merit Pay Plan**

### Survey Data without a Geographic Compensation Differential Adjustment:

Overall market findings in 2012 for Fayetteville indicated that market data, <u>unadjusted</u> for Geographic Compensation Differentials (GCD), resulted in the overall minimum salaries for Fayetteville to be below the market by -5.68% at the market minimum; by -3.29% at the market midpoint; and to lag the market by -1.74% at the market maximum.

### Survey Data with a Geographic Compensation Differential Adjustment:

Utilizing market data <u>adjusted</u> for Geographic Compensation Differentials (GCD), the City of Fayetteville was below the market by -3.46% at the market minimum; by -1.14% at the market midpoint; and is almost exactly at market +.39% at the market maximum.

A +1.14% structure adjustment would bring the City's merit compensation structure current to the time of the survey, 2012. To project the structure adjustment needed for 2013, MAG reviewed the Bureau of Labor Statistics' Economic Cost Index for the state and local government sector for the four quarters ending 6/30/2012. While certainly not an indicator of what future labor markets will do, it is considered a benchmark for predicting salary growth. The same process was followed in the 2006 survey to advance the data for 2007.

### Employment Cost Index Original Data Value

Series Id:

CIU3020000000000A

Not Seasonally Adjusted

compensation:

Wages and salaries

sector:

State and local government

periodicity:

12-month percent change

Industryocc:

All workers 2002 to 2012

Years: 2002

Year	Qtr1	Qtr2	Qtr3	Qtr4	Annual
2002	3.3	3.2	3.0	3.1	
2003	3.2	3.1	2.4	2.2	
2004	2.1	2.1	2.1	2.1	
2005	2.3	2.3	2.6	3.1	
2006	2.8	3.1	3.7	3.5	
2007	3.8	3.8	3.5	3.5	
2008	3.5	3.4	3.5	3.1	
2009	3.0	3.0	1.9	1.9	
2010	1.6	1.3	1.2	1.2	
2011	1.2	1.2	1.0	1.0	
2012	1.0	1.1	1.1		

To provide the City of Fayetteville with a prospective merit compensation structure, MAG then increased the midpoint of the compensation structure by the previously mentioned +1.14% plus the 1.0% suggested by the BLS compensation data, for a total structure adjustment of +2.14%.

### Discussion of the Fire and Police Pay Plans

The methodology for the proposed Fire and Police pay plans differs from that used for the proposed Merit pay plan because the Fire and Police pay ranges are not built upon the market midpoint as are the merit pay ranges.

The Fire and Police Pay Plans are instead based on the actual market average minimums and actual market average maximums for each rank. Pay ranges for the proposed Fire and Police pay plans were determined by the actual market average minimum and maximum, adjusted for GCD, then increased by the 1% ECI explained above to advance the structures for 2013. The steps were then created by calculating the dollar amount needed to create equal increases from the minimum step to the maximum step. The exception to this is the Police Corporal. For the Police Corporal, which only has eight steps rather than ten, the GCD adjusted average market maximum, increased by 1%, was used and the steps were reverse engineered to minimize unused steps.

### Observations:

It is not part of MAG's assignment, at this time, to review internal relationships. MAG's assignment is to review the market, provide the information to the City and to make an overall structure adjustment that reflects the average of the market movement, adjusted for GCD, for benchmark positions. Of course, MAG also included the additional 1% for prospective market change for 2013.

There are several factors that need to be considered with respect to final recommended placement of positions:

- •The external market serves as referential data and is a guide to placement.
- •Internal relationships must be given full consideration in the placement of positions.
- •The higher the level of the job in the City's hierarchy, the greater the weight placed on the higher paying jurisdictions. For single member incumbent positions, higher level managers and technological positions, a much greater emphasis is placed on making sure that the job placement will not put the City in the position of becoming the "training ground" for other jurisdictions.
- •Fire and Police position placement relies heavily on overall market data. For rank and file certified positions, the City should aspire to be competitive to the market.
- •For Department Directors and key positions, the emphasis is on maintaining a competitive position to the market which will both serve (if needed) to recruit, as well as to retain and motivate these key staff positions.

### Structure and Merit Adjustments Reported by other Jurisdictions:

In addition to a detailed, custom survey, the City of Fayetteville also asked MAG to determine if any structure or COLA or "other" pay adjustments had been provided in the previous three fiscal years. A table of responses is included as an appendix to this report.

The City also sought to determine if insurance costs had increased for any of the responding jurisdictions. Additionally, the City requested that MAG collect data with respect to furloughing of employees.

A table summarizing responses is included as Appendix 7.0 to this report.

### **Current Pay Plans:**

MAG has included a current pay schedule for each of the City's three pay structures as Appendix 6.0 of this report. This permits an easy comparison of the current to the proposed plans (Appendix 1.0).

### **Proposed Pay Plans:**

MAG has included an updated schedule of current job titles provided by the City and adjusted, as mentioned above, for the City's review and consideration. This is provided as Appendix 1.0 to this report. These pay plans, marked as "Proposed", show that the Merit Plan has been set at +2.14% above the City's current Merit Pay Plan and the Police and Fire Pay Plans have been adjusted to the current market (adjusted for GCD) and increased by 1% for the ECI which makes the current pay plan structures competitive for 2013.

### **List of Appendices:**

Both the detailed salary survey "raw" data and the GCD adjusted data are provided for the City's review in an appendix to this report as follows:

Appendix 1.0 - Proposed Pay Plans

Appendix 2.0 - Salary Survey Summary with GCD Adjustment

Appendix 3.0 - Salary Survey Detail with GCD Adjustment

Appendix 4.0 - Salary Survey Summary without GCD Adjustment

Appendix 5.0 - Salary Survey Detail without GCD Adjustment

Appendix 6.0 - Current Pay Plans

Appendix 7.0 - Supplemental Survey Questions with Data Summary

MAG would be pleased to answer any questions you might have concerning this report and the recommendations for the Proposed Pay Plan for 2013.

We appreciate this opportunity to assist the City of Fayetteville.

Sincerely,

Carolyn Long

**Executive Vice-President** 

Management Advisory Group Intl., Inc.

Paralyn Long

Phone: 703.590.7250 Fax: 703.590.0366 www.maginc.info

C. 11 Employee Compensation Adjustment for 2013 Page 14 of 168

### **APPENDIX 1.0**

### PROPOSED PAY PLANS 2013

# FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	ANNUALIZED	\$ 33,4	469 \$ 35,125	\$ 36,781	\$ 38,437	\$ 40,093	\$ 41,749	\$ 43,405	\$ 45,061	\$ 46,717	\$ 48,373
	HOURLY RATE - SHIFT \$ 11.493	\$ 11.4		\$ 12.062   \$ 12.631   \$ 13.199   \$ 13.768	\$ 13.199	\$ 13.768	\$ 14.337	\$ 14.905	\$ 14.905 \$ 15.474 \$ 16.043	\$ 16.043	\$ 16.612
	40 HR WK RT RATE	\$ 16.09	091 \$ 16.887		\$ 18.479	\$17.683   \$18.479   \$19.275   \$20.072	\$ 20.072	\$ 20.868	\$ 21.664	\$ 22.460	\$ 23.256
Driver	ANNUALIZED	\$ 41,579	79 \$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53,603
	HOURLY RATE - SHIFT \$	\$ 14.279	79 \$ 14.737	\$ 15.196	\$ 15.655	\$ 16.114	\$ 16.572	\$ 17.031	\$ 17.031 \$ 17.490 \$ 17.949	\$ 17.949	\$ 18.408
	40 HR WK RT RATE	\$ 19.990	90   \$ 20.632	\$ 21.275	\$ 21.917	\$21.275   \$21.917   \$22.559	\$ 23.201	\$ 23.201 \$ 23.844	\$ 24.486	\$ 25.128	\$ 25.771
Captain	ANNUALIZED	\$ 51,5	576 \$ 53,429	\$ 55,283	\$ 57,136	\$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$ 66,404	\$ 68,257
	HOURLY RATE - SHIFT \$	17	.712 \$ 18.348	\$ 18.985	\$ 19.621	\$ 20.258	\$ 20.894	\$ 21.530	\$ 22.167	\$ 22.803	\$ 23.440
	40 HR WK RT RATE	\$ 24.7	796 \$ 25.687	\$ 26.578	\$ 27.469	\$ 28.361	\$ 29.252	\$ 30.143	\$ 31.034	\$ 31.925	\$ 32.816
Battalion Chief ANNUALIZED	ANNUALIZED	0'29 \$	018 \$ 59,052	\$61,085	\$ 63,119	\$ 65,152 \$ 67,186	\$ 67,186	\$ 69,219	\$ 69,219   \$ 71,253   \$ 73,287	\$ 73,287	\$ 75,320
	HOURLY RATE - SHIFT \$	19.	580   \$ 20.279	\$ 20.977	\$21.675	\$ 22.374	\$ 23.072	\$ 23.770	\$ 23.770   \$ 24.469	\$ 25.167	\$ 25.865
	40 HR WK RT RATE	\$ 27.4	413 \$ 28.390	\$ 29.368	\$ 30.346	\$ 31.323	\$ 32.301	\$ 33.279 \$ 34.256	\$ 34.256	\$ 35.234	\$ 36.212

## SHIFT PERSONNEL SCHEDULED HOURS

912

### DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

### ADDITIONAL PAY

96 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

NOTE: The hourly rates listed above may be rounded to two decimal places at a future date.

## Favetteville Proposed 2013 Police Pay Plan

			: ajournal roposed Ford I office I dy I fall		2				2	5	
		Step A	Step B	Step C	Step D	Step D Step E Step F	Step F	Step G Step H	l	Step I	Step J
Police Officer	Annualized	\$ 35,656	\$ 37,323	\$ 38,989	\$ 40,656	\$ 42,323	\$ 43,990	\$ 45,656	\$ 47,323	\$ 48,990	\$ 40,656   \$ 42,323   \$ 43,990   \$ 45,656   \$ 47,323   \$ 48,990   \$ 50,657
	Hourly	17.142	17.944	18.745	19.546	20.348	21.149	21.950	22.751	23.553	24.354
Police Corporal	Annualized	\$ 42,000	42,000 \$ 43,897	\$ 45,794	\$ 47,691	\$ 49,589	\$ 51,486	\$ 51,486 \$ 53,383	\$ 55,280		
	Hourly	20.192	21.104	22.016	22.929	23.841	24.753	25.665	26.577		
Police Sergeant	Annualized	\$ 46,381	\$ 48,195	\$ 50,008 \$ 51,822	\$ 51,822	\$ 53,636	\$ 55,450	\$ 55,450 \$ 57,263	\$ 59,077	\$ 59,077 \$ 60,891	\$ 62,705
	Hourly	22.299	23.171	24.043	24.915	25.787	26.659	27.531	28.402	29.274	30.147
Police Lieutenant	Annualized	\$ 51,622	51,622   \$ 53,601   \$ 55,580   \$ 57,559	\$ 55,580	\$ 57,559	\$59,538   \$61,517   \$63,496	\$61,517	\$ 63,496	\$ 65,475	\$ 65,475 \$ 67,453	\$ 69,432
	Hourly	24.818	25.770	26.721	27.672	28.624	29.575	30.527	31.478	32.430	33,381

SCHEDULED HOURS 2080 SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS PLUS ONE 8

HOUR PERSONAL DAY

ADDITIONAL PAY 88 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

NOTE: The hourly rates listed above may be rounded to two decimal places at a future date.

Maximum Minimum

\$ 80,759 59,274 Annualized

Police Captain

(Captains progress thru the pay range via the Merit pay system rather than the Step system)

### **Proposed Pay Plans**

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max	
Merit						
101			\$18,451	\$22,141	\$28,119	
	427	MAINTENANCE WORKER I PARKS				
	102	MAINTENANCE WORKER I TRANSPOR	RTATION			
	498	POLICE CLERK IMAGING				
102			\$19,373	\$23,248	\$29,525	
	93	CUSTODIAN				
	437	CUSTODIAN - SOLID WASTE				
	507	RECORDS CLERK				
103			\$20,342	\$24,410	\$31,001	
	87	CLERK TYPIST				
	219	HORTICULTURAL ASSISTANT I				
	193	SHELTER ATTENDANT				
104			\$21,359	\$25,631	\$32,551	
	424	MAINTENANCE WORKER II PARKS				
	103	MAINTENANCE WORKER II TRANSPOI	RTATION			
	34	PARKING ENFORCEMENT OFFICER				
	475	SCALE HOUSE ATTENDANT				
105			\$22,427	\$26,912	\$34,179	
	511	AIRPORT CUSTOMER SERVICE REPRE	SENTATIVE			
	173	BUILDING MAINTENANCE WORKER I				
	151	EQUIPMENT MAINTENANCE WORKER	}			
	186	INSPECTIONS CLERK				
	165	PERMIT CLERK				
	446	SECRETARY PROSECUTOR OFFICE				
	421	SECRETARY SOLID WASTE				
106			\$23,548	\$28,258	\$35,888	
	74	ACCOUNTING CLERK - CASH			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
	356	ACCOUNTING CLERK - DATA ENTRY				
	136	CUSTOMER SERVICE REPRESENTATIVE	VE I			
	452	MAINTENANCE WORKER III PARKING				
	436	MAINTENANCE WORKER III PARKS				
	104	MAINTENANCE WORKER III TRANSPO	RTATION			
	434	MAINTENANCE WORKER III WATER SE				
	383	PERMIT TECHNICIAN				
	63	POLICE CLERK				
	176	TRANSCRIPTIONIST				
	505	URBAN FORESTRY SECRETARY				
107			\$24,726	\$29,671	\$37,682	
	404	AIRPORT ADMINISTRATIVE ASSISTANT		420,011	401,1002	
	95	AIRPORT MAINTENANCE WORKER III	•			
	93 477	ANIMAL SERVICES SR SECRETARY				
	504	COMMERCIAL PERMIT COORDINATOR	<b>,</b>			
	384	CUSTOMER SERVICE REPRESENTATION				
	364 86		/ L II			
	500	DEPUTY COURT CLERK DEVELOPMENT COORDINATOR				
			OD.			
	358	ENGINEERING SERVICES COORDINAT	UK			
	463	FIRE ADMINISTRATIVE SECRETARY				
	42	FLEET OPERATIONS CLERK				
	315	HORTICULTURAL ASSISTANT II				
	306	HOT CHECK PROGRAM CLERK				
	101	LEGAL ASSISTANT				

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Merit					
107			\$24,726	\$29,671	\$37,682
	430	MAINTENANCE WORKER IV ASPHAL			
	431	MAINTENANCE WORKER IV CONCRI			
	432	MAINTENANCE WORKER IV DRAINA	GE.		
	428	MAINTENANCE WORKER IV PARKS			
	433	MAINTENANCE WORKER IV RIGHT (	OF WAY		
	451	MAINTENANCE WORKER IV TRAILS			
	454	MAINTENANCE WORKER IV WATER	SEWER NO LI	CENSE	
	117	METER READER			
	252	POLICE SUPPORT SPECIALIST			
	184	SENIOR PLANNING CLERK			
	453	SENIOR SECRETARY - BUILDING SE	RVICES		
	443	SENIOR SECRETARY - CITY ATTORN	EY		
	444	SENIOR SECRETARY - CITY CLERK			
	422	SENIOR SECRETARY - PARKS AND F	REC		
	260	SENIOR SECRETARY - POLICE			
	476	YRCC RECREATION PROGRAM ASSI	STANT II		
108			\$25,962	\$31,154	\$39,566
	346	ACCOUNT CLERK PARKING			
	261	ACCOUNTING CLERK - RECEIVABLE			
	98	BUILDING MAINTENANCE WORKER	II		
	393	CONSTRUCTION MAINT WORKER IV			
	59	EQUIPMENT MECHANIC I			
	509	FLIGHT LINE OPERATIONS TECHNIC	IAN		
	124	MAINTENANCE WORKER IV WATER	SEWER LICEN	ISED	
	125	METER MAINTENANCE TECHNICIAN			
	161	OPERATIONS ASSISTANT			
	415	PLANNING TECH CURRENT PLANNIN	NG		
	326	PLANNING TECH LONG RANGE			
	230	PRODUCTION TECHNICIAN			
	496	PROGRAMMING COORDINATOR			
	144	PURCHASING TECHNICIAN			
	501	RECREATION COORDINATOR			
	503	RESIDENTIAL PERMIT COORDINATO	R		
	469	UTILITIES PROJECT COORDINATOR			
	440	WAREHOUSE ATTENDANT WATER S	EWER		
	18	WATER FIELD SERVICE REPRESENT			
	192	WATER/SEWER OPERATIONS CLERK			
109			\$27,260	\$32,712	\$41,544
	139	ANIMAL SERVICES OFFICER	72.1200	702112	T 1-12- 1
	249	BACKFLOW PREVENTION TECHNICIA	AN		
	342	CONSTRUCTION LEAD MAINTENANCE			
	399	DEPUTY COURT CLERK II			
	13	DISPATCHER			
	417	FLEET OPERATIONS ADMINISTRATIV	/F ASSISTANT		
	281	ROUTE DRIVER	L AGOIG TAINT		
	251	SENIOR CUSTOMER SERVICE REPRI	ECENITATIVE		
	76	SENIOR CUSTOMER SERVICE REPRI	LJEINIAIIVE		
	368	SR POLICE SUPPORT SPECIALIST			
	126	TRAFFIC TECHNICIAN			
	256	VETERINARY ASSISTANT			

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Merit					
110			\$28,623	\$34,348	\$43,622
	71	BILLING AND COLLECTIONS COOF	RDINATOR		
	485	DESIGNER			
	491	RECYCLING ATTENDANT			
	385	RELIEF DRIVER			
	506	SENIOR CLERK - CODIFIER			
111			\$30,054	\$36,065	\$45,803
	72	ACCOUNTING CLERK - PAYABLES			
	300	ADMINISTRATIVE - ASST COMMUN	NITY RESOURCE	ES	
	372	ADMINISTRATIVE ASSISTANT- MAY	YOR'S OFFICE		
	321	BENEFITS ADMINISTRATOR			
	134	CODE COMPLIANCE OFFICER			
	113	CREW LEADER			
	405	CREW LEADER - AIRPORT MAINTE	NANCE		
	266	CREW LEADER - ATHLETIC FIELDS	i		
	406	CREW LEADER - FORESTRY SERVI	CES		
	407	CREW LEADER - GROUNDS MAINT	ENANCE		
	418	CREW LEADER - SOLID WASTE			
	429	CREW LEADER - TRANSPORTATION	N		
	298	CRIME SCENE TECHNICIAN			
	277	DEPUTY CITY CLERK			
	387	DISPATCHER II			
	224	DOCUMENT MANAGEMENT MANA	GER		
	7	EQUIPMENT MECHANIC II			
	467	HELP DESK ANALYST			
	457	HUMAN RESOURCES ASSISTANT			
	381	LAND SURVEY TECHNICIAN			
	396	LIFE SAFETY EDUCATION SPECIAL	IST		
	289	PARK FACILITIES MNT WKR			
	111	PW PROJECTS INSPECTOR			
	282	RECREATION PROGRAMS MANAGI	ER SOCCER		
	426	RECREATION PROGRAMS MANAGI	ER SOFTBALL		
	490	RECREATION PROGRAMS MANAGI	ER YOUTH SOF	ΓBALL	
	502	REDEVELOPMENT OFFICER			
	468	TRANSPORTATION FACILITY MAIN	TENANCE WORI	KER	
	201	YRCC DIRECTOR			
112			\$31,557	\$37,868	\$48,093
	73	ACCOUNTANT - PAYROLL			
	483	ANIMAL SERVICES PROGRAMS AD			
	479	ANIMAL SERVICES PROGRAMS MA	NAGER		
	403	AUTOMOTIVE PARTS SPECIALIST			
	250	BACKFLOW PREVENTION OPER AS	ST		
	89	COURT SERVICES OFFICER			
	246	CREW LEADER - BUILDING MAINTE			
	245	CREW LEADER - BUILDING SERVIC	ES		
	489	CREW LEADER II			
	391	CREW LEADER WATER/LICENSE			
	388	DISPATCHER III			
	61	EQUIPMENT MECHANIC III			
	206	INSPECTOR/RESIDENTIAL			
	172	LEAD COURT CLERK			

Merit   112		Code	Proposed Class Title Ann Min Mkt Ann Max
112	Merit		
114 METER OPERATIONS ASSISTANT 459 OFFICE MANAGER NATE/SEWER 471 OFFICE MANAGER NATE/SEWER 472 OFFICE MANAGER POLY SERVICES 473 OFFICE MANAGER TANSPORTATION 318 SOLID WASTE COMMERCIAL REPRESENTATIVE 67 TRAFFIC SIGNAL TECHNICIAN 113 \$33,135 \$39,762 \$50,498  115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 173 DISPATCH TRAINER 18 FINANCIAL COORDINATOR - ARRONAT 18 FINANCIAL COORDINATOR - ARRONAT 19 FINANCIAL COORDINATOR - PARKS AND PEC 448 FINANCIAL COORDINATOR - PARKS AND PEC 448 FINANCIAL COORDINATOR - PRICK THE TOWN OF THE			\$31,557 \$37,868 \$48,093
471 OFFICE MANAGER FOLID WASTE  488 OFFICE MANAGER SOLID WASTE  303 OFFICE MANAGER SOLID WASTE  488 OFFICE MANAGER SOLID WASTE  57 TRAFFIC SIGNAL TECHNICIAN  113 \$33,135 \$39,762 \$50,498  83 ACCOUNTANT - REVENUES  339 BIUGET ANALYST  115 CAD DRAFTER  472 COMMUNITY OUTREACH COORDINATOR  115 273 DISPATCH TRAINER  3 FIELD SERVICE REPRESENTATIVE  472 COMMUNITY OUTREACH COORDINATOR  273 DISPATCH TRAINER  3 FIELD SERVICE REPRESENTATIVE  48 FINANCIAL COORDINATOR - PARKS AND REC  418 FINANCIAL COORDINATOR - PARKS AND REC  419 FINANCIAL COORDINATOR - PARKS AND REC  418 FINANCIAL COORDINATOR - PRUCE  336 FINANCIAL COORDINATOR - TRAINSPORTATION  510 FILGHT LIKE OPERATIONS SUPERVISOR  257 GIS TECHNICIAN  439 GIS TECHNICIAN  449 HOUSING MANAGER  440 HOUSING MANAGER  450 HOUSING MANAGER  460 HOUSING MANAGER  470 DESIGN TECHNICIAN  114 \$34,792 \$41,750 \$53,022  114 \$343 COMMUNITY SERVICES COORDINATOR  115 PUBLICATION OF MANAGER  478 PROJECT COORDINATOR COM SYCS  179 RECORDS CORDINATOR  478 PROJECT COORDINATOR COM SYCS  179 RECORDS CORDINATOR  481 WASRANTY AND MATERIALS COORDINATOR  482 PUBLICATION SUPERVISOR OF TRAINSPORTATION  483 PROJECT COORDINATOR COM SYCS  179 RECORDS CORDINATOR  478 PROJECT COORDINATOR COM SYCS  179 RECORDS CORDINATOR  481 WASRANTY AND MATERIALS COORDINATOR  482 PIRE THE DOPERATIONS SUPERVISOR - TRANSPORTATION  483 PIRE THE DOPERATION SUPERVISOR - TRANSPORTATION  484 PIRANER - LONG RANAGER  485 PIRANER - LONG RANAGER  486 PIR NOSPECTION MANAGER  487 PROJECT COORDINATOR  488 PIRE SCHETTER HANNING  489 PIRANER - LONG RANAGER  489 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  480 PIRE SCHETTER HANNING  481 PIRANER - LONG RANAGER  488 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  480 PIRE SCHETTER HANNING  480 PIRE SCHETTER HANNING  481 PIRANER - CURRESTER BULLICENSED  481 URBAN FORESTER  486 PIRE SCHETTER HANNING  487 PIRE SCHETTER HANNING  488 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  489 PIRE SCHETTER HANNING  480 PIRE SCHETTER HANNING		114	
438 OFFICE MANAGER TANSPORTATION 318 SOLID WASTE COMMERCAL REPRESENTATIVE 67 TRAFFIC SIGNAL TECHNICIAN  113 \$39,762 \$50,498  83 ACCOUNTANT - REVENUES 339 BUGGET ANALYST 115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 273 DISPATCH FRAINER 3 FIELD SERVICE REPRESENTATIVE 115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 273 DISPATCH FRAINER 3 FIELD SERVICE REPRESENTATIVE 119 FINANCIAL COORDINATOR - ARPORT 1419 FINANCIAL COORDINATOR - PARKS AND REC 1438 FINANCIAL COORDINATOR - PARKS AND REC 1448 FINANCIAL COORDINATOR - PROLICE 336 FINANCIAL COORDINATOR - PROLICE 336 FINANCIAL COORDINATOR - REVISE OF TRANSPORTATION 150 FLUGHT LINE OPERATIONS SUPERVISOR 257 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HYAC TECHNICIAN WATER SEWER 481 HOUSING MANAGER 480 HYAC TECHNICIAN WATER SEWER 482 HOUSING MANAGER 483 DESIGN TECHNICIAN 244 PURP AND TANIT ECHNICIAN 258 JEAN WASTER SEWER 484 OOMMUNITY SERVICES COORDINATOR 259 DESIGN TECHNICIAN 261 LEAD WARFHOUSE ATTENDANT 270 DESIGN TECHNICIAN 271 PROLECT COORDINATOR OWN SICS 272 PURP AND TANIT ECHNICIAN 273 HECORDS CORPIDATOR 274 PROLECT COORDINATOR OWN SICS 275 RECORDS CORPIDATOR OWN SICS 276 RECORDS CORPIDATOR OWN SICS 277 RECORDS CORPIDATOR OWN SICS 278 RECORDS CORPIDATOR OWN SICS 279		459	OFFICE MANAGER - WATER/SEWER
303 OFFICE MANAGER TRANSPORTATION 318 SOLID WASTE COMMERCIAL REPRESENTATIVE 137 FRAFFIC SIGNAL TECHNICIAN  113 \$33,135 \$39,762 \$50,498  339 BUDGET ANALYST  115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 273 DISPATCH TRANSER 3 FIELD SERVICE REPRESENTATIVE 474 PANAGLAL COORDINATOR - AIRCRET 475 PINANCIAL COORDINATOR - PRIKS AND REC 476 FINANCIAL COORDINATOR - PRIKS AND REC 477 FINANCIAL COORDINATOR - PRIKS AND REC 478 FINANCIAL COORDINATOR - TRANSPORTATION 479 GIS TECHNICIAN 479 GIS TECHNICIAN 479 GIS TECHNICIAN 479 GIS TECHNICIAN WATER SEWER 480 HIVAC TECHNICIAN 480 HIVAC TECHNICIAN 481 PINANCIAL CORDINATOR - PRIKS AND REC 482 HOUSING MANAGER 483 COMMUNITY SERVICES COORDINATOR 484 POEST COMMUNITY SERVICES COORDINATOR 485 DESIGN TECHNICIAN 484 COMMUNITY SERVICES COORDINATOR 485 DESIGN TECHNICIAN 486 PROJECT COORDINATOR ON SALTIFUT SERVICES 487 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 488 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 489 DESIGN TECHNICIAN 481 WASTER REDUCTION COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 482 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 483 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 484 WARRANTY AND MATERIALS COORDINATOR 485 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 486 WASTER REDUCTION COORDINATOR 487 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 488 PRICE COORDINATOR ON SALTIFUT SERVICES COORDINATOR 489 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 480 PRICE COORDINATOR ON SALTIFUT SERVICES COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 482 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 484 WARRANTY AND MATERIALS COORDINATOR 485 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 486 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 487 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 488 PROJECT COORDINATOR ON SALTIFUT SERVICES COORDINATOR 489 PARK PLANNER LONG REMARCES 480 PROJECT LONG RANAGER 480 PROJECT LONG RANAGER 481 PROJECT LONG RANAGER 482 PROJE		471	OFFICE MANAGER DEV SERVICES
318   SOLID WASTE COMMERCIAL REPRESENTATIVE		438	OFFICE MANAGER SOLID WASTE
113		303	OFFICE MANAGER TRANSPORTATION
\$33,135 \$39,762 \$50,498  83 ACCOUNTANT - REVENUES 339 BUGGET ANALYST 115 CAD DRAFTER 472 COMMUNITY OUTREACH COORDINATOR 273 DISPATCH TRAINER 3 FIELD SERVICE REPRESENTATIVE 474 FINANCIAL COORDINATOR - AIRPORT 419 FINANCIAL COORDINATOR - PARKS AND REC 448 FINANCIAL COORDINATOR - POLICE 336 FINANCIAL COORDINATOR - POLICE 336 FINANCIAL COORDINATOR - TRAINSPORTATION 510 FIELGHT LINE OPERATIONS SUPERVISOR 357 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HIVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WASHENUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN 343 COMMUNITY SERVICES COORDINATOR 244 SAS COMMUNITY SERVICES COORDINATOR 259 LAND AGENT I 260 ESIGN TECHNICIAN 270 LEAD EQUIPMENT MECHANIC 271 MAYOR'S OFFICE ADMINISTRATOR 272 PROJECT COORDINATOR COM SVCS 273 RECORDINATOR COM SVCS 274 RECORDINATOR COM SVCS 275 RECORDINATOR COM SVCS 276 RECORDINATOR COM SVCS 277 RECORDINATOR COM SVCS 279 RECORDS COORDINATOR 281 WASTE REDUCTION COORDINATOR 282 PARK PLANNER 283 PARK PLANNER 284 PAINER - LONG RANNE 285 PARK PLANNER 285 PARK PLANNER 286 PARK PLANNER 287 PROPERTY/EVIDENCE MANAGER 287 SR CRIMES GENE TECH 387 SR CRIMES GENE TECH 387 SR CRIMES GENE TECH 387 SR CRIMES GENE TECH 388 PAIN PROPERTY/EVIDENCE MANAGER 387 SR CRIMES GENE TECH 388 SR SASS \$46,029 \$58,457		318	SOLID WASTE COMMERCIAL REPRESENTATIVE
### STATE OF THE PROPERTY OF T		67	TRAFFIC SIGNAL TECHNICIAN
339   BUDGET ANALYST	113		\$33,135 \$39,762 \$50,498
115 CAD DRAFTER  472 COMMUNITY OUTREACH COORDINATOR 273 DISPATCH TRAINER 3 FIELD SERVICE REPRESENTATIVE 28 FINANCIAL COORDINATOR - AIRPORT 419 FINANCIAL COORDINATOR - PARKS AND REC 448 FINANCIAL COORDINATOR - PARKS AND REC 448 FINANCIAL COORDINATOR - POLICE 336 FINANCIAL COORDINATOR - TRAINSPORTATION 510 FLIGHT LINE OPERATIONS SUPERVISOR 257 GIS TECHNICIAN 439 GIS TECHNICIAN 439 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 241 PUMP AND TANK TECHNICIAN 242 PUMP AND TANK TECHNICIAN 243 COMMUNITY SERVICES COORDINATOR 249 DESIGN TECHNICIAN 249 DESIGN TECHNICIAN 249 DESIGN TECHNICIAN 240 MAYORS OFFICE ADMINISTRATOR 478 PROLECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 241 WARRANTY AND MATERIALS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 482 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - PARKING 348 PARK PLANNER 441 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 417 PROPERTY/ENDENCE MANAGER 418 PW INSPECTION MANAGER 418 PW INSPECTION MANAGER 419 STAFF ENGINEER INLICENSED 361 URBAN FORESTER		83	ACCOUNTANT - REVENUES
472 COMMUNITY OUTREACH COORDINATOR DISPATCH TRAINER 3 FIELD SERVICE REPRESENTATIVE 28 FINANCIAL COORDINATOR - AIRPORT 419 FINANCIAL COORDINATOR - FARKS AND REC 448 FINANCIAL COORDINATOR - FARKS AND REC 448 FINANCIAL COORDINATOR - POLICE 336 FINANCIAL COORDINATOR - TRAINSPORTATION 510 FLIGHT LINE OPERATIONS SUPERVISOR 257 GIS TECHNICIAN 439 GIS TECHNICIAN WATER SEWER 480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN 144 \$34,792 \$41,750 \$53,022  114 \$34 COMMUNITY SERVICES COORDINATOR 299 DESIGN TECHNICIAN 195 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR OM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 482 HORTICULTURIST 32 HORTICULTURIST 32 HORTICULTURIST 32 HORTICULTURIST 32 PARK PLANNER 414 PLANNER - LONG RANGE 415 PROPERTY/EVIDENCE MANAGER 416 PUNNER - LONG RANGE 417 PROPERTY/EVIDENCE MANAGER 418 PUNNER - LONG RANGE 419 PUNNER - LONG RANGE 419 PUNNER - LONG RANGE 410 PLANNER - LONG RANGE 4110 PUNNER - LONG RANGE 4110 PUNNER - LONG RANGE 4111 P		339	BUDGET ANALYST
DISPATCH TRAINER  3 FIELD SERVICE REPRESENTATIVE  419 FINANCIAL COORDINATOR - AIRPORT  419 FINANCIAL COORDINATOR - PARKS AND REC  448 FINANCIAL COORDINATOR - POLICE  336 FINANCIAL COORDINATOR - PARKS AND REC  448 FINANCIAL COORDINATOR - TRAINSPORTATION  510 FLIGHT LINE OPERATIONS SUPERVISOR  437 GIS TECHNICIAN  438 GIS TECHNICIAN  439 GIS TECHNICIAN  430 GIS TECHNICIAN  430 GIS TECHNICIAN  430 GIS TECHNICIAN  431 MAYER SEWER  482 HOUSING MANAGER  480 HVAC TECHNICIAN  204 INSPECTOR/COMMERCIAL & RESIDENTIAL  159 LEAD WAREHOUSE ATTENDANT  242 PUMP AND TANK TECHNICIAN  144 SAMP AND AIR SERVICES COORDINATOR  499 DESIGN TECHNICIAN  195 LAND AGENT I  203 LEAD EQUIPMENT MECHANIC  240 MAYORS OFFICE ADMINISTRATOR  470 PROJECT COORDINATOR COM SVCS  179 RECORDS COORDINATOR  481 WARRANTY AND MATERIALS COORDINATOR  482 WASTE REDUCTION COORDINATOR  483 WASTE REDUCTION COORDINATOR  484 WASTE REDUCTION COORDINATOR  485 WASTE REDUCTION COORDINATOR  486 PIELD OPERATIONS SUPERVISOR - TRANSPORTATION  32 HORTICULTURIST  328 PARK PLANNER  414 PLANNER - CURRENT PLANNING  40 PLANNER - LONG RANGE  175 PROPERTY/EVIDENCE MANAGER  488 PW INSPECTION MANAGER  397 SR CRIME SCENE TECH  508 STAFF ENGINEER UNLICENSED  361 URBAN FORESTER		115	CAD DRAFTER
3		472	COMMUNITY OUTREACH COORDINATOR
### FINANCIAL COORDINATOR - AIRPORT ### FINANCIAL COORDINATOR - PARKS AND REC ### FINANCIAL COORDINATOR - PORKS AND REC ### FINANCIAL COORDINATOR - TRANSPORTATION ### FINANCIAL COORDINATOR ### WARRANTY AND MATERIALS COORDINATOR ### WASTE REDUCTION COORDINATOR ### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION ### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION ### PAINCIAL COORDINATOR ### PAINCIAL COORDINATOR ### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION ### PAINCIAL COORDINATOR ### PAINCIAL COORDINATOR ### PAINCIAL COORDINATOR ### PAINCIAL COORDINATOR ### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION ### PAINCIAL COORDINATOR ### PAINCIAL COORDINAT		273	DISPATCH TRAINER
### ### ##############################		3	FIELD SERVICE REPRESENTATIVE
448 FINANCIAL COORDINATOR - POLICE 336 FINANCIAL COORDINATOR - TRANSPORTATION 510 FLIGHT UNE OPERATIONS SUPERVISOR 257 GIS TECHNICIAN 439 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN  114 \$34,792 \$41,750 \$53,022  114 \$34,792 \$41,750 \$53,022  115 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYORS OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 1481 WARRANTY AND MATERIALS COORDINATOR 1481 WASTE REDUCTION COORDINATOR 1482 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - PARKING 328 PARK PLANNER 414 PLANNER - CURRENT FLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 489 PW INSPECTION MANAGER 480 PW INSPECTION MANAGER 481 URBAN FORESTER  180 VERMAN FORESTER  180 VERMAN FORESTER  482 VERMAN FORESTER 483 PARK PLANNER 484 PW INSPECTION MANAGER 485 PW INSPECTION MANAGER 486 PW INSPECTION MANAGER 487 VERMAN FORESTER 488 PW INSPECTION MANAGER 489 PG URBAN FORESTER 480 VERMAN FORESTER		28	FINANCIAL COORDINATOR - AIRPORT
336		419	FINANCIAL COORDINATOR - PARKS AND REC
510 FLIGHT LINE OPERATIONS SUPERVISOR 257 GIS TECHNICIAN 439 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN  114 \$34,792 \$41,750 \$53,022  343 COMMUNITY SERVICES COORDINATOR 499 DESIGN TECHNICIAN 195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 149 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST: 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 475 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		448	FINANCIAL COORDINATOR - POLICE
257 GIS TECHNICIAN 439 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HYAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN  114 \$34,792 \$41,750 \$53,022  343 COMMUNITY SERVICES COORDINATOR 499 DESIGN TECHNICIAN 195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		336	FINANCIAL COORDINATOR - TRANSPORTATION
439 GIS TECHNICIAN WATER SEWER 482 HOUSING MANAGER 480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN  114 \$34,792 \$41,750 \$53,022  115 \$343 COMMUNITY SERVICES COORDINATOR 499 DESIGN TECHNICIAN 195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION COORDINATOR 149 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		510	FLIGHT LINE OPERATIONS SUPERVISOR
HOUSING MANAGER		257	GIS TECHNICIAN
480 HVAC TECHNICIAN 204 INSPECTOR/COMMERCIAL & RESIDENTIAL 159 LEAD WAREHOUSE ATTENDANT 242 PUMP AND TANK TECHNICIAN  114 \$34,792 \$41,750 \$53,022  343 COMMUNITY SERVICES COORDINATOR 499 DESIGN TECHNICIAN 195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION COORDINATOR 115 \$36,531 \$43,837 \$55,674  116 \$90 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLAN PLAN PLAN PLAN PLAN PLAN PLAN PLAN		439	GIS TECHNICIAN WATER SEWER
116   INSPECTOR/COMMERCIAL & RESIDENTIAL   159		482	HOUSING MANAGER
159		480	HVAC TECHNICIAN
114   \$34,792		204	INSPECTOR/COMMERCIAL & RESIDENTIAL
\$34,792		159	LEAD WAREHOUSE ATTENDANT
343 COMMUNITY SERVICES COORDINATOR 499 DESIGN TECHNICIAN 195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR OM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION COORDINATOR 149 S16,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		242	PUMP AND TANK TECHNICIAN
499	114		\$34,792 \$41,750 \$53,022
195 LAND AGENT I 203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 481 WASTE REDUCTION COORDINATOR 482 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 415 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		343	COMMUNITY SERVICES COORDINATOR
203 LEAD EQUIPMENT MECHANIC 240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION COORDINATOR 115 \$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 1.75 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		499	DESIGN TECHNICIAN
240 MAYOR'S OFFICE ADMINISTRATOR 478 PROJECT COORDINATOR COM SVCS 179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR 148 WASTE REDUCTION COORDINATOR 115 \$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		195	LAND AGENT I
478 PROJECT COORDINATOR COM SVCS  179 RECORDS COORDINATOR  481 WARRANTY AND MATERIALS COORDINATOR  148 WASTE REDUCTION COORDINATOR  115 \$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING  337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION  32 HORTICULTURIST  328 PARK PLANNER  414 PLANNER - CURRENT PLANNING  40 PLANNER - LONG RANGE  175 PROPERTY/EVIDENCE MANAGER  488 PW INSPECTION MANAGER  397 SR CRIME SCENE TECH  508 STAFF ENGINEER UNLICENSED  361 URBAN FORESTER		203	LEAD EQUIPMENT MECHANIC
179 RECORDS COORDINATOR 481 WARRANTY AND MATERIALS COORDINATOR 148 WASTE REDUCTION COORDINATOR  115 \$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER		240	MAYOR'S OFFICE ADMINISTRATOR
481 WARRANTY AND MATERIALS COORDINATOR  148 WASTE REDUCTION COORDINATOR  115 \$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116		478	PROJECT COORDINATOR COM SVCS
148       WASTE REDUCTION COORDINATOR         115       \$36,531       \$43,837       \$55,674         442       FIELD OPERATIONS SUPERVISOR - PARKING         337       FIELD OPERATIONS SUPERVISOR - TRANSPORTATION         32       HORTICULTURIST         328       PARK PLANNER         414       PLANNER - CURRENT PLANNING         40       PLANNER - LONG RANGE         175       PROPERTY/EVIDENCE MANAGER         488       PW INSPECTION MANAGER         397       SR CRIME SCENE TECH         508       STAFF ENGINEER UNLICENSED         361       URBAN FORESTER        116		179	RECORDS COORDINATOR
\$36,531 \$43,837 \$55,674  442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		481	WARRANTY AND MATERIALS COORDINATOR
442 FIELD OPERATIONS SUPERVISOR - PARKING 337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION 32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		148	WASTE REDUCTION COORDINATOR
337 FIELD OPERATIONS SUPERVISOR - TRANSPORTATION  32 HORTICULTURIST  328 PARK PLANNER  414 PLANNER - CURRENT PLANNING  40 PLANNER - LONG RANGE  175 PROPERTY/EVIDENCE MANAGER  488 PW INSPECTION MANAGER  397 SR CRIME SCENE TECH  508 STAFF ENGINEER UNLICENSED  361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457	115		\$36,531 \$43,837 \$55,674
32 HORTICULTURIST 328 PARK PLANNER 414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		442	FIELD OPERATIONS SUPERVISOR - PARKING
328		337	FIELD OPERATIONS SUPERVISOR - TRANSPORTATION
414 PLANNER - CURRENT PLANNING 40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		32	HORTICULTURIST
40 PLANNER - LONG RANGE 175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		328	PARK PLANNER
175 PROPERTY/EVIDENCE MANAGER 488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		414	PLANNER - CURRENT PLANNING
488 PW INSPECTION MANAGER 397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		40	PLANNER - LONG RANGE
397 SR CRIME SCENE TECH 508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER  116 \$38,358 \$46,029 \$58,457		175	PROPERTY/EVIDENCE MANAGER
508 STAFF ENGINEER UNLICENSED 361 URBAN FORESTER 116 \$38,358 \$46,029 \$58,457		488	PW INSPECTION MANAGER
361 URBAN FORESTER 116 \$38,358 \$46,029 \$58,457		397	SR CRIME SCENE TECH
116 \$38,358 \$46,029 \$58,457		508	STAFF ENGINEER UNLICENSED
		361	URBAN FORESTER
123 DISPATCH SHIFT SUPERVISOR	116		\$38,358 \$46,029 \$58,457
		123	DISPATCH SHIFT SUPERVISOR

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max	
Merit						
116			\$38,358	\$46,029	\$58,457	
	47	FLEET OPERATIONS SUPERVISOR				
	196	LAND AGENT II				
	41	METER SERVICES SUPERVISOR				
	153	OFFICE MANAGER - HOT CHECK AL	OMINISTRATOF	₹		
	35	PARKS MAINTENANCE SUPERVISO	R			
	373	PLANS EXAMINER - BUILDING OFF	ICIAL			
	400	PURCHASING AGENT				
	110	SOLID WASTE OPERATIONS SUPER	RVISOR			
	395	SR FIELD OPERATIONS SUPERVISO	)R			
	247	TECHNICAL SERVICES SUPERVISO	R			
	283	TELECOMMUNICATIONS ENGINEER	₹			
	191	TRAFFIC CONTROL SUPERVISOR				
	350	WATER SEWER FIELD MAINTENAN	CE SUPERVISO	)R		
117			\$40,276	\$48,331	\$61,380	
	450	FINANCIAL ANALYST - BUDGET				
	155	FINANCIAL ANALYST - BUSINESS O	FFICE			
	167	FIXED ASSETS/INVESTMENT COOF	RDINATOR			
	376	FLEET SERVICES SUPPORT MANAGE	SER			
	264	SURVEYOR				
118			\$42,289	\$50,747	\$64,449	
	338	SENIOR RESEARCH ANALYST				
	497	TELEVISION CENTER MANAGER				
119			\$44,404	\$53,285	\$67,672	
	389	ASSISTANT DISPATCH MANAGER				
	323	BUILDING MAINTENANCE SUPERVI	SOR			
	307	BUSINESS SYSTEMS ANALYST				
	371	CONTRACT GRANT FINANCIAL ACC	DUNTANT			
	461	FIRE IT SYSTEMS ANALYST				
	328A	PARK PLANNER II				
	344	POLICE IT SYSTEMS ANALYST				
	412	SENIOR PLANNER - CURRENT PLAN	NNING			
	253	SYSTEMS ANALYST				
120			\$46,624	\$55,949	\$71,055	
	366	DATABASE ADMINISTRATOR				
	22	DISTRICT COURT ADMINISTRATOR				
	200	GIS COORDINATOR				
	354	SYSTEMS ADMINISTRATOR				
	375	TRAILS COORDINATOR				
121			\$48,955	\$58,746	\$74,608	
	288	NETWORK ENGINEER				
	486	PARK PLANNING SUPT				
	401	POLICE IT MANAGER				
	189	RECREATION SUPERINTENDENT				
122			\$51,403	\$61,684	\$78,338	
	68	ACCOUNTING MANAGER - INVESTM	IENT AND CAS	Н		
	408	ACCOUNTING MANAGER - PAYROLL	AND PENSION	١		
	314	AIRPORT DIRECTOR				
	23	ANIMAL SERVICES SUPERINTENDE	NT			
	455	ASSISTANT TRANSPORTATION MAN				
	0381	ASSISTANT WATER/SEWER OPERA		ER		

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max	
Merit						
122			\$51,403	\$61,684	\$78,338	
	58	BILLING AND COLLECTIONS MANA	AGER			
	19	BUILDING OFFICIAL - SAFETY				
	14	CITY CLERK/TREASURER				
	347	MANAGMENT ACCOUNTING COOR	DINATOR			
	274	PARKING AND TELECOMMUNICAT	TONS MANAGE	R		
	254	PARKS MAINT SUPERINTENDENT				
	132	PURCHASING MANAGER				
	284	SR PROGRAMMER/ANALYST				
	327	SUPPORT SERVICES MANAGER				
123			\$53,973	\$64,768	\$82,255	
	473	COMMUNICATIONS AND MARKET	NG DIRECTOR			
	84	COMMUNITY SERVICES DIRECTOR	₹			
	493	DIRECTOR OF INTERNAL CONSULT	TING			
	88	DISPATCH MANAGER				
	85	INTERNAL AUDITOR				
124			\$56,672	\$68,006	\$86,368	
	390	SENIOR HR OFFICER				
	90	STAFF ENGINEER				
	435	STAFF ENGINEER WATER AND WA	STEWATER			
	268	VETERINARIAN				
125			\$59,505	\$71,407	\$90,686	
	470	CONSTRUCTION AND CONTRACT N	MANAGER			
	492	DIRECTOR SUSTAINABILITY AND S	TRATEGIC PLAN	NNING		
126			\$62,481	\$74,977	\$95,221	
	15	ACCOUNTING DIRECTOR				
	154	ASSISTANT CITY ATTORNEY				
	367	ASST CITY ENGINEER				
	267	BUDGET DIRECTOR				
	287	DEPUTY CITY PROSECUTOR				
	20	FLEET OPERATIONS SUPERINTENI	DENT			
	45	HUMAN RESOURCES DIRECTOR				
	26	INFORMATION TECHNOLOGIES DI	RECTOR			
	79	PARKS & REC DIRECTOR				#
	218	SOLID WASTE DIRECTOR				
	332	TRANSPORTATION MANAGER				
	5	WATER & SEWER OPERATIONS MA	ANAGER			
127			\$65,605	\$78,726	\$99,982	
1,000,000	12	ASSISTANT FIRE CHIEF			/	
	33	DEPUTY CHIEF OF POLICE				
128			\$68,885	\$82,662	\$104,981	
	140	CITY ENGINEER	10	+,	,,	
	170	PROSECUTING ATTORNEY				
129			\$72,329	\$86,795	\$110,230	
	466	DEVELOPMENT SERVICES DIRECT		, , , , , , ,		
	465	TRANSPORTATION SERVICES DIRE				
130	100	TOTAL STITUTE OF THE	\$75,946	\$91,135	\$115,741	
	133	CITY ATTORNEY	φ. υ <sub>ι</sub> υπυ	401,100	+11011 TI	
	57	FIRE CHIEF				
	81	POLICE CHIEF				
	81 474					
	4/4	UTILITIES DIRECTOR				

	Code	Proposed Class Title	Ann Min	Mkt	Ann Max	
Merit						
131			\$79,743	\$95,692	\$121,528	
	460	CHIEF OF STAFF				
	145	FINANCE DIRECTOR				
134			\$92,313	\$110,775	\$140,684	
	316	DISTRICT COURT JUDGE				
	82	MAYOR				

<sup>276</sup> Active Proposed Classes in the Merit Pay Plan

### **APPENDIX 2.0**

### SALARY SURVEY SUMMARY WITH GCD ADJUSTMENT

Fire
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Job Class Title		Averages For Each Job Class	Each Job C	lass			City of Fa	City of Fayetteville			
	Min	Max	Start	Avg	Actual	Range Width	Min		Max	163	Range Width
FIREFIGHTER	\$33,138	\$47,894				44.5% \$	\$31,037	-6.8%	\$44,690	-7.2%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41.167	\$53,072				28,9%	\$37,179 -10,7%	-10.7%	\$51,734 -2.6%	-2.6%	39.1%
FIRE CAPTAIN	\$51,065	\$67,581					\$43,039	-18.6%	688,658	.12.8%	39.2%
BATTALION CHIEF	\$56,453	\$74,574			\$66,716	32.1%	\$49,823 -13.3%	.13.3%	\$69,329 -7.6%	-7.6%	39.2%
Survey Averages	\$45,456	\$60,780			866,716	34.47%	\$40,270	, ž	\$56,411		40.08%

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Job Class Title		Averages For Each Job Class	· Each Job C	lass			ity of Fa	City of Fayetteville			
	Min	Max	Start	Avg	Actual	Range Width	Min		Max	<b>1</b>	Range Width
POLICE OFFICER	\$35,303	\$50,155				42.1%	\$33,306 -6.0%	-6.0%	\$47,267	-6.1%	41.9%
POLICE CORPORAL	\$38,652	\$54,733				41.6%	\$41,378	6.6%	\$53,105	-3.1%	28.3%
POLICE SERGEANT	\$45,922	\$62,084				35.2%	\$43,389	-5.8%	\$61,476 -1.0%	-1.0%	41.7%
POLICE LIEUTENANT	\$51,111	\$68,745				34.5%	\$47,839	-6.8%	\$67,777	-1.4%	41.7%
POLICE CAPTAIN	\$58,687	879,959				36.2%	\$55,377	-6.0%	\$78,460	-1.9%	41.7%
Survev Averages	\$45,935	\$63,135				37.92%	\$44,258	· · · · · · · · · · · · · · · · · · ·	\$61,617	%	39.22%

