

Added at
Agenda Session
2/26/13

City of Fayetteville Staff Review Form

City Council Agenda Items
and
Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
Agenda Items Only

Paul A. Becker
Submitted By

Finance & Internal Services
Division

Finance & Internal Services
Department

Action Required:

A Budget Amendment for \$ 1,330,000 is requested Citywide for 2013 Employee Compensation Adjustments. **REQUEST APPROVAL OF THE ATTACHED POLICE AND FIRE PAY PLAN GRIDS.**

| | | |
|----------------------|--------------------|---------------------------------|
| Cost of this request | \$ 44,360,149 | Personnel Services |
| xxxx.xxxx.51xx.xx | \$ 5,347,962 | Citywide |
| Account Number | Funds Used to Date | Program / Project Category Name |
| Project Number | \$ 39,012,187 | Citywide |
| | Remaining Balance | Fund Name |

Budgeted Item

Budget Adjustment Attached

Paul A. Becker 2-18-2013
Department Director Date

Previous Ordinance or Resolution # _____

[Signature] 2-20-13
City Attorney Date

Original Contract Date: _____

Original Contract Number: _____

Paul A. Becker 2-20-2013
Finance and Internal Services Director Date

Received in City Clerk's Office 2-20-13 5:55 PM RCDV
[Signature]

[Signature] 2-20-13
Chief of Staff Date

Received in Mayor's Office
ENTERED 3/20/13
[Signature]

[Signature] 2/21/13
Mayor Date

Comments:

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.

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 | <u>18,100</u> |
| | \$1,330,000 |

RESOLUTION 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 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

**City of Fayetteville, Arkansas
Budget Adjustment Form**

C. 11 V13.0107
Employee Compensation
Adjustment for 2013
Page Number 168

| | | | |
|----------------------------|--|---------------------------------|--------------------------|
| Budget Year 2013 | Division: *ALL DIVISIONS Department: Citywide | Request Date 3/5/2013 | Adjustment Number |
|----------------------------|--|---------------------------------|--------------------------|

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.



| | |
|---|--------------------------|
| <u>Paul A. Beuh</u> Division Head | <u>2-27-2013</u> Date |
| <u>[Signature]</u> Budget Director | <u>3-5-2013</u> Date |
| Department Director | Date |
| <u>Paul A. Beuh</u> Finance Director | <u>2-27-2013</u> Date |
| <u>[Signature]</u> Chief of Staff | <u>2-27-13</u> Date |
| <u>[Signature]</u> Mayor | <u>2/28/13</u> Date |

Prepared By: Kevin Springer

Reference: _____

Budget & Research Use Only

Type: A B C D E P

General Ledger Date _____

Posted to General Ledger _____

| | |
|---------------|------------|
| Initial _____ | Date _____ |
| Initial _____ | Date _____ |