## Fayetteville Excel Survey Results with GCD for Merit 2-10-2013

Title	Average Market Mir	n Favetteville Min	Difference at Min	Average Market Min Favetteville Min Difference at Min Average Market Mid Eaverteville Mid Difference at Mid	Eaverteville Mid	Difference at Mid	Manager Manager And American American	Contestionally	Postophosis Man Pitters of Balling
MAINTENANCE WORKER III - WATER SEWER	\$27,488	\$23,055	-19.2%	\$33.888	\$29.095	-16.5%	CAN 288	Cas 125	14 70/
MAINTENANCE WORKER 11 - PARKS	\$24.747	\$20.911	-18.3%	\$30,625	\$26 39D	16.0%	602.004	000 100	0//
MAINTENANCE WORKER IV - ASPHALT	\$28,198	\$24.207	-16.5%	\$35,082	\$30.550	17 8%	536,303	43.1,369	-14.5%
CUSTODIAN	\$22,347	\$18,967	-17.8%	\$27,131	\$23,937	13 3%	041,900	750,054	-13.8%
SECRETARY - PROSECUTOR OFFICE	\$25.045	\$21.957	-14 1%	\$20.050	012,024	14 70	010,000	428,906	-10.4%
PARKING ENFORCEMENT OFFICER	\$23 894	\$20.911	11/1 202	000,000	01///5	-11,7%	536,854	533,462	-10.1%
CREW LEADER	¢33 667	210,014	14 46/	641,525	065,526	-11.5%	534,964	\$31,869	%1.6-
BENEFITS ADMINISTRATOR	\$33,060	\$20,424	11 4%	541,550	537,133	-11.4%	\$49,034	544,842	-9.3%
SENIOR SECRETARY - PARKS AND REC	\$27.670	724,624 705 ACS	17.4%	102,144	\$57,155	-11.1%	\$49,461	544,842	-10.3%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$41,453	(27 552	10.4%	555,015	350,550	-10.7%	\$39,952	536,892	-8.3%
SENIOR CHSTOMER SERVICE REPRESENTATIVE	C1E,455	660,764	-10.4%	552,361	\$47,392	-10,5%	\$63,269	\$57,231	-10 6%
SHELTED ATTENDANT	101,624	\$20,025	-11.6%	557,012	133,581	%5.6-	544,237	\$40,673	-8.8%
STELLER ALTENDANI	\$22,5/3	\$19,915	-13.3%	\$27,533	\$25,133	%5 6-	\$32,943	\$30,351	-8.5%
EQUIPMEN MECHANIC I	\$27,792	\$25,418	-9.3%	\$34,568	\$32,077	-7.8%	\$41,343	\$38,736	%1.9-
GISTECHNICIAN	\$35,754	\$32,440	-10.2%	\$43,763	\$40,940	%6"9-	\$51,773	\$49,439	-4.7%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,112	\$32,440	-2.1%	\$43,580	\$40,940	-6.4%	\$54,049	\$49,439	-9.3%
PLANNER - CURRENT PLANNING	\$39,299	\$35,765	%6'6-	\$47,870	\$45,136	-6.1%	\$56,441	\$54,506	-3.6%
CITY ATTORNEY	\$80,855	\$74,353	%2.00	\$99,105	\$93,834	-5.6%	\$117,354	\$113,314	-3.6%
COSTONIEN SENVICE NEFRESEINIATIVE	\$24,563	\$23,055	-6.5%	\$30,648	\$29,095	-5.3%	\$36,732	\$35,135	-4.5%
	400								
CODE CONFICIANCE OFFICER	\$31,825	\$29,424	-8.2%	\$38,971	\$37,133	-4.9%	\$46,117	\$44,842	-2.8%
PORCHASING AGEN	\$39,525	\$37,553	-5.3%	\$49,569	\$47,392	-4.6%	\$59,614	\$57,231	-4.2%
EQUIPMENT WECHANIC II	\$31,154	\$29,424	-5.9%	\$38,802	\$37,133	-4.5%	\$46,450	\$44,842	-3.6%
HELD OPERALIONS SUPERVISOR -TRANSPORTATION	\$38,823	\$35,765	-8.6%	\$47,164	\$45,136	-4.5%	\$55,505	\$54,506	-1.8%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,030	\$32,440	%0 8-	\$42,670	\$40,940	-4.2%	\$50,310	\$49,439	-1.8%
INFORMATION TECHNOLOGY DIRECTOR	\$62,879	\$61,171	-2.8%	\$79,949	\$77,198	-3.6%	\$97,018	\$93,224	-4.1%
METER READER	\$25,300	\$24,207	-4.5%	\$31,520	\$30,550	-3.2%	\$37,741	\$36,892	-2.3%
SENIOR PLANNER - CURRENT PLANNING	\$46,287	\$43,473	%S'9-	\$56,410	\$54,863	-2.8%	\$63,546	\$66,253	4.1%
ROUTE DRIVER	\$28,218	\$26,689	-5.7%	\$34,588	\$33,681	-2.7%	\$40,959	\$40,673	9.7%
CHIEF OF STAFF	\$76,209	\$78,071	2.4%	\$100,184	\$98,526	-1.7%	\$124,159	\$118,980	-4.4%
DEPUTY COURT CLERK	\$25,231	\$24,207	-4.2%	\$30,783	\$30,550	%8"0-	\$36,336	\$36,892	1.5%
ACCOUNTING CLERK - RECEIVABLE	\$25,672	\$25,418	-1.0%	\$32,155	\$32,077	-0.2%	\$38,638	\$38,736	0,3%
POLICE CHIEF	\$77,264	\$74,353	-3.9%	\$93,096	\$93,834	0.8%	\$108,928	\$113,314	3.9%
DISPATCHER	\$26,941	\$26,689	%6'0-	\$33,223	\$33,681	1.4%	\$39,505	\$40,673	2.9%
OFFICE MANAGER TRANSPORTATION	\$30,282	\$30,895	2.0%	\$38,370	\$38,990	1.6%	\$46,457	\$47,084	1.3%
ANIMAL SERVICES OFFICER	\$26,919	\$26,689	%6'0-	\$32,807	\$33,681	2.6%	\$38,695	\$40,673	4.9%
PARKS MAINT SUPERINTENDENT	\$49,816	\$50,325	1.0%	\$61,178	\$63,511	3.7%	\$72,541	\$76,696	5.4%
RECREATION SUPERINTENDENT	\$47,622	\$47,929	%9 0	\$58,029	\$60,486	4.1%	\$68,435	\$73,043	6.3%
FINANCE DIRECTOR	\$76,232	\$78,071	2.4%	\$93,869	\$98,526	4.7%	\$111,506	\$118,980	6.3%
FINANCIAL ANALYST - BUDGET	\$37,619	\$39 431	4 6%	\$47.162	\$49.767	5.2%	\$56 705	\$60.093	%9 5
DISTRICT COURT ADMINISTRATOR	\$44.717	\$45,646	20%	554.132	\$57,606	809	563 546	\$69 565	8.7%
ACCOUNTANT PAYROLL	\$29,585	\$30.895	4.2%	\$36,550	238.990	6.3%	\$43,515	\$47,084	7.6%
STAFF ENGINEER	\$53,162	\$55,483	4.2%	\$64,627	\$70,020	7.7%	\$76,091	\$84,557	10.0%
CITY ENGINEER	\$64,361	\$67,441	4.6%	\$78,537	\$85,110	7.7%	\$92,712	\$102,779	%8.6
LEAD COURT CLERK	\$29,869	\$30,895	3.3%	\$35,936	\$38,990	7-8%	\$42,003	\$47,084	10.8%
BUILDING MAINTENANCE SUPERVISOR	\$40,032	\$43,473	7.9%	\$49,826	\$54,863	9.2%	\$59,621	\$66,253	10.0%
ACCOUNTING CLERK - PAYABLES	\$27,571	\$29,424	6.3%	\$33,612	\$37,133	85.6	\$39,653	\$44,842	11.6%
ACCOUNTING DIRECTOR	\$57,774	\$61,171	2 6%	\$68,306	\$77,198	11.5%	\$80,843	\$93,224	13,3%
SOLID WASTE DIRECTOR	\$57,109	\$61,171	%9.9	\$67,485	\$77,198	12.6%	\$77,862	\$93,224	16.5%
PROSECUTING ATTORNEY	\$60,284	\$67,441	10.6%	\$74,194	\$85,110	12.8%	\$88,104	\$102,779	14.3%
BILLING AND COLLECTIONS MANAGER	\$43,093	\$50,325	14.4%	\$54,910	\$63,511	13.5%	\$66,727	\$76,696	13.0%
ACCOUNTING MANAGER - PAYROLL AND PENSION	544,058	\$50,325	12.5%	\$54,015	\$63,511	15.0%	\$63,973	\$76,696	16.6%
DISPATCH MANAGER	543,286	\$52,841	18.1%	\$52,804	566,686	20.8%	\$62,322	580,530	22.6%
Average			-3.46%			-1.14%			0.39%

### APPENDIX 3.0

### SALARY SURVEY DETAIL WITH GCD ADJUSTMENT

# Salary Survey Results for City of Fayetteville with GCD - Fire

### **BATTALION CHIEF**

Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Fire Captain with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination, (six years of general Supervision of all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire department personnel and enforcement of City and Department policies and procedures. Descrip Quals

experience and one year of management experience)

City of North Little Rock City of Toplin City of Toplin City of Joursboro City of Springfactd City of Springfactd City of Springfactd City of Rogers City of Springfact City of St. Joseph Battalion Chief City of Manhattan City of Manhattan City of Manhattan Battalion Chief City of Conway Battalion Chief City of Conway Battalion Chief Battalion Chief City of Little Rock. AR Battalion Chief Battalion Chief Battalion Chief City of Little Rock. AR Battalion Chief Battalion Chief Battalion Chief Battalion Chief City of Little Rock. AR Battalion Chief			Min	Max	Width	Exempt	Avg Pay	Pay
iit		Good						\$66,716
iit		Good	\$42,602	\$64,323	51.0%			
iit		Good	\$48,441	\$72,663	50.0%			
iit		Good	\$48.967	\$62,502	27.6%			
iit		Good	\$49,334	\$56,903	15.3%			
AR		Crood	\$50,616	\$72,115	42.5%			
Ite h n ok. A.R.		Cood	\$50,747	\$76,121	\$0.0%			
lte In Ock. A.R.		Good	\$50.791	\$73,835	45.4%			
ы м ск. л. R		Cood	\$52,399	\$81,901	\$63%			
ਯ ዕፋ. ላፑ		Good	\$53,257	\$65,419	22.8%			
ck. AR		Good	\$54,402	\$86,187	58.4%			
	ivision Chief	Grood	\$57,413	\$66,039	15.0%			
		Cood	\$67,004	\$83,155	24.1%			
City of Fort Smith		Good	\$67,161	\$75,556	12.5%	j		
City of College Station		Good	\$68,025	\$92,616	36.1%			
City of Midwelf City		Good	\$85,639	\$89,273	4.2%	b		

\$69,329 (\$5,245) -7.60%

\$49,823

City of Fayetteville

S Difference (\$6,630)

% Difference -13.3%

# Salary Survey Results for City of Fayetteville with GCD - Fire

## DRIVER/OPERATOR/FIREFIGHTER

The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain. Descrip

High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department and has successfully completed the IFSAC Driver/Operator program, preceding the date of the written promotional examination Possess Firefighter I, Firefighter II, and EMT certifications.

Suals

Respondent	MatchingTitle	Match	Min	Max	Range Ex	Exempt Avg Pay	Actual y Pay
City of Juplin	Fire Driver/Engineer	Good	\$31,679	\$45,990	45.2%		
City of Springdale	Firefighter/Engineer	Good	\$31.850	\$47,774	\$0.0\$		
City of Jonesboro	Firefighter - Driver/Operator	Cood	\$34,126	\$51,188	\$0.0%		
City of Springfield	Fire Equipment Operator	Identic	\$34,501	\$14,021	27.6%		
City of Conway	Engineer	Pooc	\$35,601	\$42,974	20.7%		
City of Lee's Summit	Engineer	Good	\$35.647	\$22,742	32.5%		
City of Bentonville	Firefighter/Engineer	Cood	\$35,952	\$55,186	53.5%		
City of St. Joseph	Driver/Engineer	Good	\$37,517	\$46,085	22.8%		
City of Columbia	Pire Engineer	Good	\$38,026	\$55,368	45.6%		
City of Munhutun	Fire Driver I	Cood	\$12,707	\$56,367	32.0%		
City of Lawrence	Fire Engineet EMT	Poc	\$43,229	\$62,611	44.8%		
City of North Little Rock	Driver	Good	\$44.071	\$46,936	%5.9		
City of Fort Smith	Driver	Good	\$45,530	\$49,939	9,7%		
City of College Station	Apparatus Operator - Fire	Good	\$48.033	\$60,407	25.8%		
City of Norman	bire Driver Engineer	Cood	\$48,705	\$69,349	42.4%		
City of Little Rock, AR	Fire Apparatus Engineer	Good	\$52,897	\$54,755	3.5%		
City of Midwest City	Apparatus Operator	Cood	\$59,765	\$66,050	10.5%		
Average			\$41,167	\$53,072	28.9%		
City of Exyetteville	Driver/Operator/Firefighter		\$37,179	\$51,734	39.1%		
		S Difference % Difference	(\$3.988)	(\$1,338)			

\*17 XO.

S Difference (58,026) % Difference -18.6%

# Salary Survey Results for City of Fayetteville with GCD - Fire

### FIRE CAPTAIN

Descrip

occurrences during a 24 hour shift. Supervise personnel and activities during emergency and non-emergency situations. The Captain develops personnel through training, education and on the job training. This position is responsible for performing job duties in an accurate manner in order to protect the life The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency and property of the citizens of the City.

Onsele

High school diploma or general education degree (GED) plus completion of five (5) years of continuous service with the Fayetteville Fire Department and has successfully attained and held the rank of Driver/Operator with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination and has successfully completed IFSAC Instructor-I. Possess Firefighter I & II and EMT certifications.

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jophin	Fire Captain	Good	\$38,596	\$56,032	45,2%			
City of Springfield	Fire Captain	Identic	\$39,612	\$50,560	27.6%			
Gity of Lee's Summit	Fire Captain 1	Cood	\$12,368	\$59,173	39.7%	b		
City of Springdale	Pire Cuptain	Dood	\$12,928	\$61,392	50.0%	5		
City of Joneshoro	Fire Captain	Good	\$42,989	\$64,481	\$0.08	b	Ī	
City of Rogers	Captain/Medic	Good	\$45,057	\$76,729	70.3%	þ		
City of Bentonville	Fire Captain	Good	\$16.581	\$72,329	55,3%	Ь		
Oity of North Little Rock	Captam	Crood	\$48,127	\$58,774	22.1%			
City of St. Joseph	Fire Captain	Identic	\$48,464	\$62,507	29.0%			
City of Conway	Fire Cuplum	Cood	\$49.278	185 85\$	%6.81			
City of Columbia	Fire Bullulion Chief	Good	\$50,791	\$73,835	45.4%	>		
City of Manhaltan	Lieutenant	Good	\$50,950	\$70,562	38.5%			
City of Fort Smith	Captain	Good	\$54,318	\$59,477	%5 6			
City of Norman	Fire Cuptain	Good	\$56.382	\$80,280	42.4%			
City of Little Rock, AR	Fire Captain	Good	\$57,665	\$62,517	8.4%			
Oity of College Station	Fire Captain	Dood	\$62,843	\$81,836	30.2%			
City of Lawrence	Fire Captain 2912	Identic	\$69,707	\$87.199	25.1%			
City of Midwest City	Fire Captain	Good	\$72.521	\$77,187	6.4%			
Аусгадс			\$51,065	\$67.581	32.3%			
City of Fayetteville	Fire Captain		\$43,039	\$59,889	39.200			

44.000

\$44,690

S31,037

City of Fayetteville

S Difference (\$2.101)

-6.8%

% Difference

# Salary Survey Results for City of Fayetteville with GCD - Fire

### FIREFIGHTER

tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue Responds to emergency and non-emergency calls for service including but not limited to rescue, fire suppression, back up, ventilation, salvage and training. Descrip

High school diploma or general education degree (GED). Possess one of the following: EMT certificate, Firefighter I and Firefighter II through IFSAC, Medical honorable service in the US Armed Forces including National Guard, Valid driver's license. If not already certified, ability to obtain EMT-B, Firefighter I and Communications. Speech. Journalism or Foreign Language), Accredited Fire Academy certification (NFPA, Pro-Board, etc.), or a minimum of two years certification or license at a higher level (paramedic, nurse, etc.). 12 college credit hours in core curriculum courses (English, Math, Science, Firefighter II within 12 months of hire. OVEN S

City of Conway         Firefighter         Good         \$27,765         \$45,963         65.59         1           City of Conway         Firefighter         Good         \$29,672         \$40,806         \$37.99         1           City of Conway         Firefighter         Good         \$29,921         \$45,962         \$10.90         1           City of Subscience         Firefighter         Firefighter         Good         \$30,054         \$45,962         1         1           City of Fourity         Firefighter         Firefighter         Firefighter         45,094         45,596         1 </th <th>Respondent</th> <th>MatchingTitle</th> <th>Match</th> <th>Min</th> <th>Max</th> <th>Kange Width</th> <th>Exempt</th> <th>Avg Pay</th> <th>Actual Pay</th>	Respondent	MatchingTitle	Match	Min	Max	Kange Width	Exempt	Avg Pay	Actual Pay
Firedghter   Firedghter   Good   \$29,672   \$40,806   \$40,000   \$29,672   \$40,806   \$40,000   \$20,001   \$40,000   \$	ity of North Little Rock	Piretighter	Good	\$27,765	\$45,963	65.5%			
Pirefighter	ity of Conway	Firefighter	Dood	\$29,672	\$40,806	37.5%			
Pirefighter   Pirefighter   Good   \$30,034   \$45,082     Firefighter   Firefighter   Good   \$30,054   \$41,851     Firefighter   Firefighter   Good   \$30,120   \$41,851     Firefighter   Firefighter   Good   \$30,120   \$41,864     Firefighter   Firefighter   Good   \$30,152   \$43,774     Firefighter   Firefighter   Good   \$32,230   \$85,624     Firefighter   Firefighter   Good   \$32,230   \$85,624     Firefighter   Good   \$32,230   \$87,930     Firefighter   Good   \$33,417   \$47,963     Firefighter   Good   \$33,417   \$81,290     Firefighter   Firefighter   Good   \$36,011   \$81,288     Firefighter   Firefighter   Good   \$36,011   \$81,288     Firefighter   Firefighter   Good   \$36,011   \$81,288     Firefighter   Firefighter   Good   \$36,012   \$85,140     Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefighter   Firefighter   Good   \$36,013   \$81,288     Firefighter   Firefigh	ity of St. Joseph	Frefiglier	Cood	\$29,921	\$12,547	12.2%			
Firefighter   Firefighter   Good   \$30,054   \$41,851     Firefighter   Firefighter   Good   \$30,120   \$41,864     Firefighter   Firefighter   Good   \$30,152   \$43,774     Firefighter   Firefighter   Good   \$30,152   \$43,774     Firefighter   Firefighter   Good   \$32,230   \$85,624     Firefighter   Good   \$32,230   \$85,624     Firefighter   Good   \$32,231   \$84,983     Firefighter   Good   \$33,427   \$84,983     Firefighter   Good   \$33,427   \$80,282     Firefighter   Good   \$34,127   \$80,282     Firefighter   Good   \$35,802   \$84,290     Firefighter   Good   \$36,211   \$84,988     Firefighter   Good   \$36,211   \$84,988     Firefighter   Good   \$36,203   \$86,112     Firefighter   FMT*1   Good   \$36,203   \$85,140     Firefighter   FMT*1   Good   \$42,073   \$84,894     Firefighter   FMT*1   FMT*2   FMT*3     Firefighter   FMT*3   FMT*3     FMT*3   FMT*3	ity of Jonesha o	Pirefighter	(hood)	\$30,034	\$45,052	\$0.0%			
Fit of place TeATT   Educit S 330,120   \$13,864   \$13,864     Fit of place TeATT   Educit S 330,152   \$43,774     Fit of place TeATT   Educit S 330,152   \$43,774     Fit of place TeATT   Educit S 32,230   \$85,624     Fit of place TeATT   Educit S 32,761   \$40,978     Fit of place TeATT   Educit S 32,761   \$47,963     Fit of place TeATT   Educit S 33,620   \$53,621   \$50,232     Fit of place TeATT   Educit S 33,620   \$53,621   \$50,232     Fit of place TeATT   Educit S 33,620   \$53,621   \$50,232     Fit of place TeATT   Educit S 33,620   \$53,621   \$50,232     Fit of place TeATT   Educit TeATT   Educit S 33,620   \$53,621   \$50,232     Fit of place TeATT   Educit TeATT   Educit S 33,620   \$53,620     Fit of place TeATT   Educit TeATT   Educit S 33,620   \$53,620     Fit of place TeATT   Educit TeATT   Educit S 33,138   \$47,894     Fit of place TeATT   Educit S 33,138   \$47,894   \$47,894     Fit of place TeATT   Educit S 33,138   \$47,894   \$47,894     Fit of place TeATT   Educit S 40,142   \$44,586     Fit of place T	ly of Fort Smith	Firefighter	Good	\$30,054	\$43,851	45.9%	þ		
Heatighter   Firetighter   Heatighter   He	ity of Springdale	FighterEMT	Good	\$30,120	\$13.864	15.6%	þ		
Firetighter   Firetighter   S40,978   S40,97	ity of Juplia	Pirefighter/EMT	Identic		\$43,774	45.2%			
mit         Firefighter/EATT         Good         \$32,230         \$55,624           mit         Firefighter         \$43,919         \$43,919         \$43,919           e         Firefighter         \$47,963         \$47,963         \$50,431           e         Firefighter         \$60d         \$34,127         \$50,431           fix         Firefighter         \$60d         \$34,127         \$50,282           fix         Firefighter         \$60d         \$35,802         \$47,290           fix         Firefighter         \$60d         \$35,802         \$47,290           fix         Firefighter         \$60d         \$35,802         \$50,282           fix         Firefighter         \$60d         \$36,212         \$50,202           fix         Firefighter         \$60d         \$36,204         \$50,505           fix         Firefighter         \$40,42         \$50,505	lty of Springfield	Firefighter	Identic		\$40.978	27.4%	5		
mit         Precipaliter         S43,919         S43,919         S43,919         S47,963         S47,963         S47,963         S47,963         S47,963         S47,963         S47,963         S47,963         S50,431         S50,431         S50,431         S50,431         S50,431         S50,431         S50,431         S50,431         S50,431         S47,290         S47,290         S47,290         S47,290         S47,290         S47,290         S47,290         S50,412         S41,588         S50,412         S50,412         S50,412         S50,412         S50,412         S50,405         S47,894         <	ity of Rogers	Fit efighter/EMT	Good	\$32,230	\$55,624	72.6%			
Firefighter 1   Good   \$32,911   \$47,963	dy of Lee's Summit	Firefighter	Identic		\$43,919	34.1%	ם		
Firedghler         Good         \$33,620         \$50,431           Firedghler         Good         \$34,127         \$50,282           Firedghler         Good         \$35,802         \$47,290           Firedghler         Good         \$36,311         \$41,988           Firedghler         Identic         \$40,142         \$55,12           Firetighler         Firetighler         \$59,05         \$59,905	ity of Columbia	Füefighter I	Good	\$32,911	\$47,963	45.7%			
Fixefighter         Good         \$34,127         \$50,282           Fixefighter I         Good         \$35,802         \$47,290           Fixefighter         Good         \$36,311         \$41,988           Fixefighter         Identic         \$40,142         \$56,712           Fixefighter         Fixefighter         \$59,905         \$59,905	ify of Bentouville	Firefighter	Good	\$33,620	\$50,431	\$0.0%			
Piretighter I         Good         \$35.802         \$47.290           Firetighter         Good         \$36.311         \$41,988           Firetighter         Firetighter         \$56,712           Firetighter         Good         \$40,142         \$58,140           Firetighter         \$79,003         \$42,073         \$59,905	ity of Little Rock. AR	Fireflighter	Good	\$34,127	\$50,282	17.39			
Piretighter         Cood         \$35.311         \$44.988           Piretighter         Firetighter         Firetighter         \$55.12           Firetighter         Firetighter         \$59.905	ty of Manhattan	Pirefighter I	Good	\$35.802	\$47,290	32.1%			
Fürefighter         Firefighter         Firefighter         Firefighter         Firefighter         Firefighter         SSS,112         SSS,132         SSS,140           Firefighter         Firefighter         Good         \$42,073         \$59,905	ty of Midwest City	Firefighter	Good	\$36,311	\$11,988	23.9%			
Hirefighter FMT*-1	ity of College Station	Firefighter	Good	\$36,626	\$56,712	54.8%	j		
Firefighter   Grood   \$42,073   \$55,905   \$47,894	ity of Lawrence	Firefighter FMT - 1	Identic		\$58,140	44.8%			
\$33,138	ity of Norman	Firelighter	Good	\$42,073	\$59,905	42.4%			
	Average			\$33,138	\$47,894	44.5%			

# Salary Survey Results for City of Fayetteville with GCD

### POLICE CAPTAIN

Quels

Descrip

procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department. Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

High School graduation or GED plus ten (10) years continuous experience as a Fayetteville Police Officer, three (3) of which have been in the capacity of a Lieutenant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center)

Respondent	MatchingTitle	Match	Min	Max	Range Width Exc	Exempt Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander III	Good	\$41,159	\$72,670	76.6%		H
City of St. Joseph	Police Captain	Good	\$48.464	\$62,507	29.0%		
City of Joplin	Police Captain/Assistant Chief of Police	Good	\$49,409	\$74,608	51.0%		
City of Blue Springs	Captain	Good	\$50.148	\$75.221	\$0.0%	>	
City of Lee's Summit	Police Captain	Good	\$50,616	\$72,115	42.5%		
City of Springdale	Police Captain	Good	\$50,747	\$76,121	\$0.08		
City of Springfield	Police Captain	Good	\$51,450	\$81,067	57.6%		
City of Jonesboro	Police Captain	Cood	\$53,896	\$80.843		2	
City of Bentonville	Police Captain	Good	\$57.374	\$91,740	\$9.9%	_	
City of Conway	Major	Good	\$57,413	\$64,944	13.1%		
City of Florissant	Police Captain	Good	\$61,391	\$80,073		5	
City of Columbia	Police Captain	Good	\$61,621	\$89,534		5	
City of Little Rock, AR	Police Captain	Good	\$63,139	\$94,709	\$0.0%		
City of Norman	Police Captain	Good	\$63,618	\$90,582	42.4%		
City of Rogers	Police Captain	Good	\$63,822	\$78.876	23.6%		
City of North Little Rock	Police Captain	Good	\$67,211	\$73.814	%8.6		
City of Lawrence	Police Captain	Good	\$68,566	\$102,546	49.6%		
City of Midwest City	Captain	Good	\$70,755	\$76,195	7.7%		
City of Fort Smith	Major	Pood	\$71,415	\$82.876	16.0%		
City of O'Fallon	Police Captain	Identic	\$71,523	\$78,139	9.2%	_	
Average			558,687	\$79,959	36.2%		
City of Fayetteville	Police Captain		\$55,377	\$78,460	41.7%		
		S Difference	(\$3,310)	(\$1,499)			
		0/ Diffenonce	76 No.	1 00%			

# Salary Survey Results for City of Fayetteville with GCD - Police

### POLICE CORPORAL

Some of the critical functions of this position include enforcing laws, protecting person(s) and property, investigating criminal activity and preparing reports. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and This position is responsible for field level supervision of patrol officers as well as to provide traffic enforcement and enforcement of all state and city laws. ordinances. Descrip

completion of six (6) hours of college English. Must possess a valid Driver's License and Intermediate Police Officer Certificate. Must possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC High School Diploma or GED with at least five (5) years continuous experience as a Police Officer with the Fayetteville Police Department Successful Quals

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
ity of Joplin	Corporal	Good	\$34,969	\$50,769	45.2%	þ		
City of Rogers	Police Corporal	Good	\$35,286	\$55,750	58.0%			
Pity of Springfield	Police Corporal	Cood	\$35,515	\$57,328	61.4%			
City of Lee's Summit	Master Police Officer	Good	\$38,837	\$56,355	45.1%	b		
City of Bentonville	Police Corporal	Good	\$39,528	\$58,554	48.1%			
City of Fort Smith	Corporal	Good	\$47,776	\$49,639	3.9%			

41.6%

\$54,733

\$38,652 \$41,378 \$2,726 6.6%

-3.1%

S Difference % Difference

Police Corporal

Average City of Fayetteville

# Salary Survey Results for City of Fayetteville with GCD - Police

### POLICE LIEUTENANT

Descrip

patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas The Incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department. Supervises and directs requiring services and maintains basic police services to the City. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances. May be assigned to lead specialized units involving uniformed and/or nonuniformed personnel

Quals

enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), High School graduation or GED plus seven (7) years continuous experience as a Fayetteville Police Officer, two (2) of which have been in the capacity of a Sergeant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	MatchingTitle	Match	Min	Max	Kange Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Police Captain	Good	\$37,651	\$48,560	29,0%			
Iniversity of Arkansas	HE Public Safety Commander II	Good	\$39,199	\$70,108	78.9%			
City of Springdale	Trentenni	Cood	\$12,928	\$61,392	50.0%	1		
Eity at Loptin	Police Licutement	Crood	\$44.761	\$67,580	\$1.0%	2		
City of Ioneshoro	Politice Lieutenant	Good	\$45,714	\$68,573	\$0.0%	b		
City of Blue Springs	Licutenant	Dood	\$16,006	\$69,010	\$0.0%			
City of Springfield	Police Lieutenant	Good	\$46,276	\$73,346	58,5%			
City of Lee's Summit	Police Sergeant 2	Crood	\$46,280	\$62,132	34.3%			
City of Couway	Police Lieutenant	Cood	\$49,278	\$57.112	15.9%			
City of Bentonville	Police Lieutenani	Good	\$49,558	\$79,246	966.65			
City of Columbia	Police Lieutenant	Good	\$53,300	\$77,483	45.4%			
City of Norman	Police Lieurenant	Good	\$54,374	\$77,421	42.4%			
City of Little Rock, AR	Police Lieutenan!	Cood	\$54,629	\$81,944	\$0.00			
Oity of Florissant	Police Lieutenant	Good	\$56,764	\$74,060	30.5%			
City of Rogers	Police Lieutenani	Cood	\$57,532	\$64,786	12.6%			
City of North Little Rock	Police Lieutenant	Dood	857,719	\$63,139	9.66 6	ב		
City of Fort Smith	Captain	Good	\$62,154	\$68,015	9.4%			
City of Midwed City	Lieutenan?	Good	\$63,481	\$68,362	7.79%	]		
City of O'Fallon	Police Lieutenant	Cood	\$63.198	\$70.581	11.2%	]		
Average			\$51.111	\$68,745	34.5%			
Office of Reverterelle	Doline Lieutenant		017 030	200 273	41.70%			

S Difference (53,272) % Difference -6.8%

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(\$2,888)

S Difference (\$1,997) % Difference -6,0%

-6.1%

### Salary Survey Results for City of Fayetteville with GCD - Police

#### POLICE OFFICER

The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and visitors and answers calls for service ranging from friendly assists to highly stressful and dangerous incidents. Descrip Quale

High school or GED. Must possess a valid Driver's License and be able to obtain a Basic Police Officer Certificate. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

Respondent	MarchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Conway	Police Officer	Good	\$29,672	\$42,974	44.8%			
City of Springdale	Police Officer	Good	\$30,120	\$43,864	45.6%			
University of Ankansas	HE Public Safety Offices	Good	\$30,713	\$53,640	74.6%			
City of Joneshon o	Police Office	Good	\$31,399	\$47,097	\$0.0%	b		
City of St. Joseph	Police Officer	Good	\$32,134	\$45,694	42.2%			
City of Rogers	Police Officer	Good	\$32,246	\$37,467	16.2%			
City of Blue Springs	Police Officer	Good	\$32,592	\$53,288	63.5%			
City of Springfield	Police Officer	Identic	\$32,658	\$52,568	61.0%			
City of Bentoaville	Police Officer !	Good	\$32,680	\$48.399	48.1%			
City of Lee's Summit	Police Officer 1	Good	\$32,761	\$43,919	34.1%			
City of Joplin	Police Officer II	Good	\$33,283	\$48,316	45.2%			
City of North Little Rock	Police Officer	Good	\$34,165	\$46,647	36,5%			
City of Little Rock, AR	Police Officer	Good	\$37,240	\$55,885	\$0.1%			
City of Columbia	Police Office	Identic	\$38.026	\$55,368	45.6%			
City of O'Fallon	Police Officer	Good	\$39,205	\$53,503	36.5%			
City of Midwert City	Police Officer	Good	\$39,884	\$45,125	13.1%	5		
City of Lawrence	Police Officer	Identic	\$40,625	\$68,236	%0.89			
City of Norman	Police Officer	Identic	\$41.318	\$58,831	42.4%	5		
City of Florissant	Police Officer	Good	\$42,648	\$55,638	30.5%			
City of Fort Smith	Pairol	Poop	\$42.698	\$16.610	9.2%			
Average			\$35,303	\$50,155	42.1%			I
City of Kanattorille	Police Officer		301 108	647 367	41 00%			l

(8098)

**S Difference** (\$2,533)

% Difference

### Salary Survey Results for City of Fayetteville with GCD - Police

#### POLICE SERGEANT

Descrip The prin

special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise In order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quels

Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) High school graduation or GED plus five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the promotional exam date. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. and the NCIC (National Crime Information Center).

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt Avg	Avg Pay	Actual Pay
Iniversity of Arkansas	ITE Public Safety Supervisor	Good	\$32,249	\$59,157	83.4%			
ity of Springchie	Police Sergeant	Good	\$37,062	\$55.594	\$0.0%			
City of Jonesboro	Police Sergeant	Cood	\$40,262	\$60,391	90'05		-	
hty of St. Joseph	Police Sergeant	Identic	\$40,439	\$52,157	29.00%			
City of Conway	Police Sergeant	Chood	\$41,448	\$48,67T	17.4%			
City of Springfield	Police Sergeant	Cood	\$12,013	\$67,097	59.7%			
City of Blue Springs	Scrucali	Good	\$42,207	\$63,312	\$0.0%			
City of Let's Summit	Police Sergeant 1	Good	\$42,368	\$59,173	39.7%			
City of Joplin	Police Sergeant	Cood	\$42,605	\$64,319	51.0%			
City of Bentonville	Police Sergeant	Good	\$43,468	\$64,391	48.1%			
City of Norman	Police Sergeant	Good	\$44,689	\$63,631	12.4%		-	
City of Columbia	Police Sergeant	Chood	\$46.108	\$67,066	45.50			
lify of Midwest City	Seigeant	Cood	\$47.456	\$60,747	28.0%			
City at Rogers	Police Sergeant	Good	\$48,558	559,587	22.7%			
City of North Little Rock	Police Sergeant	Good	\$50,025	\$54,319	8.6%			
City of Fort Smith	Sergeaut	Cood	\$51.182	\$59,216	15.0%			
Lity of Florissani	Police Sergeant	Good	\$51.600	\$67,323	30.5%			
City of O'Fallon	Police Sergeant	Good	\$55.762	\$62,829	12.7%			
City of Little Rock, AR	Police Sergeant	Cood	\$58.034	\$62,060	%6.9			
City of Lawrence	Police Sergeant	Good	\$60,603	\$90,636	9,961			
Average			\$45,922	\$62,084	35.2%			
Charles of Formation of the	6		0.44.400		1			١

7.6%

6.3%

4.2%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### ACCOUNTANT PAYROLL

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gree (A.A.) in any business field from	
Associates de	s of experience.
High School Diploma or GED required. Five years of related payroll experience and/or training is required. Associates degree (A.A.) i	a two year college or technical school preferred and degree may be accepted in lieu of up to two years of exper
Quals	

City of Manhattan City of Joplin City of Blue Springs NOARK City of SI Joseph City of Florissant City of Plorissant State of Arbanese	MARCHINE	Match	Min	Mid	Max	Width	Ехетрі	Exempt Avg Pay	Pay
City of Joplin City of Blue Springs NOARK City of St. Joseph City of Florissant City of Florissant									
City of Blue Springs NOARK City of St. Joseph City of Plorissant City of Plorissant	Payroll/Purchasing Clerk	Good	\$22,419	\$27,484	\$32,548	45.2%			
NOARK City of St. Joseph City of Lee's Summit City of Plotissent	Account Technician - Payroll	Good	\$25,167	\$31,459	\$37,750	50.0%			
City of St. Joseph City of Lee's Summit City of Plorissant State of A Alexander	Payroll Clerk	Good	\$27,140	\$34,513	\$41,885	54.3%			
City of Plorissant Series A Advances	Payroll Technician	Good	\$27,488	\$33,288	\$39,088	42.2%			
City of Florissant	Payroll Specialist	Good	\$28,960	\$36,703	\$44,446	53.5%			
Ctote of Arbangas	Accounting Clerk	Good	\$29,124	\$33,563	\$38,003	30.5%	þ		
State of Alkalisas	Payroll Services Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%			
University of Arkansas	Payroll Services Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%			
City of Stillwater	AccountingPayroll Technician	Good	\$29,684	\$36,014	\$42,345	42.7%			
City of Midwest City	Payroll Courdinator	Good	\$31,404	\$40,061	\$48,717	55.1%			
City of Springfield	Accounting Technician	Good	\$33.058	\$39,528	\$45,999	39.1%			
City of O'Fallon	Payroll Specialist	Identic	\$33,321	\$39,706	\$46,092	38.3%			
City of Rogers	Payroll Specialist	Good	\$33,399	\$33,399	\$33,399	%00			
City of Lawrence	Payroll Specialist	Good	\$34,517	\$43,070	\$51,623	49.6%			
Average			\$29,585	\$36,550	\$43,515	47.1%			
City of Fayetteville	Accountant - Payroll		\$30,895	838,990	\$47,084	52.4%	,o		
		S Difference	\$1,310	\$2,440	\$3,569				

11.6%

-18.2%

6.3%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### **ACCOUNTING CLERK - PAYABLES**

processes statements/invoices. Researches, understands, interprets sales and use tax issues and stays current on any changes. Collects and runs reports Receives, verifies, and enters purchase orders; prints checks and ACH payments, balances accounts before and after printing checks, receives and to prepare sales and use tax reports for the City. Reconciles and records Franchise fees; tracks changes to the franchise ordinances. Descrip

High School Diploma or GED is required. Three years of related experience required. Specialized training in any business area or additional college courses in accounting may be substituted for experience. Accounting degree is preferred.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pay
City of Joplin	Accounting Clerk	Good	\$18,404	\$22,560	\$26,716	45.2%	6		
City of Bossier City	Accounts Clerk III	Good	\$18,469	\$23,129	\$27,789	50.5%			
City of Lee's Summit	Accounting Clerk	Good	\$22,735	\$28,512	\$34,290	50.8%			
City of College Station	Acct. Customer Service Rep.	Cood	\$22,788	\$26,720	\$30,652	34.5%			
City of Blue Springs	Accounts Payable Technician	Good	\$23,091	\$28,864	\$34,637	50.0%	6		
City of St. Joseph	Account Technician	Good	\$24,808	\$30,042	\$35,276	42.2%	Ь		
NOARK	Accounting Clerk I	Good	\$25,017	\$30,179	\$35,340	41.3%	5		
State of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	Ь		
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%			
City of Columbia	Accounting Assistant	Good	\$27,275	\$33,502	\$39,729	45.7%			
City of Jonesboro	Accounts Payable Specialist	Good	\$27,308	\$34,135	\$40,961	80.08			
City of Springfield	Accounting Services Representative	Good	\$27.526	\$33,047	\$38.568	40.1%			
City of Manhattan	Finance Clerk	Good	\$27,571	\$35,511	\$43,451	\$7.6%	Б		
City of Florissant	Accounting Clerk	Good	\$29,124	\$33,563	\$38,003	30.5%			
City of Stillwater	Accounting Payroll Technician	Good	\$29,684	\$36,014	\$42,345	42.7%			
City of Springdale	Accounts Payable Clerk	Good	\$30,546	\$38,182	\$45,818	\$0.0%	6		
City of Bentonville	Accounting Specialist II	Good	\$30,595	\$38,264	\$45,933	50.1%			
City of O'Fallon	Accounts Payable Clerk	Identic	\$31,017	\$36,973	\$42,929	38.4%	5		
City of Lawrence	Payroll Specialist	Good	\$34,517	\$43,070	\$51,623	49.6%	5		
City of Rogers	Accounts Payable	Good	\$36,901	\$36,901	\$36,901	%0.0	5		
City of Conway	Accounts Payable Accountant	Good	\$41,073	\$45,065	\$49,057	19.4%			
Average			\$27,571	\$33,612	\$39,653	43.8%			
City of Fayetteville	Accounting Clerk - Payables		\$29,424	\$28,433	\$44,842	52.4%			
			050	1000					

### **ACCOUNTING CLERK - RECEIVABLE**

City of Florissant     Accounts Clerk II       City of Bossier City     Accounts Clerk II       City of Joplin     Accounting Clerk       City of College Station     Account Technician       City of St Joseph     Account Technician       City of St Blue Springs     Fiscal Support Special       City of Arkansas     Fiscal Support Special       City of Stillwater     Accounting Clerk III       City of Stillwater     Accounting Assistant       City of Stillwater     Accounting Services       City of Springfield     Accounting Services       City of Manhattan     Accounting Services       City of Springdale     Accounting Specialis       City of Springdale     Accounting Specialis       City of Springdale     Accounting Specialis		alent col	nbination	of educa	tion and	High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.	e.		
285 285	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pav
SP SP									•
SB SB	lerk II	Good	\$16,515	\$19,469	\$22,423	35.8%			
38 38	Clerk	Good	\$18,404	\$22,560	\$26,716	45.2%			
	ots Clerk	Good	\$21,389	\$26,702	\$32,015	49.7%			
	Acct, Customer Service Rep.	Good	\$22,788	\$26,747	\$30,706	34.7%			
	chnician	Good	\$24,808	\$30,042	\$35,276	42.2%			
	Account Technician - Accounts Receivable	Good	\$25,167	\$31,459	\$37,750	20,0%			
	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	Ī		
	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%			
	alist	Good	\$26,738	\$33,423	\$40,107	%0'05			
	Clerk	Good	\$27,144	\$32,942	\$38,740	42.7%			
	Assistant	Good	\$27.275	\$33,502	\$39,729	45.7%			
	Clerk III	Good	\$27,515	\$33,359	\$39,203	42.5%			
	Accounting Services Representative	Good	\$27.526	\$33,047	\$38,568	40.1%	b		
	×	Good	\$27,571	\$35,511	\$43.451	27.6%			
	Clerk II	Good	\$27,939	\$34,924	\$41,909	50.0%			
	Accounting Specialist II	Good	\$30,595	\$38,264	\$45,933	50.1%			
City of Lawrence	Administrative Support IV	Identic	\$34,517	\$43,070	\$51,623	49.6%			
Average			\$25,672	\$32,155	\$38,638	\$0.5%			
City of Fayetteville Account	Accounting Clerk - Receivable		\$25,418	\$31,609	\$38,736	52.4%			
	S Dif	S Difference	(\$254)	(\$546)	86\$				
	% Dif	% Difference	-1.0%	-1.7%	0.3%				

### ACCOUNTING DIRECTOR

Descrip

The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.

Bachelor's Degree (B.A. or B.S.) from a four year college or university in Accounting or Business Administration required and five (5) years of related experience experience and a minimum of three (3) years of management experience in a related field. Quals

1 日本	MatchingTitle	Match	Min	Mid	Max	Width	Exempt	Avg Pay	Pav
City of Blue Springs									
City of St. Joseph	Accounting Manager	Good	\$42,185	\$51,084	\$59,983	42.2%	-		
City of Joplin	Accounting Manager	Good	\$42,605	\$53,462	\$64,319	51.0%			
City of Florissant	Assistant Finance Director.	Good	\$46,901	\$54,057	\$61,212	30.5%			
City of Rogers	Deputy Treasurer	Good	\$47,782	\$47,782	\$47,782	0.0%			
NOARK	Accounting Manager	Good	\$48,412	\$61,990	\$75,567	26.1%			
City of Lee's Summit	Assistant Finance Director	Good	\$48,661	\$62,849	\$77,037	58.3%			
City of Stillwater	Accounting Supervisor	Good	\$52,095	\$63,191	\$74,288	42.6%	þ		
City of Conway	Finance Manager	Good	\$53,644	\$57,618	\$61.592	14.8%			
City of Edmond	Director of Treasury Services	Good	\$55,301	\$69.126	\$82,950	50.0%	>		
City of Springdale	Finance Director	Good	\$55,961	156,69\$	\$83,941	50.0%			
City of Columbia	Treasurer	Good	\$58.712	\$72,013	\$85,314	45.3%	>		
City of Manhattan	City Controller	Good	\$59,776	\$77,388	\$95,000	58.9%			
City of Springfield	Accounting Manager	Good	\$60.691	\$71,774	\$82,857	36.5%			
City of Bentonville	Accounting Manager	Cood	\$61,294	\$82.754	\$104,214	70.0%			
City of Jonesboro	Finance Director	Cood	\$72,985	\$74,187	\$109,477	50.0%	>		
City of Norman	Chief Accountant	Good	\$79,365	\$96,184	\$113,004	42.4%			
University of Arkansas	Associate Controller	Good	\$95,792	\$95,792	\$95,792	%0.0			
Average			\$57,774	868,306	\$80,843	39.9%			
City of Fayetteville	Accounting Director		\$61,171	877,198	\$93,224	52.4%			
		S Difference	\$3,397	\$8,891	\$12,381				

### ACCOUNTING MANAGER - PAYROLL AND PENSION

Oversees payroll functions, verify accuracy of payroll wages, deductions, and procedures. Oversees pension function, attend pension board meetings, work with City Clerk on pension issues. Oversees Accounts Receivable functions, verify accuracy of records, work with Accounts Receivable Clerk and other divisions on collections. Descrip

Bachelor's Degree (B.A. or B.S.) in Accounting, Finance or Business from four year college or university and four years of related experience and two years of management experience. Quals

Resnandent	Marching Title	Match	Min	Mid	Мах	Range Width	tempt	Exempt Avg Pay	Actual Pay
On of Springfield	Financial Analyst	Good	838,589	\$46,009	\$53,430	38 5%			
Crate of Arkaneae	Accounting Coordinator	Good	839,199	\$54,654	\$70,108	78.9%	9		
City of Ct Incomb	Accounting Manager	Good	\$42,185	\$51,086	\$59,986	42,2%			
City of Columbia	Business Services and Pension Manager	Good	\$43,942	\$53,934	\$63,926	45.5%	5		
City of Connew	Accounting Manager	Good	\$46,239	\$50,864	\$55,488	20.0%			
City of Dalmard	Payroll Supervisor	Good	\$47,421	\$59,276	\$71,131	80.08	5		
City of College Station	Accounting & Treasury Ops. Mgr.	Good	\$50,832	\$62,286	\$73,741	45.1%			
Average			\$44,058	\$54,015	\$63,973	45.2%			
City of Favetteville	Accounting Manager - Payroll and Pension		\$50,325	\$63,511	876,696	52.4%			
		S Difference	\$6,267	\$9,495	\$12,723				
		%. Difference	12.5%	15.0%	16.6%				

\$1,978

\$874

S Difference % Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### ANIMAL SERVICES OFFICER

The incumbent is responsible for enforcing the City ordinances pertaining to animals, protecting both animals and the general public. Educates the public in animal welfare and assists in adoption process, performs euthanasia as necessary. Descrip

High school diploma or GED required. 6-12 months of animal handling experience preferred. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Ехетр	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper II	Good	\$17.584	\$22,007	\$26,430	50.3%			
City of Blue Springs	Animal Control Officer	Good	\$23,091	\$28,864	\$34,637	20 0%			
City of Spangfield	Animal Control Officer	Good	\$23.278	\$28,564	\$33,851	45.4%			
City of Rogers	Animal Control	Good	\$24,489	\$25,600	\$26,711	%1.6			
City of Springdale	Animal Control Officer	Good	\$25,333	\$31,665	\$37,998	20.0%			
City of College Station	Animal Control Officer	Good	\$25,428	\$29,942	\$34,456	35.5%			
City of Midwest City	Annual Control Officer	Good	\$25,978	\$33,139	\$40,300	55.1%			
City of Columbia	Animal Control Officer	Cood	\$26,104	\$32,011	\$37,917	45.3%			
City of Lee's Summit	Animal Courol Officer	Good	\$26,681	\$33,683	\$40,685	52.5%			
City of Edmond	Animal Welfare Officer 1	Cood	\$26.738	\$33,423	\$40,107	\$0.0%			
City of Stillwater	Animal Welfare Officer	Good	\$27,144	\$32,942	\$38.740	42,7%			
City of Jonesboro	Animal Control Officer	Good	\$27,308	\$34,135	\$40,961	20.0%			
City of Joplin	Animal Warden II	Good	\$27,317	\$33,486	\$39,656	45.2%			
City of Lawrence	Animal Control Officer	Good	\$27.517	\$34,335	\$41,153	49.6%			
City of St. Joseph	Animal Control Officer	Good	\$27,692	\$33,534	\$39,377	42.2%			
City of Conway	Animal Welfare Officer	Good	\$27,923	\$31.832	\$35,740	28.0%			
City of Bentouville	Animal Control Officer	Good	\$28,361	\$35,427	\$42,492	49.8%			
City of Florissant	Class C Laborer	Good	\$29,124	\$33,563	\$38,003	30.5%			
City of O'Fallon	Animal Services Officer	Identic	\$31,017	\$36,973	\$42,929	38.4%			
City of Manhattan	Animal Services Officer	Good	\$31,079	\$40,049	\$49,020	57.7%			
City of Norman	Animal Welfare Officer	Good	\$36,116	\$43,769	\$51,423	42.4%			
Average			\$26,919	\$32,807	\$38,695	43.7%			

(\$4.619)

(\$9.652) -30 5%

(\$3.636)

\$ Difference

% Difference -12.4%

-10.3%

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### **BENEFITS ADMINISTRATOR**

Descrip

meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of Responsible for handling daily administration of employee benefit plans - medical , dental, life, disability as well as various supplemental plan and tax favored medical savings accounts. Prepares and conducts benefits section of New Employee Orientation. Tracks eligibility and conducts enrollment benefits annual open enrollment process.

Quals

High school diploma or GED and 5 years of experience directly relating to the Benefits Administration job duties described in this job description, or 5 years

Actual Pay Avg Pay Exempt 52.4% 42.2% 50.0% 53.3% 58.2% 45.0% 42.4% 6.2% 26.0% 55.1% 62.5% 39.4% 45.2% 50.1% 49 6% %9.64 83.4% 45.7% Range Width \$53,338 S44,842 \$51,102 \$45,740 \$48,656 \$61,637 \$21,812 \$39,088 \$44,402 \$57,836 \$57,818 \$37,750 \$53,657 \$39,303 \$48,717 \$53,063 \$61,583 \$65,341 549,461 Max \$55,615 \$31,609 \$45,037 \$41,261 \$38,564 \$21,176 \$33,288 \$39,480 \$36.681 \$41,454 \$35,244 \$40,061 \$42,859 \$41,775 \$48,179 \$48,238 \$50,253 \$52,069 Mid of similar benefits related work in the insurance industry; or equivalent combination of education and experience. \$25,167 \$29,424 \$31,389 \$36,736 \$38,659 \$45,890 533,060 \$20,540 \$27,488 \$28,960 \$31,185 \$31,404 \$32,654 \$34,894 \$38,522 \$38,923 \$42,500 \$29.251 Min Match Good lealth Benefits/Worker's Compensation Coordinator MatchingTitle Human Resources Administrative Assistant II Juman Resource/Insurance Coordinator Human Resource Technician - Benefits Human Resources Technician DFA EBD Benefits Specialist Human Resources Technician Human Resources Assistant Iuman Resources Specialist Human Resources Specialist Human Resources Assistant Human Resource Specialist Benefits Administrator Benefits / Insurance Clerk Fiscal Support Analyst Benefits Coordinator Benefits Specialist Benefits Specialist Respondent University of Arkansas City of College Station City of Fayetteville City of Lee's Sununit City of Midwest City City of Blue Springs City of Springfield City of Manhattan City of St. Joseph State of Arkansas City of Jonesboro City of Florissant City of Columbia City of Lawrence City of Conway City of Edmond City of Norman City of Joplin Average NOARK

### BILLING AND COLLECTIONS MANAGER

Overall responsibility for the performance and supervision of periodic utility billing for water, sewer, solid waste and storm water utilities in compliance with approved rate ordinances, contracts and state laws. Provides critical information for the rate study development process for water and sewer utility rates. Ensures proper administration of outside contractual relationships for providing city services. Descrip

Actual Pav Associates degree from a two or four year college/university and five (5) years of related experience or equivalent combination of education and experience Avg Pav Exempt %0.07 58.3% 42.2% 45.4% 50.0% 49.6% 83.4% 50.0% 54.8% Range Width \$66,727 \$57,818 \$64,708 \$82,723 \$77,483 \$62,115 \$59,986 \$34,751 \$57,324 \$103,634 Max \$52,793 \$54,910 \$28,875 \$47.988 \$47,770 \$48,238 \$51,086 \$65,687 \$65,392 \$86,362 Mid \$43,093 \$23,000 \$38,216 \$38,659 \$42,185 \$53,300 \$69,090 \$33,861 \$40.878 \$48,651 Min Match Good Good Good Good Good Good Good and a minimum of three (3) years of management experience in a related field. MatchingTitle Utilities Billing/Collections Supervisor Utility Customer Services Manager Billing and Collections Manager Manager - Rates/Fiscal Planning Customer Services Supervisor Fiscal Support Supervisor Utility Billing Supervisor Revenue Manager Collector Respondent University of Arkansas City of Blue Springs City of Bossier City City of Bentonville City of Jonesboro City of Manhattan City of Lawrence City of St. Joseph City of Columbia City of Edmond Average Quals

52.4%

876,696 89.969

\$63,511

\$50,325

Billing and Collections Manager

City of Fayetteville

\$8,600

\$7,232

13.0%

13.5%

14.4%

% Difference S Difference

### BUILDING MAINTENANCE SUPERVISOR

Plans, administers and supervises janitorial and routine building maintenance services, including custodial, repair, new construction, remodeling and some electrical, plumbing and HVAC. Descrip

High school diploma or GED is required, specialized training and/or additional college courses and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of 5 years of management experience. Quals

City of Bossier City	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	Maintenance Foreman	Good	\$20.977	\$26,309	\$31,642	20.8%			
City of St Joseph	Maintenance Technician	Good	\$29,149	\$35,299	\$41,449	42.2%			
City of Blue Springs	Building Maintenance Supervisor	Good	\$29,901	\$37,377	\$44,853	50.0%			
City of Springfield	Building Maintenance Team Leader	Good	\$30,465	\$37,005	\$43,544	42.9%			
State of Arkansas	Building and Grounds Coordinator	Good	\$30,713	\$43,527	\$56,340	83.4%		•	
University of Arkansas	Skilled Trades Supervisor	Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Lee's Summit	Central Building Services Supervisor	Good	\$34,252	\$43,669	\$53,085	55.0%	þ		
City of Manhattan	Building Maintenance Supervisor	Good	\$37,116	\$47,904	\$58,692	58.1%			
City of O'Fallon	Facility Maintenance Supervisor	Cood	\$37,886	\$45,179	\$52,472	38.5%	b		
City of Columbia	Building and Grounds Supervisor	Pood	\$39,903	\$48,990	\$58,078	45.5%	þ		
City of Joplin	Facilities Maintenance Supervisor	Good	\$42,605	\$53,462	\$64,319	\$1.0%			
City of Conway	Physical Plant Director	Good	\$45,613	\$45,613	\$45,613	%0.0			
NOARK	Maintenance Manager	Identic	\$46,386	\$60,773	\$75,160	62 0%			
City of Jonesboro	Facilities Maintenance Director	Good	\$48,441	\$60,552	\$72,663	20.0%			
City of Lawrence	Building & Structures Manager	Good	\$54,313	\$67,771	\$81.230	49.6%			
City of Edmond	Facility Maintenance Superintendent	Good	\$55,301	\$69,126	\$82,950	50.0%			
City of Norman	Facility Maintenance Superintendent	PooD	\$66,805	\$80,963	\$95,121	42.4%			
Average			\$40,032	\$49,826	\$59,621	48.9%			
City of Fayetteville	Building Maintenance Supervisor		\$43,473	\$54,863	\$66,253	52.4%			
		S Difference	\$3,441	\$5,037	\$6,632				

#### CHIEF OF STAFF

Descrip

providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides Works directly with Mayor and administrative staff to develop annual budgets and multi-year capital improvement programs.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university in Public or Business Administration and considerable (3 to 5 years) professional administrative management experience at the level of CEO or COO.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Ехетрі Ауд Рау	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$59,350	\$74,187	\$89,025				
City of Joplin	Assistant City Manager	Good	\$73,677		\$110,674	50.2%			
City of Lee's Summit	Deputy City Manager	Good	\$74,598	\$94,804	\$115,011	54.2%			
City of Columbia	Deputy City Manager	Good	\$74,787		\$116,460 \$158,134	111 4%			
City of Edmond	Assistant City Manager/Administration	Good	\$98,636		\$123,295   \$147,954	\$0.0%	P		
Average			876,209	\$100,184	S76,209 S100,184 S124,159	62.9%			
City of Fayetteville	Chief of Stalf		\$78,071		\$98,526 \$118,980	52.4%			
		§ Difference	\$1,862		(\$1,659) (\$5,179)				

(\$5.179)

(\$1,659)

2.4%

% Difference

#### CITY ATTORNEY

principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the primary litigator for the City and supervises insurance defense counsel, as needed. Descrip

Juris Doctorate. Licensed to practice law within the State of Arkansas, admission to the Bar of Arkansas and admission to practice before the Federal Courts in Arkansas. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt A	Avg Pay	Actual Pay
City of Joplin	City Attorney	Good					>		\$86,368
City of St. Joseph	City Attorney	Good							\$88,386
State of Arkansas	Managing Attorney	Good	\$57,914	\$75,436	\$92,958	960.5%			
City of Bentonville	Suff Attorney	Good	\$71,513	\$96,513	\$121,513	%6 69			
City of Midwest City	City Attorney	Good	\$74,049	\$86,641	\$99,232	34.0%	þ		
City of Columbia	City Counselor	Good	\$74,787	\$116,460	\$158,134	111.4%	>		
City of Lawrence	City Attorney	Good	\$76,306	\$95,215	\$114,123	49.6%			
City of Springfield	City Attorney	Good	\$77.769	\$98,414	\$119,060	53.1%			
City of Conway	City Attorney (Elected)	Good	\$85,309	\$85,309	\$85,309	%0.0			
City of Manhattan	City Attorney	Good	\$87.688	\$113,675	\$139,662	59.3%	>		
City of Norman	City Attorney	Identic	\$95,156	\$115,321	\$135,487	42 4%	>		
City of Rogers	City Attorney	Good	\$108.061	\$108,061	\$108,061	%00			
Average			\$80,855	\$99,105	\$117,354	45.1%			587,377
City of Favetteville	City Attorney		\$74,353	1	\$93,834 \$113,314	52.4%			
		S Difference (\$6.502)	(\$6.502)	(\$5.271)	(\$4,040)				

-3 6%

-5.6%

% Difference -8.7%

\$10,067

\$6,573

\$3,080 4.6%

\$ Difference % Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### CITY ENGINEER

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. 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. Descrip

experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and a minimum of two years of management Driver's License. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Ex	Exempt Avg Pav	Actual
City of St. Joseph	City Engineer	Good	\$42,185	\$51,086	\$59,986		<b>&gt;</b>	Ш
University of Arkansas	Engineer Supervisor	Good	\$45,377	\$61,708	\$78,038	72.0%		
City of Blue Springs	City Engineer	Good	\$50,148	\$62,685	\$75,221	80.09	>	
City of Midwest City	City Engineer	Good	\$55,634	\$68,916	\$82,197	47.7%		
City of O'Fallon	City Engineer	Good	\$56,286	\$67,104	\$77,922	38.4%		
City of Florissant	City Engineer	Good	\$56,764	\$65,412	\$74,060	30.5%	>	
City of Bentonville	City Engineer	Good	\$61,294	\$82,754	\$104.214	70.0%		
City of Lee's Summit	City Engineer	Identic	\$61.423	\$77.718	\$94,013	53.1%		
City of College Station	City Engineer	Good	\$61,857	\$77,371	\$92,886	50.2%		
City of Springfield	Principal Engineer	Good	\$63.071	\$74.588	\$86,105	36.5%		
City of Joplin	Engineering Manager	Good	\$63,248	\$79,371	\$95,495	%0.15	>	
City of Stillwater	City Engineer	Good	\$64.060	\$77,730	\$91,399	42.7%	>	
City of Lawrence	City Engineer	Identic	\$68,131	\$85,013	\$101,895	49 6%		
City of Jonesboro	Public Works Director/City Engineer	Good	\$70,258	\$87,822	\$105,386	20.0%	>	
City of Manhattan	City Engineer	Good	\$72,340	\$93,693	\$115,046	29.0%	<u>&gt;</u>	
City of Edinoid	Director of Engineering	Good	\$76,968	\$96,211	\$115,453	20.0%		
City of Conway	City Engineer/Street Department Director	Good	\$80,989	\$80,989	\$80,989	%00		
State of Arkansas	ABA State Engineer	Good	\$85,536	\$96,228	\$106,919	25.0%		
City of Norman	City Engineer	Good	\$87,299	\$105,801	\$124,303	42.4%	Ž	
Average			\$64,361	578,537	592,712	44.0%		
	c							

### CODE COMPLIANCE OFFICER

The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations for safety, health and unsightly property conditions.. Descrip

High School Diploma or GED is required. Prefer twelve months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Drivers License.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exe	Exempt Avg Pay	g Pay	Actual Pay
City of Joplin							H		
City of St. Joseph									
City of Blue Springs	Codes Inspector	Good	\$23.091	\$28,864	\$34,637	%0.05			
City of Bossier City	Inspector, Code Enforcement	Good	\$24,292	\$30,514	\$36,737	51,2%			
City of Springdale	Code Enforcement Officer	Good	\$25,333	\$31,665	\$37,998	\$0.0%			
City of Midwest City	Code Officer 1	Good	\$25,978	\$33,139	\$40,300	55.1%	П		
City of Jonesboro	Code Enforcement Officer	Good	\$27,308	\$34,135	\$40,961	50.0%			
City of Conway	Code Enforcement Officer	Good	\$27,923	\$31,832	\$35,740	28 0%			
City of College Station	Code Enforcement Officer	Good	\$28,738	\$35,953	\$43,169	50.2%	-1		
City of Lee's Summit	Neighborhood Services Officer	Good	\$28,960	\$36,681	\$44,402	53.3%			
City of Columbia	Code Enforcement Specialist	Good	\$34,538	\$42,424	\$50.310	45.7%			
City of Lawrence	Code Enforcement Officer	Identic	\$34,615	\$43,119	\$51,623	49.1%			
City of Edmond	Code Inspector	Good	\$34,617	\$43,271	\$51,926	\$0.0%			
City of Manhattan	Code Services Officer	Good	\$35.054	\$45,268	\$55,482	58.3%			
City of Norman	Code Compliance Inspector	Good	\$36,116	\$43,769	\$51.423	42.4%			
City of Rogers	Code Officer	Good	\$36,586	\$39,260	\$41,933	14.6%			
City of O'Fallon	Multi-Discipline Inspector	Good	\$37,886	\$45,179	\$52,472	38.5%	_		
City of Bentonville	Code Enforcement Officer	Good	\$38,580	\$48,220	\$57,860	50.0%			
City of Springfield	Code Compliance Investigator	Good	\$41,413	\$49,215	\$57,017	37.7%			
Average			531,825	\$38,971	\$46,117	44.9%			
City of Fayetteville	Code Compliance Officer		\$29,424	\$37,133	\$44,842	52.4%			
		\$ Difference % Difference	(\$2,401)	(\$1,838)	(\$1,275)				

#### CREW LEADER

Descrip

Quals

Supervises all materials, personnel and equipment required to complete assigned projects. Reads and comprehends drawings of plans for streets,

sidewalks, trails and drainage. Carries out supervisory responsibilities in accordance with the City's policies and applicable laws.

High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain

valid Commercial Driver's License - Class A within 90 days of hire date.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Ехетрі	Avg Pav	Actual
City of Bossier City	Foreman 1	Good	\$19,015	\$23,822	\$28,628	20.6%	b		
State of Arkansas	Maintenance Supervisor	Good	\$29,251	\$41,454	\$53,657	83.4%			
City of College Station	Crew Leader	Good	\$30,141	\$36,194	\$42,248	40.2%			
City of Springfield	Team Leader	Good	\$30,465	\$37,005	\$43,544	42.9%			
City of St. Joseph	Work Leader	Good	\$30,684	\$37,158	\$43,632	42.2%			
University of Arkansas	Construction/Maintenance Coordinator	Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Jonesboro	Crew Leader - Parks	Good	\$31,399	\$39,248	\$47,097	20.0%	b		
City of Lee's Summit	Lead Maintenance Worker	Good	\$31,475	\$39,997	\$48,519	54.2%	Ь		
City of O'Fallon	Crew Leader	Good	\$33,312	\$39,702	\$46,092	38.4%	þ		
City of Bentonville	Crew Leader - Street	Good	\$35,714	\$44,638	\$53,561	\$0.0%	þ		
City of Stillwater	Crew Chief (Various)	Good	\$37,611	\$45,634	\$53.658	42.7%			
City of Rogers	Foreman - Street	Good	\$38,788	\$45,560	\$52,332	34.9%			
City of Norman	Crew Chief	Good	\$41,349	\$50,111	\$58.874	42.4%			
City of Conway	Assistant Street Superintendent - Construction	Good	\$42,439	\$47,063	\$51,686	21.8%			
City of Florissant	Class A Foreman	Good	\$42,648	\$49,143	\$55.638	30.5%			
Average			\$33,667	\$41,350	\$49,034	45.6%			
City of Fayetteville	Crew Leader		\$29,424	\$37,133	\$44,842	52.4%			
		S Difference		(\$4,217)	(\$4,192)				
		% Difference	-14 4%	-11.4%	-93%				

-10.4%

% Difference -17.8%

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### CUSTODIAN

Descrip The incumbent is responsible for maintaining a clean and healthful environment for employees and citizens of the City. Incumbent cleans floors, washes

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	npt Avg Pay	Actual Pay
City of Bossier City	Carelaker	Good	\$15,753	\$19,685	\$23,616	49.9%		
State of Arkansas	Institutional Services Assistant	Good	\$16,288	\$21,403	\$26.517	62.8%		
University of Arkansas	Institutional Service Assistant	Good	\$17,667	\$22,092	\$26,517	50.1%		
City of Springfield	Custodian	Good	\$18,482	\$22,973	\$27,464	48.6%		
NOARK	Janitor / Custodian	Good	\$19,400	\$23,834	\$28,268	45.7%		
City of Conway	Custodian	Good	\$19,652	\$21,964	\$24,276	23.5%		
City of Edmond	Custodian	Identic	\$20,828	\$26.036	\$31,243	20.0%		
City of Columbia	Custodian	Identic	\$21,028	\$25,593	\$30,159	43.4%		
City of Joylin	Custodial Worker	Good	\$21,339	\$26,157	\$30,975	45.2%		
City of Midwest City	Janitor	Good	\$21,469	\$27,387	\$33,306	55.1%		
City of Bentonville	Custodian	Good	\$22,483	\$27,613	\$32,743	45.6%		
City of Jonesboro	Custodian	Good	\$22,536	\$28,170	\$33,804	20.0%		
City of Lee's Summil	Custodian	Good	\$22,735	\$28,512	\$34,290	20.8%		
City of Stillwater	Community Center Custodian	Good	\$22,779	\$27,611	\$32,443	42,4%		
City of St. Joseph	Custodian	Identic	\$23,577	\$23,761	\$23,946	1.6%		
City of Springdale	Custodian	Good	\$24,029	\$30,036	\$36,044	50.0%		
City of Florissant	Custodian	Identic	\$24,085	\$27,747	\$31,410	30.4%		
City of O'Fallon	Custodian	Identic	\$24,112	\$28,749	\$33,385	38.5%		
City of Blue Springs	Maintenance Worker	Good	\$25,167	\$31,459	\$37,750	%0.05		
City of Rogers	Custodian	Cood	\$25,600	\$27,319	\$29,038	13.4%		
City of Manhattan	Custodian	Good	\$25.615	\$32,981	\$40.347	57.5%	F7	
City of Lawrence	Custodian II	Identic	\$27,517	\$34,335	\$41,153	49.6%		
City of Norman	Custodial Services Coordinator	Cood	\$31.842	\$38,591	\$45,340	42.4%	-1:	
Average			\$22,347	\$27,131	\$31,915	42.8%		
City of Fayetteville	Custodian		518,967	\$23,937	\$28,906	52.4%		
		S Difference	(\$3,380)	(\$3,194)	(\$3,009)			

(\$1.597)

(\$1,553)

S Difference (\$1,508)

-65%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### CUSTOMER SERVICE REPRESENTATIVE I

a thorough understanding of the billing process and be able to convey this information effectively to customers. Receives deposits and process, sets up new service, transfers water service to new addresses or disconnects service. This process includes researching bad debt accounts, setting sewer averages, and Maintains an up-to-date and comprehensive understanding of the City's Ordinances that apply to the Billing and Collections Division and its operations. Has assuring that all paperwork is done accurately and in a timely manner. Processes impact fees. Descrip

High school diploma or GED, and two (2) years of related customer service and/or cashier experience. Quals

Respondent	MatchingTitle	Match	h Min	Nid	Max	Range Width	Exempt	Avg Pav	Actual
City of Blue Springs	Customer Service Clerk	Good	\$19,434	\$24,292	\$29,150	50.0%			
University of Arkansas	Administrative Specialist II	Good	\$21,827		\$38,538	76.6%			
City of College Station	Customer Service Representative	Good	\$22,788		\$30,706	34.7%			
City of St. Joseph	Customer Services Representative	Good	\$23,568		\$33,513	42 2%			
City of Midwest City	Utilities Service Clerk	Good	\$23,616		\$36,637	55.1%			
City of Columbia	Customer Representative I	Good	\$23,924		\$34,553	44.4%	þ		
State of Arkansas	DFA Service Representative	Good	\$24,065		\$43,592	81.1%	þ		
City of O'Fallon	Customer Service Representative 1	Good	\$24,112	0.55	\$33,385	38.5%			
City of Conway	Secretary/Customer Service Representative	Good	\$24,276		\$31.211	28.6%			
City of Lee's Summit	Customer Service Representative	Good	\$24,613		\$37,327	51.7%			
City of Edmond	Customer Service Representative I	Good	\$24,768		\$37,153	50 0%			
City of Bentonville	Customer Account Representative I	Good	\$26,233		\$39,380	50.1%	-979		
City of Sullwater	Custonner Service Utility Service Representative	Good	\$26,362	\$31,986	\$37.611	42.7%			
City of Lawrence	Administrative Support II	Good	\$27.517		\$41,153	49.6%			
City of Manhattan	Finance (Terk	Good	\$27,571	\$35,511	\$43.451	57.6%			
City of Norman	Customer Service Representative 1	Good	\$28,340	\$34,347	\$40,353	42.4%			
Average			\$24,563	\$30,648	\$36,732	49.5%			
City of Favetteville	Customer Service Representative I		\$23.055	\$29,095	\$35,135	52.4%	١		

### DEPUTY COURT CLERK

Quals

The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner. Descrip

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and two years of office related experience and/or training; or equi	
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Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width Ex	Exempt Av	Avg Pay	Actual Pay
NOARK	General Clerk I	Good	\$18.718	\$23,489	\$28,259	21.0%			
City of Blue Springs	Deputy Court Clerk	Good	\$19,434	\$24,292	\$29.150	\$0.0%			
City of Joplin	Court Clerk	Good	\$22,419	\$27,484	\$32,548	45.2%			
City of Lee's Summit	Deputy Court Clerk	Good	\$22,735	\$28,512	\$34,290	50.8%			
City of College Station	Deputy Court Clerk	Good	\$22,788	\$26,747	\$30,706	34.7%			
City of Rogers	Deputy Court Clerk	Good	\$23,545	\$25,977	\$28,409	20.7%			
City of St. Joseph	Court Services Representative	Good	\$23,568	\$28,541	\$33,513	42.2%			
City of Conway	Deputy Court Clerk	Good	\$24,276	\$27,744	\$31,211	28 6%			
City of Springfield	Deputy Clerk of Municipal Court	Good	\$24,408	\$29,951	\$35,495	45.4%			
City of Manhattan	Court Clerk I	Good	\$25,615	\$32,981	\$40,347	57.5%			
City of Midwest City	Lead Clerk/Trainer	Good	\$25,978	\$33,139	\$40.300	55.1%			
City of Stillwater	Municipal Court Records Clerk	Good	\$26,362	\$31,986	\$37,611	42.7%			
City of O'Fallon	Assistant Court Clerk	Good	\$26,426	\$31,496	\$36,566	38 4%			
City of Plorissant	Assistant Court Clerk	Good	\$26.479	\$30.517	\$34,555	30.5%			
City of Springdale	Deputy Court Clerk	Good	\$26,635	\$33,294	\$39.954	\$0.0%			
City of Edmond	Court Case Administrative Specialist	Good	\$26,738	\$33,423	\$40,107	50.0%			
City of Bentonville	Deputy Court Clerk II	Good	\$30,595	\$38,264	\$45,933	50.1%			
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%			
City of Norman	Deputy Court Clerk I	Good	\$31.842	\$38,591	\$45.340	42 4%			
Average			\$25,231	\$30,783	\$36,336	44.0%			
City of Fayetteville	Deputy Court Clerk		\$24,207	\$30,550	\$36,892	52.4%			
		S Difference (\$1,024)	(\$1,024)	(\$234)	\$556				
		% Difference	-4 2%	%8 0-	1.5%				

#### **DISPATCH MANAGER**

Quals

Responsible for overall operations of the dispatch center making sure it is running in an efficient manner, including ensuring all calls for service are promptly and efficiently handled in accordance with current policies and procedures. Responsible for managing a three shift, seven day a week emergency response central dispatch center and must be prepared to take calls from dispatch personnel during these times. Descrip

combination of education and experience and a minimum of five years of management experience. Valid Driver's License. ACIC Level I and II certified. Must High school diploma or GED plus specialized training and/or additional college courses five years of related experience and/or training; or equivalent

						Pongo	Ī		Antend
Respondent	MatchingTitle	Match	Min	Mid	Max	Width	Exempt	Exempt Avg Pav	Pav
City of St. Joseph	Sr. Communications Operator	Good	\$28,934	\$35,039	\$41,143				
City of Blue Springs	Dispatch Supervisor	Good	\$29,901	\$37,377	\$44,853	50 0%			
City of Joplin	Public Safety Communications Supervisor	Good	\$33,283	\$40,800	\$48,316	45.2%	þ		
City of Lee's Summit	Communications Supervisor	Good	\$34,252	\$43,669	\$53,085	55.0%	þ		
City of Springdale	Dispatch Supervisor	Good	\$40,321	\$50,401	\$60,481	\$0.0%	þ		
City of Bentonville	Telecommunicator Supervisor	Good	\$42,225	\$49,947	\$57.670	36.6%	þ		
City of Norman	Communications Supervisor	Good	\$45,890	\$55,615	\$65,341	42.4%			
City of Edmond	Central Communications Supervisor	Good	\$47,421	\$59.276	\$71,131	50.0%			
City of College Station	Communications Manager	Good	\$47,657	\$58,325	\$68,994	44 8%			
City of Jonesboro	911 Director	Good	\$56,623	\$70,778	\$84,934	20.0%			
City of Springfield	Director of Emergency Communications	Good	\$69,642	\$79,616	\$89.591	28.6%			
Average			\$43,286	\$52,804	\$62,322	44.0%			
City of Fayetteville	Dispatch Manager		\$52,841	866,686	580,530	52.4%			
		§ Difference	\$9,555	\$13,882	\$18,208				

22.6%

20 8%

% Difference 181%

\$1,168

\$458

(\$252)

\$ Difference % Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### DISPATCHER

Quals

The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire and 911 calls. Also dispatches after hours city on-call staff in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately. Descrip

High school diploma and prefer one year of Public Safety Dispatcher or related experience. Ability to obtain ACIC (Arkansas Crime Information Center) Level I and II certification within six (6) months of date of hire. Ability to meet all NIMS (National Incident Management System) training requirements within six months of employment.

City of Manhattan	MatchingTitle	Match	Min	Mid	Max	Kange Width E	Exempt Avg	Avg Pav	Actual
						11		,	
City of Bossier City	Dispatcher	Good	\$16,030	\$21,549	\$27,068	%6 89			
State of Arkansas	HE Public Safety Dispatcher	Good	\$18,855	\$25,425	\$31,994	%2 69	ļ þ		
University of Arkansas	HE Public Safety Dispatcher	Good	\$18,855	\$25,425	\$31,994	%2.69			
City of Conway	Telecommunicator	Good	\$24,276	\$27,744	\$31,211	28.6%			
City of Blue Springs	Dispatcher	Good	\$25,167	\$31,459	\$37,750	20.0%			ļ
City of Joplin	Public Safety Communications Operator	Good	\$26,002	\$31,874	\$37.747	45.2%			
City of St. Joseph	Communications Operator	Identic	\$26,113	\$31.623	\$37,133	42.2%			
City of Rogers	Telecommunicator	Good	\$26,229	\$34,196	\$42,163	%8.09			
City of Stillwater	Police Dispatcher I	Good	\$27.144	\$32,942	\$38,740	42.7%			
City of Jonesboro	911 Dispatcher	Good	\$27,308	\$34,135	\$40.961	\$0.0%			
City of College Station	Communications Operator	Good	\$27,627	\$33,136	\$38,645	39.9%			
City of Springdale	Dispatcher	Good	\$27,939	\$34,924	\$41,909	20.0%			
City of Springfield	911 Telecommunicator	Good	\$28,316	\$34,198	\$40,081	41.5%			
City of Columbia	EMG Telecommunicator I	Good	\$28,550	\$35,089	\$41,628	45.8%			
City of Edinond	Communication Specialist 1	Good	\$28,708	\$35,885	\$43,062	20 0%			
City of Bentonville	Telecommunicator	Cood	\$28,951	\$34,850	\$40,750	40.8%			
City of Lee's Summit	Communications Specialist	Good	\$28,960	\$36,681	\$44,402	53.3%			
City of Midwest City	Communications Specialist I	Good	\$31.404	\$40,061	\$48,717	55.1%			
City of Florissant	Dispatcher	Good	\$32,036	\$36,922	\$41.809	30.5%			
City of O'Fallon	Communications Officer	Good	\$33.548	\$38,663	\$43,778	30.5%			
City of Norman	Communications Officer	Good	\$33,752	\$40,906	\$48.061	42 4%			
Average			\$26,941	533,223	\$39,505	46.6%			
City of Fayetteville	Dispatcher		\$26,689	\$33,681	\$40,673	52.4%			

### DISTRICT COURT ADMINISTRATOR

coordination of automated information system; coordinates staff development and training. Oversees clerical support activities relating to the administration of legal process and procedures. Maintains Judge's calendar and prepares daily schedule. Schedules and confirms hearings, trials, etc. on Judge's calendar. Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide Acts as liaison between Judge and a variety of departments and agencies. Descrip Quats

High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exe	Exempt Avg Pay	Actual Pay
City of Blue Springs	Municipal Court Administrator	Good	\$32,592	\$40,740	\$48,888	50.0%		e I
City of Midwest City	Court Clerk	Good	\$37,999	\$48,474	\$58,948	55.1%		
City of Springdale	Court Clerk	Good	\$38,366	\$47,957	\$57,549	50,0%		
City of St. Joseph	Municipal Court Administrator	Good	\$38,533	\$46,663	\$54,793	42.2%		
City of Plorissant	Court Clerk	Good	\$38,772	\$44,677	\$50.581	30.5%		
City of Lee's Summit	Court Administrator	Good	\$40,721	\$52,254	\$63,788	56.6%		
City of Stillwater	Municipal Court Clerk	Good	\$41,107	\$49,869	\$58.631	42.6%	П	
City of O'Fallon	Court Administrator	Good	\$42.495	\$50,674	\$58,853	38.5%		
City of College Station	Court Operations Supervisor	Good	\$42,500	\$52,069	\$61.637	45.0%		
City of Bentonville	Chief Court Clerk	Good	\$45,048	\$60,809	\$76,570	70,0%	_	
City of Norman	Chief Deputy Court Clerk	Good	\$45,890	\$55,615	\$65,341	42.4%	_	
City of Manhattan	Couty Services Officer	Good	\$47,107	\$60,903	\$74,699	28.6%		
City of Rogers	Chief Court Clerk	Good	\$47,782	\$47,782	\$47,782	%0.0		
City of Lawrence	Municipal Court Manager	Good	\$48,494	\$60,510	\$72,526	49.6%		
City of Springlield	Municipal Court Administrator	Good	\$49,919	\$59,253	\$68,586	37.4%		
City of Joplin	Municipal Court Administrator	Good	\$51.908	\$65,141	\$78,374	51.0%		
City of Conway	District Court Clerk/Department Director	Good	\$54,465	\$54,465	\$54,465	%0 0	-1	
City of Edmand	Municipal Court Administrator	Good	\$61,210	\$76,512	\$91,815	50 0%		
Average			\$44,717	\$54,132	863,546	42 1%		
City of Fayetteville	District Court Administrator		S45.646	857,606	569,565	52.4%		
		S Difference	\$929	\$3,474	\$6,019			

-6 7%

-7 8%

-9.3%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### **EQUIPMENT MECHANIC I**

This position is an entry level mechanic position requiring some training and experience on a variety of automotive, utility, and construction equipment. The position requires performance of a variety of maintenance and minor repair service on a routine preventive and corrective basis for City vehicles and equipment. Descrip

High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Class D Operator's License.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Auto Mechanic I	Good	\$17.584	\$22,007	\$26,430	50.3%	þ		
City of Conway	Mechanic	Good	\$20,808	\$24,276	\$27,744	33.3%			
State of Arkansas	Equipment Mechanic	Good	\$22,919	\$31,955	\$40,991	78.9%			
University of Arkansas	Equipment Mechanic	Good	\$22,919	\$31,955	166'078	78.9%			
City of Joplin	Automotive Service Worker	Good	\$24,747	\$30,338	\$35,929	45.2%	b		
NOARK	Mechanic 1	Good	\$25,045	\$29,772	\$34,499	37.7%	þ		
City of Springfield	Assistant Equipment Technician	Good	\$25,932	\$31,634	\$37,335	44.0%	þ		
City of Midwest City	Technician I	Good	\$25,978	\$33,139	\$40,300	55.1%			
City of St. Joseph	Ашо Месналис	Good	\$27,692	\$33,534	\$39.377	42.2%			
City of Janesbaro	Fleet Technician I	Good	\$28.672	\$35,839	\$43,006	20 0%			
City of College Station	Mechanic	Good	\$30,141	\$36,194	\$42,248	40.2%			
City of Stillwater	Fleet Mechanic	Good	\$30.575	\$37,100	\$43,626	42.7%			
City of Edmond	Mechanic I	Good	\$30,678	\$38,347	\$46.017	\$0.0%	þ		
City of Lawrence	Mechanic I	Identic	\$30,819	\$38,455	\$46,091	49.6%			
City of Bentouville	Mechanic - Parks	Good	\$33,081	\$41,351	\$49,621	50.0%			
City of Manhattan	. Equipment Mechanic I	Good	\$33,247	\$42,855	\$52,464	57.8%			
City of O'Fallon	Mechanic/Fleet Mechanic	Dood	\$33,312	\$39,702	\$46,092	38.4%			
City of Norman	Mechanic I	Good	\$36,116	\$43,769	\$51,423	42.4%			
Average			\$27,792	\$34,568	\$41,343	48.8%			
City of Fayetteville	Equipment Mechanic 1		\$25,418	\$32,077	538,736	52.4%			
		S Difference (\$2.374)	(\$2,374)	(\$2,491)	(\$2,607)				

### **EQUIPMENT MECHANIC II**

The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The Descrip

position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild.

High school diploma or GED plus specialized automotive repair training and/or technical courses and two years of related experience. Must possess a valid Class B Commercial Driver's License and maintain licensure for the duration of employment in this position. Quals

City of Lee's Summit City of Bossier City State of Arkansas	Matching Title	Match	Min	Mid	Max	Width E	Exempt Avg Pav		Actual Pav
City of Bossier City State of Arkansas								+	
State of Arkansas	Auto Mechanic II	Good	\$18,470	\$23,129	\$27.789	50.5%			
	Auto/Diesel Mechanic	Good	\$25,268	\$35,810	\$46,351	83 4%			
City of Springdale	Mechanic	Good	\$25,333	\$31,665	\$37,998	50.0%			
City of Blue Springs	Мееванс	Good	\$27,432	\$34,290	\$41,148	50.0%			
City of Joplin	Automotive Mechanic	Good	\$28,698	\$35,183	\$41,668	45 2%			
NOARK	Mechanic II	Good	\$28,780	\$36,372	\$43,964	52.8%			
University of Arkansas	Skilled Tradesman	Good	\$29,251	\$41,454	\$53,657	83.4%			
City of College Station	Mechanic	Good	\$30,141	\$36,194	\$42,248	40.2%			
City of Springfield	Heavy Equipment Technician	Good	\$30,465	\$37,005	\$43,544	42.9%	þ		
City of St. Joseph	Master Mechanic	Good	\$30,856	\$37,244	\$43,632	41.4%			
City of Columbia	Vehicle Mechanic	Good	\$31,389	\$38,564	\$45,740	45.7%			
City of Jonesboro	Fleet Technician II	Good	\$31,399	\$39,248	\$47,097	20 0%			
City of Midwest City	Lead Technician	Good	\$31.404	\$40,061	\$48,717	55.1%			
City of Conway	Senior Mechanic	Good	\$32,368	\$36,991	\$41.615	28 6%	Ь		
City of Stillwater	Fleet Lead Mechanic	Good	\$32,443	\$39,359	\$46,275	45.6%			
City of Lawrence	Mechanic II	Identic	\$34,517	\$43,070	\$51,623	49.6%			
City of Edmond	Mechanic II	Good	\$34,617	\$43,271	\$51.926	20.0%			
City of Florissant	Equipment Maintenance Mechanic	Good	\$35,252	\$40,621	\$45,990	30.5%			
City of Bentonville	Mechanic - Street	Good	\$38,580	\$48,220	\$57,860	%0'05			
City of Norman	Mechanic II	Good	\$38,644	\$46,833	\$55,023	42.4%			
City of Manhattan	Equipment Mechanie II	Good	\$38,923	\$50,253	\$61,583	58.2%			
Average			\$31,154	\$38,802	846,450	49.1%			
City of Fayetteville	Equipment Mechanic II		\$29,424	\$37,133	\$44,842	52.4%			
		\$ Difference %, Difference	(\$1.730)	(\$1,669)	(\$1.608)				

### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Provides supervision of sidewalk, street, drainage and trail construction programs. Visits work sites to inspect work in progress and ensure projects and work assignments are completed properly and according to schedule. Schedules maintenance and rehabilitation projects. Responsible for developing and scheduling annual work program and goals including cost projections. Descrip

High School Diploma or GED. Specialized training and/or additional college courses and three (3) years of related experience and/or training; or equivalent combination of education and experience. Minimum of one (1) year supervisory experience preferred. Valid Class B CDL. Quals

Kespondent  prings feld Station from from from from from from from from	Matching litte Streets Supervisor Team Leader Foreman Street Maintenance Supervisor Manager of Streets	Good Good	Min \$29.989 \$30,465	Nid	Max	Width	1		
ę	ets Supervisor m Leader entan et Maintenance Supervisor	9005 9005 9005	\$29.989					Avg Pay	Pav
Ę	m Leader rman et Maintenance Supervisor	Cood	\$30,465	\$37,421	\$44,853	49.6%			
Ę	eman et Maintenance Supervisor aans of Streets	Good		\$37,005	\$43,544	42.9%			
	et Maintenance Supervisor	Crond	\$36,110	\$43,357	\$50,605	40.1%			
	pager of Streets		\$36,852	\$46,065	\$55,279	50.0%	D		
		Good	\$37,322	\$47,738	\$58,154	55.8%			
	Street Maintenance Supervisor	Good	\$37,886	\$45,179	\$52,472	38.5%	3		
	Senior Field Supervisor	Good	\$39,972	\$48,406	\$56,839	42.2%	þ		
	Construction Supervisor	Good	\$40,321	\$50,401	\$60,481	50.0%	Ь		
City of Joplin	Infrastructure Maintenance Supervisor	Good	\$40,550	\$50,885	\$61.220	51.0%			
City of Columbia Transportati	Transportation Supervisor	Good	\$43.942	\$53,934	\$63,926	45.5%			
City of Conway	Street Superintendent	Good	\$53,644	\$58,413	\$63,181	17.8%			
Average			\$38.823	\$47,164	\$55,505	43.0%			
City of Fayetteville Field Op	Field Operations Supervisor - Transportation		\$35,765	\$45,136	\$54,506	52.4%			
		S Difference	(\$3.058)	(\$2,028)	(866\$)				
		% Difference	%9 8-	-4.5%	-1.8%				

\$7,474 6,3%

\$4,657 4.7%

\$1,839

S Difference % Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### FINANCE DIRECTOR

Descrip

The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These independent pension boards of trustees.

education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of

Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Ехетрт	Avg Pav	Actual Pav
City of Blue Springs City of Stillwater									
Cuy of Joplin	Finance Director	Good	\$60,199	\$75,545	\$90,891	51.0%	>		
City of Florissant	Finance Director	Good	\$61391	\$70,754	\$80,116	30.5%	>		
City of Lee's Summit	Finance Director	Identic		\$83,119	\$101,188	55.6%	>		
City of O'Fallon	Finance Director	Good	\$65,486	\$78.076	\$90,665	38.4%			
City of Springdale	Adm/Finance Services Director	Good	\$66,388	\$82,984	185.668	\$0.0%			
City of Bentonville	Finance Director	Good	\$71.513	\$96.513	\$121,513	%6 69			
City of Midwest City	Finance Director	Good	\$74,049	\$86,641	\$99,232	34 0%			
City of Columbia	Director of Finance	Identic	\$74,787	\$116,460	\$158,134	111.4%	>		
City of Conway	Chief Financial Officer	Good	\$75,335	\$75,335	\$75,335	0.0%			
City of Jonesboro	Chief Funancial Officer	Good	\$75,712	\$94,640	\$113,568	\$0.0%	>		
City of Lawrence	Finance Director	Identic	\$76,306	\$95,215	\$114.123	49.6%			
City of Springfield	Director of Finance	Good	877.769	\$98,414	\$119,060	53.1%			
City of Manhattan	Director of Finance	Good	\$79,525	\$103,471	\$127,418	60.2%	>		
City of Edmond	Director of Finance	Identic	\$84,847	\$106,059	\$127,272	\$0.0%	>		
City of Norman	Director of Finance	Good	\$89,100	\$107,982	\$126,864	42.4%	>		
City of College Station	Executive Director	Good	\$94,997	\$121,074	\$147,150	24.9%			
City of Rogers	(FO/Treasurer	Good	\$103,490	\$103,490	\$103,490	%0.0			
Average			\$76,232	893,869	\$111,506	46.3%			
City of Favetteville	Finance Director		\$78,071	898,526	S118,980	52.4%			

5 6%

5.2%

4.6%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### FINANCIAL ANALYST - BUDGET

education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university in Accounting, Finance or a related field is required. Two years of related experience and/or training in governmental budget/finance field.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange	Exempt	Avg Pay	Pay
City of Norman							>		
City of Bossier City	Accountant II	Good	\$20,977	\$26,309	\$31,642	50.8%			
City of Jonesboro	Budget Specialist	Good	\$28,672	\$35,816	\$42,960	46.8%			
City of Blue Springs	Revenue Collections Supervisor	Good	\$29,901	\$37,377	\$44,853	20.0%			
City of Conway	Payroll Officer I/Accountant	Good	\$31,211	\$35,257	\$39,303	25.9%	þ		
State of Arkansas	Budget Specialist	Good	\$32,249	\$45,703	\$59,157	83.4%			
City of Lee's Summit	Financial Analyst	Good	\$34,252	\$43,669	\$53,085	55.0%	J		
City of Midwest City	Staff Accountant	Good	\$34,544	\$44,067	\$53,590	55.1%			
City of St. Joseph	Financial Analyst	Good	\$36,607	\$44,330	\$52,054	42.2%	>		
City of Joplin	Financial Analyst	Good	\$36,736	\$45,037	\$53,338	45,2%			
City of Manhattan	Budget Analyst	Good	\$38,923	\$50,253	\$61.583	58 2%			
City of Columbia	Senior Rate Analyst	Good	\$39,903	\$48,990	\$58,078	45.5%	>		
City of Edmond	Financial Services Coordinator	Good	\$40,527	\$50,659	\$60,791	\$0.0%			
City of O'Fallon	Financial Analyst	Good	\$44,808	\$53,412	\$62,016	38.4%			
City of Bentonville	Accountant	Good	\$45,048	860,809	\$76,570	70.0%			
City of College Station	Budget & Management Analyst	Good	\$45,133	\$55,262	\$65,391	44.9%			
NOARK	Financial Analyst	Poop	\$47,934	\$61,614	\$75,293	57.1%			
City of Stillwater	Budget Analyst	Cood	\$52,095	\$63,191	\$74.288	42.6%	E		
Average			837,619	\$47,162	S56,705	50.7%			
City of Fayetteville	Financial Analyst - Budget		\$39,431	\$49,762	860,093	52.4%	\ %		
		C Difference	\$1.812	009 68	\$3 388				

### FINANCIAL COORDINATOR - PARKS AND REC

Descrip

Revenue report, HMR report, etc. Coordinates the development, management, and planning of the annual budget and work program for each program within reconciliations for accuracy and compliance with policy. Prepares monthly budget performance reports and analyzes the results of these reports to identify Responsible for monitoring the department's purchasing, internal accounting, and work order system. Audits and approves P-card purchase requests and the need for correcting journal entries or budget adjustments. Prepares correcting entries as needed. Prepares various revenue reports such as the Park the Parks and Recreation Department and assists with five year Capital Improvement Projects.

Quals Hig

High School Diploma or GED and two years of related experience and/or training; prefer Bachelor's Degree in related field.

Respondent	MatchingTitle	Match		PilN	Max	Range Width	Exempt	Ava Pav	Actual
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35.810	\$46,351	83.4%		i.	î
City of Lawrence	Administrative Support III - P&R	Good	\$30,819	\$38,455	\$46,091	49 6%			
State of Arkansas	Fiscal Support Supervisor	Good	\$33.861	\$47.988	\$62,115	83.4%	þ		
City of College Station	Admin, Support Supervisor	Good	\$42,500	\$52,069	\$61,637	45.0%	þ		
Average			\$33,112	\$43,580	\$54,049	63.2%	1		

(\$672) (\$2,641) (\$4,610)	%5*9-
S Difference (\$	,1,

52.4%

\$49,439

\$40,940

\$32,440

Financial Coordinator - Parks and Rec

City of Fayetteville

-4 7%

%69-

% Difference -10.2%

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### GIS TECHNICIAN

The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience; or equivalent combination of education and experience. Quals

Respondent	Matching Title	Match	Min	Mid	Max	Kange Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph									
City of Lee's Summit	GIS Technician	Good	\$26,681	\$33,683	\$40,685	52,5%			
State of Arkansas	GIS Technician	Identic	\$29,251	\$41,454	\$53,657	83,4%			
City of College Station	GIS Technician	Good	\$30,141	\$37,042	\$43,943	45,8%			
City of Columbia	GIS Technician	Good	\$31,389	\$38.564	\$45,740	45,7%	þ		
City of Midwest City	GIS Technician	Good	\$31,404	\$40,061	\$48,717	55,1%	þ		
City of Stillwater	Dev Services GIS Technician	Good	\$32,443	\$39,359	\$46,275	42.6%	þ		
City of Blue Springs	GIS Coordinator	Good	\$32,592	\$40,740	\$48,888	\$0.0%			
City of Joplin	GIS Data Base Operator	Good	\$33,283	\$40,800	\$48.316	45.2%			
City of O'Fallon	GIS Technician	Good	\$35,608	\$42,458	\$49,309	38.5%			
City of Bentonville	GIS Technician II	Good	\$35,714	\$44,638	\$53,561	50.0%			
City of Manhattan	GIS Technician	Good	\$37.116	\$47,904	\$58,692	58.1%			
City of Lawrence	GIS Analyst	Good	\$38,659	\$48,238	\$57,818	49.6%			
City of Rogers	GIS/Mapping Technician	Good	\$40,046	\$40,046	\$40,046	%0.0			
City of Jonesboro	GIS Coordinator	Good	\$40,262	\$50,326	\$60,391	50.0%			
City of Edmond	GIS Analyst 1	Good	\$40,527	\$50,659	\$60,791	20.0%			
City of Springfield	GIS Analyst	Good	\$40,825	\$48,876	\$56,928	39 4%			
City of Conway	GIS Coordinator	Good	\$41,740	\$47,278	\$52,815	26.5%			
City of Norman	GIS Analyst I	Cood	\$45,890	\$55,615	\$65,341	42.4%			
Average			\$35,754	\$43,763	S51,773	44.8%			
City of Fayetteville	GIS Technician		\$32,440	\$40,940	\$49,439	52.4%	٥		
		S Difference	(\$3,314)	(\$2.824)	(\$2,334)				

### INFORMATION TECHNOLOGY DIRECTOR

Descrip

infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology

including Novel, OS/400 and Windows.

Oversees development of needs assessments for IT infrastructure; facilitates and leads efforts to manage the life cycle of IT assets, ensuring the appropriate technology is available and utilized. Manages the development and implementation of all technology systems and processes ensuring interoperability of the architecture, systems, and applications.

Quals

Bachelors Degree (B.A.or B.S) required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field. A Bachelor of Science (B.S.) degree in Information Technology or related field is preferred

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Ехетр	Exempt Avg Pay	Actual Pay
City of Rogers	IT' Director	Good							
City of Blue Springs	Director, Information Technologies	Good	\$59.580	\$74,475	\$89,371	50.0%			
City of Bentonville	Systems Manager	Good	\$61,294	\$82,754	\$104,214	70.0%			
City of Lee's Summit	Chief Technology Officer	Good	\$61,423	\$77,718		53.1%	þ		
City of Jonesboro	Information Systems Director	Good	\$64,803		\$97.204	20.0%			
NOARK	IT Team Leader	Good	\$67,297		\$83,794 \$100,290	49.0%			
Average			862,879	879,949	\$97,018	54.3%	27		862,978
City of Fayetteville	Information Technology Director		\$61,171	877,198	\$93,224	52.4%	۰		
		S Difference (\$1,708)	(\$1,708)	(\$2,751)	(\$3,794)				
		0/ Difforonco	%8 c-	-3 6%	-4 1%				

52.4%

(\$871)

\$40,940 (\$1,731)

\$32,440 (\$2.590)

\$ Difference
% Difference

Inspector/Commercial & Residential

City of Fayetteville

-1.8%

-4 2%

-8 0%

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### INSPECTOR/COMMERCIAL & RESIDENTIAL

Responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued. Descrip

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pav
City of Edmond						i			>
City of Bosster City	Inspector, Code Enforcement	Good	\$24,292	\$30,514	\$36,737	51.2%			
City of Springdale	Building Inspector	Good	\$27,939	\$34,924	\$41,909	\$0.0%			
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$28,934	\$35,039	\$41,143	42.2%	þ		
City of Blue Springs	Building Inspector - CD	Good	\$29,901	\$37,377	\$44,853	50.0%			
City of Jonesboro	Inspector	Good	\$30,034	\$37,543	\$45,052	20.0%	þ		
State of Arkansas	Construction Inspector	Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Lee's Summit	Building Inspector	Good	\$31.475	\$39,997	\$48,519	54.2%			
City of College Station	Construction Inspector	Good	\$32,801	\$39,409	\$46,018	40 3%			
City of Joplin	Building Inspector	Good	\$33,283	\$40,800	\$48,316	45.2%			
City of Midwest City	Building/Housing Code Inspector	Good	\$34,544	\$44,067	\$53,590	55.1%			
City of Manhattan	Zoning Inspector I	Good	\$35,054	\$45,268	\$55,482	58.3%			
City of Florissant	Multi Building Inspector	Good	\$35,252	\$40,621	\$45,990	30.5%			
City of Stillwater	Dev Services Building Inspector II	Good	\$35,461	\$43,018	\$50,575	42.6%			
City of Columbia	Senior Building Inspector	Good	\$36,293	\$44,535	\$52,777	45.4%			
City of Rogers	Inspector - Inspection	Good	\$36,419	\$38.033	\$39,647	8 9%			
City of Springfield	Building Inspector	Good	\$37,832	\$45,107	\$52,382	38.5%			
City of O'Fallon	Multi-Discipline Inspector	Good	\$37,886	\$45,179	\$52,472	38.5%	þ		
City of Bentonville	Building Inspector	Good	\$38,580	\$48,220	\$57,860	20.0%	ā		
City of Lawrence	Building Inspector II	Identic	\$38,659	\$48,238	\$57.818	49.6%			
City of Norman	Building Inspector	Good	\$49,104	\$59,510	916,698	42.4%			
City of Conway	Code Enforcement Officer	Good	\$51,180	\$55,152	\$59,125	15.5%			

#### LEAD COURT CLERK

Assists Judge and District Court Administrator in the courtroom during arraignments and sentencings. Assists the Administrator in supervision and training of Court Clerks and fill in when the Administrator is not available. Assists in resolving problems including balancing the court report, and making adjustments Descrip

for incorrectly assessed fines, costs or payments.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain

and maintain certification with AR District Court Clerk Association preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avo Pav	Actual Pav
City of Florissant							E	0	
City of Blue Springs	Court Clerk	Pood	\$23,091	\$28,864	\$34,637	50.0%			
City of Joplin	Senior Court Clerk	Good	\$24,747	\$30,338	\$35,929	45.2%			
City of St. Joseph	Senior Court Representative	Good	\$26,113	\$31,547	\$36,980	41.6%			
City of Springdale	Deputy Court Clerk	Good	\$26,635	\$33,294	\$39,954	50.0%	þ		
City of Springfield	Court Specialist	Good	\$26,966	\$32,389	\$37,812	40.2%	þ		
City of Manhattan	Court Clerk 1)	Good	\$28,847	\$37,180	\$45,513	57.8%	þ		
City of Lee's Summit	Court Services Officer	Good	\$28.960	\$36,681	\$44,402	53.3%			
City of Conway	Administrative Assistant II	Good	\$31,211	\$35,257	\$39,303	25.9%			
City of Stillwater	Municipal Court Deputy Court Clerk	Good	\$31,487	\$38,208	\$44,929	42.7%			
City of Bentonville	Chief Deputy Court Clerk	Good	\$33,081	\$41,351	\$49,621	20.0%			
City of Rogers	Chief Deputy Ckerk	Good	\$34,930	\$34,930	\$34,930	%00			
City of College Station	Customer Services Coord / Courts	Good	\$36,110	\$43,357	\$50.605	40.1%	þ		
City of Norman	Deputy Court Clerk II	Good	\$36,116	\$43,769	\$51,423	42.4%			
Average			829,869	\$35,936	\$42,003	40.6%			
City of Fayetteville	Lead Court Clerk		\$30,895	538,990	\$47,084	52.4%			
		S Difference	\$1.026	\$3.054	\$5.081				

10.8%

7.8%

3.3%

% Difference

(\$4.634)

(\$4,235)

**\$ Difference** (\$3.836)

-14.5%

-16.0%

-18.3%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### MAINTENANCE WORKER II - PARKS

This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. Operates weed eaters, riding mowers, bush hog, and pickup trucks. Descrip

High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a Quals

		1	;	
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	2		2	

Respondent	MatchingTitle	Match	M	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Recreation Maintenance Worker I	Good	\$16,123	\$20,153	\$24,184	20.0%			
City of Conway	Facilities Maintenance/Groundskeeper	Good	\$19,652	\$21,964	\$24.276	23.5%			
City of College Station	Groundsworker	Good	\$20,150	\$23,669	\$27,187	34.9%			
State of Arkansas	Maintenance Assistant	Good	\$20,788	\$28,508	\$36,227	74 3%			
City of Columbia	Maintenance Assistant I	Good	\$21,947	\$26,739	\$31,531	43.7%			
City of Springfield	Maintenance Worker	Good	\$22,290	\$27,340	\$32,389	45.3%			
City of Joplin	Laborer 1	Good	\$22,418	\$27,483	\$32,548	45.2%	5		
City of Rogers	Maintenance/Equipment Operator	Cood	\$22,476	\$26,030	\$29,584	31.6%	b		
City of Jonesboro	Park Maintenance Worker	Good	\$22,536	\$28,170	\$33,804	50.0%			
City of Edmond	Park Maintenance Worker II	Good	\$22.798	\$28,498	\$34,198	50.0%			
City of Midwest City	Equipment Operator I	Cood	\$23,616	\$30,126	\$36,637	55.1%			
City of Springdale	Parks Maintenance II	Good	\$24.029	\$30,036	\$36,044	20.0%			
City of Blue Springs	Maintenance Worker	Good	\$25,167	\$31,459	\$37.750	20 0%			
University of Arkansas	Maintenance Worker Specialist	Good	\$25,268	\$35.810	\$46,351	83.4%	b		
City of Stillwater	PE & R Maintenance Worker II	Cood	\$25,602	\$31,064	\$36.525	42.7%			
City of Bentonville	Parks Maintenance Worker II	Poop:	\$26,233	\$32,807	\$39,380	50.1%			
City of St. Joseph	Equipment Operator	Good	\$26,342	\$31,899	\$37,457	42.2%			
City of Lee's Summit	Skilled Parks Specialist	Good	\$26,681	\$33,683	\$40,685	52.5%			
City of Norman	Maintenance Worker I	Good	\$26,736	\$32,404	\$38,071	42.4%			
NOARK	Maintenance II	Good	\$27,206	\$33,804	\$40,402	48.5%			
City of O'Fallon	Park Maintenance Worker	PooD	\$28,721	\$34,234	\$39,747	38.4%			
City of Lawrence	Park & Facilities Maintenance II	Identic	\$30,819	\$38,455	\$46,091	49.6%	J		
City of Manhattan	Maintenance Worker II	Good	\$31.079	\$40,049	\$49,020	57.7%	ם		
City of Florissant	Class B Laborer	Cood	\$35,252	\$40,621	\$45.990	30.5%			
Average			\$24,747	\$30,625	\$36,503	47 5%			
City of Favetteville	Maintenance Worker II - Parks		\$20,911	\$26,390	831,869	52.4%			

(\$5,153)

(\$4,793)

S Difference (\$4,433)

-19.2%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### MAINTENANCE WORKER III - WATER SEWER

leaks in order to keep the City's water lines intact and in good working order. Ensures maintenance of truck as well as the equipment on truck. Installs mains The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and sewer for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment. Descrip

High school diploma or GED and six months of related experience. Must possess a valid Commercial Driver's License with tanker endorsement within six months of employment. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Ave Pav	Actual Pav
City of Blue Springs	Water Service Technician	Good	\$23.091	\$28,864	\$34,637	20.0%			-
City of Joplin	Laborer II	Good	\$23,561	\$28,884	\$34,208	45.2%			
City of St. Joseph	Sewer Maintenance Laborer	Good	\$23,577	\$28,551	\$33,526	42.2%			
City of Columbia	Maintenance Assistant II	Good	\$23,924	\$29,239	\$34,553	44 4%			
City of Lee's Summit	Service Technician	Good	\$24,613	\$30,970	\$37,327	51.7%	F		
City of College Station	W/WW Systems Operator	Good	\$25,428	\$29,942	\$34,456	35.5%			
City of Springfield	Sewer Repair Working Leader	Good	\$25,932	\$31,634	\$37,335	44.0%			
City of Jonesboro	Equipment Operator II	Good	\$27,308	\$34,135	196'01'8	90.09			
City of Midwest City	Crew Leader 1	Good	\$28,548	\$36,418	\$44,288	55.1%			
City of Edmond	Utility Line Maintenance Worker III	Good	\$28,708	\$35,885	\$43,062	\$0.0%			
City of O'Fallon	Maintenance Worker	Good	\$28,721	\$34,234	\$39,747	38.4%			
City of Stillwater	Water Utilities Maintenance Worker II	Good	\$29.685	\$36,015	\$42,345	42.6%			
City of Bentonville	WW Collection Specialist III	Good	\$30.595	\$38,264	\$45,933	50.1%	9		
City of Manhattan	Maintenance Technician	Good	\$31,079	\$40,049	\$49,020	57.7%			
Сіту of Nonnan	Maintenance Worker II	Good	\$31.842	\$38,591	\$45,340	42.4%			
NOARK	Maintenance III	Good	\$33,198	\$40,534	\$47,870	44.2%			
Average			S27,488	\$33,888	\$40,288	46.6%			
City of Favetteville	Maintenance Worker III - Water Sewer		\$23.055	\$29,095	\$35.135	52.4%			

### MAINTENANCE WORKER IV - ASPHALT

Description incumbent is responsible for operating specialized heavy equipment such as asphalt paver, milling machine, sweeper, oil truck, and other specialized heavy equipment. Operates heavy construction equipment such as, dozer, grade-all, backhoe, grader, bobcat skid loader, dump truck, front end loader and rollers.