| TOTAL BUDGET ADJUSTMENT | | 1,330,000 | 1,330,000 | |
|-------------------------|-------------------|-----------------------|-----------|--------------------|
| | | Increase / (Decrease) | | |
| Account Name | Account Number | Expense | Revenue | Project.Sub Number |
| Salary Contingency | 1010.6600.5100.01 | 1,000,000 | - | . |
| Use of Fund Balance | 1010.0001.4999.99 | - | 1,000,000 | . |
| 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 | - | . |
| Use of Fund Balance | 2250.0925.4999.99 | - | 30,000 | . |
| Salary Contingency | 2930.2960.5100.01 | 1,300 | - | . |
| Use of Fund Balance | 2930.0993.4999.99 | - | 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 | - | 83,000 | . |
| Salary Contingency | 5550.3940.5100.01 | 12,600 | - | . |
| Use of Fund Balance | 5550.0955.4999.99 | - | 12,600 | . |
| 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 | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Firefighter | | | | | | | | | | |
| ANNUALIZED | \$ 33,469 | \$ 35,125 | \$ 36,781 | \$ 38,437 | \$ 40,093 | \$ 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 | \$ 14,905 | \$ 15,474 | \$ 16,043 | \$ 16,612 |
| 40 HR WK RT RATE | \$ 16,091 | \$ 16,887 | \$ 17,683 | \$ 18,479 | \$ 19,275 | \$ 20,072 | \$ 20,868 | \$ 21,664 | \$ 22,460 | \$ 23,256 |
| Driver | | | | | | | | | | |
| ANNUALIZED | \$ 41,579 | \$ 42,915 | \$ 44,251 | \$ 45,587 | \$ 46,923 | \$ 48,259 | \$ 49,595 | \$ 50,931 | \$ 52,267 | \$ 53,603 |
| HOURLY RATE - SHIFT | \$ 14,279 | \$ 14,737 | \$ 15,196 | \$ 15,655 | \$ 16,114 | \$ 16,572 | \$ 17,031 | \$ 17,490 | \$ 17,949 | \$ 18,408 |
| 40 HR WK RT RATE | \$ 19,990 | \$ 20,632 | \$ 21,275 | \$ 21,917 | \$ 22,559 | \$ 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 | \$ 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 | \$ 24,796 | \$ 25,687 | \$ 26,578 | \$ 27,469 | \$ 28,361 | \$ 29,252 | \$ 30,143 | \$ 31,034 | \$ 31,925 | \$ 32,816 |
| Battalion Chief | | | | | | | | | | |
| ANNUALIZED | \$ 57,018 | \$ 59,052 | \$ 61,085 | \$ 63,119 | \$ 65,152 | \$ 67,186 | \$ 69,219 | \$ 71,253 | \$ 73,287 | \$ 75,320 |
| HOURLY RATE - SHIFT | \$ 19,580 | \$ 20,279 | \$ 20,977 | \$ 21,675 | \$ 22,374 | \$ 23,072 | \$ 23,770 | \$ 24,469 | \$ 25,167 | \$ 25,865 |
| 40 HR WK RT RATE | \$ 27,413 | \$ 28,390 | \$ 29,368 | \$ 30,346 | \$ 31,323 | \$ 32,301 | \$ 33,279 | \$ 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.

Fayetteville Proposed 2013 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 | \$ 37,323 | \$ 38,989 | \$ 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 |
| Police Corporal | Annualized | \$ 42,000 | \$ 43,897 | \$ 45,794 | \$ 47,691 | \$ 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 |
| | Hourly | 22.299 | 23.171 | 24.043 | 24.915 | 25.787 | 26.659 | 27.531 | 28.402 | 29.274 |
| Police Lieutenant | Annualized | \$ 51,622 | \$ 53,601 | \$ 55,580 | \$ 57,559 | \$ 59,538 | \$ 61,517 | \$ 63,496 | \$ 65,475 | \$ 67,453 |
| | Hourly | 24.818 | 25.770 | 26.721 | 27.672 | 28.624 | 29.575 | 30.527 | 31.478 | 32.430 |

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.

| | | |
|-----------------------|-----------|-----------|
| | Minimum | Maximum |
| | Pay | Pay |
| Police Captain | \$ 59,274 | \$ 80,759 |

(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.

| <u>Target Organization</u> | <u>GCD Multiplier</u> |
|-----------------------------------|------------------------------|
| 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, *unadjusted* 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 *adjusted* 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
 Years: 2002 to 2012

| 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,

A handwritten signature in cursive script that reads "Carolyn Long".

Carolyn Long
Executive Vice-President
Management Advisory Group Intl., Inc.