	High school diploma or GED and 18 months of related experience or training. ValidDriver's License and CDL	lidDriver's Licens	e and CD	L - B.					
Respondent	MatchingTitle	Match	Min	PIW	Max	Range	Exempt	Avg Pay	Actual
University of Arkansas	Heavy Equipment Operator	Good	\$21,827	\$30,183	\$38,538	76.6%			
City of Rogers	Operator - Street	Cood	\$22,392	\$32,079	\$41,765	86.5%			
City of Columbia	Unlity Maintenance Mechanic 1	Good	\$24,987	\$30,590	\$36,193	44.8%			
NOARK	Heavy Eqwuipment Operator	Good	\$25,472	\$32,029	\$38,586	51.5%			
City of Jonesboro	Eqwuipment Operator II - Street	Good	\$25,944	\$32,430	\$38,917	20.0%	5		
City of Conway	Asphalt/Construction Specialist	Poop .	\$26.584	\$30,160	\$33,736	26.9%			
City of Springfield	Equipment Operator III	Good	\$27,567	\$33,538	\$39,508	43.3%	þ		
City of College Station	Equipment Operator/Public Wrks.	Good	\$27,627	\$33,136	\$38,645	39.9%			
City of Midwest City	Equipment Operator III	Good	\$28,548	\$36,418	\$44.288	\$5.1%			
City of Joplin	Heavy Equipment Operator	Good	\$28.698	\$35,183	\$41,668	45.2%			
City of O'Fallon	Street Maintenance Worker	Good	\$28,721	\$34,234	\$39,747	38 4%			
City of Stillwater	Street Equipment Operator II	Good	\$29,685	\$36,015	\$42,345	42.6%			
City of Bentonville	Heavy Equipment Operator II	Good	\$30,595	\$38,264	\$45,933	\$0.1%			
City of Edmond	Heavy Equipment Operator	Good	\$30,678	\$38,347	\$46,017	\$0.0%			
City of St. Joseph	Equipment Operator 1V	Good	\$30,684	\$37,158	\$43,632	42.2%			
City of Manhattan	Equipment Operator	Good	\$33,247	\$42,855	\$52,464	57.8%			
City of Norman	Heavy Equipment Operator	Good	\$36,116	\$43,769	\$51,423	42.4%			
Average			828,198	\$35,082	\$41,965	48.8%			
City of Fayetteville	Maintenance Worker TV - Asphalt		\$24,207	\$30,550	\$36,892	52.4%	Park		
		§ Difference	(\$3,991)	(\$4,532)	(\$5,073)				

#### METER READER

The incumbent is responsible for reading water meters in a timely, accurate and efficient manner. Job involves operation of a motor vehicle and hand held computer. Assists with turn-ons and turnoffs and performs minor meter maintenance as needed. Descrip

Quals High school diploma or GED. Must possess a valid Driver's License.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Ex	Ехетрі Ауд Рау	Actual
City of Blue Springs							G	
City of College Station	Meter Services Field Rep	Good	\$20,674	\$25,690	\$30,706	48 5%		
City of Lee's Summit	Meter Reader	Good	\$22,735	\$28,512	\$34,290	20.8%		
City of Midwest City	Meter Reader	Good	\$23,616	\$30,126	\$36,637	55 1%		
City of Columbia	Meter Reader	Identic	\$23,924	\$29,239	\$34,553	44.4%		
City of Edmond	Meter Reader	Identic	\$24,768	\$30,961	\$37,153	20 0%		
City of Stillwater	Customer Service Meter Reader	Good	\$24,864	\$30,162	\$35,461	42.6%		
City of Norman	Meter Reader	Identic	\$26,736	\$32,404	\$38,071	42.4%	_	
City of Lawrence	Meter Reader	Identic	\$27,517	\$34,335	\$41,153	49.6%		
City of Manhattan	Water Service Worker I	Good	\$27,571	\$35,511	\$43,451	57.6%		
City of Bentonville	Meter Reader 11	Good	\$30,595	\$38,264	\$45,933	50.1%		
Average			\$25,300	\$31,520	\$37,741	49.2%		
City of Fayetteville	Meter Reader		\$24,207	\$30,550	\$36,892	52.4%		
		S Difference (\$1,093)	(\$1,093)	(\$971)	(\$849)			
		% Difference -4.5%	1 270	0/7 6-	-2.370			

## OFFICE MANAGER TRANSPORTATION

Descrip		The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate recordkeeping in the work order system. Provides guidance to employees and supervisors on payroll related matters.	ecting the rersees da	work of a sta entry or	derical su of daily we	pport staf ork orders	f. Performs to ensure a	<b>dat</b> abase s <b>cur</b> ate	
Quals	High school diploma or GED plus	High school diploma or GED plus specialized training and two years of related experience and/or training preferred.	e and/or	training p	referred.				
	Respondent	MatchingTitle	Match Min	Min	Mid	Max	Range Exempt Avg Pay Pay	npt Avg P	Actu:
City of Springfield	ringlield	Office Administrator	Good	\$24.408	\$29 951	\$35 495	Good \$24.408 \$29.951 \$35.495 45.4%		

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of Springlield	Office Administrator	Good	\$24.408	\$29,951	\$35,495	45.4%			
State of Arkansas	Park Office Manager	Good	\$25,268	\$35,810	\$46,351	83.4%			
City of St. Joseph	Executive Secretary	Good	\$26,113	\$31,623	\$37,133	42.2%			
University of Arkansas	Administrative Support Supervisor	Good	\$26,531	\$37,600	848,669	83.4%			
City of Lee's Summit	Administrative Specialist	Cood	\$28,960	\$36,681	\$44,402	53.3%			×
City of Stillwater	Electric Office Manager	Good	\$31,487	\$38,208	\$44,929	42.7%			
City of Jonesboro	Office Manager	Good	\$32,761	\$40,952	\$49,143	\$0.0%	þ		
NOARK	Office Managor	Good	\$33,245	\$41,739	\$50,232	\$1.1%			
City of Edmond	Administrative Supervior	Good	\$36,587	\$45,734	\$54,881	50.0%			
City of Norman	Administrative Technician IV	Good	\$37.462	\$45,401	\$53,341	42.4%			
Average			\$30,282	\$38,370	\$46,457	53.4%			
City of Fayetteville	Office Manager - Transportation		\$30,895	838,990	\$47,084	52.4%	,0		
		§ Difference	\$613	\$620	\$627				
	ó	% Difference	2.0%	1.6%	1.3%				

### PARKING ENFORCEMENT OFFICER

Incumbent is responsible for issuing parking citations using electronic handheld devices and printers. Collects money in meters and pay-machines. Collects parking citations from courtesy boxes. Performs maintenance on meters, parking gates and pay-machines. Resolve complaints regarding citations with general public/downtown employees. Descrip

High school diploma or GED and 12 months of related experience and/or training; or equivalent combination of education and experience. Valid Driver's Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of College Station State of Arkansas									
University of Arkansas	Parking Control Officer	Good	\$17,957	\$24,008	\$30,059	67.4%			
City of St. Joseph	Parking Control Technician	Good	\$21,419	\$25,938	\$30,457	42.2%			
City of Stillwater	Parking Control Officer	Good	\$22,106	\$26.797	\$31,487	42.4%	b		
City of Jophan	Parking Menitor	Good	\$22,419	\$27,484	\$32,548	45.2%			
City of Springfield	Traffic Services Officer	Good	\$22,600	\$27,733	\$32,865	45.4%	þ		
City of Columbia	Parking Enforcement Agent	Good	\$23.924	\$29,239	\$34,553	44.4%			
City of Lee's Summit	Parking Control Officer	Good	\$24,613	\$30,970	\$37,327	51.7%			
City of Manhattan	Parking Control Officer	Good	\$25,615	\$32,981	\$40,347	57.5%			
City of Norman	Parking Service Officer	Good	\$26,736	\$32,404	\$38,071	42.4%			
Gity of Lawrence	Parking Control Officer	Identic	\$27.517	\$34,335	\$41,153	%9.6+			
City of Conway	Parking Enforcement (Officer	Good	\$27,923	\$31,832	\$35.740	28.0%	þ		
Average			\$23,894	829,429	\$34,964	46,3%			
City of Fayetteville	Parking Enforcement Officer		\$20,911	\$26,390	\$31,869	52.4%	,,		
		S Difference (\$2.983)	(\$2.983)	(\$3,039)	(\$3,095)				
		% Difference -145%	-14 3%	-115%	-6.1%				

5 4%

3.7%

1.0%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### PARKS MAINT SUPERINTENDENT

Descrip

management of programs for grounds maintenance, athletic fields, turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Assists the Director in developing and managing the Parks The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes and Rec Budget. Reports to the Director of Parks and Recreation.

education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of within two years of employment.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Ехетрі	Exempt Avg Pay	Actual Pay
State of Arkansas									
City of Blue Springs	Parks Maintenance Superintendent	Good	\$35,526	\$44,407	\$53,288	20.0%			
City of Jonesboro	Parks Maintenance Superintendent	Cood	\$40,262	\$50,326	\$60,391	50.0%			
City of St. Joseph	Superintendent of Parks	Good	\$42,185	\$51,086	986'65\$	42.2%	>		
City of Joplin	Parks Mantenance Supervisor	Good	\$42,605	\$53,462	\$64,319	\$1.0%	>		
City of Lee's Summit	Superintendent of Park Operations	Good	\$44,486	\$57,271	\$70,056	57.5%	>		
City of Bentonville	Parks and Rec Maintenance Supervisor	Cood	\$45,048	\$60,809	\$76,570	70.0%	þ		
City of O'Fallon	Parks Superintendent	Good	\$49,399	\$58,880	\$68,361	38,4%	Þ		
City of Columbia	Park Development Superintendent	Good	\$50,791	\$62,313	\$73.835	45.4%	>		
City of College Station	Recreation Superintendent	Good	\$50.832	\$62,286	\$73,741	45.1%			
City of Florissant	Park Maintenance Superintendent	Good	\$51,600	\$63,327	\$75,054	45 5%	>		
City of Manhattan	Parks Superintendent	Good	\$54,313	\$70,256	\$86,200	58.7%	>		
City of Edmond	Parks Superintendent	Good	\$55,301	\$69,126	\$82,950	50.0%			
City of Rogers	Superintendent - Parks	Good	\$57,259	\$57,259	\$57,259	%0.0			
City of Lawrence	Assistant Parks & Recreation Director (Parks)	Good	\$60,831	\$75,904	\$90,977	49 6%			
City of Norman	Parks Superintendent	Good	\$66.805	\$80,963	\$95,121	42.4%	>		
Average			\$49,816	\$61,178	S72,541	45.6%			
City of Fayetteville	Parks Maintenance Superintendent		\$50,325	\$63,511	876,696	52.4%	9		
		S Difference	\$509	\$2,332	\$4,155				

### PLANNER - CURRENT PLANNING

The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Reviews building permits for commercial and multi-family structures. Prepares and presents staff recommendations at public meetings. Assists the general public with development Descrip

questions and/or complaints relating to zoning or land use issues.

Quals

Bachelor's degree (B.A. or B.S.) in a related field from four year college or university; or equivalent combination of education and experience. AICP certificate preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt	Exempt Avg Pay	Actual Pay
City of Bossier City	Phunger	Good	\$20,977	\$26,309	\$31,642	20.8%			
City of Blue Springs	Associate Planner	Cood	\$32,592	\$40,740	\$48,888	20 0%			
City of Lec's Summit	Planner	Good	\$34,252	\$43,669	\$53,085	55.0%			
City of Springfield	Associate City Planner	Good	\$35,591	\$42,610	\$49,630	39.4%			
City of Jonesboro	Sr. Planner	Good	\$36,852	\$46,065	\$55,279	50.0%	b		
City of Conway	Planning Specialist/Cartographer	Good	\$37,575	\$42,554	\$47,534	26.5%			
City of Columbia	Planner	Good	\$38,026	\$46,697	\$55,368	45.6%	>		
City of Stillwater	Dev Services Planner	Good	\$39,913	\$48,414	\$56,916	42.6%	þ		
City of Rogers	Planer 1	Good	\$40,088	\$40,088	\$40.088	%0.0			
City of Japlin	Municipal Planner	Good	\$40.550	\$50,885	\$61,220	51.0%	>		
City of Manhattan	Planner 1	Good	\$40,878	\$52,793	\$64,708	58 3%	>		
City of Bentonville	Plumer	Good	\$41.677	\$52,086	\$62,495	20.0%			
City of College Station	Staff Planner	Good	\$42,500	\$52,069	\$61.637	45.0%			
City of O'Fallon	Plan Reviewer	Good	\$44,808	\$53,411	\$62,014	38.4%			
City of Norman	Planter 1	Good	\$45,890	\$55,615	\$65,341	42.4%			
City of Edmond	Plumer		\$47,421	\$59,276	\$71,131	\$0.0%			
City of Lawrence	Planner 11	Identic	\$48,494	\$60,510	\$72,526	49.6%			
Average			839,299	\$47,870	\$56,441	43.6%			
City of Fayetteville	Planner - Current Planning		835,765	\$45,136	\$54,506	52.4%	l <sub>o</sub>		
		<b>S</b> Difference (\$3,534)	(\$3,534)	(\$2,735)	(\$1,935)				
		% Difference	%6 6-	-6.1%	-3.6%				

3.9%

%80

-3 9%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### POLICE CHIEF

Descrip

The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statues and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.

Quals

Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Driver's License; State certification as a experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced commissioned law enforcement officer in the State of Arkansas is required; possess or have the ability to obtain certification to operate AFIS (Automated Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Fingernrint Identification System) the ACIC (Arkan

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of College Station									
City of St. Joseph	Police ('hiel'	Good							\$89,269
City of Stillwater									
City of Blue Springs	Chiel of Police	Identic	\$64.942	\$81,178	\$97,413	20.0%	>		
City of Joplin	Police Chief	Good	\$66,447	\$83,386	\$100,325	51 0%	>		
City of Springdale	Chief	Good	\$68.994	\$86,243	\$103,492	20.0%			
City of Lee's Summit	Chief of Police	Identic	\$69,778	\$88,847	\$107,916	54.7%	>		
City of Bentonville	Police Chief	Good	\$72,039	\$93,647	\$115,255	%0 09			
City of O'Fallon	Police Chief	Identic	\$72,391	\$86,300	\$100,209	38.4%			
City of Midwest City	Police Chief	Good	\$74,049	\$86,641	\$99,232	34.0%			
City of Florissant	Police Cluef	Good	\$74,291	\$85,611	\$96,930	30.5%	>		
City of Columbia	Police Chief	Identic	\$74,787	\$116,460	\$158,134	111 4%	>		
City of Jonesboro	Chief of Police	Good	\$75,712	\$94,640	\$113,568	50.0%	>		
City of Lawrence	Police Chief	Good	\$76,306	\$95,215	\$114,123	49.6%			
City of Springfield	Police Chief	Good	\$77.769	\$98,414	\$119,060	53.1%			
City of Conway	Police Chief	Good	\$81,856	\$81,856	\$81.856	%0 0			
Giy of Edmand	Police Chref	Good	\$84.897	\$106,084	\$127,272	46.64	>		
City of Norman	Police Chief	Identic	\$89,100	\$107,982	\$126,864	42.4%	>		
University of Arkansas	Director of University Police	Good	\$93,354	\$93,354	\$93,354	0.0%			
City of Rogers	Police Chief	Good	\$96,781	\$96,781	\$96.781	%00			
Average			\$77,264	893,096	\$108,928	41.0%			889,269
City of Fayetteville	Police Chief		\$74,353	\$93,834	\$113,314	52.4%	,,,		
		c Difference	(\$7.911)	\$737	\$4 386				

### PROSECUTING ATTORNEY

The incumbent is responsible for prosecuting misdemeanors, traffic violations, hot checks and violations of City ordinances, including HMR taxes in District and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of subpoenas. Descrip

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Exempt	ipt Avg Pav	Actual
City of St. Joseph	City Prosecutor	Good	\$46,181	\$55,925	\$65,669	42.2%		
City of Lee's Summit	Prosecuting Attorney	Good	\$53,297	\$67,908	\$82,520	54.8%	r	
City of Springdale	Deputy City Attorney	Good	\$55,961	\$69,951	\$83,941	\$0.0%		
City of Manhattan	City Prosecutor	Good	\$56,992	\$73,732	\$90,472	>8 7%	/Em	_
City of Bentonville	Altorney	Good	\$61,294	\$82,754	\$104,214	70.0%		
City of Columbia	Assistant City Counselor III	Good	\$61,621	\$75,578	\$89,534	45.3%		
City of Springfield	Assistant City Attorney IV	Good	\$63,666	\$83.065	\$102,464	%6.09		
City of Rogers	Deputy City Attorney	Good	\$71,391	165,172	166,178	%0.0		
Čių: of Norman	Assistant City Attorney II	Good	\$72,150	\$87,440	\$102,731	42.4%		H
Аусгадс			\$60,284	\$74,194	\$88,104	46.1%		
City of Fayetteville	Prosecuting Attorney		\$67,441	\$85,110	\$102,779	52.4%		
		\$ Difference	\$7,157	\$10,916	\$14,675			
			10.707	,000	700 4 1			

-4.2%

-4 6%

-5 3%

% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

#### PURCHASING AGENT

compliance to City ordinances, state laws and City policies. Manages the receiving, tabulating, and recording of bids and public bid opening to evaluate bids procure services, equipment, materials and supplies, and monitor preparation and distribution of proposals and bids to vendors. Monitors purchases for Coordinates and assists departments in compiling information for request for proposals, bids, and request for qualifications; coordinate information to to determine compliance with bid specifications, purchasing policies, state and federal laws. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university and two (2) years of related experience and/or training; or equivalent combination of education Valid Driver's License

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%			
City of Bossier City	Purchasing Agent	Good	\$29,900	\$37,627	\$45,353	51.7%			
University of Arkansas	Bayer	Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Lee's Sumunit	Senior Procurement Olicer	Good	\$34,252	\$43,669	\$53,085	55.0%			
City of Lawrence	Purchasing Specialist	Identic	\$34,517	\$43,070	\$51,623	49.6%	þ		
City of O'Fallon	Purchasing Agent	Good	\$35,608	\$42,458	\$49,309	38.5%			
NOARK	Purchasing Agent/Buyer	Good	\$36,935	\$48,014	\$59,093	%0.09			
City of St. Joseph	Purchasing Agent	Good	\$38,533	\$46,663	\$54,793	42.2%			
City of College Station	Buyer	Good	\$42,500	\$52,069	\$61,637	45 0%			
City of Norman	Procurement Analyst	Good	\$42.889	\$51,978	\$61,067	42.4%			
City of Jonesboro	Purchasing Manager	Good	\$42,989	\$53,735	\$64,481	20.0%			
City of Bentonville	Purchasing Agent	Good	\$45,007	\$56,247	\$67,488	50.0%			
City of Springfield	Purchasing Agent	Good	\$46,421	\$55,134	\$63,847	37,5%			
City of Edmond	Purchasing Manager	Good	\$47,421	\$59,276	\$71,131	20.0%			
City of Columbia	Purchasing Agent	Good	\$55,936	\$68,620	\$81,304	45.4%			
Average			\$39,525	\$49,569	\$59,614	50.8%			
City of Fayetteville	Purchasing Agent		537,553	\$47,392	\$57,231	52.4%			
		C Difference (\$1972)	(\$1.972)	(\$2 177)	(\$2.383)				

63%

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% Difference

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

### RECREATION SUPERINTENDENT

Descrip

department's recreation programs and staff that provide programs, including youth and adult softball, soccer, swimming, summer camps, football, public concerts, public movies, special events, etc. Responsible for the Department's marketing and promotion. Reports to the Parks and Recreation Director. Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and

Quals

education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Ex	Exempt Avg Pay		Actual Pay
State of Arkansas	Recreation Coordinator	Good	\$25.268	\$35,810	\$46,351	83.4%			
City of Blue Springs	Recreation Superintendent	Good	\$35,526	\$44,407	\$53,288	20.0%			
City of Bentonville	Recreation Program Supervisor	Good	\$38,622	\$52,139	\$65,656	70.0%			
City of Joplin	Recreation and Events Manager	Good	\$42,605	\$53,462	\$64,319	\$1.0%	>		
City of Edinoud	Recreation Program Manager	Good	\$43,482	\$54,352	\$65,222	50.0%	 		
City of Lee's Summit	Superintendent of Recreation Services	Good	\$44,486	\$57,271	\$70,056	57.5%	>	H	
City of Springdale	Recreation Superintendent	Good	\$45,534	\$56,918	\$68,301	\$0.0%	H		
City of Midwest City	Park & Recreation Supervisor	Good	\$45.978	\$56,955	\$67,931	47.7%			
City of Jonesboro	Assistant Parks and Recreation Director	Good	\$48,441	\$60,552	\$72,663	\$0.0%	>		
City of O'Fallon	Recreation Superintendent	Good	\$49,399	\$58,880	\$68,361	38.4%			
City of Columbia	Superintendent of Recreation & Community Programs	Good	\$50,791	\$62,313	\$73.835	45 4%			
City of College Station	Recreation Superintendent	Good	\$50.832	\$62,286	\$73,741	45.1%			
City of Conway	BF Programs Manager	Good	\$51,180	\$55,152	\$59,125	15.5%			
City of Rogers	Program Director	Good	\$52,563	\$52,563	\$52,563	%00	П		
City of Manhattan	Recreation Superintendent	Good	\$54,313	\$70,256	\$86,200	58.7%	>		
City of Spring field	Superintendent of Recreation	Good	\$54,612	\$64,823	\$75,034	37.4%			
City of Florissant	Assistant Parks Director	Good	\$56.764	\$65,412	\$74.060	30.5%	2		
City of Norman	Parks Superintendent	Good	\$66,805	\$80,963	\$95,121	42.4%	>	П	
Average			\$47,622	858,029	\$68,435	43.7%			
City of Fayetteville	Recreation Superintendent		\$47,929	\$60,486	\$73,043	52.4%			
		C Difference	\$307	47 457	\$4.608				

#### ROUTE DRIVER

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Descrip Operates a variety of eq items.	Operates a variety of equipment and trucks to assist in the day to day collection of trash and recycling on assigned routes. Collects and separates recyclable items.	of trash and rec	ycling on	assigned r	outes. Co	llects and se	parates re	cyclable
Quals High school diploma or (	High school diploma or GED; or one year of related experience and/or training. Must possess a valid Commercial Driver's License, Class B.	ust possess a v	alid Com	nercial Dri	ver's Lice	nse, Class B.		
Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exer	Exempt Avg Pav	Actual v Pav
City of Midwest City	Route Serviceperson	Good	\$23.616	\$30,126	\$36,637	55.1%		L
City of Columbia	Refuse Collector II	Good	\$26,104	\$32,011	\$37,917	45 3%		
City of Bentonville	Sanitation Worker	Good	\$26,233	\$32,807	\$39,380	50.1%		
City of Conway	Sanitation CDL	Good	\$26,584	\$30,160	\$33.736	26.9%		
City of Edmond	Solid Waste Truck Driver	Good	\$26,738	\$33,423	\$40,107	20.0%		
City of Jonesboro	Equipment Operator II	Good	\$27,308	\$34,135	\$40,961	20 0%		
City of O'Fallon	Service Route Operator	Good	\$31,017	\$36,973	\$42,929	38.4%		
City of Norman	Sanitation Worker II	Good	\$31,842	\$38,591	\$45,340	42.4%	_	
City of Lawrence	Solid Waste Operator	Good	\$34,517	\$43,070	\$51,623	49.6%		
Average			\$28,218	\$34,588	840,959	45.2%		
City of Fayetteville	Route Driver		\$26,689	\$33,681	\$40,673	52.4%		
		\$ Difference % Difference	(\$1,529) -5.7%	(\$907) -2 7%	(\$286)			

### SECRETARY - PROSECUTOR OFFICE

The incumbent is responsible for performing varied clerical duties involving a variety of secretarial and administrative tasks assisting Prosecutor's Office staff. Work requires the exercise of initiative and independent judgment in screening calls, request for assistance, information, or service to the general public. Descrip

Quals High school diploma or GED two years of related experience and/or training.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pav
City of Springfield	Receptionist	Good	\$14,456	\$17.538	\$20,621	42.6%	þ		
City of Bluc Springs	Secretary	Good	\$21,183	\$26,479	\$31,775	50.0%	G		
State of Arkansas	Admunistrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%			
University of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%			
NOARK	Secretary	Good	\$22,086	\$28,236	\$34,385	55.7%			
City of College Station	Legal Secretary	Good	\$22,788	\$26,747	\$30,706	34.7%			
City of Edmond	Administrative Specialist 1	Good	\$22,798	\$28,498	\$34,198	50.0%	þ		
City of Joplin	Legal Secretary	Good	\$23,561	\$28,884	\$34,208	45.2%	b		
City of Columbia	Administrative Support Assistant II	Good	\$23,924	\$29,238	\$34,551	44.4%	þ		
City of Springdale	Secretary/Receptionist	PooD	\$24,029	\$30,036	\$36,044	20,0%	b		
City of Lee's Summit	Secretary	Good	\$24,613	\$30,970	\$37,327	51,7%			
City of St. Joseph	Scenetary to City Prosecutor	Good	\$24,808	\$30,042	\$35,276	42.2%			
City of Stillwater	Administrative Technician (Various)	Good	\$24,864	\$30,162	\$35,461	42 6%			
City of Jonesboro	Legal Assistant - Secretary	Good	\$27,308	\$34,135	\$40,961	50.0%	3		
City of Norman	Administrative Technician II	Good	\$28,340	\$34,347	\$40.353	42.4%			
City of Bentonville	Scoretary II		\$30,595	\$38,264	\$45,933	50.1%			
City of Lawrence	Administrative Support III	Cood	\$30.819	\$38,455	\$46.091	49 6%	þ		
City of Rogers	Receptionist - City Attorney	Good	\$32,791	\$32,791	\$32,791	%0.0			
City of Manhattan	Legal Secretary	Good	\$33,247	\$42,855	\$52,464	57.8%			
Average			\$25,045	830,950	536,854	47.1%			
City of Fayetteville	Secretary - Prosecutor Office		S21,957	\$27,710	\$33,462	52.4%			
		S Difference (\$3,088)	(\$3,088)	(\$3,240)	(\$3,392)				
		% Difference	-14.1%	-11_7%	-10.1%				

## SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip V

Works closely with Division Manager and other Senior Staff to schedule staff workload and allocate resources according to identified needs and deal with cashiers or other department personnel and troubleshoot cashiers' difficulties. Researches and responds to difficult customer problems and complaints. the logistics of accomplishing all necessary tasks when the division is short-staffed. Handles customers that become angry, abusive or threatening with Provides solutions to the issues identified.

Quals

High school diploma or GED and five years of related experience in an office environment. Previous supervisory experience required.

City of Columbia	MatchingTitle	Match	Min	Mid	Max	Range Width Ex	Exempt Avg Pay	Actual Pay
City of Columbia	Customer Service Representative II	Good	\$26,104	\$32,011	\$37,917	45.3%		
State of Arkansas	DFA Supervisor	Good	\$26,531	\$37,600	\$48,669	83,4%		
City of Conway	Senior Customer Service Representative	Good	\$26,588	\$30,634	\$34,680	30.4%		
City of Edmond	Customer Service Representative II	Good	\$26,738	\$33,423	\$40,107	50.0%		
City of College Station	Sr. Customer Service Rep.	Good	\$27,627	\$33,136	\$38,645	39.9%		
City of Stillwater	Customer Service Lead Representative	Pood	\$27,969	\$33,941	\$39,913	42,7%		
City of Midwest City	Office Manager	Good	\$28,548	\$36,418	\$44,288	55.1%		
City of Florissant	Leaad Permit Inspection Clerk	Good	\$29,124	\$33,563	\$38,003	30.5%		
City of Bentonville	Customer Account Representative III	Good	\$30,595	\$38,264	\$45,933	50.1%		
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%		
City of Norman	Customer Service Representative II	Pood	\$31,842	\$38,591	\$45,340	42 4%		
City of Manhattan	Administrative Supervisor	Good	\$44,960	\$58,108	\$71,255	58.5%		
Average			529,787	\$37,012	\$44,237	48.5%		
City of Fayetteville	Senior Customer Service Representative		\$26,689	833,681	\$40,673	52.4%		
		S Difference (\$3,098)	(\$3,098)	(\$3,331)	(\$3,564)			

## SENIOR PLANNER - CURRENT PLANNING

Trains, supervises and mentors employees in technical, management, and leadership responsibilities. Reviews development and zoning proposals to ensure development proposal responses to the applicants/developers, for the purpose of moving a project through the development process in a timely manner. that the projects are in compliance with the city's ordinances and policies. Reviews building permits for commercial and multi-family structures. Provides Descrip Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training. AICP Certification preferred.

Respondent	MatchingTitle	Match	h Min	Mid	Max	Kange Width Ex	Exempt	Avg Pav	Actual Pav
City of Blue Springs	Principal Planner	Good	\$35,526	\$44,407	\$53,288	\$0.0%	Ь		
City of Jonesboro	Senior Planner	Good	\$36,852	\$46,065	\$55,279	\$0.0%			
City of Springdale	Planning Coordinator	Good	\$37,062	\$46,328	\$55,594	50.0%			
City of Lee's Summit	Senior Planner	Good	\$37,322	\$47,738	\$58,154	55.8%			
State of Arkansas	Chief Park Planner	Good	\$41,159	\$56,915	\$72,670	76.6%			
City of St Joseph	City Planner	Good	\$42,185	\$51,086	\$59,986	42.2%			
City of Springfield	Senior City Planner	Good	\$42,241	\$50,199	\$58,158	37.7%	Ь		
City of Stillwater	Dev Services Special Projects Planner	Good	\$42,345	\$51,367	\$60,390	42.6%	<u></u>		
City of College Station	Sr Planner	Good	\$47,657	\$58,325	\$68,994	44.8%			
City of Columbia	Senior Planner	Good	\$48,386	\$59,379	\$70,373	45.4%			
City of Norman	Planuer II	Good	\$53,032	\$64,270	\$75.509	42.4%			
City of Lawrence	Senior Planner	Good	\$54,313	\$67,771	\$81,230	49.6%			
City of Manhattan	Senior Planner	Good	\$54,313	\$70,256	\$86,200	58 7%			
City of Rogers	Senior Planner	Good	\$75,626	\$75.626	\$75,626	%00	5		
Average			\$46,287	\$56,410	\$66,532	43.7%			
City of Fayetteville	Senior Planner - Current Planning		\$43,473	\$54,863	\$66,253	32.4%			
		S Difference % Difference	(\$2,814)	(\$1,547)	(\$279)				

## SENIOR SECRETARY - PARKS AND REC

multiple departments. Attends Parks and Recreation Advisory Board and Tree and Landscape Committee meetings; records minutes; notifies members, Manages Parks and Recreation files. Answers phone calls and arranges appointments, manages multiple calendars and schedules meetings between distributes agenda/materials, notifies media, keeps appropriate records and files of Board activities. Descrip

High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt Avg Pay	Pay Pay
City of Springfield	Administrative Assistant	Good	\$21,815	\$26,867	\$31,919	46.3%		
City of Blue Springs	Administrative Secretary	Fair	\$23,091	\$28,864	\$34,637	50.0%		
City of Springdale	Secretary	Good	\$24,029	\$30,036	\$36,044	\$0.0%		
State of Arkausas	Administrative Specialist III	Good	\$25,268	\$35,810	\$46,351	83.4%		
City of Jonesboro	Administrative Assistant - Parks & Recreation	Good	\$25,944	\$32,430	\$38,917	20.0%		
City of St. Joseph	Executive Secietary	Good	\$26,113	\$31,623	\$37,133	42.2%		
City of Rogers	Secretary - Parks	Good	\$26,669	\$26,669	\$26,669	%0.0		
City of Lee's Sunumt	Administrative Secretary	Good	\$26.681	\$33,683	\$40,685	52.5%	5	
City of Edmond	Administrative Specialist II	Good	\$26,738	\$33,423	\$40,107	\$0.0%		
City of Columbia	Administrative Support Assistant III	Good	\$27.275	\$33,502	\$39,729	45.7%		
City of College Station	Staff Assistant	Good	\$27,627	\$33,136	\$38,645	39.9%		
City of Florissant	Administrative Assistant	Good	\$29.124	\$33,563	\$38,003	30.5%		
City of Bentonville	Secretary II	Good	\$30,595	\$38,264	\$45,933	\$0.1%		
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%		
City of O'Fallon	Administrative Assistant	Good	\$31,017	\$36,973	\$42,929	38,4%		
City of Manhattan	Administrative Assistant	Good	\$31,079	\$40,049	\$49,020	57.7%		
City of Conway	Administrative Assistant II	Good	\$31,211	\$35,257	\$39,303	25.9%	Б	
City of Norman	Administrative Technician III	Good	\$33.029	\$40,028	\$47,027	42.4%		
Average			\$27,674	\$33,813	\$39,952	44.4%		
City of Fayetteville	Senior Secretary - Parks and Rec		\$24,207	\$30,550	\$36,892	52.4%		
		§ Difference	(\$3,467)	(\$3,263)	(\$3,060)			
		9/, Difference	-143%	-10.7%	-8 3%			

#### SHELTER ATTENDANT

Cleans, disinfects and maintains facility including; cages, walls and floors. Launders and disinfects bedding, toys, and towels in an efficient manner. Feeds and socializes animals; provides toys, beds and comforts of home. As directed by staff veterinarian, administer vaccinations, flea and tick control and medications. Assists the public with adoptions and counsel potential adopters on training, behavior and pet care, Descrip

Quals High school diploma or GED.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	Avg Pav	Actual Pav
City of Bossier City	Animal Control Helper I	Good	\$16,515	\$19,469	\$22,423	35.8%		
City of Rogers	Kennel Attendant	Good	\$17,130	\$19,142	\$21,155	23.5%		
City of Conway	Kennel Technician	Good	\$19,652	\$21,964	\$24,276	23.5%		
City of Jonesboro	Kennel Master	Good	\$22,536	\$28,170	\$33,804	50.0%		
City of Springdale	Animal Caretaker	Good	\$22,726	\$28,407	\$34,089	20.0%		
City of Lee's Summit	Shelter Attendant	Good	\$22,735	\$28,513	\$34,290	50.8%		
City of Edmond	Annual Shelter Specialist	Good	\$22,798	\$28,498	\$34,198	20.0%		
City of Joplin	Animal Warden I	Good	\$23,561	\$28,884	\$34,208	45.2%		
City of St. Joseph	Animal Circ Specialist	Good	\$26,342	\$31,899	\$37,457	42.2%		
City of Norman	Kennel Attendant	Good	\$26,736	\$32,404	\$38,071	42.4%		
City of Manhattan	Animal Shelter Technician I	Good	\$27,571	\$35,511	\$43,451	57,6%		
Average			\$22,573	\$27,533	\$32,493	43.9%		
City of Fayetteville	Shelter Attendant		\$19,915	\$25,133	\$30,351	52.4%		
		S Difference % Difference	(\$2.658)	(\$2,400)	(\$2,142)			

### SOLID WASTE DIRECTOR

Manages all operations of Solid Waste and Recycling Division, including collection, disposal, recycling and compost operations. Develops, manages and plans the annual budget and capital improvement program for the Division. Ensures division operations are in compliance with regulatory and legal requirements. Descrip

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pav	Actual Pav
City of Jonesboro	Sanitation Superintendent						þ		
City of St. Joseph	Superintendent of Solid Waste	Poop	\$46,181	\$55,925	\$65,669	42.2%			
City of O'Fallon	Environmental Services Superintendent	Good	\$51,695	\$61,627	\$71,560	38.4%			
City of Lawrence	Solid Waste Division Manager	Identic	\$54,313	\$67,771	\$81,230	49.6%			
City of Columbia	Solid Waste Manager	DooD	\$55,936	\$68,620	\$81,304	45.4%	þ		
City of Edmond	Solid Waste Superintendent	Good	\$61,210	\$76,512	\$91,815	20.0%	þ		
City of Springfield	Superintendent of Solid Waste	Good	\$63,071	\$74,588	\$86,105	36.5%			
City of Conway	Sanitation Director	Good	\$67.354	\$67,354	\$67,354	%0.0			
Average			857,109	\$67,485	\$77,862	36,3%			
City of Fayetteville	Soloid Waste Director		\$61,171	841,778	\$93,224	52.4%	9		
		§ Difference	\$4,062	\$9,712	\$15,362				
				70,00					

#### STAFF ENGINEER

compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for and ordinances and by established criteria. Descrip

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or Master's degree in Engineering and two (2) years related experience. P.E. certification preferred.

Good \$37,134 \$39,060  Good \$44,761 \$56,170  Good \$45,377 \$61,708  Good \$47,086 \$56,142  Good \$47,086 \$56,142  Good \$50,576 \$62,650  Good \$51,271 \$62,089  Good \$51,271 \$62,089  Good \$53,325 \$66,693  Good \$53,325 \$66,693  Good \$53,325 \$66,693  Good \$55,265 \$67,046  Good \$55,265 \$67,046  Good \$55,265 \$67,046  Good \$55,264 \$75,936  Good \$56,090 \$86,362 \$6  Good \$69,090 \$86,362 \$8  Good \$69,090 \$86,362 \$8  Good \$69,090 \$86,362 \$8  Good \$69,013 \$69,713  S55,483 \$70,020	Respondent	MatchingTitle	Match	Min	Mid	Max	Range Exempt	npt Ave Pav	Actual av Pav
Chief Engineer         Good         \$37,134         \$39,060           Civil Engineer         Good         \$44,761         \$56,170           Engineer Project Mannger         Good         \$44,761         \$56,170           Engineer Project Mannger         Good         \$45,377         \$61,708           Engineer Project Mannger         Good         \$47,086         \$58,412           Civy Traffic Engineer         Good         \$51,201         \$62,849           Assistant Civy Engineer         Good         \$51,271         \$62,808           Professional Engineer         Good         \$51,271         \$62,008           Staff Engineer         Good         \$53,325         \$64,270           Engineer II         Good         \$53,354         \$66,693           Dev Services Development Engineer         Good         \$55,265         \$67,046           Engineer II         Good         \$55,944         \$75,936           Civy Engineer         Good         \$60,000         \$86,773         \$60,000           Senor Civyl Engineer         Good         \$60,000         \$86,773         \$60,713           Project Engineer         Good         \$60,000         \$86,713         \$60,713           Senor Civyl Engineer	City of Jonesboro							0	+
Chief Engineer         Good         \$37,134         \$39,060           Civil Engineer         Good         \$44,761         \$56,170           Engineer PE         Good         \$44,761         \$56,170           Engineer PE         Good         \$45,377         \$61,708           Assistant City Engineer         Good         \$47,086         \$56,142           City Traffic Engineer         Good         \$48,661         \$62,849           Assistant City Engineer         Good         \$50,576         \$62,650           City Engineer         Good         \$51,061         \$57,086           Professional Engineer         Good         \$51,271         \$60,893           Staff Engineer         Good         \$52,291         \$66,693           Buff Engineer         Good         \$53,354         \$66,693           Buff Engineer         Good         \$53,354         \$66,693           Buff Engineer         Good         \$53,254         \$66,93           Buff Engineer         Good         \$52,265         \$67,046           Engineer II         Good         \$59,713         \$69,713           Buff Engineer         Good         \$69,713         \$69,713           Buff Engineer         Good <td>City of Manhattan</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	City of Manhattan								
Civil Engineer         Cood         \$44,761         \$56,170           Engineer PE         Good         \$45,377         \$61,708           Engineer PE         Good         \$45,377         \$61,708           City Traffic Engineer         Good         \$47,086         \$56,142           Assistant City Engineer         Good         \$50,576         \$62,849           Assistant City Engineer         Good         \$51,061         \$57,086           City Engineer         Good         \$51,061         \$57,086           Staff Engineer         Good         \$51,271         \$62,808           Professional Engineer         Good         \$53,324         \$66,93           Bagineer II         Staff Engineer         Good         \$53,324         \$66,93           Dev Services Development Engineer         Good         \$55,245         \$67,046           Engineer II         Good         \$55,245         \$67,046           Senor Civil Engineer         Good         \$59,944         \$87,535           Senor Civil Engineer         Good         \$69,013         \$69,713           Senor Civil Engineer         Good         \$69,013         \$69,713           Senor Civil Engineer         Good         \$60,013         \$69,713	City of Florissant	Chief Engineer	Good	\$37,134	\$39,060	\$40,986	10.4%		
Engineer PE         Good         \$45,377         \$61,708           Engineer Project Manager         Good         \$47,086         \$56,142           City Traffic Engineer         Good         \$48,661         \$62,849           Assistant City Engineer         Good         \$50,376         \$62,849           City Engineer         Good         \$51,061         \$57,086           City Engineer         Good         \$51,061         \$57,086           Staff Engineer         Good         \$51,061         \$57,086           Staff Engineer         Good         \$51,061         \$57,086           Staff Engineer         Good         \$53,325         \$64,270           Engineer II         Good         \$53,325         \$64,93           Dev Services Development Engineer         Good         \$55,265         \$67,046           Engineer II         Good         \$55,944         \$57,936           Senior Civil Engineer         Good         \$56,093         \$64,071           Project Engineer         Good         \$69,090         \$86,713           Senior Civil Engineer         Good         \$60,000         \$86,713           Roject Engineer         Good         \$60,000         \$86,713           Senio	City of Joplin	Civil Engineer	Good	\$44,761	\$56,170	\$67,580		5	
Engineer/Poycet Manager         Good         \$47,086         \$56,142           City Traffite Engineer         Assistant City Engineer         Good         \$50,576         \$62,650           Start*Engineer         Good         \$51,061         \$57,086           City Engineer         Good         \$51,271         \$62,089           Professional Engineer         Good         \$52,914         \$62,089           Staff*Engineer         Good         \$52,914         \$62,080           Bugineer II         Good         \$53,335         \$64,270           City Engineer         Good         \$52,944         \$75,936           City Engineer         Good         \$55,065         \$67,046           Engineer II         Good         \$55,065         \$67,046           City Engineer         Good         \$50,040         \$86,305         \$80,713           Senor Civy Engineer         Good         \$60,000         \$86,000         \$86,000           Senor Civy Engineer         Good         \$60,000         \$86,713         \$60,713           Project Engineer         Good         \$60,000         \$86,713         \$60,713           Sasa, 483         \$70,020         \$60,000         \$60,000         \$60,000         \$60,000	State of Arkansas	Engineer PE	Good	\$45,377	\$61,708	\$78,038		>	
City Traffic Engineer         Good         \$48,661         \$62,849           Assistant City Engineer         Good         \$51,061         \$57,086           City Engineer         Good         \$51,061         \$57,086           Professional Engineer         Good         \$51,01         \$52,014         \$62,630           Bugineer II         Good         \$52,914         \$62,089           Bugineer II         Good         \$53,025         \$64,270           Engineer II         Good         \$53,025         \$65,317           Staff Engineer         Good         \$53,325         \$66,693           Dev Services Development Engineer         Good         \$53,325         \$66,693           City Engineer II         Good         \$55,265         \$67,046           Engineer II         Good         \$50,090         \$86,362         \$87,046           Project Engineer         Good         \$50,713         \$60,713         \$60,713           Staff Engineer         Good         \$50,713         \$60,713         \$60,713           Staff Engineer         Staff Engineer         \$60,713         \$60,713         \$60,713	City of O'Fallon	Engineer/Project Manager	Good	\$47,086	\$56,142	\$65,198	38.5%		
Assistant City Engineer   Good   \$50.576   \$62.650	City of Lee's Summit	City Traffic Engineer	Good	\$48,661	\$62,849	\$77,037		>	L
Start Engineer         Good         \$51,061         \$57,086           City Engineer         Good         \$51,271         \$62,089           Professional Engineer         Good         \$52,914         \$62,089           Staff Engineer II         Good         \$53,032         \$64,270           Engineer II         Good         \$53,354         \$66,693           Dev Services Development Engineer         Good         \$55,265         \$67,046           Engineer II         Good         \$55,265         \$67,046           Engineer II         Good         \$55,294         \$75,336           City Engineer         Good         \$69,090         \$86,735           Senior Civil Engineer         Good         \$69,090         \$86,362           Project Engineer         Good         \$69,090         \$86,362           Staff Engineer         Good         \$69,090         \$86,713           Staff Engineer         S69,713         \$69,713         \$69,713           Staff Engineer         S65,483         \$70,020	City of Midwest City	Assistant City Engineer	Good	\$50.576	\$62,650	\$74,724	47.7%		
City Engineer         Good         \$51,271         \$62,089           Professional Engineer         Good         \$52,914         \$62,808           Staff Engineer II         Good         \$53,032         \$64,270           Benjineer II         Good         \$53,225         \$65,317           Staff Engineer II         Good         \$55,265         \$67,046           Engineer II         Good         \$55,265         \$67,046           Engineer II         Good         \$55,265         \$67,046           Folity Engineer         Good         \$59,944         \$75,936           Project Engineer         Good         \$69,090         \$86,362         \$86,754           Staff Engineer         Good         \$69,713         \$69,713         \$69,713           Staff Engineer         \$50,000         \$60,000         \$60,000         \$60,000         \$60,000	City of Conway	Staff Engineer	Cood	\$51,061	\$57,086	\$63.112	23.6%		
Professional Engineer   Good   \$52,914   \$62,808     Staff Engineer   Good   \$53,032   \$64,270     Engineer   Staff Engineer   Good   \$53,225   \$65,317     Staff Engineer   Good   \$53,354   \$66,693     Dev Services Development Engineer   Good   \$55,265   \$67,046     Engineer II   Good   \$55,265   \$67,046     City Engineer   Good   \$59,944   \$75,936     City Engineer   Good   \$69,713   \$69,713     Senior Civil Engineer   Good   \$69,713   \$69,713     Staff Engineer   Staff Engineer   S53,162   \$64,627     Staff Engineer   S53,162   \$64,627     Staff Engineer   S53,162   \$64,627     Staff Engineer   S53,162   \$64,627     S53,162   \$64,627     S53,162   \$65,000   \$65,000     S63,000   \$65,000	City of St. Joseph	City Engineer	Good	\$51.271	\$62,089	\$72,906	42.2%		
Staff Engineer   Good   \$53,032   \$64,270     Engineer   Staff Engineer   Good   \$53,225   \$65,317     Staff Engineer   Good   \$53,225   \$66,693     Dev Services Development Engineer   Good   \$55,265   \$67,046     Engineer II	City of Springfield	Professional Engineer	Good	\$52,914	\$62,808	\$72,702	37 4%		
Engineer   1   Good   \$53,225   \$65,317     Staff Engineer   Good   \$53,354   \$66,693     Dev Services Development Engineer   Good   \$55,265   \$67,046     Engineer II   Good   \$55,944   \$75,936     City Engineer   Good   \$60,900   \$86,362     Senior Civil Engineer   Good   \$60,713   \$69,713     Staff Engineer   Staff Engineer   Staff   \$86,713     Staff Engineer   \$86,713     Staff Eng	City of Norman	Slaff Engineer	Good	\$53.032	\$64,270	\$75,509	42.4%		
Staff Engineer         Good         \$53,354         \$66,693           Dev Services Development Engineer         Good         \$55,265         \$67,046           Engineer II         Good         \$59,944         \$75,936           City Engineer         Good         \$61,294         \$82,754           Senior Civil Engineer         Good         \$60,090         \$86,362           Project Engineer         Good         \$60,713         \$69,713           Staff Engineer         Staff Engineer         \$55,483         \$70,020	City of Columbia	Engineer II	Good	\$53,225	\$65,317	\$77,409	45.4%		
Dov Services Development Engineer   Good \$55,265 \$67,046     Engineer II	City of Springdale	Staff Engineer	Good	\$53,354	\$66,693	\$80,032	20.0%		
Engineer II	City of Stillwater	Dev Services Development Engineer	Good	\$55,265	\$67,046	\$78,826	42.6%		
Cony Engineer   Cony Engineer   Cood   S61,294   S82,754   S82,754   Senor Civil Engineer   Good   S69,090   S86,362   S86,3	NOARK	Engancer II	Good	\$59,944	\$75,936	\$91,928	53.4%		
Senor Crul Engineer   Good \$69,090 \$86,362 \$     Project Engineer   Good \$69,713 \$69,713     Staff Engineer   S53,162 \$64,627     Staff Engineer   S55,483 \$70,020	City of Bentonville	City Engineer	Good	\$61,294	\$82,754	\$104,214	70 0%		
Project Engineer         Good         \$69,713         \$69,713           Staff Engineer         \$53,162         \$64,627	City of Edmond	Senior Civil Engineer	Good	\$69,090	\$86,362	\$103,634	\$0.0%		
Staff Engineer Staff Sta	City of Rogers	Project Engineer	Good	\$69,713	\$69,713	\$69,713	%0.0		
Staff Engineer \$55,483 \$70,020	Average			\$53,162	\$64,627	\$76,091	43.1%		
6	City of Fayetteville	Staff Engineer		\$55,483	\$70,020	\$84,557	52.4%		
\$2,321 \$5,393 4.7% 7.7%			S Difference	\$2,321	\$5,393	\$8,466			

-10.5%

-10.5%

% Difference -10.4%

# Salary Survey Results for City of Fayetteville 2012 with GCD - Merit

## WATER SEWER FIELD MAINTENANCE SUPERVISOR

leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides in an accurate manner in order to protect the health and safety of the citizens of the City. Descrip

High school diploma or GED plus specialized training and/or additional college courses and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess or obtain a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade I, Class I Sewer License. Quals

Respondent	MatchingTitle	Match	Mio	Mid	Max	Kange Width	Exempt	Avg Pav	Actual Pay
City of Joplin								)	•
City of Blue Springs	Waste Water Supervisor	Good	\$29,901	\$37,377	\$44,853	20 0%			
State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$45.674	\$60,009	91.5%	>		
University of Arkansas	Skilled Trades Foreman	Good	\$32,249	\$45,703	559,157	83.4%	J		
City of Springfield	Maintenance Supervisor	Good	\$34,397	\$42,872	\$51,347	49.3%			
City of Lee's Summit	Operations Supervisor - Water Operations	Good	\$37,322	\$47,738	\$58,154	55.8%			
City of St Joseph	Sewer Maintenance Supervisor	Good	\$37,504	\$45,417	\$53,330	42.2%	>		
City of Columbia	Wastewater Operations Supervisor	Good	\$39,903	\$48,990	\$58,078	45.5%	>		
City of Edmond	Utility Services Coordinator	Good	\$40,527	\$50,659	162'09\$	20 0%			
City of Stillwater:	Water Distribution Supervisor	Good	\$42,345	\$51,367	\$60,390	42,6%			
City of College Station	Maintenance Supervisor	Good	\$42,500	\$52,069	\$61.637	45.0%			
City of Lawrence	Utilities Manager	Good	\$43,298	\$54,027	\$64,756	49.6%			
City of Bentonville	Assistant Water Department Manager	Good	\$45,048	\$60,809	\$76,570	70.0%			
City of Midwest City	Wastewater & Water Supervisor	Good	\$45,978	\$56,955	\$67,931	47.7%			
City of Manhattan	Utility Superintendent	Good	\$51,613	\$66,738	\$81,863	58.6%	>		
City of Norman	Utilities Supervisor	Cood	\$53,032	\$64,270	\$75.509	42.4%	>		
City of O'Fallon	Water Sewer Assistant Manager	Cood	\$56.286	\$67,104	\$77,922	38.4%			
Average			\$41,453	\$52,361	863,269	52.6%	ALCONO.		
City of Fayetteville	Water Sewer Field Maintenance Supervisor		\$37,553	\$47,392	\$57,231	52.4%	,0		
		S Difference (\$3,900)	(\$3,900)	(\$4,969)	(\$6,038)				

#### **APPENDIX 4.0**

#### SALARY SURVEY SUMMARY WITHOUT GCD ADJUSTMENT

- Fire
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y Survey ]
Salary

Job Class Title		Averages For Each Job Class	Each Job C	lass			City of Fayetteville			
	Mi	Мах	Start	Avg	Actual	Range Width	Min	Max		Range Width
FIREFIGH TER	\$33,427	\$48,277				44.4%	\$31,037 -7.7%	\$44,690	-8.0%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41.558	\$53,546				28.8%	28.8% \$37,179 -11.8%	\$51,734 -3.5%	-3.5%	39.1%
FIRE CAPTAIN	\$51,499	\$68,118				32.3%	\$43,039 -19.7%	\$59,889 13.7%	13.7%	39.2%
BATTALION CHIEF	\$56,809	\$75,008			\$68,008	32.0%	\$49,823 -14.0%	\$69,329 -8.2%	-8.2%	39.2%
Survev Averages	\$45,823	\$61,237			\$68,008	34.40%	\$40,270	\$56,411		40.08%

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Job Class Title		Averages For Each Job Class	Each Job C	lass			City of Fayetteville		
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
POLICE OFFICER	\$36,472	\$51.809				42.1%	42.1% \$33,306 -9.5%	\$47,267 -9.6%	41.9%
POLICE CORPORAL	\$38,960	\$55,272				41.9%	\$41,378 5.8%	\$53,105 -4.1%	28.3%
POLICE SERGEANT	\$47,454	\$64,068				35.0%		\$61,476 -4.2%	41.7%
POLICE LIEUTENANT	\$52,806	\$70,918				34.3%	\$47,839	\$67,777 -4.6%	41.7%
POLICE CAPTAIN	\$60.548	\$82,364				36.0%		\$78,460 -5.0%	41.7%
Survey Averages	847.248	\$64,886				37.85%	\$44,258 -6.76%	\$61,617 -5.31%	39.22%

## Fayetteville Excel Survey Results without GCD for Merit 2-10-2013

	Average Market Min		Difference at Min	Average Market Mid	Fayetteville Mid	Difference at Mid	Eavetteville Min Difference at Min Average Market Mid Fayetteville Mid Difference at Mid Average Market Max Fayetteville Max Difference at Max	Fayetteville Max	Difference at Max
MAINTENANCE WORKER II - PARKS	\$25,449	\$20,911	-21.7%	\$31,470	\$26,390	-19.2%	\$37,491	\$31,869	-17.6%
MAINTENANCE WORKER III - WATER SEWER	\$28,083	\$23,055	-21.8%	\$34,617	\$59,095	-19.0%	\$41,151	\$35,135	-17.1%
CUSTODIAN	\$22,957	\$18,967	-21.0%	\$27,859	\$23,937	-16.4%	\$32,761	\$28,906	-13.3%
MAINTENANCE WORKER IV - ASPHALT	\$28,390	\$24,207	-17.3%	\$35,303	\$30,550	-15,6%	\$42,216	\$36,892	-14.4%
CREW LEADER	\$34,689	\$29,424	-17.9%	\$42,569	\$37,133	-14.6%	\$50,448	\$44,842	-12.5%
SENIOR SECRETARY - PARKS AND REC	\$28,632	\$24,207	-18.3%	\$34,970	\$30,550	-14,5%	\$41,308	\$36,892	-12.0%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$42,661	\$37,553	-13.6%	\$53,840	\$47,392	-13.6%	\$65,019	\$57,231	-13.6%
BENEFITS ADMINISTRATOR	\$33,807	\$29,424	-14.9%	\$42,150	\$37,133	-13.5%	\$50,493	\$44,842	-12.6%
PARKING ENFORCEMENT OFFICER	\$24,209	\$20,911	-15.8%	\$29,822	\$26,390	-13.0%	\$35,435	\$31,869	-11.2%
SECRETARY - PROSECUTOR OFFICE	\$25,302	\$21,957	-15.2%	\$31,273	\$27,710	-12.9%	\$37,245	\$33,462	-11.3%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$30,171	\$26,689	-13.0%	\$37,452	\$33,681	-11,2%	\$44,732	\$40,673	-10 0%
SHELTER ATTENDANT	\$22,846	\$19,915	-14.7%	\$27,869	\$25,133	-10.9%	\$32,892	\$30,351	-8.4%
GIS TECHNICIAN	\$36,378	\$32,440	-12.1%	\$44,533	\$40,940	-8.8%	\$52,689	\$49,439	-6 6%
EQUIPMENT MECHANIC!	\$28,039	\$25,418	-10.3%	\$34,860	\$32,077	-8.7%	\$41,151	\$38,736	-6.2%
PLANNER - CURRENT PLANNING	\$40,069	\$35,765	-12.0%	\$48,819	\$45,136	-8.2%	\$57,569	\$54,506	-5 6%
CUSTOMER SERVICE REPRESENTATIVE I	\$25,227	\$23,055	-9 4%	\$31,463	\$29,095	-8.1%	\$37,700	\$35,135	-7.3%
FIELD OPERATIONS SUPERVISOR -TRANSPORTATION	\$40,143	\$35,765	-12.2%	\$48,787	\$45,136	-8.1%	\$57,431	\$54,506	-5.4%
INFORMATION TECHNOLOGY DIRECTOR	\$65,579	\$61,171	-7.2%	\$83,333	\$77,198	%6'2-	\$101,087	\$93,224	-8.4%
CODE COMPLIANCE OFFICER	\$32,626	\$29,424	-10.9%	\$39,956	\$37,133	-7.6%	\$47,285	\$44,842	-5.4%
PURCHASING AGENT	\$40,416	\$37,553	-7.6%	\$50,662	\$47,392	%6"9-	\$60,908	\$57,231	-6.4%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,933	\$32,440	-10.8%	\$43,726	\$40,940	-6.8%	\$51,590	\$49,439	-4.4%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,204	\$32,440	-2.4%	\$43,696	\$40,940	-6.7%	\$54,189	\$49,439	<b>%9</b> 6-
CITY ATTORNEY	\$81,105	\$74,353	-9.1%	\$99,439	\$93,834	%0"9-	\$117,772	\$113,314	%6 E-
EQUIPMENT MECHANIC II	\$31,597	\$29,424	-7.4%	\$39,327	\$37,133	-5.9%	\$47,057	\$44,842	-4.9%
ROUTE DRIVER	\$28,898	\$26,689	-8.3%	\$35,406	\$33,681	-5.1%	\$41,913	\$40,673	-3.0%
7 C C C C C C C C C C C C C C C C C C C	1000	1000	i i	4					
ואובובא אכאשבא	\$72,000	224,207	0.00	531,905	055,055	-4.4%	\$38,203	256,892	-3.b%
SENIOR PLANNER - CURRENT PLANNING	\$46,974	\$43,473	-8.1%	\$57,281	\$54,863	-4.4%	\$67,588	\$66,253	-5.0%
CHIEF OF STAFF	\$77,868	\$78,071	0.3%	\$102,374	\$98,526	-3.9%	\$126,879	\$118,980	%9'9-
DEPUTY COURT CLERK	\$25,962	\$24,207	-7.2%	\$31,665	\$30,550	-3.6%	\$37,368	\$36,892	-1.3%
POLICE CHIEF	\$79,737	\$74,353	-7.2%	\$96,112	\$93,834	-2.4%	\$112,486	\$113,314	0.7%
ACCOUNTING CLERK - RECEIVABLE	\$26,041	\$25,418	-2.5%	\$32,614	\$32,077	-1.7%	\$39,187	\$38,736	-1.2%
DISPATCHER	\$27,769	\$26,689	-4 0%	\$34,214	\$33,681	-1.6%	\$40,660	\$40,673	%0'0
ANIMAL SERVICES OFFICER	\$27,672	\$26,689	-3.7%	\$33,715	\$33,681	-0.1%	\$39,759	\$40,673	2.2%
PARKS MAINT SUPERINTENDENT	\$51,630	\$50,325	-2.6%	\$63,411	\$63,511	0.2%	\$75,191	\$76,696	2.0%
OFFICE MANAGER TRANSPORTATION	\$30,692	\$30,895	%2'0	\$38,886	\$38,990	0.3%	\$47,080	\$47,084	%0'0
RECREATION SUPERINTENDENT	\$49,049	\$47,929	-2.3%	\$59,744	\$60,486	1.2%	\$70,439	\$73,043	3.6%
ACCOUNTANT PAYROLL	\$30,817	\$30,895	0.3%	\$38,047	\$38,990	2.4%	\$45,378	\$47,084	3.6%
FINANCE DIRECTOR	\$77,847	\$78,071	0.3%	\$95,821	\$98,526	2.7%	\$113,796	\$118,980	4.4%
FINANCIAL ANALYST - BUDGET	538,384	\$39,431	2.7%	548,100	\$49,762	3.3%	557,816	\$60,093	3.8%
DISTRICT COURT ADMINISTRATOR	545,937	\$45,646	-0.6%	/09/555	909′/<	3.5%	\$77,505	595,59\$	0,7%
CITY ENGINEER	\$65,948	\$67.441	2.2%	\$80,439	\$85,110	5.5%	\$94,930	\$102.779	7,6%
STAFF ENGINEER	\$54,371	\$55,483	7.0%	\$66,056	\$70,020	5.7%	\$77,741	\$84,557	8.1%
LEAD COURT CLERK	\$30,252	\$30,895	2.1%	\$36,424	\$38,990	%9"9	\$42,595	\$47,084	9.5%
BUILDING MAINTENANCE SUPERVISOR	\$40,978	\$43,473	2.7%	\$50,987	\$54,863	7.1%	\$60,995	\$66,253	7.9%
ACCOUNTING CLERK - PAYABLES	\$28,244	\$29,424	4.0%	\$34,421	\$37,133	7.3%	\$40,599	\$44,842	85.6
SOLID WASTE DIRECTOR	\$59,014	\$61,171	3.5%	\$69,781	\$77,198	<b>%9</b> 6	\$80,547	\$93,224	13.6%
ACCOUNTING DIRECTOR	\$58,434	\$61,171	4.5%	\$69,122	\$77,198	10.5%	\$81,758	\$93,224	12.3%
PROSECUTING ATTORNEY	\$61,285	\$67,441	9.1%	\$75,451	\$85,110	11.3%	\$89,618	\$102,779	12.8%
BILLING AND COLLECTIONS MANAGER	\$43,364	\$50,325	13.8%	\$55,227	\$63,511	13.0%	\$67,091	\$76,696	12.5%
ACCOUNTING MANAGER - PAYROLL AND PENSION	\$44,525	\$50,325	11.5%	\$54,584	\$63,511	14.1%	\$64,643	\$76,696	15.7%
DISPATCH MANAGER	\$44,004	\$52,841	16.7%	\$53,707	\$66,686	19.5%	\$63,411	\$80,530	21.3%
			/607 3			7006 6			-1 74%
Average			-3.00 A			0.53.6-			201-114

#### **APPENDIX 5.0**

#### SALARY SURVEY DETAIL WITHOUT GCD ADJUSTMENT

#### **BATTALION CHIEF**

Idenostrates personnel and enforcement of City and Danastrach halising and assessed	Supervision of all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire
	cedures

Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Fire Captain with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination, (six years of general High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire experience and one year of management experience). Quals

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempl	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Good				þ		\$68.008
City of Joplin	Batallion Chief	Good	\$40,963	\$61,849	51,0%			
City of Jonesboro	Battalion Chief	Good	\$47,076	\$70,615	50,0%	þ		
City of Rogers	Battalion Chief	Good	\$48,942	\$56,451	15,3%			
City of Springfield	Battalion Chief	Good	\$49,213	\$62,816	27.6%			
City of Springdale	Battalion Chief	Good	\$50,696	\$76,045	50.0%			
City of Columbia	Fire Battalion Chief	Cood	\$51.617	\$75,036	45,4%			
City of Bentonville	Battalion Chief	Good	\$51,727	\$80,850	56.3%			
City of Manhattan	Battalion Chief	Good	\$53,231	\$84,332	58.4%			
City of St. Joseph	Battalion Chief	Good	\$55,592	\$68,287	22.8%			
City of Lee's Summit	Battalion Chief	Good	\$57,388	\$81,763	42.5%			
City of Conway	Battalion Chief and District Division Chief	Good	\$57.528	\$66,171	15.0%			
City of Fort Smith	Battalion Chief	Good	\$65,205	\$73,356	12,5%			
City of College Station	Battalion Chief	Good	\$67,552	\$91,972	36.1%			
City of Little Rock, AR	Battalion Chief	Good	\$68,371	\$84,852	24.1%			
City of Midwest City	Assistant Chief	Good	\$87,031	\$90,725	4.2%			
Average			\$56,809	875,008	32.0%			\$68.008
City of Fayetteville	Battalion Chief		\$49,823	\$69,329	39.29%	0,		
		\$ Difference	(\$6,986)	(\$5.679)				
		% Difference	-14.0%	-8.2%				

### DRIVER/OPERATOR/FIREFIGHTER

The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain. Descrip

Quals

High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department and has successfully completed the IFSAC Driver/Operator program, preceding the date of the written promotional examination. Possess Firefighter I, Firefighter II, and EMT certifications.

	Respondent	MatchingTitle	Match	Min	Max	Range Ex	Exempt	Avg Pay	Actual Pay
Firefighter Driver   Firefighter   Good   S31,818   S41,726     Firefighter Driver   Good   S33,164   S49,745     Firefighter Driver   Good   S35,672   S49,745     Firefighter Brighter   Good   S35,672   S44,742     Firefighter Brighter   Good   S35,672   S43,060     Fire Driver   Good   S35,672   S43,060     Fire Driver   Good   S39,102   S43,060     Fire Driver   Good   S41,787   S55,153     Fire Driver   Good   S41,787   S55,153     Fire Driver   Good   S44,204   S43,845     Fire Driver   Good   S44,204   S43,845     Fire Driver   Good   S44,204   S43,845     Fire Apparatus Operator   Fire Apparatus Operator   Good   S49,497   S55,872     Fire Apparatus Operator   Good   S49,497   S55,872     Fire Apparatus Operator   Good   S49,497   S55,872     Fire Apparatus Operator   Good   S49,497   S55,734     Fire Apparatus Operator   Good   S49,497   S51,734     Fire Apparatus Operator   S49,497   S49	City of Joplin	Fire Driver/Engineer	Good	\$30,460	\$44,221	45,2%			
Firefighter Driver/Operator   Good S33,164   \$49,745   S44,724   S44,242   S46,745	City of Springdale	Firefighter/Engineer	Good	\$31,818	\$47,726	\$0.0%			
Fire Equipment Operator   Identic 534,674   544,242   544,242   547,478   544,242   547,478	City of Jonesboro	Firefighter - Driver/Operator	Good	\$33,164	\$49,745	\$0.0%			
FirefighterEngineer   Good 835,491   S54,478   S54,478   S54,478   S56,268   S41,000   S35,672   S43,000   S35,672   S43,000   S35,672   S43,000   S41,000	Sty of Springfield	Fire Equipment Operator	Identic		\$44,242	27.6%			
Engineer   Engineer   Good S35,672   S43,060   S36,44   S56,268   Dn'ver/Engineer   Good S39,162   S48,105   S49,105   S49,1	lity of Bentonville	Firefighter/Engineer	Good	\$35,491	\$54.478	53.5%			
Fire Engineer   Good   538,644   S56,268   S6,268   S6,	lity of Conway	Engineer	Good	\$35,672	\$43,060	20.7%			
Driver/Engineer   Good   \$39,162   \$48,105   \$100   \$100   \$10,416   \$100   \$	Sity of Columbia	Fire Engineer	Good	\$38,644	\$56,268	45.6%	5		
Fire Diver 1   Engineer   Good   \$40,416   \$53,543   35   35   35   35   35   35   35	ity of St. Joseph	Drive/Enginea	Good	\$39,162	\$48,105	22.8%			
Fire Driver 1         Fire Driver 1         Good         \$41,787         \$55,153         3           Sk         Fire Engineet EMT         Good         \$44,156         \$63,954         6           Driver         Driver         Good         \$44,126         \$48,485         847,845           Sk         Apparatus Operator - Fire         Good         \$44,925         \$41,845         847,845           Fire Apparatus Engineer         Good         \$49,497         \$70,477         \$70,477         \$70,477           Fire Apparatus Engineer         Good         \$53,977         \$55,872         \$57,124         \$70,477           Apparatus Operator         Apparatus Operator         Good         \$60,736         \$60,736         \$67,124         \$70,477           Apparatus Operator         Apparatus Operator         \$600         \$60,736         \$61,736         \$61,734         \$70,477           Apparatus Operator/Operator/Firefighter         \$600         \$60,736         \$60,736         \$61,734         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774         \$70,774 <td< td=""><td>ity of Lee's Summit</td><td>Engineer</td><td>Good</td><td>\$40,416</td><td>\$53,543</td><td>32.5%</td><td></td><td></td><td></td></td<>	ity of Lee's Summit	Engineer	Good	\$40,416	\$53,543	32.5%			
Fire Engineet EMT   Good	ity of Manhattan	Fire Driver 1	Good	\$41,787	\$55,153	32.0%			
tk         Driver         Good         \$44,204         \$48,485           ht/ver         Apparatus Operator - Kire         Good         \$44,925         \$47,845           Fire Driver Engineer         Good         \$47,699         \$59,987           Fire Apparatus Engineer         Good         \$53,977         \$55,872           Apparatus Operator Operator         Good         \$50,736         \$57,124           Apparatus Operator Derator         Good         \$60,736         \$67,124           Saliyar         \$41,558         \$53,546           Briver/Operator/Firefighter         \$ Difference         \$4,379           Saliyar         \$ Saliyar	lity of Lawrence		Good	\$44,156	\$63.954	44,8%			
tk         Driver         Butiver         S47,845         \$47,845         \$47,845         \$47,845         \$59,987         \$70,477         \$70,	Jity of Fort Smith	Driver	Good	\$44,204	\$48,485	9,7.6			
Apparatus Operator - Kire	ity of North Little Rock	Driver	Good	\$44,925	\$47,845	6.5%			
Fire Driver Engineer   Good S49,497   S70,477   Apparatus Engineer   Good S53,977   S55,872   S67,124   S67,124   S1,047   S67,124   S	Aity of College Station	Apparatus Operator - Fire	Good	\$47,699	\$59.987	25.8%			
Fire Apparatus Engineer   Good   \$53,977   \$55,872     Apparatus Operator   Good   \$60,736   \$67,124       Substitute	ity of Norman	Fire Driver Engineer	Cood	\$49,497	\$70,477	42.4%			
Apparatus Operator   Good   S60,736   S67,124   S41,558   S33,546   S67,124   S41,558   S33,546   S67,124   S41,558   S33,546   S67,124   S41,558   S33,546   S67,124   S67,12	ity of Little Rock. AR		Good	\$53,977	\$55,872	3.5%			
S41,558 \$53,546 S1,734  Driver/Oparator/Firefighter \$37,179 \$51,734  \$ Difference (34,379) (\$1,812)	dly of Midwest City	Apparatus Operator	Good	\$60,736	\$67.124	10.5%			
Driver/Operator/Firefighter   \$37,179   \$51,734   \$51,734   \$   \$   \$   \$   \$   \$   \$   \$   \$	Average			\$41,558	\$53,546	28.8%			
(\$4,379)	Lity of Fayetteville	Driver/Operator/Firefighter		\$37,179	\$51,734	39.1%			
			S Difference % Difference		(\$1,812)				

## Salary Survey Results for Fayetteville 2012 without GCD - Fire

#### FIRE CAPTAIN

Descrip

occurrences during a 24 hour shift. Supervise personnel and activities during emergency and non-emergency situations. The Captain develops personnel through training, education and on the job training. This position is responsible for performing job duties in an accurate manner in order to protect the life The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency and property of the citizens of the City.

Quala

High school diploma or general education degree (GED) plus completion of five (5) years of continuous service with the Fayetteville Fire Department and has successfully attained and held the rank of Driver/Operator with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination and has successfully completed IFSAC Instructoral Possess Firefiables 18.11 and FMT certifications.

City of Explain         Groud         \$37,111         \$523,877         45,27%         Chee           City of Springfold         Fire Captain         Identic         \$39,811         \$55,874         27,6%         Chee           City of Springfold         Fire Captain         Good         \$42,885         \$50,814         \$7,6%         Chee           City of Springfold         Fire Captain         Good         \$44,699         \$57,089         Chee         Chee <th>Respondent</th> <th>MatchingTitle</th> <th>Match</th> <th>Min</th> <th>Max</th> <th>Range Width</th> <th>Exempt</th> <th>Avg Pay</th> <th>Actual Pay</th>	Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
Fire Captain   Identic \$39,811   \$50,814   \$2,508   Fire Captain   Good \$41,777   \$62,664   50,09%   \$41,777   \$62,664   50,09%   \$41,777   \$62,664   50,09%   \$41,699   \$76,1207   \$62,664   50,09%   \$41,699   \$76,1207   \$60,09%   \$44,699   \$76,1207   \$60,09%   \$62,610   \$62,047   \$62,048   \$62,047   \$62,048   \$62	ity of Joplin	Fire Captain	Good	\$37.111	\$53,877	45,2%			
Fire Captain         Good         \$41,777         \$62,664         \$00%           Captain/Acdic         Good         \$42,885         \$64,327         \$50,0%           Captain/Acdic         Good         \$44,689         \$57,612         \$10,0%           Fire Captain         Good         \$44,689         \$57,612         \$10,0%           Fire Captain         Good         \$44,689         \$57,089         \$17,401         \$53,0%           Fire Captain         Good         \$49,039         \$57,089         \$17,401         \$53,0%           Fire Captain         Good         \$49,037         \$86,084         \$18,0%         \$18,0%         \$18,0%           Fire Captain         Good         \$50,288         \$60,044         \$35,0%         \$18,0%	ity of Springfield	Fire Captain	Identic	\$39,811	\$50,814	27.6%			
Fire Captain   Good   \$42,885   \$64,327   \$50,096   \$60,000   \$44,699   \$76,120   \$7	ity of Jonesboro	Fire Captain	Good	\$41,777	\$62,664	\$0.0%			
Cuptain Medic   Cuptain Medic   Good   \$44,699   \$76,120   70,396     Fire Captain   Good   \$45,986   \$71,401   \$5.336     Fire Captain   Good   \$45,986   \$71,401   \$5.336     Fire Captain   Good   \$49,059   \$57,089   \$17,090     Fire Captain   Good   \$49,059   \$55,098   \$18,986     Fire Captain   Good   \$49,059   \$58,098   \$18,986     Fire Captain   Good   \$49,059   \$55,098   \$18,986     Fire Captain   Good   \$57,099   \$51,017   \$57,096     Fire Captain   Good   \$57,736   \$57,745   \$9,596     Fire Captain   Good   \$52,736   \$53,7745   \$9,596     Fire Captain   Good   \$52,736   \$53,7745   \$9,596     Fire Captain   Good   \$52,406   \$81,267   \$9,596     Fire Captain   Good   \$57,745   \$9,596     Fire Captain   Good   \$57,745   \$9,596     Fire Captain   Good   \$53,790   \$58,009   \$51,796     Fire Captain   Good   \$53,790   \$58,009   \$51,796     Fire Captain   Street   Stree	ity of Springdale	Fire Captain	Good	\$42,885	\$64,327	\$0.0%			
Fire Captain         Good         \$45,986         \$71,401         \$5.3%           Sk         Captain         Good         \$48,036         \$57,089         39.7%           Fire Captain         Good         \$49,037         \$58,092         22.1%           Fire Captain         Good         \$49,377         \$58,698         18.9%           Fire Captain         Good         \$49,377         \$58,698         18.9%           Captain         Fire Captain         Good         \$50,288         \$65,044         38.5%           Fire Captain         Good         \$51,177         \$52,036         45.4%           Fire Captain         Good         \$52,736         \$51,736         \$51,736           Fire Captain         Good         \$52,736         \$51,736         \$51,746           Fire Captain         Good         \$52,736         \$51,749         \$51,806           Fire Captain         Good         \$52,406         \$51,749         \$51,806           Fire Captain         Good         \$52,406         \$51,806         \$51,806           Fire Captain         Good         \$52,406         \$51,806         \$51,806           Fire Captain         Fire Captain         \$53,006         \$51,806	ity of Rogers	Captain/Medic	Good	\$44,699	\$76,120	70.3%	b		
Fire Captain 1   Good 549,036   S67,089   39.7%     Fire Captain	ity of Bentonville	Fire Captain	Good	\$45,986	\$71,401	55.3%			
Fire Captain   Good   \$49,059   \$559,912   \$21.9%   \$21.9%   \$21.9%   \$259,912   \$21.9%   \$21.9%   \$22.9%   \$	ity of Lee's Sunmit	Fire Captain 1	Good	\$48,036	\$67,089	39.7%			
Fire Captain         Good         \$49,377         \$58,698         18,996           Lieutenant         Good         \$49,853         \$68,044         38.596           Fire Captain         Fire Captain         Good         \$51,617         \$55,247         29,096           Fire Captain         Good         \$57,736         \$57,745         9,596           Fire Captain         Good         \$57,739         \$81,586         42,496           Fire Captain         Good         \$57,299         \$81,586         42,496           Fire Captain         Good         \$53,734         \$63,793         84,96           Fire Captain         Fire Captain         Good         \$53,736         \$63,793         \$3,296           Fire Captain         Fire Captain         Good         \$53,405         \$89,069         25.196           Fire Captain         Fire Captain         Good         \$73,700         \$78,412         6,496           Fire Captain         Fire Captain         \$600         \$73,409         \$68,118         \$32.30	ity of North Little Rock	Captain	Good	\$49,059	\$59,912	22.1%			
Lieutenant         Cood         \$49,853         \$69,044         38.5%           Fire Captain         Fire Datation Chief         \$60,588         \$65,247         29.0%           Fire Captain         Captain         Good         \$57,236         \$57,745         9.5%           Fire Captain         Fire Captain         Good         \$57,299         \$81,586         42.4%           Fire Captain         Fire Captain         Good         \$58,842         \$63,793         8.4%           Fire Captain         Fire Captain         Good         \$52,406         \$81,586         42.4%           Fire Captain         Fire Captain         Good         \$51,00         \$81,267         \$10,29           Fire Captain         Fire Captain         Good         \$51,00         \$78,42         6.4%           Fire Captain         Fire Captain         \$600         \$51,00         \$78,42         6.4%           Fire Captain         Fire Captain         \$600         \$51,00         \$78,42         6.4%	ity of Conway	Fire Captain	Good	\$49,377	858.698	18.9%			
Fire Captain         Identic         \$50,588         \$65,247         29,0%           Fire Battalion Chief         Fire Battalion Chief         Good         \$51,617         \$75,036         45,4%           Captain         Good         \$52,736         \$57,745         9,5%           Fire Captain         Good         \$57,299         \$81,586         42,4%           Fire Captain         Good         \$52,406         \$81,587         30,2%           Fire Captain         Fire Captain         Good         \$71,202         \$89,069         25,1%           Fire Captain         Fire Captain         Good         \$73,700         \$78,442         6,4%           Fire Captain         Fire Captain         \$51,499         \$58,188         30,20%	ity of Manhattan	Lieutenant	Good	\$49,853	\$69,044	38.5%			
Fire Datalion Chief         Good         \$51,617         \$75,036         45,4%           Captain         Good         \$52,736         \$57,745         9,5%           Fire Captain         Good         \$57,729         \$81,586         42,4%           Fire Captain         Good         \$56,406         \$81,587         30,2%           Fire Captain         Fire Captain         Good         \$57,00         \$89,069         25,1%           Fire Captain         Fire Captain         Good         \$73,700         \$78,442         6,4%           Fire Captain         Fire Captain         \$83,069         \$73,1%         \$78,442         6,4%	ity of St. Joseph	Fire Captain	Identic	\$50,588	\$65,247	29.0%			
Captain         Good         \$52,736         \$57,745           Fire Captain         Good         \$57,299         \$81,386         4           Fire Captain         Good         \$57,299         \$81,386         4           Fire Captain         Good         \$52,406         \$81,267         \$81,267           Fire Captain         Fire Captain         Good         \$71,202         \$89,069         \$78,407           Fire Captain         Fire Captain         \$78,442         \$78,442         \$78,442           Fire Captain         \$81,409         \$73,700         \$78,442         \$78,442	ity of Columbia	Fire Battalion Chief	Good	\$51,617	\$75,036	45.4%	>		
Fire Captain         Good         \$57,299         \$81,386         A           Fire Captain         Good         \$52,406         \$63,793         \$63,793         \$63,793         \$63,793         \$63,793         \$63,793         \$63,793         \$63,793         \$63,793         \$63,700         \$63,100         \$63,000         \$63,000         \$63,000         \$63,000         \$63,000         \$63,400         \$63,118         \$63,239         \$63,23	ity of Fort Smith	Captain	Good	\$52,736	\$57,745	%5'6			
Fire Captain         Good         \$58,842         \$63,793           Fire Captain         Fire Captain         \$600d         \$62,406         \$81,267         \$81,267         \$81,267         \$81,267         \$81,267         \$81,267         \$81,267         \$81,267         \$81,267         \$88,069         \$88,069         \$88,069         \$88,069         \$88,460         \$88,442         \$88,442         \$88,442         \$88,118         \$88,460         \$88,229	ity of Norman	Fire Captain	Good	\$57,299	\$81,586	42.4%	)		
Fire Captain         Good         \$62,406         \$81,267         381,267         381,267         389,069	ity of Little Rock, AR	Fire Captain	Good	\$58,842	\$63,793	8.4%			
Fire Captain 2912   Fire Captain 2912   S89,069   S89,	ity of College Station	Fire Captain	Good	\$62,406	\$81,267	30.2%			
Fire Captain         Good         \$73,700         \$78,442           ** Fire Captain         \$51,499         \$68,118           ** Fire Captain         \$43,039         \$59,889           ** Difference         \$8,460         \$82,229	ity of Lawrence	Fire Captain 2912	Identic	\$71,202	\$89,069	25.1%			
\$51,499 \$68,118	ily of Midwest City	Fire Captain	Good	\$73,700	\$78,442	6.4%			
Fire Captain \$43,039 \$59,889  Spifference (\$8,460) (\$8,229)	Average			\$51,499	\$68,118	32.3%			
(\$8,460)	ity of Fayetteville	Fire Captain		\$43,039	829,889	39.2%			
			S Difference		(\$8,229)				

44.00%

\$44,690 (\$3,587)

\$31,037

City of Fayetteville

S Difference (\$2,390)

% Difference

## Salary Survey Results for Fayetteville 2012 without GCD - Fire

#### FIREFIGHTER

Descrip

tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue Responds to emergency and non-emergency calls for service including but not limited to rescue, fire suppression, back up, ventilation, salvage and training.

Quals

High school diploma or general education degree (GED). Possess one of the following: EMT certificate, Firefighter I and Firefighter II through IFSAC, Medical honorable service in the US Armed Forces including National Guard. Valid driver's license. If not already certified, ability to obtain EMT-B, Firefighter I and Communications, Speech, Journalism or Foreign Language), Accredited Fire Academy certification (NFPA, Pro-Board, etc.), or a minimum of two years certification or license at a higher level (paramedic: nurse, etc.), 12 college credit hours in core curriculum courses (English, Math, Science, Firefighter II within 12 months of hire.

	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Firefighter	Good	\$28,303	\$46,853	65.5%			
City of Joplin	Firefighter/EMT	Identic	\$28,992	\$42,090	45,2%			
City of Fort Smith	Firefighter	Good	\$29,178	\$42,573	45.9%			
City of Jonesboro	Firefighter	Good	\$29,188	\$43,782	20.0%			
City of Conway	Firefighter	Good	\$29,731	\$40,888	37,5%			
City of Springdale	Firefighter/EMT	Good	\$30,090	\$43,820	45.6%			
City of St. Joseph	Firefighter	Cood	\$31.233	\$44,413	42.2%			
City of Rogers	Firefighter/EMT	Good	\$31,974	\$55,182	72.6%			
City of Springfield	Firefighter	Identic	\$32,323	\$41,184	27.4%			
City of Bentonville	Firefighter	Good	\$33,189	\$49,784	50.0%			
City of Columbia	Firefighter I	Cood	\$33,446	\$48.743	45.7%			
City of Little Rock, AR	Firefighter	Good	\$34,823	\$51,308	47.3%			
City of Manhattan	Firefighter 1	Good	\$35,031	\$46,272	32.1%			
City of College Station	Firefighter	Good	\$36,371	\$56,318	54.8%	5		
City of Midwest City	Firefighter	Cood	\$36,902	\$45,720	23.9%			
City of Lee's Summit	Firelighter	Identic	\$37,144	S49,795	34.1%			
City of Lawrence	Firefighter EMT - I	Identic	\$41,003	\$59.387	44.8%			
City of Norman	Fir efighter	Good	\$42,757	\$60,879	42.4%			

## Salary Survey Results for Fayetteville 2012 w/o GCD - Police

#### POLICE CAPTAIN

procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department, Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement or the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances. **Вевстір** 

High School graduation or GED plus ten (10) years continuous experience as a Fayetteville Police Officer, three (3) of which have been in the capacity of a ieutenant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification Quale

System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

City of Springstate         HE Public Safety Commander III         Good         \$41,159         \$72,670         76,694         III           City of Johlin         Police Capital Assistant Chief of Publice         Good         \$57,539         \$71,788         \$1,794         II           City of Springstate         Police Capital         Good         \$50,658         \$76,045         \$0,094         II           City of Springstate         Police Capital         Good         \$51,709         \$81,474         \$76,94         II           City of Springstate         Police Capital         Good         \$51,709         \$81,474         \$76,94         II           City of Leads         Police Capital         Good         \$52,337         \$81,474         \$76,94         II           City of Leads         Strongstate         Good         \$55,738         \$81,743         \$76,94         II           City of Leads         Strongstate         Good         \$55,738         \$81,743         \$76,94         II           City of Leads         Strongstate         Good         \$55,738         \$82,148         \$70,94         II           City of Leads         Strongstate         Good         \$56,738         \$82,148         \$70,94         II <tr< th=""><th>Respondent</th><th>MatchingTitle</th><th>Match</th><th>Min</th><th>Max</th><th>Range Exempt</th><th>npt Avg Pay</th><th>Actual Pay</th></tr<>	Respondent	MatchingTitle	Match	Min	Max	Range Exempt	npt Avg Pay	Actual Pay
he         Police Captain         Cool         547,509         \$71,738         \$1,096           he         Police Captain         Good         \$54,509         \$71,738         \$1,096           le         Police Captain         Good         \$51,509         \$86,247         \$20,906           dd         Police Captain         Good         \$51,709         \$81,709         \$86,247         \$10,906           lings         Police Captain         Good         \$55,737         \$78,565         \$10,906           mult         Police Captain         Good         \$55,737         \$78,565         \$10,906           dx.Ax         Police Captain         Good         \$55,738         \$85,188         \$10,906           dx.Ax         Police Captain         Good         \$56,538         \$85,188         \$13,196           dx.Ax         Police Captain         Good         \$64,223         \$80,990         \$45,396           dx.Ax         Police Captain         Good         \$65,315         \$1,196         \$2,496           dx.Ax         Police Captain         Good         \$65,315         \$1,496         \$1,796           dx.Ax         Police Captain         Police Captain         Good         \$57,037         \$1	University of Arkansas	HE Public Safety Commander III	Good	\$41,159	\$72,670	76,6%		
th         Police Capatin         Good         \$56,588         \$65,247         29,0%           4d         Police Capatin         Good         \$50,596         \$76,045         50,0%           4d         Police Capatin         Good         \$51,709         \$81,474         \$70,0%           1le         Police Capatin         Good         \$57,538         \$80,563         \$90,863           mult         Police Capatin         Good         \$57,538         \$80,183         \$90,90           mult         Major         Police Capatin         Good         \$57,538         \$80,90         \$45,5%           a         Police Capatin         Good         \$57,538         \$80,90         \$45,5%           a         Police Capatin         Good         \$57,538         \$80,90         \$45,5%           dcod         \$57,538         \$65,074         \$13,9%         \$45,5%           dcod         \$57,538         \$80,90         \$45,5%           dcod         \$57,538         \$80,90         \$45,5%           dcod         \$600         \$57,538         \$80,90         \$45,5%           dcod         \$600         \$57,538         \$80,90         \$45,3%           dcod         \$60	City of Joplin	Police Captain/Assistant Chief of Police	Good	\$47,509	\$71,738	51.0%		
Let         Police Captain         Good         \$50,696         \$76,045         \$50,096           4d         Police Captain         Good         \$51,709         \$76,045         \$0,096           e         Police Captain         Good         \$52,377         \$78,565         \$50,096           lile         Police Captain         Good         \$56,733         \$78,565         \$50,096           mult         Police Captain         Good         \$56,733         \$85,188         \$50,096           a         Police Captain         Good         \$56,733         \$85,188         \$50,096           a         Police Captain         Good         \$56,738         \$85,188         \$50,096           a         Police Captain         Good         \$62,738         \$85,188         \$50,096           a         Police Captain         Good         \$64,428         \$60,096         \$42,396           b         Police Captain         Good         \$64,428         \$80,462         \$60,096           c         AR         Police Captain         Good         \$64,428         \$80,462         \$60,096           c         Captain         Bolice Captain         Good         \$64,622         \$80,402         \$60,096 <td>City of St. Joseph</td> <td>Police Captain</td> <td>Good</td> <td>\$50,588</td> <td>\$65,247</td> <td>29.0%</td> <td></td> <td></td>	City of St. Joseph	Police Captain	Good	\$50,588	\$65,247	29.0%		
dd         police Captain         Good         \$51,709         \$81,474         \$7.6%           o         Police Captain         Good         \$52,377         \$78,565         \$0.0%           lle         Police Captain         Good         \$55,377         \$78,565         \$0.0%           nings         Captain         Good         \$55,638         \$80,585         \$9.9%           numit         Major         Good         \$57,238         \$85,188         \$0.0%           a         Police Captain         Good         \$57,288         \$85,188         \$0.0%           ck, AR         Police Captain         Good         \$62,623         \$80,090         45,3%           dk, AR         Police Captain         Good         \$64,428         \$80,090         45,3%           th         Major         Police Captain         Good         \$64,622         \$80,090         45,4%           th         Major         Police Captain         Good         \$600         \$64,428         \$80,462         160%           e         Police Captain         Police Captain         Good         \$600         \$600         \$600         \$86,313         \$80,476         160%           th         Bolice Captain <td>City of Springdale</td> <td>Police Captain</td> <td>Good</td> <td>\$50,696</td> <td>\$76,045</td> <td>20.0%</td> <td></td> <td></td>	City of Springdale	Police Captain	Good	\$50,696	\$76,045	20.0%		
o         Podice Captain         Good         \$52,377         \$78,565         \$0,0%           IIIe         Podice Captain         Good         \$56,538         \$90,563         \$9.0%           Ings         Captain         Good         \$56,793         \$85,188         \$0.0%           Ings         Podice Captain         Good         \$57,288         \$81,763         \$29,9%           Ack, AR         Podice Captain         Good         \$57,528         \$80,090         45,3%           Ack, AR         Podice Captain         Good         \$64,228         \$80,090         45,3%           Ack, AR         Podice Captain         Good         \$64,228         \$80,090         45,3%           Ack, AR         Podice Captain         Good         \$64,522         \$80,090         45,3%           Ack, AR         Podice Captain         Good         \$64,522         \$80,090         45,3%           Ack         Podice Captain         Good         \$64,522         \$80,090         45,4%           Ack         Bolice Captain         Good         \$68,513         \$80,47         49,6%           Ack         Bolice Captain         Good         \$69,33         \$80,47         49,6%           Ack <td>City of Springfield</td> <td>Police Captain</td> <td>Good</td> <td>\$51,709</td> <td>\$81.474</td> <td>\$7.6%</td> <td></td> <td></td>	City of Springfield	Police Captain	Good	\$51,709	\$81.474	\$7.6%		
Ille         Police Captain         Good         \$56,638         \$90,563         \$99,8           mings         Captain         Good         \$56,793         \$82,188         \$90,86           mind         Police Captain         Good         \$57,288         \$81,763         \$42,5%           a         Police Captain         Good         \$56,633         \$80,990         \$42,5%           ck, AR         Police Captain         Good         \$64,428         \$80,990         \$45,5%           dc, AR         Police Captain         Good         \$64,428         \$90,990         \$45,3%           th         Police Captain         Good         \$64,428         \$80,990         \$42,4%           th         Police Captain         Good         \$64,52         \$89,090         \$42,4%           th         Major         Major         Good         \$68,315         \$89,050         \$42,4%           t         Police Captain         Good         \$69,335         \$80,050         \$42,4%           t         Police Captain         Good         \$69,335         \$80,050         \$10,0%           t         Police Captain         Captain         \$600         \$71,0%         \$81,4%         \$77,4%	City of Jonesboro	Police Captain	Good	\$52,377	\$78,565			
nigs         Captain         Good         \$56,793         \$85,188         \$0,0%           muit         Police Captain         Good         \$57,388         \$81,763         \$1,5%           a         Major         Good         \$57,528         \$65,074         \$13,1%           ck, AR         Police Captain         Good         \$64,428         \$60,990         45,3%           police Captain         Good         \$64,428         \$90,990         45,3%           th         Police Captain         Good         \$64,652         \$92,055         42,4%           th         Major         Good         \$68,513         \$89,642         50,0%           th         Major         Good         \$68,513         \$80,652         16,0%           t         Police Captain         Good         \$68,513         \$80,462         16,0%           t         Augor         Good         \$68,513         \$80,462         16,0%           t         Dolice Captain         Good         \$60,335         \$80,462         16,0%           t         Augor         Good         \$80,462         \$10,0%         16,0%           t         Bolice Captain         Good         \$80,318         \$1	City of Bentonville	Police Captain	Good	\$56,638	\$90,563	29.9%		
mmit         Potice Captain         Good         \$57,238         \$81,763         \$42,5%           a         Major         Good         \$57,228         \$65,074         13.1%           ck, AR         Police Captain         Good         \$62,623         \$90,990         45.3%           ck, AR         Police Captain         Good         \$64,428         \$90,690         23.6%           mie Rock         Police Captain         Good         \$64,652         \$90,692         42,4%           mth         Major         Police Captain         Good         \$68,513         \$80,642         50,0%           c         Police Captain         Good         \$64,652         \$82,642         50,0%           mth         Police Captain         Good         \$64,652         \$80,652         15,0%           c         Police Captain         Good         \$68,513         \$80,462         16,0%           c         Police Captain         Police Captain         Good         \$80,318         \$80,462         16,0%           c         Police Captain         Police Captain         \$80,318         \$89,918         \$77,494         7,7%	City of Blue Springs	Captain	Good	\$56,793	\$85,188			
a         Major         Good         \$57,528         \$65,074         13.1%           ck. AR         Police Captain         Good         \$62,623         \$90,990         45.3%           ck. AR         Police Captain         Good         \$64,428         \$96,642         50.0%           title Rock         Police Captain         Good         \$64,428         \$96,642         50.0%           th         Police Captain         Good         \$64,652         \$82,052         42,4%           th         Police Captain         Good         \$68,513         \$80,452         16,0%           t         Police Captain         Good         \$68,513         \$80,462         16,0%           t         Police Captain         Good         \$69,335         \$80,462         16,0%           t         Police Captain         Good         \$71,065         \$80,475         16,0%           c         Police Captain         Good         \$71,468         \$93,216         30,4%	City of Lee's Summit	Police Captain	Good	\$57,388	\$81,763	42.5%		
a. Police Captain         Good         \$62,623         \$90,990         45.3%           ck. AR         Police Captain         Good         \$64.428         \$78.250         23.6%           ck. AR         Police Captain         Good         \$64.428         \$96,642         50.0%           the Rock         Police Captain         Good         \$64,652         \$82,052         42.4%           th         Major         Major         Good         \$68,513         \$80,462         16.0%           t         Police Captain         Good         \$69,335         \$80,462         16.0%           t         Police Captain         Good         \$70,037         \$80,462         16.0%           c         Police Captain         Good         \$71,468         \$93,216         30,4%           c         Police Captain         Good         \$71,468         \$93,216         30,4%	City of Conway	Major	Good	\$57.528	\$65,074	13.1%		
ck. AR         Police Captain         Good         \$63,315         \$78,250         \$23,6%           ck. AR         Police Captain         Good         \$64,428         \$96,642         \$0.0%           tile Rock         Police Captain         Good         \$64,652         \$92,055         42,4%           th         Major         Good         \$68,513         \$80,462         16,0%           e         Police Captain         Good         \$70,037         \$10,746         49,6%           t         Police Captain         Good         \$71,468         \$93,216         30,4%           c         Police Captain         Good         \$71,468         \$93,216         30,4%           city         Police Captain         Police Captain         \$93,216         \$9,5%	City of Columbia	Police Captain	Good	\$62,623	\$90,990			
ck.AR         Police Captain         Good         \$64,428         \$96,642         \$0.0%           Hie Rock         Police Captain         Good         \$64,652         \$92,055         42,4%           th         Major Captain         Good         \$68,513         \$80,462         16,0%           e         Police Captain         Good         \$70,037         \$10,0%           t         Police Captain         Good         \$71,468         \$91,67           c         Captain         Good         \$71,468         \$93,216         30,4%           City         Police Captain         Good         \$71,468         \$77,434         7,7%           Police Captain         Police Captain         Good         \$71,505         \$89,918         9,2%	City of Rogers	Police Captain	Good	\$63,315	\$78,250	23.6%		
Police Captain   Police Captain   Good   S64.652   S92.055   42.4%     Police Captain   Cood   S68.513   S75.244   9.8%     Ith Rock   Major   Police Captain   Good   S70,037   S104,746   49.6%     Ith Rock   Captain   Captain   Good   S71,468   S93.216   30.4%     City   Police Captain   Good   S71,905   S77,434   7.7%     Ith Rock   Captain   Good   S71,905   S77,434   7.7%     Ith Rock   Captain   Ith Rock   Good   S71,905   S77,434   7.7%     Ith Rock   Good   S71,905   S77,434   T.7%     Ith Rock   Good   S71,905   T.7%   T.7%   T.7%   T.7%     Ith Rock   Good   T.7%   T.	City of Little Rock, AR	Police Captain	Good	\$64,428	\$96,642	\$0.0%		
Inflet Roock         Police Captain         Good         \$68,513         \$75,244         9,8%           th         Major         Good         \$69,335         \$80,462         16,0%           e         Police Captain         Good         \$71,037         \$16,746         49,6%           rt         Police Captain         Good         \$71,468         \$93,216         30,4%           city         Police Captain         Good         \$71,905         \$77,434         7,7%           Police Captain         Police Captain         Identic         \$82,305         \$89,918         9,2%	City of Norman	Police Captain	Good	\$64,652	\$92,055	42.4%		
th         Major         Good         \$69,335         \$80,462         16,0%           e         Police Captain         Good         \$70,037         \$104,746         49,6%           it         Police Captain         Good         \$71,468         \$93,216         30,4%           city         Police Captain         Identic         \$82,305         \$89,918         9,2%	City of North Little Rock	Police Captain	Good	\$68,513	\$75,244	%8.6		
e         Police Captain         Good         \$70,037         \$104,746         49,6%           It         Police Captain         Good         \$71,46\$         \$93,216         30.4%           City         Captain         Good         \$71,905         \$77,434         7,7%           Police Captain         Police Captain         Identic         \$82,305         \$89,918         9,2%	City of Fort Smith	Major	Good	\$69,335	\$80,462	16.0%		
tt         Police Captain         Good         \$71,468         \$93,216         30.4%           City         Captain         Good         \$71,905         \$77,434         7,7%           Police Captain         Police Captain         Identic         \$82,305         \$89,918         9,2%	City of Lawrence	Police Captain	Good	\$70,037	\$104,746	49.6%		
City         Cood         \$71,905         \$77,434           Police Captain         Identic         \$82,305         \$89,918	City of Florissant	Police Captain	Good	\$71,468	\$93,216			
Police Captain 1dentic \$82,305 \$89,918	Chy of Midwest City	Captain	Good	\$71,905	\$77,434	7.79%		
	City of O'Fallon	Police Captain	Identic		\$89,918	9.2%		

Average		\$60,548	\$82,364	36.0%
City of Fayetteville	Police Captain	\$55,377	\$78,460	41,7%
	\$ Difference	(\$5,171)	(\$3,904)	
	% Difference	-93%	-5.0%	

## Salary Survey Results for Fayetteville 2012 w/o GCD - Police

#### POLICE CORPORAL

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Some of the critical functions of this position include enforcing laws, protecting person(s) and property, investigating criminal activity and preparing reports, This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and This position is responsible for field level supervision of patrol officers as well as to provide traffic enforcement and enforcement of all state and city laws. ordinances.

#### Quals

completion of six (6) hours of college English. Must possess a valid Driver's License and Intermediate Police Officer Certificate. Must possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC High School Diploma or GED with at least five (5) years continuous experience as a Police Officer with the Fayetteville Police Department. Successful (National Crime Information Center). Must obtain various other certificates to handle specialized equipment used by this position.

Respondent	MatchingTitle	Match	Min	Max	Range Width	Ехешрі	Exempt Avg Pay	Actual Pay
City of Joplin	Corporal	Good	\$33,624	\$48,816	45.2%			
City of Rogers	Police Corporal	Good	\$35,006	\$55,307	58.0%			
City of Springfield	Police Corporal	Good	\$35,693	\$57,616	61.4%			
City of Bentoaville	Police Corporal	Good	\$39,021	\$57,803	48.1%			
City of Lee's Summit	Master Police Officer	Good	\$44,033	\$63,895	45.1%			
City of Fort Smith	Corporal	Good	\$46,384	\$48.194	3.9%	Б		
Average			\$38,960	\$55,272	41.9%	_		
City of Fayetteville	Police Corporal		\$41,378	\$53,105	28.3%	.0		
		S Difference	\$2,418	(\$2,167)				
		% Difference	5.8%	-4.1%				

## Salary Survey Results for Fayetteville 2012 w/o GCD - Police

#### POLICE LIEUTENANT

Descrip

patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas The incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department, Supervises and directs requiring services and maintains basic police services to the City. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances. May be assigned to lead specialized units involving uniformed and/or nonuniformed personnel.

Quals

enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), High School graduation or GED plus seven (7) years continuous experience as a Fayetteville Police Officer, two (2) of which have been in the capacity of a Sergeant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center)

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander II	Good	\$39,199	\$70,108	78.9%			
City of St. Joseph	Police Captain	Good	\$39,301	\$50,689	29.0%			
City of Springdale	Lieuteunnt	Good	\$42,885	\$64,327	20.0%			
City of Joplin	Police Lieutenant	Good	\$43,039	\$64,981	51.0%	>		
City of Jonesboro	Politce Lieutenant	Good	\$44,426	\$66,640	20.0%			
City of Springfield	Police Lieutenant	Good	\$46,509	\$73,715	58.5%			
City of Bentonville	Police Lieutenant	Good	\$48.922	\$78,229	29,9%			
City of Conway	Police Lieutenant	Good	\$49,377	\$57,226	15.9%			
City of Blue Springs	Lieutenant	Good	\$52,102	\$78,154	20.0%			
City of Lee's Summit	Police Sergeant 2	pnos	\$52,471	\$70,445	34.3%			
City of Columbia	Police Lieufenanl	Good	\$54,167	\$78,743	45.4%			
City of Norman	Police Lieutenant	Dood	\$55,258	\$78,680	42.4%			
City of Little Rock, AR	Police Lieutenant	Good	\$55,744	\$83,616	20.0%			
City of Rogers	Police Lieutenant	Good	\$57,075	\$64,272	12.6%			
City of North Little Rock	Police Lieutenant	PooG	\$58,837	\$64,668	9.6%			
City of Fort Smith	Captain	Good	\$60.344	\$66,034	9.4%			
City of Midwest City	Lieutenant	Good	\$64,513	\$69,474	7.7%			
City of Florissant	Police Lieutenant	Dood	\$66,081	\$86,216	30.5%			
City of O'Fallon	Police Lieutenant	Good	\$73,070	\$81,224	11.2%			
Average			\$52,806	\$70,918	34.3%			
City of Fayetteville	Police Lieutenant		\$47,839	\$67,777	41.7%	۰		
		S Difference (\$4,967)	(\$4,967)	(\$3,141)				
		O. Difference	-10.4%	1 60%				

\$47,267 (\$4,542) -9.6%

> (\$3,166) -9.5%

\$ Difference % Difference

## Salary Survey Results for Fayetteville 2012 w/o GCD - Police

#### POLICE OFFICER

The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and Descrip

High school or GED. Must possess a valid Driver's License and be able to obtain a Basic Police Officer Certificate. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center), Must obtain various other certificates to handle specialized equipment to be used with this position. visitors and answers calls for service ranging from friendly assists to highly stressful and dangerous incidents. Quale

Respondent	MatchingTitle	Match	Min	Max	Width	Exempt	Avg Pay	Actual Pay
City of Conway	Police Officer	Good	\$29,731	\$43,060	14.8%			,
City of Springdale	Police Officer	Good	\$30,090	\$43,820	45.6%			
City of Jonesboro	Police Officer	Good	\$30,514	\$45,770	50.0%			
University of Arkansas	HE Public Safety Officer	Dood	\$30,713	\$53,640	74.6%			
City of Rogers	Police Officer	Good	\$31,990	\$37,170	16.2%	-		
City of Joplin	Police Officer II	Good	\$32,003	\$46,458	45.2%			
City of Bentonville	Police Officer 1	Good	\$32,261	\$47,778	48.1%		T	
City of Springfield	Police Officer	Identic	\$32.822	\$52.832	61.0%	þ		
City of St. Joseph	Police Officer	Good	\$33,543	\$47,698	42.2%			
City of North Little Rock	Police Officer	Good	\$34,827	\$47,550	36.5%			
City of Blue Springs	Police Officer	Good	\$36,911	\$60,349	63.5%			
City of Lee's Summit	Police Officer 1	Good	\$37,144	\$49,795	34,1%			
City of Little Rock, AR	Police Officer	Good	\$38,000	857,026	50,1%			
City of Columbia	Police Officer	Identic	\$38.644	\$56,268	45,6%			
City of Midwest City	Police Officer	Good	\$40,533	\$45,859	13.1%			
City of Fort Smith	Patrol	Good	\$41,454	\$45.282	9,2%			
City of Lawrence	Police Officer	Identic	\$41,496	869,700	68.0%			
City of Norman	Police Officer	Identic	\$41,990	882.658	42.4%			
City of O'Fallon	Police Officer	Good	\$45,115	861,568	36.5%			
City of Florissant	Police Officer	Good	\$49.649	\$64,771	30,5%			
Average			\$36,472	\$51,809	42.1%			
City of Dayottavilla								l

(\$2,592)-4,2%

(\$4,065) -9.4%

S Difference % Difference

## Salary Survey Results for Fayetteville 2012 w/o GCD - Police

#### POLICE SERGEANT

Descrip

special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise in order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quals

Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) High school graduation or GED plus five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the promotional exam date. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. and the NCIC (National Crime Information Center).