Phone: 703.590.7250
Fax: 703.590.0366
www.maginc.info

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 | \$ 33,469 | \$ 35,125 | \$ 36,781 | \$ 38,437 | \$ 40,093 | \$ 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 | \$ 14,905 | \$ 15,474 | \$ 16,043 | \$ 16,612 |
| 40 HR WK RT RATE | \$ 16,091 | \$ 16,887 | \$ 17,683 | \$ 18,479 | \$ 19,275 | \$ 20,072 | \$ 20,868 | \$ 21,664 | \$ 22,460 | \$ 23,256 |
| | | | | | | | | | | |
| Driver | | | | | | | | | | |
| ANNUALIZED | \$ 41,579 | \$ 42,915 | \$ 44,251 | \$ 45,587 | \$ 46,923 | \$ 48,259 | \$ 49,595 | \$ 50,931 | \$ 52,267 | \$ 53,603 |
| HOURLY RATE - SHIFT | \$ 14,279 | \$ 14,737 | \$ 15,196 | \$ 15,655 | \$ 16,114 | \$ 16,572 | \$ 17,031 | \$ 17,490 | \$ 17,949 | \$ 18,408 |
| 40 HR WK RT RATE | \$ 19,990 | \$ 20,632 | \$ 21,275 | \$ 21,917 | \$ 22,559 | \$ 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 | \$ 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 | \$ 24,796 | \$ 25,687 | \$ 26,578 | \$ 27,469 | \$ 28,361 | \$ 29,252 | \$ 30,143 | \$ 31,034 | \$ 31,925 | \$ 32,816 |
| | | | | | | | | | | |
| Battalion Chief | | | | | | | | | | |
| ANNUALIZED | \$ 57,018 | \$ 59,052 | \$ 61,085 | \$ 63,119 | \$ 65,152 | \$ 67,186 | \$ 69,219 | \$ 71,253 | \$ 73,287 | \$ 75,320 |
| HOURLY RATE - SHIFT | \$ 19,580 | \$ 20,279 | \$ 20,977 | \$ 21,675 | \$ 22,374 | \$ 23,072 | \$ 23,770 | \$ 24,469 | \$ 25,167 | \$ 25,865 |
| 40 HR WK RT RATE | \$ 27,413 | \$ 28,390 | \$ 29,368 | \$ 30,346 | \$ 31,323 | \$ 32,301 | \$ 33,279 | \$ 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.

Fayetteville Proposed 2013 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 Hourly | \$ 35,656 | \$ 37,323 | \$ 38,989 | \$ 40,656 | \$ 42,323 | \$ 43,990 | \$ 45,656 | \$ 47,323 | \$ 48,990 | \$ 50,657 |
| | 17,142 | 17,944 | 18,745 | 19,546 | 20,348 | 21,149 | 21,950 | 22,751 | 23,553 | 24,354 |
| Police Corporal Annualized Hourly | \$ 42,000 | \$ 43,897 | \$ 45,794 | \$ 47,691 | \$ 49,589 | \$ 51,486 | \$ 53,383 | \$ 55,280 | | |
| | 20,192 | 21,104 | 22,016 | 22,929 | 23,841 | 24,753 | 25,665 | 26,577 | | |
| Police Sergeant Annualized Hourly | \$ 46,381 | \$ 48,195 | \$ 50,008 | \$ 51,822 | \$ 53,636 | \$ 55,450 | \$ 57,263 | \$ 59,077 | \$ 60,891 | \$ 62,705 |
| | 22,299 | 23,171 | 24,043 | 24,915 | 25,787 | 26,659 | 27,531 | 28,402 | 29,274 | 30,147 |
| Police Lieutenant Annualized Hourly | \$ 51,622 | \$ 53,601 | \$ 55,580 | \$ 57,559 | \$ 59,538 | \$ 61,517 | \$ 63,496 | \$ 65,475 | \$ 67,453 | \$ 69,432 |
| | 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.

| | | |
|-----------------------|-----------|-----------|
| | Minimum | Maximum |
| | Pay | Pay |
| Police Captain | \$ 59,274 | \$ 80,759 |

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

Proposed Pay Plans

Proposed Pay Plans
City of Fayetteville, Arkansas

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|---|-----------------|-----------------|-----------------|
| Merit | | | | |
| 101 | | \$18,451 | \$22,141 | \$28,119 |
| 427 | MAINTENANCE WORKER I PARKS | | | |
| 102 | MAINTENANCE WORKER I TRANSPORTATION | | | |
| 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 TRANSPORTATION | | | |
| 34 | PARKING ENFORCEMENT OFFICER | | | |
| 475 | SCALE HOUSE ATTENDANT | | | |
| 105 | | \$22,427 | \$26,912 | \$34,179 |
| 511 | AIRPORT CUSTOMER SERVICE REPRESENTATIVE | | | |
| 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 I | | | |
| 452 | MAINTENANCE WORKER III PARKING | | | |
| 436 | MAINTENANCE WORKER III PARKS | | | |
| 104 | MAINTENANCE WORKER III TRANSPORTATION | | | |
| 434 | MAINTENANCE WORKER III WATER SEWER | | | |
| 383 | PERMIT TECHNICIAN | | | |
| 63 | POLICE CLERK | | | |
| 176 | TRANSCRIPTIONIST | | | |
| 505 | URBAN FORESTRY SECRETARY | | | |
| 107 | | \$24,726 | \$29,671 | \$37,682 |
| 404 | AIRPORT ADMINISTRATIVE ASSISTANT | | | |
| 95 | AIRPORT MAINTENANCE WORKER III | | | |
| 477 | ANIMAL SERVICES SR SECRETARY | | | |
| 504 | COMMERCIAL PERMIT COORDINATOR | | | |
| 384 | CUSTOMER SERVICE REPRESENTATIVE II | | | |
| 86 | DEPUTY COURT CLERK | | | |
| 500 | DEVELOPMENT COORDINATOR | | | |
| 358 | ENGINEERING SERVICES COORDINATOR | | | |
| 463 | FIRE ADMINISTRATIVE SECRETARY | | | |
| 42 | FLEET OPERATIONS CLERK | | | |
| 315 | HORTICULTURAL ASSISTANT II | | | |
| 306 | HOT CHECK PROGRAM CLERK | | | |
| 101 | LEGAL ASSISTANT | | | |