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Supervisor	Good	\$32,249	\$59,157	83,4%			
City of Springdale	Police Sergeant	Good	\$37,025	\$55,538	50.0%			
City of Jonesboro	Police Sergeant	Good	\$39,127	\$58,689	\$0.0%			
City of Joplin	Police Sergeant	От	\$40,966	\$61.845	\$1,0%			
City of Conway	Police Sergeant	Good	\$41,531	\$48,775	17.4%			
City of St, Joseph	Police Sergeant	Identic	\$42,212	\$54,444	29,0%			
City of Springfield	Police Sergeant	Рооб	\$42,224	\$67.434	59,7%			
City of Bentonville	Police Sergeant	Good	\$42.910	\$63,565	48.1%			
City of Norman	Police Sergeant	Good	\$45,416	\$64,666	42,4%			
City of Columbia	Police Sergeant	Good	\$46,858	\$68,157	45.5%	5		
City of Blue Springs	Sergeant	Good	\$47,800	\$71,701	20.0%	þ		
City of Lee's Summit	Police Sergeant 1	Good	\$48,036	\$67.089	39.7%	þ		
City of Rogers	Police Sergeant	Good	\$48.173	\$59,114	22.7%			
City of Midwest City	Sergeant	Good	\$48,227	\$61,735	28.0%			
City of Fort Smith	Sergeant	Good	\$49,982	\$57,491	15.0%			
City of North Little Rock	Police Sergeant	Good	\$50,994	\$55,371	8,6%			
City of Little Rock, AR	Police Sergeant	Good	\$59,218	\$63,327	%6 9			
City of Florissant	Police Sergeant	Good	\$60,070	\$78,374	30.5%			
City of Lawrence	Police Sergeant	Good	\$61,903	\$92,580	49.6%	_		
City of O'Fallon	Police Sergeant	Good	\$64,168	\$72,300	12.7%	5		
Average	**		\$47,454	\$64,068	35.0%			
City of Faveleville	Police Sergeant		643 380	47k 147k	41 70%			

### ACCOUNTANT PAYROLL

The incumbent is responsible for processing the payroll for all City of Fayetteville employees and all procedures directly related to the said process in a timely and accurate manner. Descrip

years of related payroll experience and/or training is required. Associates degree (A.A.) in any business field red and degree may be accepted in lieu of up to two years of experience.
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Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pav
City of Joplin	Payroll/Parchasing Clerk	Good	\$21.557	\$26,427	\$31,296	45.2%			
NOARK	Payroll Clerk	Good	\$27,140	\$34,513	\$41,885	54.3%			
City of Stillwater	AccountingPayroll Technician	Good	\$28,433	\$34,497	\$40,560	42.7%			
City of Bluc Springs	Account Technician - Payroll	Good	\$28,502	\$35,627	\$42,752	50.0%			
City of St. Joseph	Payroll Technician	Good	\$28,693	\$34,747	\$40,801	42.2%			
State of Arkansas	Payroll Services Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%			
University of Arkansas	Payroll Services Specialist	Cood	\$29,251	\$41,454	\$53,657	83.4%			
City of Midwest City	Payroll Coordinator	Good	\$31,914	\$40,712	\$49,510	55 1%	þ		
City of Lee's Summit	Payroll Specialist	Good	\$32,835	\$41,613	\$50,392	53.5%	þ		
City of Rogers	Payroll Specialist	Good	\$33,134	\$33,134	\$33,134	%0.0	þ		
City of Springfield	Accounting Technician	Good	\$33,224	\$39,727	\$46,230	39.1%			
City of Florissant	Accounting Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%			
City of Lawrence	Payroll Specialist	Good	\$35,257	\$43,994	\$52,730	49 6%	D		
City of O'Fallon	Payroll Specialist	Identic	\$38.344	\$45,692	\$53,040	38.3%	J		
Average			S30,817	\$38,047	\$45,278	46,9%			
City of Fayetteville	Accountant - Payroll		\$30,895	838,990	\$47,084	52.4%			
		§ Difference	\$78	\$942	\$1,806				
		% Difference	0,3%	2.4%	3.8%				

95%

7.3%

4.0%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### **ACCOUNTING CLERK - PAYABLES**

processes statements/invoices. Researches, understands, interprets sales and use tax issues and stays current on any changes. Collects and runs reports Receives, verifies, and enters purchase orders; prints checks and ACH payments, balances accounts before and after printing checks, receives and to prepare sales and use tax reports for the City. Reconciles and records Franchise fees; tracks changes to the franchise ordinances. Descrip

High School Diploma or GED is required. Three years of related experience required. Specialized training in any business area or additional college courses in accounting may be substituted for experience. Accounting degree is preferred.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Accounting Clerk	Good	\$17,696	\$21,692	\$25,688	45.2%			
City of Bossier City	Accounts Clerk III	Good	\$18,750	\$23,481	\$28,212	50.5%			
City of College Station	Acet Customer Service Rep	Good	\$22,630	\$26,535	\$30,439	34.5%			
NOARK	Accounting Clerk I	Good	\$25,017	\$30,179	\$35,340	41.3%			
State of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	þ		
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	þ		
City of Lee's Summit	Accounting Clerk	Good	\$25,777	\$32,327	\$38.877	%8.05	þ		
City of St. Joseph	Account Technician	Good	\$25,896	\$31,359	\$36,823	42.2%	D		
City of Blue Springs	Accounts Payable Technician	Good	\$26,151	\$32,689	\$39,227	20.0%			
City of Janesboro	Accounts Payable Specialist	Good	\$26.538	\$33,173	\$39,807	20.0%			
City of Manhattan	Finance Clerk	Good	\$26,978	\$34,746	\$42,515	27 6%			
City of Springfield	Accounting Services Representative	Good	\$27.664	\$33,213	\$38,762	40.1%			
City of Columbia	Accounting Assistant	Good	\$27,718	\$34,047	\$40,375	45.7%			
City of Stillwater	Accounting Payroll Technician	Good	\$28,433	\$34,497	\$40,560	42.7%			
City of Bentonville	Accounting Specialist II	Good	\$30,202	\$37,773	\$45,344	50.1%			
City of Springdale	Accounts Payable Clerk	Good	\$30,515	\$38,144	\$45,773	\$0.0%	J		
City of Florissant	Accounting Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%	J		
City of Lawrence	Payroll Specialist	Good	\$35,257	\$43,994	\$52,730	49.6%	J		
City of O'Fallon	Accounts Payable Clerk	Identic	\$35,693	\$42,547	\$49,400	38.4%			
City of Rogers	Accounts Payable	Good	\$36,608	\$36,608	\$36,608	%0'0			
City of Conway	Accounts Payable Accountant	Good	\$41,155	\$45,155	\$49,155	19.4%			
Average			\$28,244	\$34,421	\$40,599	43.7%			
City of Fayetteville	Accounting Clerk - Payables		\$29,424	\$37,133	\$44,842	52.4%			
		9	001.10	017	04.042				

### ACCOUNTING CLERK - RECEIVABLE

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of Bossier City	Accounts Clerk II	Good	\$16.767	\$19,765	\$22,764	35.8%	b		
City of Joplin	Accounting Clerk	Good	\$17,696	\$21,692	\$25,688	45.2%			
City of College Station	Acct Customer Service Rep.	Good	\$22,630	\$26,562	\$30,493	34.7%			
City of Lee's Summit	Cash Receipts Clerk	Good	\$24,251	\$30,274	\$36,298	49.7%			
State of Arkansas	Fiscal Support Specialisi	Good	\$25,268	\$35,810	\$46,351	83.4%			
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%			
City of St. Joseph	Account Technician	Cood	\$25,896	\$31,359	\$36,823	42.2%	þ		
City of Stillwater	Accounting Clerk	Good	\$26,000	\$31,554	\$37,107	42.7%	P		
City of Manhattan	Finance Clerk	Cood	\$26,978	\$34,746	\$42,515	57.6%			
City of Edmond	Fiscal Specialist	Cood	\$27.173	\$33,966	\$40,759	20.0%	þ		
NOARK	Accounting Clerk III	Good	\$27,515	\$33,359	\$39,203	42.5%			
City of Springfield	Accounting Services Representative	Good	\$27,664	\$33,213	\$38,762	40.1%			
City of Columbia	Accounting Assistant	Good	\$27,718	\$34,047	\$40.375	45 7%			
City of Springdale	Accounting Clerk II	Good	\$27.911	\$34,889	\$41,867	50.0%			
City of Blue Springs	Account Technician - Accounts Receivable	Good	\$28,502	\$35,627	\$42.752	50.0%	5		
City of Bentonville	Accounting Specialist II	Good	\$30,202	\$37,773	\$45,344	50.1%			
City of Lawrence	Administrative Support IV	Identic	\$35,257	\$43,994	\$52,730	49.6%			
Average			\$26,041	\$32,614	\$39,187	50.5%			
City of Fayetteville	Accounting Clerk - Receivable		\$25,418	\$32,077	538,736	52.4%			
		\$ Difference % Difference	(\$623) -2 5%	(\$537) -1 7%	(\$451)				

### ACCOUNTING DIRECTOR

Quals

The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the Descrip

City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.

experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related Bachelor's Degree (B.A. or B.S.) from a four year college or university in Accounting or Business Administration required and five (5) years of related field.

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width		Exempt Avg Pay	Actual Pay
City of Joplin	Accounting Manager	Good	\$40,966	\$51,406	\$61,845	\$1.0%			
City of St. Joseph	Accounting Manager	Good	\$44,035	\$53,324	\$62,613	42.2%	>		
City of Rogers	Deputy Treasurer	Good	\$47,403	\$47,403	\$47,403	%0 0			
NOARK	Accounting Manager	Good	\$48,412	\$61,990	\$75,567	56.1%			
City of Stillwater	Accounting Supervisor	Good	\$49,899	\$60,528	\$71,157	42.6%	Ь		
City of Conway	Finance Manager	Good	\$53,752	\$57,734	\$61,715	14 8%	<b>b</b>		
City of Florissant	Assistant Finance Director	Good	\$54,600	\$62,930	\$71,260	30.5%			
City of Lee's Summit	Assistant Finance Director	Cood	\$55,172	\$71,257	\$87,343	58.3%			
City of Springdale	Finance Director	Good	\$55,905	\$69,881	\$83,857	50.0%			
City of Edmond	Director of Treasury Services	Good	\$56.200	\$70,250	\$84,299	\$0.0%	>		
City of Manhattan	City Controller	Good	\$58,490	\$75,722	\$92.955	28 9%			
City of Columbia	Treasurer	Good	\$59,667	\$73,184	\$86,701	45.3%	>		
City of Bentonville	Accounting Manager	Good	\$60,507	\$81,692	\$102,877	70.0%	. 0		
City of Springfield	Accounting Manager	Good	\$60.996	\$72,135	\$83,273	36.5%			
City of Jonesboro	Finance Director	Cood	\$70,928	\$72,097	\$106,392	80.0%	>		
City of Norman	Chief Accountant	Good	\$80,655	\$97,748	\$114,841	42.4%			
University of Arkansas	Associate Controller	Good	\$95,792	\$95,792	\$95,792	%0.0			
Average			\$58,434	\$69,122	\$81,758	39.9%	l.a		
City of Fayetteville	Accounting Director		\$61,171	877,198	593,224	52.4%	%		
		§ Difference	\$2,737	\$8,076	\$11,466				
		% Difference	4.5%	10.5%	12.3%				

## ACCOUNTING MANAGER - PAYROLL AND PENSION

Oversees payroll functions, verify accuracy of payroll wages, deductions, and procedures. Oversees pension function, attend pension board meetings, work with City Clerk on pension issues. Oversees Accounts Receivable functions, verify accuracy of records, work with Accounts Receivable Clerk and other divisions on collections. Descrip

Bachelor's Degree (B.A. or B.S.) in Accounting, Finance or Business from four year college or university and four years of related experience and two years of management experience.

Quals

Respondent	Matching Title	Match	Min	PiW	Max	Range Width E	xempt	Exempt Avg Pav	Actual
City of Springfield	Financial Analyst	Good	\$38,783	\$46,241	\$53,698	38.5%	b		
State of Arkansas	Accounting Coordinator	Good	\$39,199	\$54,654	\$70,108	78.9%			
City of St. Joseph	Accounting Manager	Good	\$44,035	\$53,325	\$62,616	42.2%			
City of Columbia	Business Services and Pension Manager	Good	\$44,656	\$54,811	\$64,963	45 5%			
City of Conway	Accounting Manager	Good	\$46,332	\$50,966	\$55,599	20.0%	þ		
City of Edmond	Payroll Supervisor	Good	\$48,192	\$60,240	\$72.288	20.0%	þ		
City of College Station	Accounting & Treasury Ops. Mgr.	Good	\$50,479	\$61,854	\$73,228	45.1%	Б		
Average			\$44,525	\$54,584	\$64,643	45.2%			
City of Fayetteville	Accounting Manager - Payroll and Pension		\$50,325	\$63,511	876,696	52.4%			
		S Difference	\$5,800	\$8,926	\$12,053				
		% Difference 115%	11.5%	14 1%	15.7%				

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### ANIMAL SERVICES OFFICER

City ordinances pertaining to animals, protecting both animals and the general public. Educates the public in	, performs euthanasia as necessary.
dinan	animal welfare and assists in adoption process, performs euthanas

	rign school diploma of GED required. 6-12 months of animal handling experience preferred.	ce preferred.						
Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	pt Avg Pav	Actual
City of Bossier City	Animal Control Helper II	Good	\$17.852	\$22,342	\$26,832	50.3%		
City of Springfield	Animal Control Officer	Good	\$23,395	\$28,708	\$34,021	45 4%		
City of Rogers	Animal Control	Good	\$24.294	\$25,397	\$26,499	91%		
City of College Station	Annual Control Officer	Good	\$25,251	\$29,734	\$34,216	35.5%		
City of Springdale	Animal Control Officer	Good	\$25,307	\$31,634	\$37,960	20.0%		
City of Stillwater	Animal Welfare Officer	Good	\$26,000	\$31,554	\$37,107	42.7%		
City of Blue Springs	Animal Control Officer	Good	\$26,151	\$32,689	\$39,227	20.0%		
City of Joplin	Animal Warden II	Good	\$26,266	\$32,199	\$38,131	45.2%		
City of Midwest City	Annual Control Officer	Good	\$26,400	\$33,678	\$40,955	55.1%		
City of Columbia	Animal Control Officer	Good	\$26,528	\$32,531	\$38,534	45,3%		
City of Jonesboro	Annual Control Officer	Good	\$26,538	\$33,173	\$39,807	20.0%		
City of Edmond	Animal Welfare Officer I	Good	\$27,173	\$33,966	\$40,759	\$0.08		
City of Conway	Animal Welfare Officer	Good	\$27,979	\$31,896	\$35,812	28.0%		
City of Bentonville	Animal Control Officer	Good	\$27,997	\$34.972	\$41,947	49.8%		
City of Lawrence	Animal Control Officer	Good	\$28,107	\$35,072	\$42,036	49 6%		
City of St. Joseph	Animal Control Officer	Good	\$28.906	\$35,005	\$41,103	42.2%		
City of Lee's Summit	Animal Control Officer	Good	\$30,250	\$38,189	\$46.128	52.5%		
City of Manhattan	Animal Services Officer	Good	\$30,410	\$39,187	\$47,965	57.7%		
City of Florissant	Class C.Laborer	Good	\$33,904	\$39,073	\$44,241	30.5%		
City of O'Fallon	Animal Services Officer	Identic	\$35,693	\$42,547	\$49,400	38.4%		
City of Norman	Animal Welfare Officer	Good	\$36,703	\$44,481	\$52,259	42.4%		
Average			\$27,672	\$33,715	839,759	43.7%		
City of Fayetteville	Animal Services Officer		\$26,689	\$33,681	\$40,673	52.4%		
		\$ Difference	(\$983)	(\$34)	\$914			

-12.6%

-13.5%

% Difference -14.9%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### BENEFITS ADMINISTRATOR

meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of Responsible for handling daily administration of employee benefit plans – medical , dental, life, disability as well as various supplemental plan and tax favored medical savings accounts. Prepares and conducts benefits section of New Employee Orientation. Tracks eligibility and conducts enrollment benefits annual open enrollment process. Descrip

High school diplo Ouals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avo Pav	Actual
City of Florissant	Human Resource Specialist	Good	\$23,912	\$24,652	\$25.393	6.2%		L	Ì
State of Arkansas	DFA FBD Benefits Specialist	Good	\$27,858	\$39,480	\$51,102	83.4%			
City of Blue Springs	Human Resources Assistant	Good	\$28,502	\$35,627	\$42,752	\$0.0%	þ		
City of St. Joseph	Human Resources Technician	Good	\$28,693	\$34,747	\$40,801	42.2%	þ		
University of Arkansas	Fiscal Support Analyst	Good	\$29,251	\$41,454	\$53,657	83.4%	þ		
City of Conway	Human Resources Administrative Assistant II	Good	\$31,247	\$35,315	\$39,382	26.0%	þ		
City of Columbia	Human Resources Technician	Good	\$31,899	\$39,192	\$46,484	45.7%			
City of Midwest City	Health Benefits/Worker's Compensation Coordinator	Good	\$31.914	\$40,712	\$49,510	55.1%			
NOARK	Benefits / Insurance Clerk	Good	\$32,654	\$42,859	\$53.063	62.5%			Ì
City of Lee's Summit	Human Resources Assistant	Good	\$32.835	\$41,588	\$50,342	53.3%			
City of Springfield	Human Resources Specialist	Good	\$35,069	\$41,985	\$48.901	39.4%			
City of Joplin	Human Resource/Insurance Coordinator	Good	\$35.323	\$43,305	\$51,287	45.2%			
City of Manhattan	Human Resource Technician - Benefits	Good	\$38,085	\$49,171	\$60,258	58.2%			
City of Edmond	Benefits Specialist	Good	\$39,148	\$48,962	\$58,776	50.1%			
City of Lawrence	Human Resources Specialist	Good	\$39,488	\$49,273	\$59,058	49.6%			
City of College Station	Benefits Coordinator	Good	\$42,205	\$51,707	\$61,209	45.0%	٦		
City of Norman	Benefits Specialist	Cood	\$46,636	\$56,520	\$66,403	42.4%	D.		
Average			833,807	\$42,150	\$50,493	49.4%			
City of Fayetteville	Benefits Administrator		\$29,424	\$37,133	\$44,842	52.4%			
		5,6	167 303)	(\$5.017)	(127 20)				

### BILLING AND COLLECTIONS MANAGER

Overall responsibility for the performance and supervision of periodic utility billing for water, sewer, solid waste and storm water utilities in compliance with approved rate ordinances, contracts and state laws. Provides critical information for the rate study development process for water and sewer utility rates. Ensures proper administration of outside contractual relationships for providing city services. Descrip

Associates degree from a two or four year college/university and five (5) years of related experience or equivalent combination of education and experience and a minimum of three (3) years of m

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pav	Actual Pav
City of Bossier City	Utilities Billing/Collections Supervisor	Good	\$23,350	\$29,315	\$35,280	51.1%	P		
University of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%			
City of Jonesboro	Collector	G00d	\$37,139	\$46,424	\$55,708	50.0%	5		
City of Lawrence	Customer Services Supervisor	Good	\$39,488	\$49,273	\$59,058	49 6%			
City of Manhaitan	Utility Billing Supervisor	Good	\$39,998	\$51,657	\$63,315	58.3%	þ		
City of St. Joseph	Revenue Manager	Good	\$44,035	\$53,325	\$62,616	42.2%			
City of Bentonville	Billing and Collections Manager	Good	\$48,027	\$64,844	\$81,661	70.0%			
City of Columbia	Manager - Rates Fiscal Planning	Dood	\$54,167	\$66,455	\$78,743	45.4%	>		
City of Edmond	Utility Customer Services Manager	Good	\$70,213	\$87,766	\$105,319	\$0.0%	>		
Average			\$43,364	\$55,227	\$67,091	54 7%			
City of Fayetteville	Billing and Collections Manager		\$50,325	\$63,511	876,696	52.4%	\omega_o		
		S Difference	\$6,961	\$8,283	\$9,605				
		% Difference	13 8%	13.0%	12.5%				

7 9%

7.1%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### BUILDING MAINTENANCE SUPERVISOR

Plans, administers and supervises janitorial and routine building maintenance services, including custodial, repair, new construction, remodeling and some electrical, plumbing and HVAC. Descrip

High school diploma or GED is required, specialized training and/or additional college courses and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of 5 years of management experience. Quals

Respondent	MatchingTitle	Match	Min	Mid	Мах	Range Width Ex	Exempt Avg Pay		Actual Pay
City of Bossier City	Maintenance Foreman	Good	\$21.296	\$26,710	\$32,124	%8'05			
City of St. Joseph	Maintenance Technician	Good	\$30,427	\$36,847	\$43,266	42.2%			
City of Springfield	Building Maintenance Team Leader	Good	\$30,618	\$37,191	\$43,763	42.9%			
State of Arkansas	Building and Grounds Coordinator	Good	\$30,713	\$43,527	\$56,340	83.4%			
University of Arkansas	Skilled Trades Supervisor	Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Blue Springs	Building Maintenance Supervisor	Good	\$33,863	\$42,330	\$50,796	%0.05			
City of Manhattan	Building Maintenance Supervisor	Good	\$36,317	\$46,873	\$57,429	58.1%			
City of Lec's Summit	Central Building Services Supervisor	Good	\$38,834	\$49,511	\$60,187	55.0%			
City of Columbia	Building and Grounds Supervisor	Good	\$40,552	\$49,787	\$59,022	45.5%			
City of Jophin	Facilities Maintenance Supervisor	Good	\$40,966	\$51,406	\$61,845	51.0%			
City of O'Fallon	Facility Maintenance Supervisor	Good	\$43,597	\$51,990	\$60.382	38.5%			
City of Conway	Physical Plant Director	Good	\$45.704	\$45,704	\$45,704	0.0%			
NOARK	Maintenance Manager	Identic	\$46,386	\$60,773	\$75,160	62.0%			
City of Jonesboro	Facilities Maintenance Director	Good	\$47.076	\$58,846	\$70,615	\$0.0%			
City of Lawrence	Building & Structures Manager	Good	\$55,478	\$69,225	\$82,972	49.6%			
City of Edmond	Facility Maintenance Superintendent	Good	\$56,200	\$70,250	\$84,299	20.0%		_	
City of Norman	Facility Maintenance Superintendent	Good	\$67,891	\$82,280	\$96,668	42.4%			
Average			\$40,978	\$50,987	\$60,995	48.8%			
City of Fayetteville	Building Maintenance Supervisor		\$43,473	\$54,863	\$66,253	52.4%			
		S Difference	\$2,495	\$3,876	\$5,258				

#### CHIEF OF STAFF

Descrip

providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides Works directly with Mayor and administrative staff to develop annual budgets and multi-year capital improvement programs.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university in Public or Business Administration and considerable (3 to 5 years) professional administrative management experience at the level of CEO or COO.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exemp	Exempt Avg Pay	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$57,677	\$72,097	\$86,516	50.0%		
City of Joplin	Assistant City Manager	Cood	\$70,843	\$88,630	\$106,417	50.2%		
City of Columbia	Deputy City Manager	Cood	\$76,003	\$118,354		111.4%		
City of Lee's Summit	Deputy City Manager	Good	\$84,578		\$130,398	54 2%		
City of Edmond	Assistant City Manager/Administration	Good	\$100,240	\$125,300		\$0.0%		
Average			877,868	\$102,374	\$77,868 \$102,374 \$126,879	62.9%		
City of Fayetteville	Chief of Staff		\$78,071		\$98,526 \$118,980	52.4%		
		§ Difference	\$203	(\$3.848)	(\$3.848) (\$7.899)			
		% Difference	0.3%	-3 9%	%9 9-			

#### CITY ATTORNEY

The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the primary litigator for the City and supervises insurance defense counsel, as needed. Descrip

Juris Doctorate. Licensed to practice law within the State of Arkansas, admission to the Bar of Arkansas and admission to practice before the Federal Courts in Arkansas. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of Joplin	City Attorney	Good					>		\$83,046
City of St. Joseph	City Attorney	Good							\$92,261
State of Arkansas	Managing Attorney	Good	\$57,914	\$75,436	\$92,958	99.5%			
City of Bentonville	Staff Attorney	Good	\$70,595	\$95,275	\$119,954	%6 69			
City of Midwest City	City Attemey	Good	\$75,253	\$88,049	\$100,846	34.0%			
City of Columbia	City Counselor	Good	\$76,003	\$118,354	\$160,705	111.4%	>		
City of Lawrence	City Attorney	Good	\$77,943	\$97,257	\$116,571	49.6%	þ		
City of Springfield	City Attorney	Good	\$78,160	606.86\$	\$119,658	53.1%	b		
City of Conway	City Attorney (Elected)	Good	\$85,480	\$85,480	\$85.480	%0.0			
City of Manhattan	City Attorney	Good	\$85.800	\$111,228	\$136,656	59.3%	>		
City of Norman	City Attorney	Identic	\$96,703	\$117,197	\$137,690	42 4%	>		
City of Rogers	City Attorney	Good	\$107.203	\$107,203	\$107,203	%00			
Average			\$81,105		S99,439 S117,772	45.2%			\$87,654
City of Fayetteville	City Attorney		\$74,353	\$93,834	893,834 \$113,314	52.4%	9		
		S Difference (\$6,752)	(\$6,752)	(\$5,605)	(\$4,458)				
		% Difference	%16-	%0 9-	-3 6%				

\$7.849 7.6%

5.5%

\$1,493

S Difference % Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### CITY ENGINEER

Quals

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. 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. Descrip

experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and a minimum of two years of management Driver's License.

	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	City Engineer	Good	\$44,035	\$53,325	\$62,616	42.2%	2		
University of Arkansas	Engineer Supervisor	Good	\$45,377	\$61,708	\$78,038	72.0%			
Giy of Midwest City	City Engineer	Good	\$56,539	\$70,036	\$83,533	47.7%			
City of Blue Springs	City Engineer	Good	\$56,793	166'02\$	\$85,188	50.0%	>		
City of Bentonville	City Engineer	Good	\$60,507	\$81,692	\$102,877	70.0%			
City of Joplin	Engineering Manager	Good	\$60.815	\$76,319	\$91,822	51.0%	>		
City of Stillwater	City Engineer	Good	\$61,360	\$74,454	\$87.547	42.7%	>		
City of College Station	City Engineer	Good	\$61.427	\$76,834	\$92,240	50.2%			
City of Springfield	Principal Engineer	Good	\$63,388	\$74,963	\$86,538	36.5%			
City of O'Fallon	City Engineer	Good	\$64,771	\$77,220	\$89,669	38.4%			
City of Florissant	City Engineer	Good	\$66,081	\$76,149	\$86,216	30.5%	>		
City of Janesboro	Public Works Director/City Engineer	Good	\$68,278	\$85,347	\$102,416	50.0%	>		
City of Lawrence	City Engineer	Identic	\$69,592	\$86.837	\$104,081	49 6%			
City of Lee's Summit	(Tiy Engineer	Identic	\$69,641	\$88,115	\$106,590	53.1%			
City of Manhattan	City Engineer	Good	\$70,782	91,676	\$112,570	29.0%	>		
City of Edmond	Director of Eugineering	Good	\$78,220	\$97,775	\$117,330	20.0%			
City of Conway	City Engineer/Street Department Director	Good	\$81.151	\$81,151	\$81,151	%0.0			
State of Arkansas	ABA State Engineer	Good	\$85,536	\$96,228	\$106,919	25.0%			
City of Norman	City Engineer	Good	\$88,719	\$107,522	\$126,324	42.4%	<b>S</b>		
Average			\$65,948	\$80,439	\$94,930	43.9%	1.01		
City, of Daynottonillo	City Bromast		S67 441	685 110	\$102 779	30 AV.			

### CODE COMPLIANCE OFFICER

The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations for safety, health and unsightly property conditions... Descrip

High School Diploma or GED is required. Prefer twelve months of related experience and/or training; or equivalent combination of education and experience. Quals

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rivers Licer	
a valid D	
possess	
INIUST	1

Respondent	MatchingTitle	Match	Mi	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24.662	\$30,979	\$37,296	51.2%			•
City of Springdale	Code Enforcement Officer	Good	\$25,307	\$31,634	\$37.960	50.0%			
City of Blue Springs	Codes Inspector	Good	\$26,151	\$32,689	\$39,227	20.0%			
City of Midwest City	Code Officer 1	Good	\$26,400	\$33,678	\$40,955	55.1%			
City of Joneshoro	Code Enforcement Officer	Good	\$26,538	\$33,173	\$39,807	50.0%			
City of Conway	Code Enforcement Officer	Good	\$27,979	\$31,896	\$35,812	28.0%			
City of College Station	Code Enforcement Officer	Good	\$28,538	\$35,704	\$42,869	50.2%	þ	Y .	
City of Lee's Summit	Neighborhood Services Officer	Good	\$32,835	10000	\$50,342	53.3%			
City of Manhattan	Code Services Officer	Good	\$34,299	\$44,294	\$54,288	58 3%			
City of Columbia	Code Enforcement Specialist	Good	\$35,100	\$43,114	\$51,128	45.7%			
City of Edmond	Code Inspector	Good	\$35,180	\$43,975	\$52,770	\$0.0%			
City of Lawrence	Code Enforcement Officer	Identic	\$35,357	\$44,044	\$52,730	49.1%			
City of Rogers	Code Officer	Good	\$36,296	\$38,948	\$41,600	14 6%			
City of Norman	Code Compliance Inspector	Good	\$36,703	\$44,481	\$52,259	42.4%			
City of Bentonville	Code Enforcement Officer	Good	\$38,085	\$47,601	\$57,117	50.0%			
City of Springfield	Code Compliance Investigator	Good	\$41,621	\$49,463	\$57,304	37.7%			
City of O'Fallon	Multi-Discipline Inspector	Cood	\$43,597	\$51,990	\$60,382	38 5%			
Average			\$32,626	839,956	S47,285	44.9%			
City of Fayetteville	Code Compliance Officer		\$29,424	\$37,133	\$44,842	52.4%			
		S Difference (\$3,202)	(\$3,202)	(\$2,823)	(\$2,443)				
		% Difference	-10.9%	-7.6%	-5.4%				

-12,5%

-146%

% Difference -17.9%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### CREW LEADER

Quals

Supervises all materials, personnel and equipment required to complete assigned projects. Reads and comprehends drawings of plans for streets, sidewalks, trails and drainage. Carries out supervisory responsibilities in accordance with the City's policies and applicable laws. Descrip

High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	1Pt Avg Pay	Actual v Pay
City of Bossier City	Forenan 1	Good	\$19.305	\$24,184	\$29,064	\$0.6%		L
State of Arkansas	Maintenance Supervisor	Good	\$29,251	\$41,454	\$53,657	83.4%		
City of College Station	Grew Lender	Good	\$29,931	\$35,943	\$41,954	40.2%		
City of Janesbaro	Crew Leader - Parks	Cood	\$30,514	\$38,142	\$45,770	20.0%		
City of Springfield	Team Leader	Good	\$30,618	\$37,191	\$43,763	42.9%		
University of Arkansas	Construction/Maintenance Coordinator	Cood	\$30,713	\$43,527	\$56,340	83.4%		
City of St. Joseph	Work Leader	Good	\$32,029	\$38,787	\$45,544	42.2%		
City of Bentonville	Crew Leader - Street	Good	\$35,256	\$44,065	\$52,874	\$0.0%		
City of Lee's Summit	Lend Maintenance Worker	Good	\$35,686	\$45,348	\$55,010	54.2%		
City of Stillwater	Crew Cluef (Various)	PooD	\$36,026	\$43,711	\$51,397	42.7%		
City of O'Fallon	Crew Leader	Good	\$38,334	\$45,687	\$53,040	38.4%		
City of Rogers	Foreman - Street	Good	\$38.480	\$45,198	\$51,917	34.9%		
City of Norman	Crew Chief	Good	\$42,021	\$50,926	\$59,831	42 4%		
City of Conway	Assistant Street Superintendent - Construction	Good	\$42,524	\$47,157	\$51,790	21.8%		
City of Florissant	Class A Foreman	Good	\$49,649	\$57,210	\$64.771	30.5%		
Average			\$34,689	\$42,569	\$50,448	45 4%		
City of Fayetteville	Crew Leader		\$29,424	\$37,133	\$44,842	52.4%		
		C Difference (\$5.265)	(\$5.265)	(\$5 436)	(\$5,606)			

-13.3%

-16.4%

-21 0%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### CUSTODIAN

The incumbent is responsible for maintaining a clean and healthful environment for employees and citizens of the City. Incumbent cleans floors, washes walls and glass, and removes garbage. Descrip

High cohool dinlo Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	pt Avg Pav	Actual Pav
City of Bossier City	Caretaker	Good	\$15,993	\$19,985	\$23,976	49.9%		
State of Arkansas	Institutional Services Assistant	Good	\$16,288	\$21,403	\$26,517	62 8%		
University of Arkansas	Institutional Service Assistant	Good	\$17,667	\$22,092	\$26,517	50.1%		L
City of Springfield	Custodian	Good	\$18,574	\$23,088	\$27,602	48.6%		
NOARK	Janitor / Custodian	Good	\$19,400	\$23,834	\$28,268	45.7%		
City of Conway	Custodian	Cood	\$19,691	\$22,008	\$24,325	23.5%		
City of Joplin	Custodial Worker	Good	\$20,518	\$25,151	\$29,784	45.2%		
City of Edmond	Custodian	Identic	\$21,167	\$26,459	\$31,751	50.0%		
City of Columbia	Custodian	Identic	\$21,370	\$26,010	\$30,649	43.4%	1	
City of Midwest City	Janitor	Good	\$21,818	\$27,833	\$33,847	55.1%		
City of Stillwater	Community Center Custodian	Good	\$21,819	\$26,447	\$31,075	42.4%		
City of Jonesburo	Custodran	Good	\$21,901	\$27,376	\$32,851	50.0%		
City of Bentonville	Custodian	Good	\$22,194	\$27,259	\$32,323	45.6%		
City of Springdale	Cistodian	Good	\$24,005	\$30,006	\$36,008	50.0%		
City of St. Joseph	Custodian	Identic	\$24,611	\$24,803	\$24,996	1 6%		
City of Manhattan	Custodian	Good	\$25.064	\$32,271	\$39,478	57.5%		
City of Rogers	Custodian	Good	\$25,397	\$27,102	\$28.808	13.4%		
City of Lee's Summit	Custodian	Good	\$25,777	\$32,327	\$38.877	20.8%		
City of O'Fallon	Custodian	Identic	\$27,747	\$33,083	\$38,418	38.5%		
City of Florissant	Custodian	Identic	\$28,038	\$32,302	\$36,566	30.4%		
City of Lawrence	Custodian II	Identic	\$28,107	\$35,072	\$42,036	49.6%		
City of Blue Springs	Maintenance Worker	Good	\$28,502	\$35,627	\$42,752	\$0.0%		
City of Norman	Custodial Services Coordinator	Good	\$32,360	\$39,219	\$46,077	42.4%		
Average			\$22,957	\$27.859	\$32,761	42.7%		
City of Fayetteville	Custodian		\$18,967	\$23,937	\$28,906	52.4%		
		99.4	(43 000)	(63 000)	(\$2.055)			

### **CUSTOMER SERVICE REPRESENTATIVE I**

Descrip

a thorough understanding of the billing process and be able to convey this information effectively to customers. Receives deposits and process, sets up new service, transfers water service to new addresses or disconnects service. This process includes researching bad debt accounts, setting sewer averages, and Maintains an up-to-date and comprehensive understanding of the City's Ordinances that apply to the Billing and Collections Division and its operations. Has assuring that all paperwork is done accurately and in a timely manner. Processes impact fees.

High school diploma or GED, and two (2) years of related customer service and/or cashier experience. Quals

\$22,009 \$22,009 \$22,000 \$24,000 \$24,000 \$24,000 \$24,000 \$24,313 \$24,313 \$24,313 \$24,313 \$24,313 \$24,313 \$24,325 \$27,704 \$25,171 \$31,464 \$25,271 \$31,464 \$25,896 \$25,896 \$25,896 \$25,896 \$25,906 \$27,747 \$33,083 \$27,747 \$33,083 \$27,746 \$33,083 \$27,747 \$33,083 \$27,747 \$33,083 \$27,747 \$33,083 \$27,100 \$25,277 \$28,107 \$33,083 \$25,277 \$28,10	Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
Customer Service Clerk   Good S22,009 S27,511 S33,013	University of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%			
Customer Service Representative   Good \$22,630 \$26,562 \$30,493   23	City of Blue Springs	Customer Service Clerk	Good	\$22,009	\$27,511	\$33,013	20.0%			
Use   Customer Service Representative   Good   \$24,000   \$30,616   \$37,232   \$35,234   \$35,135	City of College Station	Customer Service Representative	Good	\$22,630	\$26,562	\$30,493	34.7%			
DPA Service Representative   Good   \$24,065   \$33,829   \$43,592   \$85,115     Secretary/Customer Service Representative   Good   \$24,313   \$29,714   \$35,115     Customer Service Representative   Good   \$24,602   \$29,792   \$34,983   \$25,717     Customer Service Representative   Good   \$22,711   \$31,464   \$37,757     Customer Service Representative   Good   \$25,511   \$31,464   \$37,757     Customer Service Representative   Good   \$25,896   \$32,386   \$38,875     Finance Clerk   Customer Service Representative   Good   \$25,977   \$33,083   \$38,418     Customer Service Representative   Good   \$23,777   \$33,083   \$38,418     Customer Service Representative   Good   \$23,096   \$32,396   \$33,736     Customer Service Representative   Good   \$23,096   \$33,113   \$42,321     Customer Service Representative   Good   \$23,096   \$33,403   \$34,100     Customer Service Representative   Good   \$23,095   \$34,005   \$34,005     Customer Service Representative   Good   \$23,096   \$33,406   \$34,005     Customer Service Representative   Good   \$23,095   \$34,005   \$34,005     Customer Service Representative   \$32,057   \$33,098   \$34,005     Customer Service Representative   \$32,058   \$32,058   \$35,050     Customer Service Representative   \$32,058   \$32,058   \$35,050     Customer Service Representative   \$32,058   \$33,058   \$35,050     Customer Service Representative   \$32,058   \$33,050   \$35,050     Customer Service Representative   \$32,058   \$33,050   \$35,050     Customer Service Representative   \$32,050   \$35,050   \$35,050     Customer Service Representative   \$32,050   \$35,050   \$35	City of Midwest City	Utilities Service Clerk	Good	\$24,000	\$30,616	\$37,232	55.1%			
Customer Representative   Good \$24,313 \$29,714 \$35,115   Latomer Service Representative   Good \$24,325 \$27,800 \$31,274   S1,274   Customer Service Representative   Good \$24,602 \$27,92 \$34,983   Latomer Service Representative   Good \$25,171 \$31,464 \$37,757   Customer Service Utility Service Representative   Good \$25,871 \$31,464 \$37,757   S1,464 \$37,757   Gustomer Service Representative   Good \$25,871 \$30,638 \$36,026   S2,875   Finance Clerk   Customer Service Representative   Good \$25,871 \$33,083 \$38,418   S1,404 \$37,757   Customer Service Representative   Good \$27,747 \$33,083 \$38,418   S1,409   S1	State of Arkansas	DFA Service Representative	Good	\$24,065	\$33,829	\$43,592	81.1%			
Secretary Customer Service Representative   Good   \$24,325   \$27,800   \$31,274   \$24,022   \$29,792   \$34,983   \$24,002   \$24,602   \$22,792   \$34,983   \$24,002   \$24,602   \$22,792   \$34,983   \$24,002   \$22,771   \$31,464   \$37,757   \$22,000   \$22,171   \$31,464   \$37,757   \$22,000   \$22,171   \$31,464   \$37,757   \$22,000   \$22,517   \$22,000   \$22,386   \$23,386   \$23,386   \$23,386   \$22	City of Columbia	Customer Representative I	Good	\$24,313	\$29,714	\$35,115	44 4%			
Customer Service Representative   Good   \$24,602   \$29,792   \$34,983   24,002   \$25,171   \$31,464   \$37,757   \$3,000   \$25,171   \$31,464   \$37,757   \$3,000   \$25,271   \$31,464   \$37,757   \$3,000   \$25,271   \$31,464   \$37,757   \$3,000   \$25,271   \$31,464   \$37,757   \$3,000   \$25,271   \$31,464   \$37,757   \$32,000   \$25,271   \$31,464   \$37,757   \$32,000   \$25,271   \$31,464   \$37,757   \$32,000   \$25,271   \$31,464   \$37,757   \$32,000   \$25,271   \$31,464   \$37,757   \$32,000   \$22,386   \$32,386   \$32,375   \$38,875	City of Conway	Secretary/Customer Service Representative	Good	\$24,325	\$27.800	\$31,274	28.6%			
Customer Service Representative I Good \$25,171 \$31,464 \$37,757     Customer Service Representative I Good \$25,896 \$32,386 \$38,875     Customer Service Representative I Good \$25,978 \$34,746 \$42,515     Customer Service Representative I Good \$20,978 \$34,746 \$42,515     Customer Service Representative I Good \$27,747 \$33,083 \$38,418     Customer Service Representative I Good \$28,801 \$34,905 \$41,009     Customer Service Representative I Good \$28,801 \$34,905 \$41,009     Customer Service Representative I Good \$28,801 \$34,905 \$41,009     Customer Service Representative I Say,055 \$35,135	City of St. Joseph	Customer Services Representative	Good	\$24,602	\$29,792	\$34,983	42.2%			
Customer Service Utility Service Representative   Good \$25.581 \$30.638 \$36,026   Linance Clerk   Customer Service Representative   Good \$25,896 \$32,386 \$38.875   Linance Clerk   Customer Service Representative   Good \$27,747 \$33,083 \$38.418   S42,315   S	City of Edmond	Customer Service Representative 1	Good	\$25,171	\$31,464	\$37,757	20.0%			
Customer Account Representative I   Good   \$25,896   \$32,386   \$38,875   \$18,875   \$	City of Stillwater	Customer Service Utility Service Representative	Good	\$25.251	\$30,638	\$36,026	42.7%			
Finance Clerk   Good   \$26.978   \$34,746   \$42,515   \$42,015   \$	City of Bentonville	Customer Account Representative I	Good	\$25,896	\$32,386	\$38,875	50.1%			
Customer Service Representative   Good   \$27,747   \$33,083   \$38,418   \$38,000   \$27,747   \$33,083   \$38,418   \$38,000   \$32,000   \$28,000   \$35	City of Manhattan	Finance Clerk	Good	\$26.978	\$34,746	\$42,515	27.6%			
Maria   Customer Service Representative   Good   \$27,906   \$35,113   \$42,321   \$42,036   \$40,036   \$10,000   \$28,107   \$10,000   \$10,0	City of O'Fallon	Customer Service Representative I	Good	\$27,747	\$33,083	\$38.418	38.5%			
Administrative Support II   Good \$28,107 \$35,072 \$42,036   \$42,0	City of Lee's Summit	Customer Service Representative	Good	\$27,906	\$35,113	\$42,321	51.7%			
Customer Service Representative   Good \$28,801 \$34,905 \$41,009   4	City of Lawrence	Administrative Support II	Cood	\$28.107	\$35,072	\$42,036	49.6%			
S25,227 S31,463 S37,700 Customer Service Representative I S23,055 S29,095 S35,135 S Difference (\$2,172) (\$2,368) (\$2,565)	City of Norman	Customer Service Representative I	Good	\$28,801	\$34,905	\$41,009	42.4%			
Customer Service Representative I	Average			\$25,227	\$31,463	837,700	49.4%	1.21		
(\$2,172) (\$2,368)	City of Fayetteville	Customer Service Representative I		\$23,055	\$29,095	\$35,135	52.4	%		
			\$ Difference		(\$2,368)	(\$2,565)				

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### DEPUTY COURT CLERK

The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner. Descrip

High school diploma or GED and two years of office related experience and/or training; or equivalent combination of education and experience. Two years of

court experience preferred.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pay
NOARK	General Clerk I	Good	\$18.718	\$23,489	\$28,259	51.0%			
City of Joplin	Court Clerk	Good	\$21,557	\$26,427	\$31,296	45.2%			
City of Blue Springs	Deputy Coart Clerk	Good	\$22,009	\$27,511	\$33,013	50.0%			
City of College Station	Deputy Court Clerk	Good	\$22,630	\$26,562	\$30,493	34.7%			
City of Rogers	Deputy Court Clerk	Good	\$23,358	\$25,771	\$28,184	20.7%			
City of Conway	Deputy Court Clerk	Good	\$24,325	\$27,800	\$31,274	28.6%			
City of Springfield	Deputy Clerk of Mumcipal Court	Good	\$24,531	\$30,102	\$35,673	45.4%	þ		
City of St Joseph	Court Services Representative	Good	\$24,602	\$29,792	\$34,983	42.2%			
City of Manhattan	Court Clerk I	Good	\$25,064	\$32,271	\$39.478	57,5%			
City of Stillwater	Municipal Court Records Clerk	Good	\$25.251	\$30,638	\$36,026	42.7%			
City of Lee's Summit	Deputy Court Clerk	Good	\$25,777	\$32,327	\$38.877	50.8%			
City of Midwest City	Lead Clerk/Trainer	Good	\$26,400	\$33,678	\$40,955	55.1%			
City of Springdale	Deputy Court Clerk	Good	\$26,609	\$33,261	\$39,914	50 0%			
City of Edmond	Court Case Administrative Specialist	Good	\$27.173	\$33,966	\$40,759	\$0.0%			
City of Bentonville	Deputy Court Clerk II	Good	\$30,202	\$37,773	\$45.344	\$0.1%			
City of O'Fallon	Assistant Court Clerk	Good	\$30,410	\$36,244	\$42,078	38.4%			
City of Florissant	Assistant Court Clerk	Cood	\$30,825	\$35,526	\$40,227	30.5%			
City of Lawrence	Administrative Support III	Good	\$31,480	\$39,280	\$47,080	49.6%			
City of Norman	Deputy Court Clerk I	Good	\$32,360	\$39,219	\$46,077	42.4%			
Average			\$25,962	\$31,665	837,368	43.9%			
City of Fayetteville	Deputy Court Clerk		\$24,207	\$30,550	\$36,892	52.4%	,		
		S Difference	(\$1,755)	(\$11,115)	(\$476)				

### DISPATCH MANAGER

atch center making sure it is running in an efficient manner, including ensuring all calls for service are promptly	rrent policies and procedures. Responsible for managing a three shift, seven day a week emergency response	take calls from dispatch personnel during these times.	
Responsible for overall operations of the disp	and efficiently handled in accordance with current policies an	central dispatch center and must be prepared to take calls from dispatch personnel during these times.	
Descrip			

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Exempt	Avg Pay	Actual Pay
City of St. Joseph	Sr. Communications Operator	Good	\$30,202	\$36,575	\$42,947	42.2%		
City of Joplin	Public Safety Communications Supervisor	Good	\$32,003	\$39,231	\$46,458	45.2%		
City of Blue Springs	Dispatch Supervisor	Good	\$33,863	\$42,330	\$50,796	\$0.0%		
City of Lec's Summit	Communications Supervisor	Good	\$38,834	\$49,511	\$60,187	55.0%		
City of Springdale	Dispatch Supervisor	Good	\$40,281	\$50,351	\$60,421	50.0%		
City of Bentonville	Telecommunicator Supervisor	- Pood-	\$41,683	\$49,307	\$56,930	36.6%		
City of Norman	Communications Supervisor	Good	\$46,636	\$56,520	\$66,403	42.4%		
City of College Station	Communications Manager	Good	\$47,326	\$57,920	\$68,514	44 8%		
City of Edmond	Central Communications Supervisor	Good	\$48,192	\$60,240	\$72,288	50 0%		
City of Jonesboro	911 Director	Good	\$55.027	\$68,784	\$82,540	50.0%		
City of Springfield	Director of Emergency Communications	Good	\$69,992	\$80,017	\$90.041	28.6%		
Average			\$44,004	\$53,707	\$63,411	44.1%	l I	
City of Fayetteville	Dispatch Manager		\$52,841	\$66,686	\$80,530	52.4%		0)
		§ Difference	\$8,837	\$12,978	\$17,119			
		S Difference \$8,857	16 7%	\$12,978		317,119	817,119 213%	31,718

\$13

(\$533)

(\$1,080)

S Difference

%00

-1 6%

-4.0%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### DISPATCHER

The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire and 911 calls. Also dispatches after hours city on-call staff in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately. Descrip

Quals

High school diploma and prefer one year of Public Safety Dispatcher or related experience. Ability to obtain ACIC (Arkansas Crime Information Center) Level I and II certification within six (6) months of date of hire. Ability to meet all NIMS (National Incident Management System) training requirements within six months of employment.

Actual Avg Pay Exempt 52.4% 55.1% 53.3% 69.7% 28,6% 45.2% 42,7% 41.5% 45.8% 50.0% 42.4% %6.89 %4 69 %8.09 50.0% 39.9% 50.0% 40.8% 30.5% 46.4% Range Width 42 2% 50.0% 30.5% \$49,510 \$39,807 \$38,760 \$40,282 \$42,752 \$40,227 \$40,673 \$31,994 \$31,994 \$48,842 \$40,660 \$27,480 \$36,295 \$37,107 \$41.829 \$38,376 \$41.867 \$42,305 \$43,762 \$50,342 \$48.672 Max \$32,906 \$34,370 \$34,403 \$35,627 \$44,492 \$21.877 \$25,425 \$25,425 \$30,649 \$31.554 \$33,925 \$33,173 \$33,009 \$34.889 \$35,660 \$36,469 \$40,712 \$41,588 \$41,572 \$42,983 \$34,214 \$33,681 \$16,274 \$27,911 \$28,458 \$28,502 \$28,579 \$26,689 \$18,855 \$18,855 \$25,002 \$26,000 \$26,021 \$26.538 \$27,258 \$27,435 \$29,014 \$29,175 \$31,914 \$32,835 \$34,301 \$37,294 \$38.605 \$27,769 Match Identic Good MatchingTitle Public Safety Communications Operator HE Public Safety Dispatcher HE Public Safety Dispatcher Communications Specialist 1 Communication Specialist 1 Communications Specialist EMG Telecommunicator I Communications Operator communications Operator Communications Officer Communications Officer 911 Telecommunicator Police Dispatcher I Telecommunicator Telecommunicator Telecommunicator 911 Dispatcher Dispatcher Dispatcher Dispatcher Dispatcher Dispatcher Respondent University of Arkansas City of College Station City of Fayetteville City of Midwest City City of Lee's Summit City of Blue Springs City of Bossier City City of Springfield City of Bentonville City of Springdale City of Jonesboro City of St. Joseph City of Columbia City of Florissant City of Stillwater City of Conway City of Edinoud City of Norman City of O'Fallon City of Rogers City of Joplin Average

6.2%

3.5%

% Difference -0 6%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### DISTRICT COURT ADMINISTRATOR

coordination of automated information system; coordinates staff development and training. Oversees clerical support activities relating to the administration of legal process and procedures. Maintains Judge's calendar and prepares daily schedule. Schedules and confirms hearings, trials, etc. on Judge's calendar. Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide Acts as liaison between Judge and a variety of departments and agencies. Descrip

High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Municipal Court Administrator	Good	\$36,911	\$46,139	\$55,366	20.0%			
City of Springdale	Court Clerk	Good	\$38,328	847,909	164,752	20.0%			
City of Midwest City	Court Clerk	Good	\$38,617	\$49,262	\$59,907	55.1%	þ		
City of Stillwater	Municipal Court Clerk	Good	\$39,374	\$47,767	856,160	42.6%	b		
City of St. Joseph	Municipal Court Administrator	Good	\$40,222	\$48,708	\$57,195	42.2%	b		
City of College Station	Court Operations Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	b		
City of Bentonville	Chief Court Clerk	Good	\$44,470	\$60,029	\$75.587	70.0%			
City of Florissant	Court Clerk	Good	\$45,136	\$52,010	\$58,884	30.5%			
City of Manhattan	Couty Services Officer	Good	\$46,093	\$59,592	\$73,091	58.6%			
City of Lee's Summit	Court Administrator	Good	\$46,169	\$59,245	\$72,322	26.6%			
City of Norman	Chief Deputy Court Clerk	Good	\$46.636	\$56,520	\$66.403	42.4%			
City of Rogers	Chief Court Clerk	Good	\$47,403	\$47,403	\$47,403	%0.0			
City of O'Fallon	Court Administrator	Good	\$48,901	\$58,313	\$67,725	38.5%			
City of Lawrence	Municipal Court Manager	Good	\$49,534	\$61,808	\$74,082	49.6%			
City of Jophin	Municipal Court Administrator	Good	\$49,912	\$62,636	\$75,360	51.0%			
City of Springfield	Municipal Court Administrator	Good	\$50,170	\$59,551	\$68,931	37.4%			
City of Conway	District Court Clerk/Department Director	Cood	\$54,574	\$54,574	\$54,574	%0.0			
City of Edmond	Municipal Court Adnunistrator	Good	\$62,205	\$77,757	\$93,308	\$0.0%			
Average			\$45,937	\$55,607	\$65,278	42.1%			
City of Fayetteville	District Court Administrator		\$45,646	\$57,606	\$69,565	52.4%			

### **EQUIPMENT MECHANIC I**

Quals

This position is an entry level mechanic position requiring some training and experience on a variety of automotive, utility, and construction equipment. The position requires performance of a variety of maintenance and minor repair service on a routine preventive and corrective basis for City vehicles and equipment. Descrip

High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Class D Operator's License.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pav
City of Bossier City	Auto Mechanic I	Good	\$17,852	\$22,342	\$26,832	50.3%			
City of Conway	Mechanic	Good	\$20,850	\$24,325	\$27,800	33.3%			
State of Avkansas	Equipment Mechanic	Good	\$22,919	\$31,955	\$40,991	78.9%			
University of Airkansas	Equipment Mechanic	Good	\$22,919	\$31,955	\$40,991	78.9%			
City of Joplin	Automotive Service Worker	Good	\$23,795	\$29,171	\$34,547	45.2%			
NOARK	Mechanic I	Good	\$25,045	\$29,772	\$34,499	37.7%			
City of Spring field	Assistant Equipment Technician	Good	\$26,062	\$31,793	\$37,523	44,0%			
City of Midwest City	Technician I	Good	\$26,400	\$33,678	\$40,955	55.1%	P		
City of Jonesboro	Pleet Technician 1	Good	\$27,864	\$34,829	\$41,794	\$0.0%			
City of St. Joseph	Auto Mechanic	Good	\$28,906	\$35,005	\$41,103	42.2%			
City of Stillwater	Fleet Mechanic	Good	\$29,286	\$35,537	\$41,787	42 7%			
City of College Station	Mechanic	Good	\$29.931	\$35,943	\$41,954	40.2%			
City of Edmond	Месћанис I	Good	\$31,177	\$38,971	\$46,765	\$0.0%			
City of Lawrence	Мссналтс I	Identic	\$31,480	\$39,280	\$47,080	49.6%			
City of Manhattan	Equipment Mechanic I	Good	\$32,531	\$41,933	\$51,334	57.8%			
City of Bentonville	Mechanic - Parks	Good	\$32,656	\$40,820	\$48,984	\$0.0%			
City of Norman	Mechanic I	Good	\$36,703	\$44,481	\$52,259	42.4%	۵		
City of O'Fallon	Mechanic/Fleet Mechanic	Good	\$38,334	\$45,687	\$53,040	38.4%			
Average			\$28,039	\$34,860	\$41,680	48.6%			
City of Fayetteville	Equipment Mechanic I		\$25,418	\$32,077	\$38,736	52.4%	,		
		S Difference		(\$2,783)	(\$2,944)				
		% Difference	-10.3%	-8 7%	-7 6%				

(\$2,215)

(\$2,194)

S Difference (\$2,173)

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### **EQUIPMENT MECHANIC II**

The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild. Descrip

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exe	Exempt Avg Pav	Actual v Pav
City of Bossier City	Auto Mechanic II	Good	\$18.751	\$23,481	\$28,212	50.5%		$\vdash$
State of Arkansas	Auto/Diesel Mechanic	Good	\$25,268	\$35,810	\$46,351	83.4%		
City of Springdale	Mechanic	Good	\$25,307	\$31,634	\$37,960	20.0%		
City of Joplin	Automotive Mechanic	Good	\$27,594	\$33,830	\$40,065	45.2%		
NOARK	Mechanic II	Good	\$28,780	\$36,372	\$43,964	52.8%		
University of Arkansas	Skilled Tradesman	Good	\$29,251	\$41,454	\$53,657	83.4%		
City of College Station	Mechanic	Good	\$29,931	\$35,943	\$41,954	40,2%		
City of Jonesboro	Fleet Technician II	Good	\$30,514	\$38,142	\$45,770	20.0%		
City of Springfield	Heavy Equipment Technician	PooD	\$30,618	\$37,191	\$43,763	42.9%		
City of Blue Springs	Mechanic	Good	\$31,067	\$38,834	\$46,600	20.0%		
City of Stillwater	Fleet Lead Mechanic	Good	\$31,075	\$37,700	\$44,325	42.6%		
City of Columbia	Vehicle Mechanic	Good	\$31.899	\$39,192	\$46,484	45.7%		
City of Midwest City	Lead Technician	Good	\$31,914	\$40,712	\$49,510	55 1%		
City of St. Joseph	Master Mechanic	Good	\$32.209	\$38,877	\$45,544	41.4%		
City of Conway	Senior Mechanic	Good	\$32,433	\$37,066	\$41,698	28.6%		
City of Edmond	Mechanic II	Good	\$35,180	\$43,975	\$52,770	\$0.0%		
City of Lawrence	Mechanic II	Identic	\$35,257	\$43,994	\$52,730	49.6%		
City of Manhattan	Equipment Mechanic II	Good	\$38,085	\$49,171	\$60,258	58.2%		
City of Bentonville	Mechanic - Street	Good	\$38,085	\$47,601	\$57,117	\$0.0%	_	
City of Notman	Mechanic II	Good	\$39,272	\$47,595	\$55.918	42,4%		
City of Florissant	Equipment Maintenance Mechanic	Dood	\$41,038	\$47,289	\$53,539	30.5%		
Average			\$31,597	\$39,327	\$47,057	48.9%		

### FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Provides supervision of sidewalk, street, drainage and trail construction programs. Visits work sites to inspect work in progress and ensure projects and work assignments are completed properly and according to schedule. Schedules maintenance and rehabilitation projects. Responsible for developing and scheduling annual work program and goals including cost projections. Descrip

High School Diploma or GED. Specialized training and/or additional college courses and three (3) years of related experience and/or training; or equivalent combination of education and experience. Minimum of one (1) year supervisory experience preferred. Valid Class B CDL.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exen	Exempt Ave Pav	Actual
City of Springfield	Team Leader	Good	\$30,618	\$37,191	\$43,763	1 0		
City of Blue Springs	Streets Supervisor	Good	\$33,963	\$42,380	\$50,796	49.6%		
City of Jonesboro	Street Maintenance Supervisor	Good	\$35,813	\$44,767	\$53,721	20.0%		
City of College Station	Foreman	Good	\$35,859	\$43,056	\$50,253	40 1%		
City of Joplin	Infrastructure Maintenance Supervisor	Good	\$38,990	\$48,928	\$58,865	51.0%		
City of Springdale	Construction Supervisor	Good	\$40,281	\$50,351	\$60,421	%0.08		
City of St. Joseph	Sentor Ffeld Supervisor	Good	\$41,725	\$50,528	\$59,331	42.2%		
City of Lee's Summit	Manager of Streets	Good	\$42,316	\$54,125	\$65,935	55.8%		
City of O'Fallon	Street Maintenance Supervisor	Good	\$43,597	\$51,990	\$60,382	38.5%		
City of Columbia	Transportation Supervisor	Good	\$44,656	\$54,811	\$64,965	45.5%		
City of Conway	Street Superintendent	Good	\$53,752	\$58,530	\$63,308	17.8%		
Average			\$40,143	\$48,787	\$57,431	43.1%		
City of Fayetteville	Field Operations Supervisor - Transportation		\$35,765	\$45,136	\$54,506	52.4%		
		S Difference (\$4.378)	(\$4.378)	(\$3,651)	(\$2,925)			
		/0 Directonee	21-12	-0.170	17.1			

4 4%

2.7%

0.3%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### FINANCE DIRECTOR

Descrip

The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These independent pension boards of trustees.

Quals

education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exe	Exempt Avg Pay	r Pay	Actual Pay
City of Joplin	Finance Director	Dood	\$57,884	\$72,640	\$87,395	100	>		
City of Springdale	Adm/Finance Services Director	Good	\$66,321	\$82,902	\$99,482	\$0.0%	_		
City of Bentonville	Finance Director	Good	\$70,595	\$95,275	\$119,954	%6.69	H		
City of Florissant	Finance Director	Good	\$71,468	\$82,368	\$93,267	30.5%	>		
City of Jonesboro	Chief Financial Officer	Good	\$73,578	\$91,973	\$110,367	\$0.0%	>		
City of Lee's Summi	Finance Director	Identic	\$73,752	\$94,239	\$114,726	55.6%	>		
City of Midwest City	Finance Director	Good	\$75,253	\$88,049	\$100 846	34.0%	П		
City of O'Fallon	Finance Director	Good	\$75,358	\$89,846	\$104,333	38.4%	П		
City of Conway	Chief Financial Officer	Good	\$75,486	\$75,486	\$75.486	%0.0			
City of Columbia	Director of Fmance	Identic	\$76.003	\$118,354	\$160,705	111.4%	>		
City of Manhattan	Director of Finance	Cood	\$77,813	\$101,244	\$124,675	60.2%	>		
City of Lawrence	Finance Director	Identic	\$77,943	\$97,257	\$116,571	49.6%			
City of Springfield	Director of Finance	Good	\$78,160	\$98,909	\$119,658	53 1%	=		
City of Edmond	Director of Finance	Identic	\$86,227	\$107,784	\$129,341	20.0%	>		
City of Norman	Director of Finance	Good	\$90,549	\$109,738	\$128,927	42.4%	>		
City of College Station	Executive Director	Good	\$94,337	\$120,232	\$146,127	54.9%	-		
City of Rogers	CEO/Freasurer	Good	\$102,669	\$102,669	\$102,669	%0.0	H		
Average			\$77,847	\$95,821	\$113,796	46.2%			
City of Fayetteville	Finance Director		\$78,071	\$98,526	\$118,980	52.4%			
		S Difference	\$224	\$2.704	\$5.184				

### FINANCIAL ANALYST - BUDGET

education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university in Accounting, Finance or a related field is required. Two years of related experience and/or training in governmental budget/finance field.

Quals

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual Pay
City of Bossier City	Accountant II	Good	\$21,296	\$26,710	\$32,124	50.8%			
City of Jonesboro	Budget Specialist	Good	\$27,864	\$34,807	\$41,749	49.8%			
City of Conway	Payroll Officer J/Accountant	Good	\$31,274	\$35.328	\$39,382	25 9%			
State of Arkansas	Budget Specialist	Good	\$32,249	\$45,703	\$59,157	83 4%			
City of Blue Springs	Revenue Collections Supervisor	Good	\$33,863	\$42,330	\$50,796	\$0.0%			
City of Midwest City	Staff Accountant	Good	\$35,106	\$44,784	\$54,461	55.1%			
City of Joplin	Financial Analyst	Good	\$35,323	\$43,305	\$51,287	45.2%			
City of Manhattan	Budget Analyst	Good	\$38,085	\$49,171	\$60,258	58.2%	þ		
City of St. Joseph	Financial Analyst	Good	\$38,212	\$46,274	\$54.336	42.2%	>		
City of Lee's Summit	Financial Analyst	Cood	\$38.834	\$49,511	\$60,187	55.0%			
City of Columbia	Senior Rate Analyst	Good	\$40,552	\$49,787	\$59,022	45 5%	>		
City of Edmond	Financial Services Coordinator	Good	\$41.186	\$51,483	\$61,779	50.0%			
City of Bentonville	Accountant	Good	\$44.470	\$60,029	\$75.587	70.0%			
City of College Station	Budget & Management Analyst	Good	\$44,819	\$54,878	\$64,936	44.9%			
NOARK	Financial Analyst	Good	\$47,934	\$61,614	\$75,293	57.1%			
City of Stillwater	Budget Analyst	Good	\$49,899	\$60,528	\$71,157	42.6%			
City of O'Fallon	Financial Analyst	Good	\$51,563	\$61,464	\$71,365	38.4%	o,		
Average			\$38,384	\$48,100	857,816	50.6%			
City of Fayetteville	Financial Analyst - Budget		\$39,431	\$49,762	\$60,093	52.4%			
		S Difference	\$1,047	\$1,662	\$2,277				

### FINANCIAL COORDINATOR - PARKS AND REC

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Revenue report, HMR report, etc. Coordinates the development, management, and planning of the annual budget and work program for each program within reconciliations for accuracy and compliance with policy. Prepares monthly budget performance reports and analyzes the results of these reports to identify Responsible for monitoring the department's purchasing, internal accounting, and work order system. Audits and approves P-card purchase requests and the need for correcting journal entries or budget adjustments. Prepares correcting entries as needed. Prepares various revenue reports such as the Park the Parks and Recreation Department and assists with five year Capital Improvement Projects.

Quals

High School Diploma or GED and two years of related experience and/or training; prefer Bachelor's Degree in related field.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt A	Avg Pay	Actual Pay
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	ij		0:
City of Lawrence	Administrative Support III - P&R	Good	\$31,480	\$39,280	\$47,080	49 6%			
State of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%	J		
City of College Station	Admin. Support Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	þ		
Average			\$33,204	\$43,696	\$54,189	63.2%			
City of Fayetteville	Ffinancial Coordinator - Parks and Rec		\$32,440	\$32,440 \$40,940 \$49,439	\$49,439	52.4%	2		

(\$4,750) \$49,439

(\$2,757) \$40,940

(\$764)\$32,440

%9.6-

%29-

-2 4%

% Difference S Difference

#### **GIS TECHNICIAN**

Quals

The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience; or equivalent combination of education and experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width Exempt	or Avg Pay	Actual
State of Arkansas	GIS Teehnician	Identic	\$29,251	\$41,454	\$53,657	83.4%		L
City of College Station	GIS Technician	Poop	\$29,931	\$36,785	\$43,638	45.8%		
City of Lee's Summit	GIS Technician	Good	\$30,250	\$38,189	\$46,128	52.5%		
City of Stillwater	Dev Services GIS Technician	Good	\$31,075	\$37,700	\$44,325	42.6%		
City of Columbia	GIS Technician	Good	\$31,899	\$39,192	\$46,484	45.7%		
City of Midwest City	GIS Technician	Good	\$31,914	\$40,712	\$49,510	55.1%		
City of Joplin	GIS Data Base Operator	Good	\$32,003	\$39,231	\$46,458	45.2%		
City of Bentonville	GIS Technician II	Good	\$35,256	\$44,065	\$52,874	\$0.0%		
City of Manhattan	GIS Technician	Good	\$36,317	\$46,873	\$57,429	58.1%		
City of Blue Springs	GIS Coordinator	Good	\$36,911	\$46,139	\$55,366	20.0%		
City of Jonesbaro	GIS Coordinator	Good	\$39,127	\$48,908	\$58,689	20.0%		
City of Lawrence	GIS Analyst	Good	\$39.488	\$49,273	\$50,058	49.6%		
City of Rogers	GIS/Mapping Technician	Good	\$39,728	\$39,728	\$39,728	%0.0		
City of O'Fallon	GIS Technician	Good	\$40,976	\$48,859	\$56,742	38.5%		
City of Springfield	GIS Analyst	Good	\$41,030	\$49,122	\$57,214	39.4%		
City of Edmond	GIS Analyst 1	Good	\$41.186	\$51,483	\$61,779	20.0%		
City of Conway	GIS Coordinator	PooD	\$41,824	\$47,373	\$52,921	26.5%		
City of Norman	GIS Analyst 1	Good	\$46,636	\$56,520	\$66,403	42.4%		
Average			\$36,378	844,533	\$52,689	44.8%		
City of Fayetteville	GIS Technician		\$32,440	\$40,940	\$49,439	52.4%		
		S Difference	(\$3,938)	(\$3,594)	(\$3.250)			

### INFORMATION TECHNOLOGY DIRECTOR

Descrip

infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology including Novel, 0S/400 and Windows.

Oversees development of needs assessments for IT infrastructure; facilitates and leads efforts to manage the life cycle of IT assets, ensuring the appropriate technology is available and utilized. Manages the development and implementation of all technology systems and processes ensuring interoperability of the architecture, systems, and applications.

Quals

Bachelors Degree (B.A.or B.S) required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field. A Bachelor of Science (B.S.) degree in Information Technology or related field is preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Exempt Avg Pay	Actual Pay
City of Rogers	IT Director	Good							
City of Bentonville	Systems Manager	Good	\$60,507	\$81,692	\$102,877	70.0%			
City of Joneshoro	Information Systems Director	Cood	\$62,977	\$78,721	\$94,465	\$0.0%			
NOARK	IT Team Leader	Good	\$67,297	\$83,794	\$100,290	49.0%			
City of Blue Springs	Director, Information Technologies	Good	\$67,474	\$84,344	\$101,213	\$0.0%			
City of Lee's Summit	Chief Technology Officer	Good	\$69,641	\$88,116	\$106,590	53.1%			
Average			865,579	\$83,333	\$101,087	54.1%			879,165
City of Fayetteville	Information Technology Director		\$61,171	877,198	\$93,224	\$2.4%			
		S Difference (\$4,408)	(\$4,408)	(\$6,136)	(\$7,863)				

-4.4%

%6 9-

% Difference -10,8%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### INSPECTOR/COMMERCIAL & RESIDENTIAL

Responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued. Descrip

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector license within three months and Arkansas State Mechanical inspector license within three months of employment. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24,662	\$30,979	\$37,296	51.2%			
City of Springdale	Building Inspector	Good	\$27,911	\$34,889	\$41,867	20.0%			
City of Jonesboro	Inspector	Good	\$29,188	\$36,485	\$43,782	20.0%			
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$30,202	\$36,575	\$42,947	42.2%			
State of Arkansas	Construction Inspector	Good	\$30,713	\$43,527	\$56,340	83.4%	þ		
City of Joplin	Building Inspector	Good	\$32,003	\$39,231	\$46,458	45.2%	þ		
City of College Station	Construction Inspector	Good	\$32,573	\$39,136	\$45,698	40.3%			
City of Blue Springs	Building Inspector - CD	Good	\$33,863	\$42,330	\$50,796	\$0.0%			
City of Stillwater	Dev Services Building Inspector II	Good	\$33,966	\$41,205	\$48,443	42.6%			
City of Manhattan	Zonng Inspector I	Good	\$34,299	\$44,294	\$54,288	58.3%			
City of Midwest City	Building Housing Code Inspector	Good	\$35,106	\$44,784	\$54,461	55.1%			
City of Lee's Summit	Building Inspector	Good	\$35,686	\$45,348	\$55,010	54.2%			
City of Rogers	Inspector - Inspection	Good	\$36,130	\$37,731	\$39,333	8.6%			
City of Columbia	Senior Building Inspector	Good	\$36,883	\$45,259	\$53,635	45.4%			
City of Springfield	Building Inspector	Good	\$38,022	\$45,334	\$52,645	38.5%			
City of Bentonville	Building Inspector	Good	\$38,085	\$47,601	\$57,117	\$0.0%	b		
City of Lawrence	Building Inspector II	Identic	\$39,488	\$49,273	\$59,058	49.6%	b		
City of Florissant	Multi Building Inspector	Good	\$41,038	\$47,289	\$53,539	30.5%	þ		
City of O'Fallon	Multi-Discipline Inspector	Good	\$43,597	\$51,990	\$60,382	38.5%	b		
City of Norman	Building Inspector	Good	\$49,902	\$60,478	\$71.053	42.4%			
City of Conway	Code Enforcement Officer	Good	\$51,283	\$55,263	\$59,243	15.5%			
Average			\$35,933	\$43,762	\$51,590	43.6%			
City of Fayetteville	Inspector/Commercial & Residential		\$32,440	\$40,940	\$49,439	52.4%			
		S Difference	(\$3,493)	(\$2,822)	(\$2,151)				

#### LEAD COURT CLERK

Quals

Assists Judge and District Court Administrator in the courtroom during arraignments and sentencings. Assists the Administrator in supervision and training of Court Clerks and fill in when the Administrator is not available. Assists in resolving problems including balancing the court report, and making adjustments for incorrectly assessed fines, costs or payments. Descrip

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain and maintain certification with AR District Court Clerk Association preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Senior Court Clerk	Good	\$23,795	\$29,171	\$34,547	45.2%			
City of Blue Springs	Court Clerk	Good	\$26,151	\$32,689	\$39,227	50.0%			
City of Springdale	Deputy Court Clerk	Good	\$26,609	\$33,261	\$39,914	20.0%			
City of Springfield	Court Specialist	Good	\$27,102	\$32,552	\$38,002	40.2%			
City of St. Joseph	Senior Court Representative	Good	\$27,258	\$32,930	\$38,601	41.6%	þ		
City of Manhattan	Court Clerk II	Good	\$28,226	\$36,379	\$44,533	57.8%	þ		
City of Stillwater	Municipal Court Deputy Court Clerk	Good	\$30,160	\$36,598	\$43,035	42.7%	þ		
City of Conway	Administrative Assistant II	Good	\$31,274	\$35,328	\$39,382	25.9%	b		
City of Bentonville	Chief Deputy Court Clerk	Good	\$32,656	\$40,820	\$48.984	20 0%			
City of Lee's Summit	Court Services Officer	Good	\$32,835	\$41,588	\$50,342	53.3%			
City of Rogers	Chief Deputy Ckerk	Good	\$34,653	\$34,653	\$34,653	%0.0			
City of College Station	Customer Services Coord/Courts	Good	\$35.859	\$43,056	\$50,253	40.1%			
City of Norman	Deputy Court Clerk II	Good	\$36,703	\$44,481	\$52,259	42.4%			
Average			\$30,252	\$36,424	\$42,595	40.8%			
City of Fayetteville	Lead Court Clerk		\$30,895	\$38,990	\$47,084	52.4%			
		S Difference	\$643	\$2,566	\$4,489				
		0/ DELTE:	2 10%	707 7	/02 0				

- 6 1-1-5 -- 1 5 1

(\$5.622) -17,6%

(\$5,080)-19.3%

S Difference (\$4.538)

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### MAINTENANCE WORKER II - PARKS

Quals

This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. Descrip

Operates weed eaters, riding mowers, bush hog, and pickup trucks.

High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Recreation Maintenance Worker I	Good	\$16,368	\$20,460	\$24,552	\$0.0%	Ь		
City of Conway	Facilities Maintenance/Groundskeuper	Good	\$19,691	\$22,008	\$24,325	23,5%			
City of College Station	Groundsworker	Good	\$20,010	\$23,504	\$26,998	34.9%			
State of Arkansas	Maintenance Assistant	Good	\$20,788	\$28,508	\$36,227	74.3%			
City of Joplin	Laborer I	Good	\$21,556	\$26,426	\$31,296	45.2%			
City of Jonesboro	Park Maintenance Worker	Cood	\$21,901	\$27,376	\$32,851	50.0%			
City of Rogers	Maintenance/Equipment Operator	Good	\$22,298	\$25.823	\$29,349	31.6%	P		
City of Columbia	Maintenance Assistant I	Good	\$22,304	\$27,174	\$32,044	43.7%	þ		
City of Springfield	Maintenance Worker	Cood	\$22,402	\$27,477	\$32,552	45.3%	þ		
City of Edmond	Park Maintenance Worker II	Good	\$23,169	\$28,962	\$34,754	20.0%	b		
City of Midwest City	Equipment Operator I	Good	\$24,000	\$30,616	\$37,232	55.1%			
City of Springdale	Parks Maintenance II	Good	\$24,005	\$30,006	\$36,008	50.0%			
City of Stillwater	PE & R Maintenance Worker II	Good	\$24,523	\$29,754	\$34,986	42 7%			
University of Arkansas	Maintenance Worker Specialist	Good	\$25.268	\$35,810	\$46,351	83.4%			
City of Bentonville	Parks Maintenance Worker []	Good	\$25,896	\$32,386	\$38.875	50.1%			
City of Norman	Maintenance Worker I	Good	\$27.171	\$32,931	\$38,690	42.4%			
NOARK	Maintenance II	Good	\$27,206	\$33,804	\$40,402	48.5%	þ		
City of St. Joseph	Equipment Operator	Good	\$27,497	\$33,298	\$39,099	42.2%			
City of Blue Springs	Maintenance Worker	Good	\$28,502	\$35,627	\$42,752	20.0%			
City of Lee's Summit	Skilled Parks Specialist	Good	\$30,250	\$38,189	\$46,128	52.5%	Б		
City of Manhattan	Maintenance Worker II	Pood	\$30,410	\$39,187	\$47,965	57.7%			
City of Lawrence	Park & Facilities Maintenance II	Identic	\$31,480	\$39,280	\$47,080	49.6%			
City of O'Fallon	Park Maintenance Worker	Good	\$33.051	\$39,395	\$45,739	38.4%	þ		
City of Florissant	Class B Laborer	Good	\$41,038	\$47,289	\$53,539	30.5%			
Average			\$25,449	\$31,470	837,491	47.3%			
Cik of Bayottavilla	Maintenance Worker II - Parks		\$20.011	005 963	831 869	%P 65			

-17.1%

-19 0%

% Difference -21.8%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### MAINTENANCE WORKER III - WATER SEWER

leaks in order to keep the City's water lines intact and in good working order. Ensures maintenance of truck as well as the equipment on truck. Installs mains The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and sewer for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment. Descrip

High school diploma or GED and six months of related experience. Must possess a valid Commercial Driver's License with tanker endorsement within six months of employment.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Мах	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Laborer II	Good	\$22,655	\$27,774	\$32,892	45.2%			
City of Columbia	Mainfenance Assistant II	Good	\$24,313	\$29,714	\$35,115	44.4%			
City of St. Joseph	Sewer Maintenance Laborer	Cood	\$24,611	\$29,803	\$34,996	42.2%			
City of College Station	W/WW Systems Operator	Good	\$25,251	\$29,734	\$34,216	35.5%			
City of Springfield	Sewer Repair Working Leader	Good	\$26,062	\$31.793	\$37,523	44.0%			
City of Blue Springs	Water Service Technician	Good	\$26,151	\$32,689	\$39,227	50.0%			
City of Jonesboro	Equipment Operator II	Good	\$26,538	\$33,173	\$39,807	50.0%			
City of Lee's Summit	Service Technician	Pood	\$27,906	\$35,113	\$42,321	51.7%			
City of Stillwater	Water Utilities Maintenance Worker II	Good	\$28,434	\$34,497	\$40.560	42.6%			
City of Midwest City	Crew Leader I	Good	\$29,013	\$37,010	\$45,008	55.1%			
City of Edmond	Utility Line Maintenance Worker III	Good	\$29,175	\$36,469	\$43,762	\$0.0%			
City of Bentonville	WW Collection Specialist III	Good	\$30,202	\$37,773	\$45,344	50.1%			
City of Manhattan	Maintenance Technician	Good	\$30,410	\$39,187	\$47,965	57.7%			
City of Norman	Maintenance Worker II	Good	\$32,360	\$39,219	\$46,077	42.4%			
City of O'Fallon	Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%			
NOARK	Maintenance III	Good	\$33,198	\$40,534	\$47,870	44.2%			
Average			\$28,083	\$34,617	\$41,151	46.5%			
City of Fayetteville	Maintenance Worker III - Water Sewer		\$23,055	\$29,095	\$35,135	52.4%	9,		
		\$ Difference	(\$5,028)	(\$5,522)	(\$6,016)				

-14.4%

-15.6%

% Difference -17.3%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### MAINTENANCE WORKER IV - ASPHALT

Descrip	The incumbent is responsible for operating specialized heavy equipment such as asphalt paver, milling machine, sweeper, oil truck, and other specialized heavy equipment. Operates heavy construction equipment such as, dozer, grade-all, backhoe, grader, bobcat skid loader, dump truck, front and loader and	
	rollers.	

Quals High school diploma or GED	High school diploma or GED and 18 months of related experience or training. ValidDriver's License and CDL –	lidDriver's Licens	e and CD	L - B.					
Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pav	Actual
University of Arkansas	Heavy Equipment Operator	Good	\$21,827	\$30,183	\$38,538	76.6%			
City of Rogers	Operator - Street	Good	\$22,214	\$31,824	\$41,434	86.5%			
City of Jonesboro	Eqwitipment Operator II - Street	Good	\$25,213	\$31,517	\$37,820	50.0%			
City of Columbia	Utility Maintenance Mechanic I	Good	\$25,393	\$31,087	\$36,781	44.8%			
NOARK	Heavy Eqwuipment Operator	Good	\$25,472	\$32,029	\$38,586	51.5%	Ь		
City of Conway	Asphalt/Construction Specialist	Good	\$26,637	\$30,221	\$33,804	26.9%	Ь		
City of College Station	Equipment Operator Public Wrks.	Good	\$27,435	\$32,906	\$38,376	39.9%	Ь		
City of Joplin	Heavy Equipment Operator	Good	\$27,594	\$33,830	\$40,065	45.2%	5		
City of Springfield	Equipment Operator III	Good	\$27,706	\$33,707	\$39,707	43.3%			
City of Stillwater	Street Equipment Operator II	Good	\$28.434	\$34,497	\$40,560	42.6%			
City of Midwest City	Equipment Operator III	Good	\$29,013	\$37,010	\$45,008	55 1%			
City of Bentonville	Heavy Equipment Operator II	Good	\$30,202	\$37,773	\$45,344	50.1%			
City of Edmond	Heavy Equipment Operator	Good	\$31,177	\$38,971	\$46.765	20.0%			
City of St. Joseph	Equipment Operator IV	Good	\$32,029	\$38,787	\$45,544	42.2%			
City of Manhattan	Equipment Operator	Good	\$32,531	\$41,933	\$51,334	57.8%			
City of O'Fallon	Street Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%			
City of Norman	Heavy Equipment Operator	Good	\$36,703	\$44,481	\$52,259	42.4%			
Average			\$28,390	\$35,303	\$42,216	48.7%			
City of Fayetteville	Maintenance Worker IV - Asphalt		\$24,207	\$30,550	\$36,892	52.4%			
		C Difference	(\$4 183)	(\$4.753)	(45 374)				

#### METER READER

The incumbent is responsible for reading water meters in a timely, accurate and efficient manner. Job involves operation of a motor vehicle and hand held computer. Assists with turn-ons and turnoffs and performs minor meter maintenance as needed. Descrip

Quals High school diploma or GED. Must possess a valid Driver's License.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of College Station	Meter Services Field Rep.	Good	\$20,530	\$25,512	\$30,493	48.5%			
City of Stillwater	Customer Service Meter Reader	Good	\$23,816	\$28,891	\$33,966	42.6%			
City of Midwest City	Meter Reader	Good	\$24,000	\$30,616	\$37,232	55.1%			
City of Columbia	Meter Reader	Identic	\$24,313	\$29,714	\$35,115	44,4%	3		
City of Edmond	Meter Reader	Identic	\$25,171	\$31,464	\$37,757	20.0%			
City of Lee's Summit	Meter Reader	Good	\$25,777	\$32,327	\$38,877	50.8%			
City of Manhattan	Water Service Worker I	Good	\$26,978	\$34,746	\$42,515	57.6%			
City of Norman	Meter Reader	Identic	\$27,171	\$32,931	\$38,690	42 4%			
City of Lawrence	Meter Reader	Identic	\$28,107	\$35,072	\$42,036	49.6%			
City of Bentonville	Meter Reader 11	Good	\$30,202	\$37,773	\$45,344	50.1%	D.		
Average			\$25,606	\$31,905	\$38,203	49.2%			
City of Fayetteville	Meter Reader		\$24,207	\$30,550	\$36,892	52.4%	2		
		<b>S Difference</b> (\$1,399) (\$1,355) (\$1,311)	(\$1,399)	(\$1,355)	(\$1,311)				
		% Difference	-5.8%	-4 4%	-3 6%				

### OFFICE MANAGER TRANSPORTATION

The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate Descrip

		The second secon							
Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width E	Exempt	Avg Pav	Actual Pav
City of Springfield	Office Administrator	Good	\$24,531	\$30,102	\$35,673	45.4%			
State of Arkansas	Park Office Manager	Good	\$25,268	\$35,810	\$46,351	83.4%			
University of Arkansas	Administrative Support Supervisor	Good	\$26,531	\$37,600	\$48,669	83.4%			
City of St. Joseph	Executive Secretary	Good	\$27,258	\$33,009	\$38,760	42.2%			
City of Stiffwater	Electric Office Manager	Pood.	\$30,160	\$36,598	\$43,035	42.7%			
City of Joneshoro	Office Manager	Good	\$31,838	\$39,798	\$47,758	\$0.0%			
City of Lec's Summit	Administrative Specialist	Good	\$32,835	\$41,588	\$50,342	53.3%			
NOARK	Office Manager	Good	\$33,245	\$41,739	\$50,232	51.1%	Б		
City of Edmond	Administrative Supervior	Pood	\$37,182	\$46,478	\$55,773	20.0%			
City of Norman	Administrative Technician IV	Good	\$38,071	\$46,140	\$54,208	42.4%	5		
Average			\$30,692	\$38,886	\$47,080	53.4%			
City of Fayetteville	Office Manager - Transportation		\$30,895	\$38,990	\$47,084	52.4%			
		S Difference	\$203	\$103	\$4				

### PARKING ENFORCEMENT OFFICER

Incumbent is responsible for issuing parking citations using electronic handheld devices and printers. Collects money in meters and pay-machines. Collects parking citations from courtesy boxes. Performs maintenance on meters, parking gates and pay-machines. Resolve complaints regarding citations with general public/downtown employees. Descrip

High school diploma or GED and 12 months of related experience and/or training; or equivalent combination of education and experience. Valid Driver's License.

Quals

Linversity of Arkansas  City of Stillwater  City of Stillwater  City of St. Joseph  City of St. Joseph  City of Springfield  City of Springfield  City of Columbia  City of Columbia  City of Nanhattan  City of Nanhattan  City of Nanhattan  City of Control  Parking Control Officer  Parking Service Officer  Parking Control Officer  Average	0	Match Min	Mid	Max	Width Exe	Exempt Avg Pav	IV Pav
Dunt.	Good	\$17,957	50	\$30,059			
mut.	Good	\$21,174	\$25,667	\$30,160	42.4%		
punt	Good	\$21,557	\$26,427	\$31,296	45.2%		
nont.	Good	\$22,358		\$31,793	42.2%		
nnd.	Good	\$22,714	\$27.872	\$33,030	45,4%		
mit	Good	\$24,313	\$29,714	\$35,115	44 4%		
mit	Good	\$25,064	\$32,271	\$39,478	\$7.5%		
nnt	Good	\$27,171	\$32,931	\$38,690	42.4%		
	Good	\$27,906	\$35,113	\$42,321	51 7%		
	Good	\$27.979	\$31,896	\$35,812	28.0%		
Average	Identic	\$28,107	\$35,072	\$42,036	49 6%		
		\$24,209	\$29,822	\$35,435	46.4%		
City of Fayetteville Parking Enforcement Officer	Micer	\$20,911	\$26,390	831,869	52.4%		
	\$ Difference (\$3,298)	(\$3,298)	(\$3,432)	(\$3,566)			

\$1,505

\$100

(\$1,305)

S Difference % Difference

2 0%

0.2%

-2 6%

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

### PARKS MAINT SUPERINTENDENT

Descrip

management of programs for grounds maintenance, athletic fields, turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Assists the Director in developing and managing the Parks The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes and Rec Budget. Reports to the Director of Parks and Recreation.

Quals

education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of within two years of employment.

Actual Pay Exempt Avg Pay 52.4% 70.0% 57.5% 45.1% 45.4% 58.7% 45.5% 49.6% 50.0% 51.0% 42.2% 50.0% %0.0 38.4% 42.4% 50.0% 45.6% Range Width \$62,616 \$79,429 \$84,299 \$56.805 \$87,374 \$96,668 875,191 969,978 \$75,587 \$78,666 \$58,689 \$61,845 \$73,228 \$75,036 \$84,344 \$92,929 Max \$64,933 \$51,406 \$53,325 \$60,029 \$56,805 \$68,744 \$70,250 \$73,722 \$63,511 \$50,291 \$61,854 \$63,327 \$67,756 \$77,533 \$63,411 Mid \$50,325 \$51,617 \$44,470 \$50,479 \$56,200 \$56,805 \$56,846 \$62,136 \$51,630 \$40,233 \$40,966 \$44,035 \$50,437 \$53,144 \$60,070 Match Good MatchingTitle Assistant Parks & Recreation Director (Parks) Parks Maintenance Superintendent Parks and Rec Maintenance Supervisor Parks Maintenance Superintendent Parks Maintenance Superintendent Superintendent of Park Operations Park Development Superintendent Park Maintenance Superintendent Parks Maintenance Supervisor Recreation Superintendent Superintendent of Parks Superintendent - Parks Parks Superintendent Parks Superintendent Parks Superintendent Parks Superintendent Respondent City of Fayetteville City of College Station City of Lee's Summit City of Blue Springs City of Bentonyille City of St. Joseph City of Manhattan City of Jonesboro City of Columbia City of Florissant City of Lawrence City of Edmond City of O'Fallon City of Norman City of Rogers City of Joplin Average

### PLANNER - CURRENT PLANNING

The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Reviews building permits for commercial and multi-family structures. Prepares and presents staff recommendations at public meetings. Assists the general public with development questions and/or complaints relating to zoning or land use issues. Descrip

Bachelor's degree (B.A. or B.S.) in a related field from four year college or university; or equivalent combination of education and experience. AICP certificate preferred.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	Avg Pay	Actual Pay
City of Bossier City	Planner	Good	\$21,296	\$26,710	\$32,124	50.8%		
City of Springfield	Associate City Planner	Good	\$35,770	\$42,825	\$49,879	39.4%		
City of Jonesboro	Sr Planner	Pood	\$35,813	\$44,767	\$53,721	50.0%		
City of Blue Springs	Associate Planner	Good	\$36,911	\$46,139	\$55,366	50.0%		
City of Conway	Planning Specialist Cartographer	Good	\$37,650	\$42,640	\$47,629	26.5%		
City of Stillwater	Dev Services Planner	Good	\$38,230	\$46,374	\$54,517	42.6%		
City of Columbia	Planner	Good	\$38,644	\$47,456	\$56,268	45.6%		
City of Lee's Summit	Planner	Good	\$38,834	\$49,511	\$60,187	55.0%		
City of Joplin	Municipal Planner	Good	\$38,990	\$48,928	\$58,865	51.0%		
City of Rogers	Planner I	Good	\$39.770	\$39,770	\$39,770	<b></b>		
City of Manhattan	Planner 1	Good	\$39,998	\$51,657	\$63,315	28.3%		
City of Bentonville	Planner	Good	\$41,142	\$51,418	\$61,693	20.0%		
City of College Station	Staff Planner	Good	\$42,205	\$51,707	\$61,209	45.0%		
City of Norman	Planner I	Good	\$46.636	\$56,520	\$66,403	42.4%		
City of Edmond	Planner		\$48,192	\$60,240	\$72,288	50.0%		
City of Lawrence	Planner II	Identic	\$49,534	\$61,808	\$74,082	49.6%		
City of O'Fallon	Plan Reviewer	Good	\$51,563	\$61,463	\$71,363	38.4%		
Average			S40,069	\$48,819	857,569	43.7%		
City of Fayetteville	Planner - Сипенt Planning		\$35,765	\$45,136	\$54,506	52.4%		
		<b>S</b> Difference (\$4,304)	(\$4,304)	(\$3,684)	(\$3,063)			
		% Difference	-12.0%	-8.2%	-5.6%			

0.7%

-2.4%

-7 2%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### POLICE CHIEF

Descrip

The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statues and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.

experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general Quals

Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Driver's License; State certification as a commissioned law enforcement officer in the State of Arkansas is required; possess or have the ability to obtain certification to operate AFIS (Automated aw enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exe	Exempt Avg Pay	Actual ny Pay
City of St. Joseph	Police Chief	Good						\$93,183
City of Joplin	Police Chief	Good	\$63,891	\$80,179	\$96,466	\$1.0%	>	
City of Springdale	Chief	Good	\$68,925	\$86,157	\$103,388	20.0%		
City of Bentonville	Police Cluef	Good	\$71.115	\$92,446	\$113,776	%0.09		
City of Blue Springs	Chief of Police	Identic	\$73,547	\$91,934	\$110,321	20.0%	>	
City of Jonesboro	Chief of Police	Good	\$73,578	\$91,973	\$110,367	\$0.0%	>	
City of Midwest City	Police Chief	Good	\$75,253	\$88,049	\$100,846	34.0%		
City of Columbia	Police Chief	Identic	\$76,003	\$118,354	\$160,705	111.4%	>	
City of Lawrence	Police Chief	Good	\$77,943	\$97,257	\$116,571	%9.6†		
City of Springfield	Police Chief	Good	\$78,160	\$98,909	\$119,658	53.1%		
City of Lee's Summit	Chief of Police	Identic	\$79,113	\$100,734	\$122,354	54.7%	>	
City of Conway	Police Cluef	Good	\$82,020	\$82,020	\$82,020	%0.0		
City of O'Fallon	Police Cluef	Identic	\$83,304	\$99,310	\$115,315	38.4%		
City of Edmond	Police Chief	Good	\$86,277	\$107,809	\$129,341	46 6%	>	
City of Florissant	Police Chief	Good	\$86,486	\$99,663	\$112,840	30.5%	>	
City of Norman	Police Chief	Identic	\$90,549	\$109,738	\$128,927	42.4%	>	
University of Arkansas	Director of University Police	Good	\$93.354	\$93,354	\$93,354	%0.0		
City of Rogers	Police Chief	Good	\$96,013	\$96,013	\$96,013	0.0%		
Average			579,737	\$96,112	\$112,486	41.1%		593,183
City of Fayetteville	Police Chief		\$74,353	\$93,834	\$113,314	52.4%		
		S Difference (\$5,384)	(\$5,384)	(\$2,278)	\$828			

### PROSECUTING ATTORNEY

Jescrip	The incumbent is responsible for prosecuting misdemeanors, traffic violations, hot checks and violations of City ordinances, including HMR taxes in District	
	and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of	
	Subpoenas.	

						Dong			Anton
Respondent	MatchingTitle	Match	Min	Mid	Max	Width	Ехетр	Avg Pay	Pay
City of St. Joseph	City Prosecutor	Good	\$48.206	\$58,377	\$68,548	42.2%	>		
City of Mauhattan	Chy Prosecutor	Good	\$55,765	\$72,145	\$88,525	58.7%	>		
City of Springdale	Deputy City Attorney	Good	\$55,905	\$69,881	\$83,857	20.0%			
City of Lee's Summit	Prosecuting Attorney	Good	\$60,427	\$76,994	\$93,560	54.8%			
City of Bentonville	Attorney	Good	\$60,507	\$81,692	\$102,877	20.0%			
City of Columbia	Assistant City Counselor III	Good	\$62,623	\$76,807	\$90,990	45.3%			
City of Springfield	Assistant City Attorney IV	Good	\$63,986	\$83,483	\$102,979	%6.09			
City of Rogers	Deputy City Attorney	Good	\$70,824	\$70,824	\$70,824	%00			
City of Norman	Assistant City Attorney II	Good	\$73,323	\$88,862	\$104,401	42.4%	Þ		
Average			\$61,285	\$75,451	\$89,618	46.2%			
City of Fayetteville	Prosecuting Attorney		\$67,441	\$85,110	\$102,779	52.4%	\o		
		S Difference	\$6,156	\$9,659	\$13,161				

(\$3,677)

(\$3,270)

S Difference (\$2,863)

-7.6%

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

#### PURCHASING AGENT

compliance to City ordinances, state laws and City policies. Manages the receiving, tabulating, and recording of bids and public bid opening to evaluate bids procure services, equipment, materials and supplies, and monitor preparation and distribution of proposals and bids to vendors. Monitors purchases for Coordinates and assists departments in compiling information for request for proposals, bids, and request for qualifications; coordinate information to to determine compliance with bid specifications, purchasing policies, state and federal laws. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university and two (2) years of related experience and/or training; or equivalent combination of education. Valid Driver's License. Certified Professional Public Buyer (CPPB) required. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width E	Exempt Avg Pav	vg Pav	Actual Pav
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	. 0		•	,
City of Bossier City	Purchasing Agent	Cood	\$30,356	\$38,200	\$46,044	51.7%			
University of Arkansas	Buyer	. Good	\$30,713	\$43,527	\$56,340	83.4%			
City of Lawrence	Purchasing Specialist	Identic	\$35,257	\$43,994	\$52,730	49.6%	5		
NOARK	Purchasing Agent Buyer	Good	\$36,935	\$48,014	\$59,093	%0.09	Ь		
City of Lee's Summit	Senior Procurement Officer	Good	\$38,834	\$49,511	\$60,187	55.0%	þ		
City of St. Joseph	Purchasing Agent	Good	\$40,222	\$48,708	\$57.195	42.2%			
City of O'Fallon	Purchasing Agent	Good	840,976	\$48,859	\$56,742	38.5%			
City of Jonesboro	Purchasing Manager	Good	\$41,777	\$52,221	\$62,664	20 0%			
City of College Station	Buyer	Good	\$42,205	\$51,707	\$61,209	45.0%			
City of Norman	Procurement Analyst	Good	\$43,586	\$52,823	\$62,060	42.4%			
City of Bentonville	Purchasing Agent	Good	\$44,429	\$55,526	\$66,622	20.0%			
City of Springfield	Purchasing Agent	Good	\$46,654	\$55,411	\$64,168	37.5%			
City of Edmond	Purchasing Manager	Good	\$48,192	\$60,240	\$72,288	20.0%			
City of Columbia	Purchasing Agent	Good	\$56,846	\$69,736	\$82,626	45 4%			
Average			\$40,416	\$50,662	806,098	50.7%			
City of Ruvettaville	Purchasing Agent		627 553	C.17 203	126 230	70) (2)			

\$2,604

\$742

S Difference (\$1,120)

% Difference

# Salary Survey Results for Fayetteville 2012 without GCD - Merit 2-10-2013

## RECREATION SUPERINTENDENT

department's recreation programs and staff that provide programs, including youth and adult softball, soccer, swimming, summer camps, football, public concerts, public movies, special events, etc. Responsible for the Department's marketing and promotion. Reports to the Parks and Recreation Director. Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Descrip Quals

education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempl	Avg Pay	Actual Pay
State of Arkansas	Recreation Coordinator	Good	\$25,268	\$35,810	\$46,351	83.4%			
City of Bentonville	Recreation Program Supervisor	Good	\$38,126	\$51,470	\$64,813	70.0%			
City of Blue Springs	Recreation Superintendent	Good	\$40,233	\$50,291	\$60,349	50.0%			
City of Joplin	Recreation and Events Manager	Good	\$40,966	\$51,406	\$61,845	51.0%	>		
City of Edmond	Recreation Program Manager	Good	\$44,189	\$55,236	\$66,283	50.0%			
City of Springdale	Recreation Superintendent	Good	\$45,489	\$56,861	\$68,233	50.0%			
City of Midwest City	Park & Recreation Supervisor	Good	\$46,726	\$57,881	\$69,036	47.7%			
City of Jonesboro	Assistant Parks and Recreation Director	Good	\$47,076	\$58,846	\$70,615	50.0%	>		
City of Lee's Summit	Superintendent of Recreation Services	Good	\$50,437	\$64,933	\$79,429	57.5%	>		
City of College Station	Recreation Superintendent	Good	\$50.479	\$61,854	\$73,228	45.1%			
City of Conway	BF Programs Manager	Good	\$51,283	\$55,263	\$59,243	15.5%			
City of Columbia	Superintendent of Recreation & Community Programs	Good	\$51.617	\$63,327	\$75,036	45.4%			
City of Rogers	Program Director	Good	\$52,146	\$52,146	\$52,146	%0:0			
City of Manhattan	Recreation Superintendent	Good	\$53,144	\$68,744	\$84,344	58.7%	>		
City of Springfield	Superintendent of Recreation	Good	\$54,886	\$65,149	\$75,411	37.4%			
City of O'Fallon	Recreation Superintendent	Good	\$56.846	\$67,756	\$78,666	38.4%			
City of Florissant	Assistant Parks Director	Good	\$66.081	\$76,149	\$86,216	30.5%	>		
City of Norman	Parks Superintendent	Good	168'298	\$82,280	\$96,668	42.4%	>		
Average			\$49,049	\$59,744	870,439	43.6%			
City of Breeder ill.	D accountations Commentered dank		047.010	70F 073	C#2 0.42	24 67			

## ROUTE DRIVER

Operates a variety of equipment and trucks to assist in the day to day collection of trash and recycling on assigned routes. Collects and separates recyclable items. Descrip

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width E	Exempt	Avg Pav	Actual Pay
City of Midwest City	Route Serviceperson	Good	\$24,000	\$30,616	\$37,232	55.1%	Ь		•
City of Bentonville	Sanitation Worker	Good	\$25,896	\$32,386	\$38.875	50 1%			
City of Columbia	Refuse Collector II	Good	\$26.528	\$32,531	\$38,534	45.3%			
City of Jonesboro	Equipment Operator II	Good	\$26,538	\$33,173	\$39.807	\$0.0%			
City of Conway	Sanitation CDL	Good	\$26,637	\$30,221	\$33,804	26.9%			
City of Edmond	Solid Waste Truck Driver	Good	\$27,173	\$33,966	840,759	50.0%			
City of Norman	Santation Worker II	Good	\$32,360	\$39,219	\$46,077	42.4%			
City of Lawrence	Solid Waste Operator	Good	\$35,257	\$43,994	\$52,730	49.6%			
City of O'Fallon	Service Route Operator	Good	\$35,693	\$42,547	\$49,400	38.4%	5		
Average		Ñ	828,898	\$35,406	\$41,913	45.0%			
City of Fayetteville	Route Driver		\$26,689	\$33,681	\$40,673	52.4%			
		S Difference (\$2,209)	(\$2,209)	(\$1,725)	(\$1,240)				
		0/ Difference	-8 30%	%15-	-3.0%				

## SECRETARY - PROSECUTOR OFFICE

The incumbent is responsible for performing varied clerical duties involving a variety of secretarial and administrative tasks assisting Prosecutor's Office staff. Work requires the exercise of initiative and independent judgment in screening calls, request for assistance, information, or service to the general public. Descrip

Quals High school diploma or GED two years of related experience and/or training.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Receptionist	Good	\$14.528	\$17,626	\$20,724	42.6%			
State of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38.538	76.6%			
University of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%			
NOARK	Secretary	Good	\$22,086	\$28,236	\$34,385	55.7%			
City of College Station	Legal Sucretary	Good	\$22,630	\$26,562	\$30,493	34.7%			
City of Joplin	Legal Secretary	Good	\$22,655	\$27,774	\$32,892	45.2%			
City of Edmond	Administrative Specialist I	Good	\$23,169	\$28,962	\$34,754	50.0%			
City of Stillwater	Administrative Technician (Varrous)	Good	\$23,816	\$28,891	\$33,966	42.6%			
City of Blue Springs	Secretary	Cood	\$23,990	\$29,988	\$35,985	50.0%			
City of Springdale	Secretary/Receptionist	Good	\$24,005	\$30,006	\$36,008	50.0%			
City of Columbia	Administrative Support Assistant II	Good	\$24,313	\$29,713	\$35,113	44.4%			
City of St. Joseph	Secretary to City Prosecutor	Good	\$25.896	\$31,359	\$36,823	42.2%			
City of Jonesboro	Legal Assistant - Secretary	Good	\$26,538	\$33,173	\$39,807	50 0%			
City of Lee's Summit	Secretary	Good	\$27,906	\$35,113	\$42,321	51.7%			
City of Norman	Administrative Technician II	Good	\$28,801	\$34,905	\$41,009	42.4%			
City of Bentonville	Secretary II		\$30,202	\$37,773	\$45,344	50.1%			
City of Lawrence	Administrative Support III	Good	\$31,480	\$39,280	\$47,080	49.6%			
City of Manhattan	Legal Secretary	Good	\$32,531	\$41,933	\$51,334	57.8%			
City of Rogers	Receptionisi - City Attorney	Good	\$32,531	\$32,531	\$32,531	%00			
Average			\$25,302	\$31,273	\$37,245	47.2%			
City of Fayetteville	Secretary - Prosecutor Office		\$21,957	\$27,710	\$33,462	52.4%			
		S Difference	(\$3,345)	(\$3,564)	(\$3,783)				
		% Difference	-152%	-12.9%	-11.3%				

## SENIOR CUSTOMER SERVICE REPRESENTATIVE

Works closely with Division Manager and other Senior Staff to schedule staff workload and allocate resources according to identified needs and deal with cashiers or other department personnel and troubleshoot cashiers' difficulties. Researches and responds to difficult customer problems and complaints. the logistics of accomplishing all necessary tasks when the division is short-staffed. Handles customers that become angry, abusive or threatening with Provides solutions to the issues identified. Descrip

High school diploma or GED and five years of related experience in an office environment. Previous supervisory experience required. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	xempt	Exempt Avg Pay	Actual Pay
City of Columbia	Customer Service Representative II	Good	\$26,528	\$32,531	\$38,534	45,3%	þ		
State of Arkansas	DFA Supervisor	Good	\$26,531	\$37,600	\$48,669	83.4%			
City of Conway	Senior Customer Service Representative	Good	\$26,641	\$30,695	\$34,749	30,4%			
City of Stillwater	Customer Service Lead Representative	Good	\$26,790	\$32,510	\$38,230	42.7%			
City of Edmond	Customer Service Representative II	Pood	\$27,173	\$33,966	\$40,759	\$0.0%	Ь		
City of College Station	Sr. Customer Service Rep.	Good	\$27,435	\$32,906	\$38,376	39.9%	5		
City of Midwest City	Office Manager	Good	\$29,013	\$37,010	\$45,008	\$5.1%	b		
City of Bentonville	Customer Account Representative III	Good	\$30,202	\$37,773	\$45,344	50.1%	þ		
City of Lawrence	Administrative Support III	Good	\$31,480	\$39,280	\$47,080	49.6%			
City of Norman	Customer Service Representative II	Good	\$32,360	\$39,219	\$46,077	42.4%			
City of Florissant	Leand Permit Inspection Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%			
City of Manhattan	Administrative Supervisor	Good	\$43,992	\$56,857	\$69,722	58.5%			
Average			\$30,171	\$37,452	\$44,732	48,3%			
City of Fayetteville	Senior Customer Service Representative		\$26,689	833,681	\$40,673	52.4%			
		S Difference (\$3,482)	(\$3,482)	(\$3,771)	(\$4,059)				
		% Difference	-13.0%	-11.2%	-10 0%				

## SENIOR PLANNER - CURRENT PLANNING

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Senior Planner	Good	\$35,813	\$44,767	\$53,721	20.0%			
City of Springdale	Planning Coordinator	Good	\$37,025	\$46,281	\$55,538	20.0%			
City of Blue Springs	Principal Planner	Good	\$40,233	\$50,291	\$60,349	20 0%			
City of Stillwater	Dev Services Special Projects Planner	Good	\$40,560	\$49,202	\$57,845	42 6%			
State of Arkansas	Chief Park Planner	Good	\$41,159	\$56,915	\$72,670	76.6%			
City of Lee's Summit	Senior Planner	Good	\$42,316	\$54,125	\$65,935	55.8%			
City of Springfield	Senior City Planner	Good	\$42,453	\$50,452	\$58,450	37.7%			
City of St. Joseph	City Planner	Good	\$44,035	\$53,325	\$62,616	42.2%	b		
City of College Station	Sr Planner	Dood	\$47,326	\$57,920	\$68,514	44.8%			
City of Columbia	Senior Planner	Poop	\$49.173	\$60,345	\$71,517	45.4%			
City of Manhattan	Senior Planner	Good	\$53,144	\$68,744	\$84,344	58.7%			
City of Norman	Planner II	Good	\$53.894	\$65,316	\$76,737	42.4%			
City of Lawrence	Senior Planner	Good	\$55,478	\$69,225	\$82,972	49 6%			
City of Rogers	Senior Planner	Good	\$75.026	\$75,026	\$75,026	%00			
Average			\$46,974	\$57,281	\$67,588	43.9%			
City of Fayetteville	Senior Planner - Current Planning		\$43,473	\$54,863	\$66,253	52.4%			
		\$ Difference	(\$3,501)	(\$2,418)	(\$1,335)				

## SENIOR SECRETARY - PARKS AND REC

multiple departments. Attends Parks and Recreation Advisory Board and Tree and Landscape Committee meetings; records minutes; notifies members, Manages Parks and Recreation files. Answers phone calls and arranges appointments, manages multiple calendars and schedules meetings between distributes agenda/materials, notifies media, keeps appropriate records and files of Board activities. Descrip

High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.

Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Width	Exempt	Avg Pay	Actual
City of Springfield	Administrative Assistant	Good	\$21,925	\$27,002	\$32,079	46.3%			
City of Springdale	Secretary	Good	\$24,005	\$30,006	\$36,008	50.0%			
City of Jonesboro	Administrative Assistant - Parks & Recreation	Good	\$25,213	\$31,517	\$37,820	50.0%			
State of Arkansas	Administrative Specialist III	Good	\$25,268	\$35,810	\$46,351	83 4%			
City of Blue Springs	Administrative Secretary	Fair	\$26,151	\$32,689	\$39,227	50.0%			
City of Rogers	Secretary - Parks	Good	\$26,458	\$26,458	\$26,458	%00			
City of Edmond	Administrative Specialist II	Good	\$27,173	\$33,966	\$40,759	\$0.0%	P		
City of St. Joseph	Executive Secretury	Good	\$27,258	\$33,009	\$38,760	42.2%	þ		
City of College Station	Staff Assistant	Good	\$27,435	\$32,906	\$38,376	39.9%			
City of Columbia	Administrative Support Assistant III	Good	\$27,718	\$34,047	\$40,375	45.7%			
City of Bentonville	Secretary II	Good	\$30,202	\$37,773	\$45,344	50 1%			
City of Lee's Summit	Administrative Secretary	Good	\$30,250	\$38,189	\$46,128	52.5%			
City of Manhattan	Administrative Assistant	Good	\$30,410	\$39,187	\$47,965	57.7%	þ		
City of Conway	Administrative Assistant II	Good	\$31,274	\$35,328	\$39,382	25.9%			
City of Lawrence	Administrative Support III	Good	\$31,480	\$39,280	\$47,080	49.6%			
City of Norman	Administrative Technician III	Good	\$33,566	\$40,679	\$47,792	42.4%			
City of Florissani	Administrative Assistant	Good	\$33,904	\$39,073	\$44,241	30.5%			
City of O'Fallon	Administrative Assistant	Good	\$35,693	\$42,547	\$49,400	38.4%			
Average			\$28,632	\$34,970	\$41,308	44.3%			
City of Fayetteville	Senior Secretary - Parks and Rec		\$24,207	\$30,550	\$36,892	52.4%	٠		
		S Difference	(\$4,425)	(\$4,421)	(\$4,416)				
		% Difference	-183%	-14.5%	-12.0%				

## SHELTER ATTENDANT

Cleans, disinfects and maintains facility including; cages, walls and floors. Launders and disinfects bedding, toys, and towels in an efficient manner. Feeds and socializes animals; provides toys, beds and comforts of home. As directed by staff veterinarian, administer vaccinations, flea and tick control and medications. Assists the public with adoptions and counsel potential adopters on training, behavior and pet care. Descrip

Quals High school diploma or GED.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper I	Good	\$16,767	\$19,765	\$22,764	35.8%		
City of Rogers	Kennel Attendant	Good	\$16,994	\$18,990	\$20,987	23 5%		
City of Conway	Kennel Technician	Good	\$19,691	\$22,008	\$24,325	23.5%		
City of Jonesboro	Kennel Master	Good	\$21,901	\$27,376	\$32,851	20.0%		
City of Joplin	Animal Warden I	Good	\$22,655	\$27,774	\$32,892	45.2%		
City of Springdale	Animal Caretaker	Good	\$22,703	\$28,379	\$34,055	50 0%		
City of Edinoud	Anumal Shelter Specialist	Good	\$23,169	\$28,962	\$34,754	20.0%		
City of Lee's Summit	Shelter Attendant	Good	\$25,777	\$32,327	\$38,878	20.8%		
City of Manhattan	Anunal Shelter Technician 1	Good	\$26,978	\$34,746	\$42,515	27.6%		
City of Norman	Kennel Attendant	Good	\$27,171	\$32,931	\$38,690	42.4%		
City of St. Joseph	Animal Care Specialist	Good	\$27,497	\$33,298	\$39,099	42.2%		
Average			\$22,846	\$27,869	\$32,892	44.0%		
City of Fayetteville	Shelter Attendant		\$19,915	\$25,133	\$30,351	52.4%		
		S Difference (\$2.931)	(\$2.931)	(\$2,736)	(\$2,541)			

## SOLID WASTE DIRECTOR

Manages all operations of Solid Waste and Recycling Division, including collection, disposal, recycling and compost operations. Develops, manages and plans the annual budget and capital improvement program for the Division. Ensures division operations are in compliance with regulatory and legal requirements. Descrip

Associate's degree (AA) and six (6) years of related experience with a minimum of two (2) years in supervision. Bachelor's degree (B.A. or B.S.) with four (4)

Quals

Respondent	Matching Fitle	Match	Min	Mid	Max	Range Width Exempt	Avg Pay	Actual Pay
City of St. Joseph	Superintendem of Solid Waste	Good	\$48,206	\$58,377	\$68,548	42.2%		
City of Lawrence	Solid Waste Division Manager	Identic	\$55,478	\$69,225	\$82,972	49.6%		
City of Columbia	Solid Waste Manager	Good	\$56,846	\$69,736	\$82,626	45.4%		
City of O'Fallon	Environmental Services Superintendent	Good	\$59,488	\$70,918	\$82,347	38.4%		
City of Edmond	Solid Waste Superintendent	Good	\$62,205	\$77,757	\$93,308	50.0%		
City of Springfield	Superintendent of Solid Waste	Good	\$63,388	\$74,963	\$86,538	36.5%		
City of Conway	Samtation Director	Good	\$67,489	\$67,489	\$67,489	%0.0		
Average			\$59,014	\$69,781	\$80,547	36.5%		
City of Fayetteville	Soloid Waste Director		\$61,171	877,198	\$93,224	52.4%		
		S Difference	\$2,157	\$7,417	\$12,677			
		% Difference	3.5%	%9.6	13.6%			

## STAFF ENGINEER

compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for and ordinances and by established criteria. Descrip

Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or Master's degree in Engineering and two (2) years related experience. P.E. certification preferred. Quals

Respondent	MatchingTitle	Match	Min	Mid	Max	Kange Width	Exempt	Avg Pay	Pay
City of Joplin	Civil Engineer	Good	\$43,039	\$54,010	\$64,981	\$1.0%	>		
City of Florissant	Chief Engineer	Cood	\$43,229	\$45,471	\$47,713	10.4%			
State of Arkansas	Engineer PE	Good	\$45,377	\$61,708	\$78,038	72.0%	>		
City of Conway	Staff Engineer	Good	\$51,163	\$57,201	\$63,238	23.6%			
City of Midwest City	Assistant City Engineer	Good	\$51,399	\$63,669	\$75,939	47.7%			
City of Stillwater	Dev Services Development Engineer	Good	\$52,936	\$64,220	\$75,504	42.6%			
City of Springfield	Professional Engineer	Good	\$53,180	\$63,124	\$73,067	37.4%	٦		
City of Springdale	Staff'Brgineer	Good	\$53,301	\$66,626	\$79,952	20.0%			
City of St. Joseph	City Engineer	Good	\$53,519	\$64,811	\$76,102	42.2%	>		
City of Norman	Staff Engineer	Good	\$53.894	\$65,316	\$76,737	42.4%	>		
City of Columbia	Engineer II	Good	\$54,090	\$66,379	\$78,668	45 4%	>		
City of O'Fallon	Engineer/Project Manager	Good	\$54,184	\$64,605	\$75,026	38.5%			
City of Lee's Summit	City Traffic Engineer	Good	\$55,172	\$71,257	\$87,343	58.3%	>		
NOARK	Engineer II	Good	\$59,944	\$75,936	\$91,928	53.4%			
City of Bentonville	City Engineer	Good	\$60,507	\$81,692	\$102,877	70.0%			
City of Rogers	Project Engineer	Dood	\$69,160	\$69,160	\$69,160	%0.0			
City of Edmond	Senior Civil Engineer	Cood	\$70,213	\$87,766	\$105,319	50.0%	>		
Average			\$54,371	866,056	S77,741	43.0%			
City of Fayetteville	Staff Engineer		\$55,483	\$70,020	\$84,557	52.4%	%		
		\$ Difference	\$1,112	\$3,964	\$6,816				

## WATER SEWER FIELD MAINTENANCE SUPERVISOR

leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides in an accurate manner in order to protect the health and safety of the citizens of the City. Descrip

High school diploma or GED plus specialized training and/or additional college courses and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess or obtain a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade I, Class I Sewer License. Quals

\$31,339       \$45,674       \$60,009       91.5%       \$\blacktriang{\text{C}}{\text{C}}\$         \$33,863       \$42,703       \$59,157       \$3.4%       \$\blacktriang{\text{C}}{\text{C}}\$         \$33,863       \$42,308       \$50,796       \$50,0%       \$\blacktriang{\text{C}}{\text{C}}\$         \$34,570       \$43,088       \$51,605       \$49,3%       \$\blacktriang{\text{C}}{\text{C}}\$         \$40,560       \$49,787       \$59,022       \$45,6%       \$\blacktriang{\text{C}}{\text{C}}\$         \$40,560       \$49,787       \$50,0%       \$\blacktriang{\text{C}}{\text{C}}\$       \$\blacktriang{\text{C}}{\text{C}}\$         \$41,186       \$51,707       \$61,209       \$45,0%       \$\blacktriang{\text{C}}{\text{C}}\$         \$44,186       \$51,707       \$61,209       \$45,0%       \$\blacktriang{\text{C}}{\text{C}}\$         \$44,207       \$51,209       \$5,8%       \$\blacktriang{\text{C}}{\text{C}}\$       \$\blacktriang{\text{C}}{\text{C}}\$         \$44,70       \$60,029       \$75,587       \$70,0%       \$\blacktriang{\text{C}}{\text{C}}\$       \$\blacktriang{\text{C}}{\text{C}}\$         \$50,502       \$53,894       \$65,302       \$89,069       \$2,4%       \$\blacktriang{\text{C}}{\text{C}}\$         \$53,894       \$65,316       \$89,069       \$38,4%       \$\blacktriang{\text{C}}{\text{C}}\$	Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
Skilled Trades Foreman   Good   \$33,249   \$45,703   \$59,157   \$83,4%     Waste Water Supervisor   Good   \$33,613   \$42,303   \$50,096   50,0%     Maintenance Supervisor   Good   \$34,140   \$47,409   \$55,668   \$42,256     Wasterwater Operations Supervisor   Good   \$41,186   \$51,493   \$50,022   \$45,50c     Utility Survices Coordinator   Good   \$41,186   \$51,143   \$51,79   \$50,00c     Utility Survices Coordinator   Good   \$42,16   \$51,143   \$51,79   \$50,00c     Utilities Supervisor   Good   \$42,16   \$51,79   \$50,00c     Utilities Supervisor   Waster Supervisor   Good   \$44,27   \$51,183   \$51,79   \$50,00c     Utilities Supervisor   Waster Supervisor   Good   \$44,27   \$51,183   \$56,00c     Utilities Supervisor   Waster Supervisor   Good   \$44,27   \$56,00c   \$53,18   \$56,00c     Utilities Supervisor   Waster Supervisor   Good   \$44,27   \$56,00c   \$55,90c   \$50,00c     Utilities Supervisor   Waster Supervisor   Good   \$44,27   \$56,00c   \$56,00c   \$56,00c     Utilities Supervisor   Waster Supervisor   Good   \$54,77   \$50,00c   \$56,00c   \$56,00c     Utilities Supervisor   Good   \$56,00c   \$53,80c   \$56,00c   \$56,00c     Utilities Supervisor   Waster Supervisor   Good   \$56,00c   \$56,00c   \$56,00c   \$56,00c   \$56,00c     Utilities Supervisor   Good   \$56,00c   \$56,0	State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$45,674	\$60,009	%5.16	>		
tight         Waster Nater Supervisor         Good         \$33,863         \$42,330         \$50,796         \$50,09%           d         Numbrenance Supervisor         Good         \$34,570         \$43,088         \$51,605         \$49,23%           Sewer Natintenance Supervisor         Good         \$34,570         \$43,088         \$51,605         \$49,23%           Wasteward Operations Supervisor         Good         \$40,582         \$49,787         \$55,688         \$42,5%           Ublity Services Coordinator         Good         \$41,186         \$51,483         \$61,779         \$60,09           Ublity Services Coordinator         Good         \$41,186         \$51,483         \$61,779         \$60,09           Ublity Services Coordinator         Good         \$41,270         \$61,209         \$42,0%           Operations Supervisor         Good         \$44,227         \$51,88         \$60,145         \$40,0%           Ublities Supervisor         Good         \$44,70         \$60,029         \$57,887         \$70,0%           Ublities Supervisor         Good         \$56,019         \$50,005         \$44,70         \$60,029         \$57,87         \$44,6%           Ublities Supervisor         Good         \$56,019         \$66,019         \$56,019 <t< td=""><td>University of Arkansas</td><td>Skilled Trades Foreman</td><td>Good</td><td>\$32,249</td><td>\$45,703</td><td>\$59,157</td><td>83.4%</td><td></td><td></td><td></td></t<>	University of Arkansas	Skilled Trades Foreman	Good	\$32,249	\$45,703	\$59,157	83.4%			
Sewer Maintenance Supervisor   Good \$34,570 \$43,088 \$51,605   49.3%     Sewer Maintenance Supervisor   Good \$34,570 \$41,409 \$55,668   42.2%     Waster Distribution Supervisor   Good \$40,562 \$49,787 \$59,022   45.5%     Walter Supervisor   Good \$40,560 \$49,202 \$57,845   42.6%     Utilities Supervisor   Good \$41,270 \$61,270 \$61,779 \$61,00%     Waster Supervisor   Waster Supervisor   Good \$44,470 \$60,029 \$75,887     Utilities Supervisor   Good \$44,470 \$60,029 \$75,887     Waster Sewer Assistant Manager   Good \$36,302 \$65,302 \$80,101 \$86,96     Utilities Supervisor   Good \$36,302 \$86,302 \$80,101 \$86,96     Utilities Supervisor   Good \$36,371 \$77,220 \$89,669 \$38,4%     Water Sewer Field Maintenance Supervisor   S37,881 \$86,181 \$86,019 \$72,496     Water Sewer Field Maintenance Supervisor   S37,881 \$87,391 \$85,7231 \$82,7231 \$82,496     Water Sewer Field Maintenance Supervisor   S37,881 \$83,88	City of Blue Springs	Waste Water Supervisor	Good	\$33,863	\$42,330	\$50,796	80.08	5		
Sewer Maintenance Supervisor         Good         \$39,149         \$47,409         \$55,668         42.2%           Wastevalor Operations Supervisor         Good         \$40,580         \$49,202         \$55,688         42.2%           Utility Services Coordinator         Good         \$40,560         \$49,202         \$57.845         42,6%           Utility Services Coordinator         Good         \$41,186         \$51,483         \$61,779         \$60.0%           Utility Services Coordinator         Good         \$42,205         \$51,707         \$61.209         45,6%           Utility Services Coordinator         Good         \$42,136         \$51,777         \$61.00         \$65,8%           Utility Supervisor         Operations Supervisor         Good         \$44,470         \$60,09         \$55,8%         \$65,935         \$58,8%           Assistant Water Department Manager         Good         \$60,00         \$57,20         \$57,881         \$60,03         \$75,881         \$60,03         \$75,887         \$70,0%           Utilities Supervisor         Utilities Supervisor         Good         \$60,00         \$65,019         \$72,4%         \$77,220         \$89,669         \$49,0%           Water Sewer Field Maintenance Supervisor         Good         \$67,108         \$65,019	City of Springfield	Maintenance Supervisor	Good	\$34,570	\$43,088	\$51,605	49.3%			
Wastewater Operations Supervisor         Good         \$40,582         \$49,787         \$59,022           Water Distribution Supervisor         Utility Services Coordinator         Good         \$41,186         \$51,483         \$61,779           unit         Maintenance Supervisor         Good         \$42,205         \$51,707         \$61,209           unit         Operations Supervisor         Good         \$44,227         \$51,86         \$66,145           unit         Operations Supervisor         Water Department Manager         Good         \$44,227         \$51,88         \$66,145           unities Manager         Assistant Water Department Manager         Good         \$44,227         \$53,186         \$60,036           Utility Supervisor         Waster Supervisor         Good         \$44,70         \$60,029         \$75,587           Utility Supervisor         Utility Supervisor         Good         \$50,502         \$65,306         \$89,669           Water Sewer Assistant Manager         Good         \$53,753         \$81,137         \$67,131           ville         Water Sewer Field Maintenance Supervisor         \$6004         \$53,539         \$67,713         \$87,231           Shifference         \$55,108         \$6,6448         \$67,718         \$67,218         \$67,218 <td>City of St. Joseph</td> <td>Sewer Maintenance Supervisor</td> <td>Good</td> <td>\$39,149</td> <td>\$47,409</td> <td>\$55,668</td> <td>42.2%</td> <td>&gt;</td> <td></td> <td></td>	City of St. Joseph	Sewer Maintenance Supervisor	Good	\$39,149	\$47,409	\$55,668	42.2%	>		
Water Distribution Supervisor         Good         \$40,560         \$49,202         \$57.845           Utility Services Coordinator         Good         \$41,186         \$51,777         \$61,209           min         Maintenance Supervisor         Good         \$42,205         \$51,777         \$61,209           utilities         Operations Supervisor         Water Operations         Good         \$44,227         \$51,86         \$66,145           c         Assistant Water Department Manager         Good         \$44,72         \$60,029         \$75,587           lity         Wastewater & Water Supervisor         Good         \$46,726         \$51,881         \$60,029           Utilities Supervisor         Utilities Supervisor         Good         \$50,502         \$65,302         \$80,101           Water Sewer Assistant Manager         Good         \$50,502         \$65,302         \$89,669         \$75,721           water Sewer Field Maintenance Supervisor         Good         \$64,771         \$77,220         \$89,669           water Sewer Field Maintenance Supervisor         \$60,602         \$54,781         \$65,419         \$77,231           Shifference         \$51,081         \$64,481         \$77,231         \$87,231	City of Columbia	Wastewater Operations Supervisor	Good	\$40,552	\$49,787	\$59,022	45.5%	>		
Utility Supervisor	City of Stillwater	Water Distribution Supervisor	Good	\$40,560	\$49,202	\$57.845	42.6%			
Maintenance Supervisor	City of Edmond	Utility Services Coordinator	Good	\$41.186	\$51,483	\$61,779	50.0%			
Operations Supervisor - Water Operations   Good S42.316 S54.125 S65.935	City of College Station	Maintenance Supervisor	Good	\$42,205	\$51,707	\$61,209	45 0%			
Cood   S44,27   S55,186   S66,145	City of Lee's Summit	Operations Supervisor - Water Operations	Good	\$42,316	\$54,125	\$65,935	55.8%			
Assistant Water Department Manager   Good S44,470 S60,029 S75,587     Wasterwater & Water Supervisor   Good S46,776 S50,802 S65,302 S80,101     Utilities Supervisor   Good S50,502 S65,302 S80,101     Water Sewer Assistant Manager   Good S64,771 S77,220 S89,669     Water Sewer Field Maintenance Supervisor   S37,553 S47,392 S57,231     S42,661 S53,840 S65,109   S53,840 S65,109     S42,661 S53,840 S65,109   S53,840 S65,109     S54,108 S54,448 S77,231     Water Sewer Field Maintenance Supervisor   S Difference (\$5,108) (\$6,448) (\$7,788)	City of Lawrence	Unlittes Manager	Good	\$44,227	\$55,186	\$66,145	49.6%			
Wastewater & Water Supervisor         Good         \$46,726         \$57,881         \$69,036           Utilities Supervisor         Good         \$50,502         \$65,302         \$80,101           Water Sewer Assistant Manager         Good         \$53,894         \$65,316         \$76,737           Water Sewer Pield Maintenance Supervisor         \$42,661         \$53,840         \$65,019           Shifference         \$51,08         \$64,448         \$67,783	City of Bentonville	Assistant Water Department Manager	Good	\$44,470	\$60,029	\$75,587	%0.07			
Utility Supervisor         Good         \$50,502         \$65,302         \$80,101           Water Sewer Assistant Manager         Good         \$53,894         \$65,316         \$77,220         \$89,669           Water Sewer Pield Maintenance Supervisor         \$42,661         \$53,840         \$65,019         \$65,019           Shifference         \$51,08)         \$65,108         \$65,448         \$7,788	City of Midwest City	Wastewater & Water Supervisor	Good	\$46,726	\$57,881	\$69,036	47.7%			
Utilities Supervisor	City of Manhattan	Utility Superintendent	Good	\$50,502	\$65,302	\$80,101	58.6%	>		
Water Sewer Assistant Manager         Good         \$64,771         \$77,220         \$89,669         3           Water Sewer Field Maintenance Supervisor         \$37,553         \$47,392         \$57,231           \$ Difference         \$5,108)         (\$6,448)         (\$7,788)	City of Norman	Utilities Supervisor	Good	\$53,894	\$65,316	\$76,737	42.4%	>		
S42,661       \$53,840       \$65,019       19         Water Sewer Field Maintenance Supervisor       \$37,553       \$47,392       \$57,231         \$ Difference       \$5,108       \$6,448       \$7,788	City of O'Fallon	Water Sewer Assistant Manager	Good	\$64,771	\$77,220	699'68\$	38.4%			
Water Sewer Field Maintenance Supervisor         \$37,553         \$47,392         \$87,231           \$ Difference         (\$5,108)         (\$6,448)         (\$7,788)	Average			\$42,661	\$53,840	865,019	52.4%			
(\$5,108) (\$6,448)	City of Fayetteville	Water Sewer Field Maintenance Supervisor		\$37,553	\$47,392	\$57,231	52.4%			
			\$ Difference		(\$6,448)	(\$7,788)				

## **APPENDIX 6.0**

## **CURRENT PAY PLANS**

## 2009 - 2012 FIRE DEPARTMENT PAY PLAN

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	ANNUALIZED	\$ 31,037	\$ 32,554	\$ 34,071	\$ 35,588	\$ 37,105	\$ 38,622	\$ 40,139	\$ 41,656		\$ 43,173 \$ 44,690
	HOURLY RATE - SHIFT \$	\$ 10.658	\$ 11.179	\$ 11.700	\$ 12.221	\$ 12.221 \$ 12.742 \$ 13.263 \$ 13.784	\$ 13.263	\$ 13.784	\$ 14.305	_	\$ 14.826 \$ 15.347
	40 HR WK RT RATE	\$ 14.922	\$ 15.651	\$ 16.380	\$ 17.110	\$ 16.380   \$ 17.110   \$ 17.839	\$ 18.568	\$ 19.298	\$ 20.027	\$ 20.756	\$ 21.486
Driver	ANNUALIZED	\$ 37,179	\$ 38,796	\$ 40,413	\$ 42,031	\$ 43,648	\$ 45,265	\$ 46,882	\$ 48,500	\$ 50,117	\$ 51,734
	HOURLY RATE - SHIFT \$	\$ 12.768	\$ 13.323	\$ 13.878	\$ 14.434	\$ 14.989	\$ 15.544	\$ 16.100	\$ 16.655	\$17.210	\$ 17.766
	40 HR WK RT RATE	\$ 17.875	\$ 18.652	\$ 19.430	\$ 20.207	\$ 20.985		\$21.762 \$22.540 \$23.317 \$24.095	\$ 23.317	\$ 24.095	\$ 24.872
Captain	ANNUALIZED	\$ 43,039	\$ 44,911	\$ 46,783	\$ 48,655	\$ 50,527	\$ 52,399	\$ 54,271	\$ 56,143	\$ 58,015	\$ 59,889
	HOURLY RATE - SHIFT   \$	\$ 14.780	\$ 15.423	\$ 16.066	\$ 16.708	\$ 17.351	\$ 17.994	\$ 18.637	\$ 19.280	\$ 19.923	\$ 20.566
	40 HR WK RT RATE	\$ 20.692	\$ 21.592	\$ 22.492	\$ 23.392	\$ 24.292	\$ 25.192	\$ 26.092	\$ 26.992	\$ 27.892	\$ 28.793
Battalion Chief ANNUALIZED	ANNUALIZED	\$ 49,823	\$ 51,990	\$ 54,158	\$ 56,325	\$ 58,492	\$ 60,660	\$ 62,827	\$ 64,994	\$ 67,162	\$ 69,329
	HOURLY RATE - SHIFT \$ 17.110 \$ 17.854	\$ 17.110	\$ 17.854	\$ 18.598	\$ 19.342	\$ 20.087	\$ 20.831	\$ 21.575	\$ 22.319	\$ 23.064	\$ 23.808
	40 HR WK RT RATE	\$ 23.953	\$ 24.995	\$ 26.037	\$ 27.079	\$ 28.121	\$ 29.163	\$ 30.205	\$ 31.247	\$ 32.289	\$ 33.331
											١

SHIFT PERSONNEL SCHEDULED HOURS 2912

DAY PERSONNEL SCHEDULED HOURS

2080 SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

96 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

## **2009 - 2012 POLICE PAY PLAN**

							]				
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Police Officer	Annualized	\$ 33,306	\$ 34,857	\$ 36,408	\$ 37,960	\$ 39,511	\$ 41,062	\$41,062 <b>\$42,613</b> \$44,165		\$ 45,716	\$45,716 \$ 47,267
	Hourly	16.013	16.758	17.504	18.250	18.996	19.741	20.487	21.233	21.979	22.725
Police Corporal	Annualized	\$	41,378 \$ 43,053   \$44,729   \$46,404   \$48,079	\$ 44,729	\$ 46,404	\$ 48,079	\$ 49,754	\$ 51,430	\$ 53,105		
	Hourly	19.893	20.699	21.504	22.310	23.115	23.920	24.726	25.531		
Police Sergeant	Annualized	↔	43,389 \$ 45,399 <b>\$ 47,408</b>	\$ 47,408	\$ 49,418	\$ 51,428	\$ 51,428 \$ 53,437	\$ 55,447	\$ 57,457	\$ 59,466	\$ 61,476
	Hourly	20.860	21.826	22.792	23.759	24.725	25.691	26.657	27.623	28.590	29.556
Police Lieutenant	Annualized	₩	47,839 \$ 50,054 <b>\$ 52,270 \$ 54,485</b>	\$ 52,270	\$ 54,485	\$ 56,700	\$ 58,916	\$61,131	\$ 63,346	\$ 65,562	\$ 67,777
	Hourly	23.000	24.065	25.130	26.195	27.260	28.325	29.390	30.455	31.520	32.585

SCHEDULED HOURS
SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS PLUS ONE 8
HOUR PERSONAL DAY

ADDITIONAL PAY

88 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER EACH OF THE 26 PAY PERIODS

Maximum Minimum Рау \$ 78,460 55,377 ↔ (Captains progress thru the pay range via the Merit pay system rather than the Step system)

Annualized

POLICE CAPTAIN

100	CURRENT MERIT PA				
JOB CODE	JOB TITLE	JOB GRADE	мимим	MARKET	MAXIMUN
427	MAINTENANCE WORKER I PARKS	101	\$ 18,064		\$ 27.529
102	MAINTENANCE WORKER I TRANSPORTATION	101	\$ 18,064		
498	POLICE CLERK IMAGING	101	\$ 18,064		
93	CUSTODIAN	102	\$ 18,967		
437	CUSTODIAN-SOLID WASTE	102	\$ 18,967		
507	RECORDS CLERK	102	\$ 18,967		
87	CLERK TYPIST	103	\$ 19,915		
219	HORTICULTURAL ASST I	103	\$ 19,915		
193	SHELTER ATTENDANT	103	\$ 19,915		
424	MAINTENANCE WORKER II PARKS	104	\$ 20,911		
103	MAINTENANCE WORKER II TRANSPORTATION	104	\$ 20,911		
34	PARKING ENFORCEMENT OFFICER	104	\$ 20,911		
475	SCALE HOUSE ATTENDANT	104	\$ 20,911	<del></del>	
511	AIRPORT CUSTOMER SERVICE REPRESENTATIVE	105	\$ 21,957		
173	BUILDING MAINTENANCE WORKER I	105	\$ 21,957		
151	EQUIPMENT MAINTENANCE WORKER	105	\$ 21,957		
186	INSPECTIONS CLERK	105	\$ 21,957		
165	PERMIT CLERK	105	\$ 21,957		
446	SECRETARY PROSECUTOR OFFICE	105	\$ 21,957		
421	SECRETARY SOLID WASTE	105			
74					
	ACCOUNTING CLERK - CASH	106	\$ 23,055		
356	ACCOUNTING CLERK - DATA ENTRY	106	\$ 23,055		
136	CUSTOMER SERVICE REPRESENTATIVE I	106	\$ 23,055		
452	MAINTENANCE WORKER III PARKING	106	\$ 23,055		
	MAINTENANCE WORKER III PARKS	106	\$ 23,055		
	MAINTENANCE WORKER III TRANSPORTATION	106	\$ 23,055		
434	MAINTENANCE WORKER III WATER SEWER	106	\$ 23,055		
383	PERMIT TECHNICIAN	106	\$ 23,055		
63	POLICE CLERK	106	\$ 23,055		
176	TRANSCRIPTIONIST	106	\$ 23,055		
505	URBAN FORESTRY SECRETARY	106	\$ 23,055		
404	AIRPORT ADMINISTRATIVE ASSISTANT	107	\$ 24,207		
95	AIRPORT MAINTENANCE WORKER III	107	\$ 24,207		
477	ANIMAL SVCS SR SECRETARY	107	\$ 24,207		\$ 36,89
	COMMERCIAL PERMIT COORDINATOR	107	\$ 24,207		
384	CUSTOMER SERVICE REPRESENTATIVE II	107	\$ 24,207		
	DEPUTY COURT CLERK	107	\$ 24,207		
	DEVELOPMENT COORDINATOR	107	\$ 24,207		
	ENGINEERING SERVICES COORDINATOR	107	\$ 24,207		
	FIRE ADMINISTRATIVE SECRETARY	107	\$ 24,207		
	FLEET OPERATIONS CLERK	107	\$ 24,207		
	HORTICULTURAL ASST II	107	\$ 24,207		
	HOT CHECK PROGRAM CLERK	107	\$ 24,207		
	LEGAL ASSISTANT	107	\$ 24,207		
	MAINTENANCE WORKER IV ASPHALT	107	\$ 24,207		
	MAINTENANCE WORKER IV CONCRETE	107	\$ 24,207		
432	MAINTENANCE WORKER IV DRAINAGE	107	\$ 24,207	\$ 29,049	\$ 36,89
428	MAINTENANCE WORKER IV PARKS	107	\$ 24,207	\$ 29,049	\$ 36,89
433	MAINTENANCE WORKER IV RIGHT OF WAY	107	\$ 24,207	\$ 29,049	\$ 36,89
451	MAINTENANCE WORKER IV TRAILS	107	\$ 24,207	\$ 29,049	\$ 36,89

JOB	Job Titles and Grade	JOB	1 - 1 - 1 - 1 - 1	본다.	
CODE	JOB TITLE	GRADE	MINIMUM	MARKET	MAXIMUM
454	MAINTENANCE WORKER IV WATER SEWER NO LICENSE	107	\$ 24,207	\$ 29,049	\$ 36,892
117	METER READER	107	\$ 24,207		\$ 36,892
252	POLICE SUPPORT SPECIALIST	107	\$ 24,207	\$ 29,049	\$ 36,892
184	SENIOR PLANNING CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
260	SENIOR SECRETARY - POLICE	107	\$ 24,207	\$ 29,049	\$ 36,892
453	SENIOR SECRETARY BUILDING SERVICES	107	\$ 24,207	\$ 29,049	\$ 36,892
443	SENIOR SECRETARY- CITY ATTORNEY	107	\$ 24,207	\$ 29,049	\$ 36,892
444	SENIOR SECRETARY- CITY CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
422	SENIOR SECRETARY- PARKS AND REC	107	\$ 24,207		\$ 36,892
476	YRCC RECREATION PROGRAM ASSISTANT II	107	\$ 24,207	\$ 29,049	\$ 36,892
346	ACCOUNT CLERK PARKING	108	\$ 25,418		\$ 38,736
261	ACCOUNTING CLERK - RECEIVABLE	108	\$ 25,418		\$ 38,736
98	BUILDING MAINTENANCE WORKER II	108	\$ 25,418		\$ 38,736
393	CONSTRUCTION MAINT WORKER IV	108	\$ 25,418	\$ 30,501	\$ 38,736
59	EQUIPMENT MECHANIC I	108	\$ 25,418	\$ 30,501	\$ 38,736
509	FLIGHT LINE OPERATIONS TECHNICIAN	108	\$ 25,418		\$ 38,736
124	MAINTENANCE WORKER IV WATER SEWER LICENSED	108	\$ 25,418		\$ 38,736
125	METER MAINTENANCE TECHNICIAN	108	\$ 25,418		\$ 38,736
161	OPERATIONS ASSISTANT	108	\$ 25,418		\$ 38,736
415	PLANNING TECH CURRENT PLANNING	108	\$ 25,418		\$ 38,736
326	PLANNING TECH LONG RANGE	108	\$ 25,418	\$ 30,501	\$ 38,736
230	PRODUCTION TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
496	PROGRAMING COORDINATOR	108	\$ 25,418		\$ 38,736
144	PURCHASING TECHNICIAN	108	\$ 25,418		\$ 38,736
501	RECREATION COORDINATOR	108	\$ 25,418		\$ 38,736
503	RESIDENTIAL PERMIT COORDINATOR	108	\$ 25,418		\$ 38,736
469	UTILITIES PROJECT COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
440	WAREHOUSE ATTENDANT WATER SEWER	108	\$ 25,418		\$ 38,736
18	WATER FIELD SERVICE REPRESENTATIVE	108	\$ 25,418	\$ 30,501	\$ 38,736
192	WATER/SEWER OPERATIONS CLERK	108	\$ 25,418	\$ 30,501	\$ 38,736
139	ANIMAL SERVICES OFFICER	109	\$ 26,689	\$ 30,001	\$ 40,673
249	BACKFLOW PREVENTION TECHNICIAN	109	\$ 26,689	\$ 32,026	\$ 40,673
342	CONSTRUCTION LEAD MAINTENANCE WORKER	109	\$ 26,689	\$ 32,026	\$ 40,673
399	DEPUTY COURT CLERK II	109	\$ 26,689	\$ 32,026	\$ 40,673
13	DISPATCHER	109	\$ 26,689 \$ 26,689	\$ 32,026 \$ 32,026	\$ 40,673 \$ 40,673
417	FLEET OPERATIONS ADMINISTRATIVE ASSISTANT				
	ROUTE DRIVER	109	\$ 26,689		
	SENIOR CUSTOMER SERVICE REPRESENTATIVE		\$ 26,689		
	SENIOR LEGAL ASSISTANT	109	\$ 26,689		
	SR POLICE SUPPORT SPECIALIST	109	\$ 26,689		
	TRAFFIC TECHNICIAN	109	\$ 26,689		
256	VETERINARY ASSISTANT	109	\$ 26,689		
71	BILLING AND COLLECTIONS COORDINATOR	110	\$ 28,023		
	DESIGNER	110	\$ 28,023		
	RECYCLING ATTENDANT	110	\$ 28,023		
	RELIEF DRIVER	110	\$ 28,023		\$ 42,707
	SENIOR CLERK-CODIFIER	110	\$ 28,023		
	ACCOUNTING CLERK - PAYABLES	111	\$ 29,424		\$ 44,842
	ADMINISTRATIVE ASSISTANT MAYOR'S OFFICE	111	\$ 29,424		\$ 44,842
	ADMINISTRATIVE-ASST COMMUNITY RESOURCES	111	\$ 29,424		\$ 44,842
	BENEFITS ADMINISTRATOR	111	\$ 29,424		\$ 44,842
134	CODE COMPLIANCE OFFICER	111	\$ 29,424	\$ 35,309	\$ 44,842

JOB		JOB	200 HE SERVE		E VALERANTI
CODE	JOB TITLE	GRADE	MINIMUM	MARKET	MAXIMUM
113	CREW LEADER	111	\$ 29,424		\$ 44,842
266	CREW LEADER - ATHLETIC FIELDS	111	\$ 29,424		\$ 44,842
418	CREW LEADER - SOLID WASTE	111	\$ 29,424		\$ 44,842
429	CREW LEADER - TRANSPORTATION	111	\$ 29,424		\$ 44,842
405	CREW LEADER- AIRPORT MAINTENANCE	111	\$ 29,424		\$ 44,842
406	CREW LEADER- FORESTRY SERVICES	111	\$ 29,424		\$ 44,842
407	CREW LEADER-GROUNDS MAINTENANCE	111	\$ 29,424		\$ 44,842
298	CRIME SCENE TECHNICIAN	111	\$ 29,424		\$ 44,842
277	DEPUTY CITY CLERK	111	\$ 29,424		\$ 44,842
387	DISPATCHER II	111	\$ 29,424		\$ 44,842
224	DOCUMENT MANAGEMENT MANAGER	111	\$ 29,424		\$ 44,842
7	EQUIPMENT MECHANIC II	111	\$ 29,424		\$ 44,842
467	HELP DESK ANALYST	111	\$ 29,424		\$ 44,842
457	HUMAN RESOURCES ASSISTANT	111	\$ 29,424		\$ 44,842
381	LAND SURVEY TECHNICIAN	111	\$ 29,424		\$ 44,842
396	LIFE SAFETY EDUCATION SPECIALIST	111	\$ 29,424		\$ 44,842
289	PARK FACILITIES MNT WKR	111	\$ 29,424		\$ 44,842
111	PW PROJECTS INSPECTOR	111	\$ 29,424		\$ 44,842
282	RECREATION PROGRAMS MANAGER SOCCER	111			
426	RECREATION PROGRAMS MANAGER SOCCER		\$ 29,424		
490	RECREATION PROGRAMS MGR YOUTH SETBL & CAMPS	111	\$ 29,424 \$ 29,424		\$ 44,842 \$ 44,842
502	REDEVELOPMENT OFFICER	111			
468			\$ 29,424		
201	TRANSPORTATION FACILITY MAINTENANCE WORKER YRCC DIRECTOR	111	\$ 29,424		\$ 44,842
		111	\$ 29,424		\$ 44,842
73	ACCOUNTANT - PAYROLL	112	\$ 30,895		\$ 47,084
483	ANIMAL SERVICES PROGRAMS ADMINISTRATOR	112	\$ 30,895		\$ 47,084
479	ANIMAL SERVICES PROGRAMS MANAGER	112	\$ 30,895		\$ 47,084
403	AUTOMOTIVE PARTS SPECIALIST	112	\$ 30,895		\$ 47,084
250	BACKFLOW PREVENTION OPER ASST	112	\$ 30,895		\$ 47,084
89	COURT SERVICES OFFICER	112	\$ 30,895		\$ 47,084
246	CREW LEADER - BUILDING MAINTENANCE	112	\$ 30,895		\$ 47,084
245	CREW LEADER - BUILDING SERVICES	112	\$ 30,895		\$ 47,084
489	CREW LEADER II	112	\$ 30,895		\$ 47,084
391	CREWLEADER WATER/LICENSE	112	\$ 30,895		\$ 47,084
388	DISPATCHER III	112	\$ 30,895		\$ 47,084
61	EQUIPMENT MECHANIC III	112	\$ 30,895		
206	INSPECTOR/RESIDENTIAL	112	\$ 30,895		
172	LEAD COURT CLERK	112	\$ 30,895		
114	METER OPERATIONS ASSISTANT	112	\$ 30,895		
471	OFFICE MANAGER DEV SVCS	112	\$ 30,895		
438	OFFICE MANAGER SOLID WASTE	112	\$ 30,895		
303	OFFICE MANAGER TRANSPORTATION	112	\$ 30,895		
459	OFFICE MANAGER- WATER/SEWER	112	\$ 30,895		
318	SOLID WASTE COMMERCIAL REPRESENTATIVE	112	\$ 30,895	\$ 37,074	\$ 47,084
67	TRAFFIC SIGNAL TECHNICIAN	112	\$ 30,895		
83	ACCOUNTANT - REVENUES	113	\$ 32,440	\$ 38,928	\$ 49,439
339	BUDGET ANALYST	113	\$ 32,440	\$ 38,928	\$ 49,439
115	CAD DRAFTER	113	\$ 32,440	\$ 38,928	\$ 49,439
472	COMMUNITY OUTREACH COORDINATOR	113	\$ 32,440	\$ 38,928	\$ 49,439
273	DISPATCH TRAINER	113	\$ 32,440		\$ 49,439
3	FIELD SERVICE REPRESENTATIVE	113	\$ 32,440		\$ 49,439
28	FINANCIAL COORDINATOR-AIRPORT	113	\$ 32,440		\$ 49,439
		4			

JOB		JOB	S. Williams	Kera III oa	19.6
CODE	JOB TITLE	GRADE	MINIMUM	MARKET	MAXIMUM
419	FINANCIAL COORDINATOR-PARKS AND REC	113	\$ 32,440	\$ 38,928	\$ 49,439
448	FINANCIAL COORDINATOR-POLICE	113	\$ 32,440		\$ 49,439
336	FINANCIAL COORD-TRANSPORTATION	113	\$ 32,440		\$ 49,439
510	FLIGHT LINE OPERATIONS SUPERVISOR	113	\$ 32,440	\$ 38,928	\$ 49,439
257	GIS TECHNICIAN	113	\$ 32,440		\$ 49,439
439	GIS TECHNICIAN WATER SEWER	113	\$ 32,440	\$ 38,928	\$ 49,439
482	HOUSING MANAGER	113	\$ 32,440	\$ 38,928	\$ 49,439
480	HVAC TECHNICIAN	113	\$ 32,440	\$ 38,928	\$ 49,439
204	INSPECTOR/COMMERCIAL & RESIDENTIAL	113	\$ 32,440	\$ 38,928	\$ 49,439
159	LEAD WAREHOUSE ATTENDANT	113	\$ 32,440	\$ 38,928	\$ 49,439
242	PUMP AND TANK TECHNICIAN	113	\$ 32,440	\$ 38,928	\$ 49,439
343	COMMUNITY SERVICES COORDINATOR	114	\$ 34,062		
499	DESIGN TECHNICIAN	114	\$ 34,062		\$ 51,911
195	LAND AGENT I	114	\$ 34,062		
203	LEAD EQUIPMENT MECHANIC	114	\$ 34,062		
240	MAYOR'S OFFICE ADMINISTRATOR	114	\$ 34,062		\$ 51,911
478	PROJECT COORDINATOR COM SVCS	114	\$ 34,062		\$ 51,911
179	RECORDS COORDINATOR	114	\$ 34,062		\$ 51,911
481	WARRANTY AND MATERIALS COORDINATOR	114	\$ 34,062		\$ 51,911
148	WASTE REDUCTION COORDINATOR	114	\$ 34,062		\$ 51,911
442	FIELD OPERATIONS SUPERVISOR - PARKING	115	\$ 35,765		\$ 54,506
337	FIELD OPERATIONS SUPERVISOR - TRANSPORTATION	115	\$ 35,765		\$ 54,506
32	HORTICULTURIST	115	\$ 35,765		\$ 54,506
328	PARK PLANNER	115	\$ 35,765		\$ 54,506
					\$ 54,506
414	PLANNER- CURRENT PLANNING	115	\$ 35,765		
40	PLANNER- LONG RANGE	115	\$ 35,765		\$ 54,506
175	PROPERTY/EVIDENCE MANAGER	115	\$ 35,765		\$ 54,506
488	PW INSPECTION MANAGER	115	\$ 35,765		\$ 54,506
397	SR CRIME SCENE TECH	115	\$ 35,765		\$ 54,506
508	STAFF ENGINEER UNLICENSED	115	\$ 35,765		\$ 54,506
361	URBAN FORESTER	115	\$ 35,765		\$ 54,506
123	DISPATCH SHIFT SUPERVISOR	116	\$ 37,553		\$ 57,231
47	FLEET OPERATIONS SUPERVISOR	116	\$ 37,553		\$ 57,231
196	LAND AGENT II	116	\$ 37,553		\$ 57,231
41	METER SERVICES SUPERVISOR	116	\$ 37,553		\$ 57,231
153	OFFICE MANAGER - HOT CHECK ADMINISTRATOR	116	\$ 37,553		\$ 57,231
	PARKS MAINTENANCE SUPERVISOR	116	\$ 37,553		
373	PLANS EXAMINER- BUILDING OFFICIAL	116	\$ 37,553		
400	PURCHASING AGENT	116	\$ 37,553		
110	SOLID WASTE OPERATIONS SUPERVISOR	116	\$ 37,553		
395	SR FIELD OPERERATIONS SUPERVISOR	116	\$ 37,553	\$ 45,064	\$ 57,231
247	TECHNICAL SERVICES SUPERVISOR	116	\$ 37,553	\$ 45,064	\$ 57,231
283	TELECOMMUNICATIONS ENGINEER	116	\$ 37,553	\$ 45,064	\$ 57,231
191	TRAFFIC CONTROL SUPERVISOR	116	\$ 37,553	\$ 45,064	\$ 57,231
350	WATER SEWER FIELD MAINTENANCE SUPERVISOR	116	\$ 37,553	\$ 45,064	\$ 57,231
450	FINANCIAL ANALYST - BUDGET	117	\$ 39,431		
	FINANCIAL ANALYST- BUSINESS OFFICE	117	\$ 39,431		
	FIXED ASSETS/INVESTMENT COORDINATOR	117	\$ 39,431		
376	FLEET SERVICES SUPPORT MANAGER	117	\$ 39,431		
264	SURVEYOR	117	\$ 39,431		
338	SENIOR RESEARCH ANALYST	118	\$ 41,403		
497	TELEVISION CENTER MANAGER	118	\$ 41,403		\$ 63,098
731	I ELEVIOION OF MICHAULIX	1 110	Ψ +1,+00	Ψ 40,000	μ 50,030

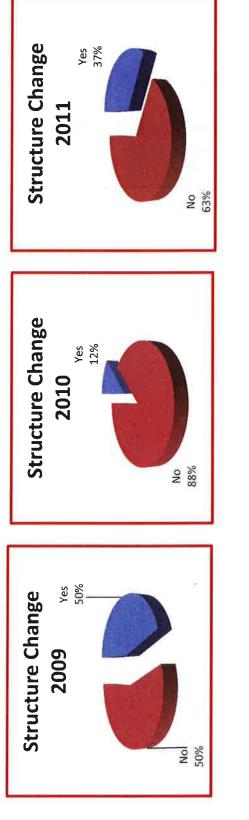
JOB	THE RESIDENCE OF STREET	JOB			District Control	i di	od kaj sval
CODE	JOB TITLE	GRADE	N	IINIMUM	MARKET	М	AXIMUM
389	ASSISTANT DISPATCH MANAGER	119	\$	43,473	\$ 52,167	\$	66,253
323	BUILDING MAINTENANCE SUPERVISOR	119	\$	43,473	\$ 52,167	\$	66,253
307	BUSINESS SYSTEMS ANALYST	119	\$	43,473	\$ 52,167	\$	66,253
371	CONTRACT GRANT FINANCIAL ACCOUNTANT	119	\$	43,473	\$ 52,167	\$	66,253
461	FIRE IT SYSTEMS ANALYST	119	\$		\$ 52,167	\$	66,253
398	PARK PLANNER II	119	\$	43,473	\$ 52,167	\$	66,253
344	POLICE IT SYSTEMS ANALYST	119	\$	43,473	\$ 52,167	\$	66,253
412	SENIOR PLANNER-CURRENT PLANNING	119	\$	43,473	\$ 52,167	\$	66,253
253	SYSTEMS ANALYST	119	\$	43,473		\$	66,253
366	DATABASE ADMINISTRATOR	120	\$	45,646	\$ 54,776	\$	69,565
22	DISTRICT COURT ADMINSTRATOR	120	\$	45,646	\$ 54,776	\$	69,565
200	GIS COORDINATOR	120	\$	45,646		\$	69,565
354	SYSTEMS ADMINSTRATOR	120	\$	45,646		\$	69,565
375			_			\$	
	TRAILS COORDINATOR	120	\$	45,646		_	69,565
288	NETWORK ENGINEER	121	\$	47,929		\$ €	73,043
486	PARK PLANNING SUPT	121	\$	47,929		\$	73,043
401	POLICE IT MANAGER	121	\$	47,929	\$ 57,514	\$	73,043
189	RECREATION SUPERINTENDENT	121	\$	47,929	\$ 57,514	\$	73,043
408	ACCOUNTING MANAGER- PAYROLL AND PENSION	122	\$	50,325	\$ 60,390	\$	76,696
68	ACCOUNTING MANAGER-INVESTMENT AND CASH	122	\$	50,325		\$	76,696
314	AIRPORT DIRECTOR	122	\$	50,325		\$	76,696
23	ANIMAL SERVICES SUPERINTENDENT	122	\$	50,325		\$	76,696
455	ASSISTANT TRANSPORTATION MANAGER	122	\$	50,325		\$	76,696
394	ASSISTANT WATER/SEWER OPERATIONS MANAGER	122	\$	50,325	\$ 60,390	\$	76,696
58	BILLING AND COLLECTIONS MANAGER	122	\$	50,325		\$	76,696
19	BUILDING OFFICIAL- SAFETY	122	\$	50,325	\$ 60,390	\$	76,696
14	CITY CLERK/TREASURER	122	\$	50,325	\$ 60,390	\$	76,696
290	HUMAN RESOURCES ADMINISTRATOR	122	\$	50,325	\$ 60,390	\$	76,696
347	MANAGMENT ACCOUNTING COORDINATOR	122	\$	50,325	\$ 60,390	\$	76,696
274	PARKING AND TELECOMMUNICATIONS MANAGER	122	\$	50,325	\$ 60,390	\$	76,696
254	PARKS MAINT SUPERINTENDENT	122	\$	50,325	\$ 60,390	\$	76,696
132	PURCHASING MANAGER	122	\$	50,325	\$ 60,390	\$	76,696
284	SR PROGRAMMER/ANALYST	122	\$	50,325		\$	76,696
327	SUPPORT SERVICES MANAGER	122	\$	50,325		\$	76,696
473	COMMUNICATIONS AND MARKETING DIRECTOR	123	\$	52,841	\$ 63,410	\$	80,530
84	COMMUNITY SERVICES DIRECTOR	123	\$	52,841		\$	80,530
493	DIRECTOR OF INTERNAL CONSULTING	123	\$	52,841			80,530
88	DISPATCH MANAGER	123	\$	52,841			80,530
85	INTERNAL AUDITOR	123	\$	52,841		\$	80,530
390	SENIOR HR OFFICER	124	\$	55,483		\$	84,557
90	STAFF ENGINEER	124	\$	55,483		\$	84,557
435	STAFF ENGINEER WATER AND WASTEWATER	124	\$	55,483		\$	84,557
268	VETERINARIAN	124	\$	55,483		\$	84,557
470	CONSTRUCTION AND CONTRACT MANAGER	125	\$	58,258		\$	88,785
492	DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING	125	\$	58,258		\$	88,785
	ACCOUNTING DIRECTOR	125	\$	61,171	\$ 73,405	\$	93,224
15			_			\$	
	ASSISTANT CITY ATTORNEY	126	\$	61,171		D D	93,224
367	ASST CITY ENGINEER	126	\$	61,171		4	93,224
267	BUDGET DIRECTOR	126	\$	61,171		\$	93,224
287	DEPUTY CITY PROSECUTOR	126	\$	61,171		\$	93,224
20	FLEET OPERATIONS SUPERINTENDENT	126	\$	61,171	\$ 73,405	\$	93,224
45	HUMAN RESOURCES DIRECTOR	126	\$	61,171	\$ 73,405	\$	93,224

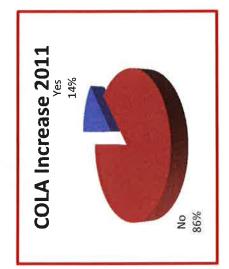
JOB		JOB	teri - i	THE STATE OF STREET	
CODE	JOB TITLE	GRADE	MINIMUM	MARKET	MAXIMUM
26	INFORMATION TECHNOLOGIES DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
79	PARKS & REC DIRECTOR	126	\$ 61,171	\$ 73,405	
218	SOLID WASTE DIRECTOR	126	\$ 61,171		
332	TRANSPORTATION MANAGER	126	\$ 61,171		\$ 93,224
5	WATER & SEWER OPERATIONS MANAGER	126	\$ 61,171		
12	ASSISTANT FIRE CHIEF	127	\$ 64,229		
33	DEPUTY CHIEF OF POLICE	127	\$ 64,229		
140	CITY ENGINEER	128	\$ 67,441		
170	PROSECUTING ATTORNEY	128	\$ 67,441		
466	DEVELOPMENT SERVICES DIRECTOR	129	\$ 70,813		
465	TRANSPORTATION SERVICES DIRECTOR	129	\$ 70,813		
133	CITY ATTORNEY	130	\$ 74,353	\$ 89,224	\$ 113,314
57	FIRE CHIEF	130	\$ 74,353	\$ 89,224	\$ 113,314
81	POLICE CHIEF	130	\$ 74,353		
474	UTILITIES DIRECTOR	130	\$ 74,353	\$ 89,224	
145	FINANCE DIRECTOR	131	\$ 78,071		
460	CHIEF OF STAFF	131	\$ 78,071	\$ 93,685	\$ 118,980
316	DISTRICT JUDGE	134	\$ 90,377	\$ 108,452	\$ 137,734
82	MAYOR	134	\$ 90,377	\$ 108,452	\$ 137,734
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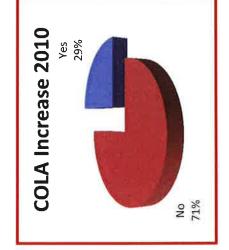
## **APPENDIX 7.0**

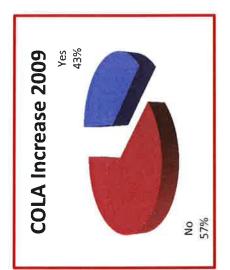
## SUPPLEMENTAL SURVEY QUESTIONS AND DATA SUMMARY

City of Fayetteville, AR Supplemental Survey Results Summary

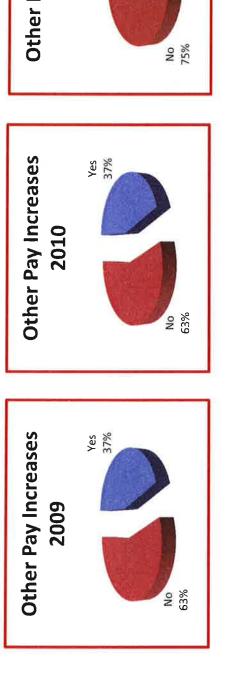


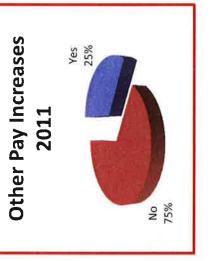


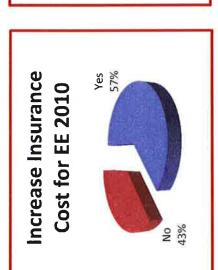




**Supplemental Survey Summary** City of Fayetteville, AR





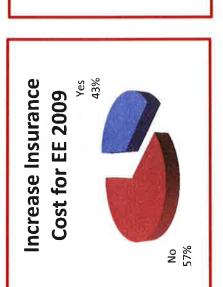


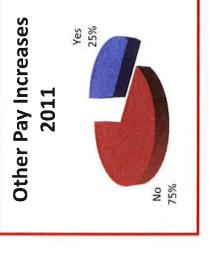
No 43%

Yes 57%

Increase Insurance

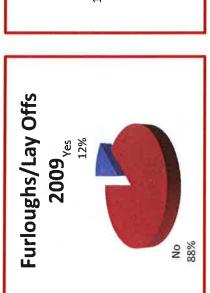
Cost for EE 2011

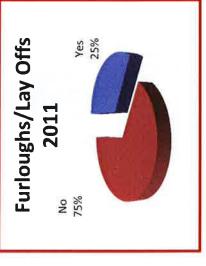




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City of Fayetteville, AR Supplemental Survey Summary







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