Proposed Pay Plans
City of Fayetteville, Arkansas

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|--|-----------------|-----------------|-----------------|
| Merit | | | | |
| 107 | | \$24,726 | \$29,671 | \$37,682 |
| 430 | MAINTENANCE WORKER IV ASPHALT | | | |
| 431 | MAINTENANCE WORKER IV CONCRETE | | | |
| 432 | MAINTENANCE WORKER IV DRAINAGE | | | |
| 428 | MAINTENANCE WORKER IV PARKS | | | |
| 433 | MAINTENANCE WORKER IV RIGHT OF WAY | | | |
| 451 | MAINTENANCE WORKER IV TRAILS | | | |
| 454 | MAINTENANCE WORKER IV WATER SEWER NO LICENSE | | | |
| 117 | METER READER | | | |
| 252 | POLICE SUPPORT SPECIALIST | | | |
| 184 | SENIOR PLANNING CLERK | | | |
| 453 | SENIOR SECRETARY - BUILDING SERVICES | | | |
| 443 | SENIOR SECRETARY - CITY ATTORNEY | | | |
| 444 | SENIOR SECRETARY - CITY CLERK | | | |
| 422 | SENIOR SECRETARY - PARKS AND REC | | | |
| 260 | SENIOR SECRETARY - POLICE | | | |
| 476 | YRCC RECREATION PROGRAM ASSISTANT 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 TECHNICIAN | | | |
| 124 | MAINTENANCE WORKER IV WATER SEWER LICENSED | | | |
| 125 | METER MAINTENANCE TECHNICIAN | | | |
| 161 | OPERATIONS ASSISTANT | | | |
| 415 | PLANNING TECH CURRENT PLANNING | | | |
| 326 | PLANNING TECH LONG RANGE | | | |
| 230 | PRODUCTION TECHNICIAN | | | |
| 496 | PROGRAMMING COORDINATOR | | | |
| 144 | PURCHASING TECHNICIAN | | | |
| 501 | RECREATION COORDINATOR | | | |
| 503 | RESIDENTIAL PERMIT COORDINATOR | | | |
| 469 | UTILITIES PROJECT COORDINATOR | | | |
| 440 | WAREHOUSE ATTENDANT WATER SEWER | | | |
| 18 | WATER FIELD SERVICE REPRESENTATIVE | | | |
| 192 | WATER/SEWER OPERATIONS CLERK | | | |
| 109 | | \$27,260 | \$32,712 | \$41,544 |
| 139 | ANIMAL SERVICES OFFICER | | | |
| 249 | BACKFLOW PREVENTION TECHNICIAN | | | |
| 342 | CONSTRUCTION LEAD MAINTENANCE WORKER | | | |
| 399 | DEPUTY COURT CLERK II | | | |
| 13 | DISPATCHER | | | |
| 417 | FLEET OPERATIONS ADMINISTRATIVE ASSISTANT | | | |
| 281 | ROUTE DRIVER | | | |
| 251 | SENIOR CUSTOMER SERVICE REPRESENTATIVE | | | |
| 76 | SENIOR LEGAL ASSISTANT | | | |
| 368 | SR POLICE SUPPORT SPECIALIST | | | |
| 126 | TRAFFIC TECHNICIAN | | | |
| 256 | VETERINARY ASSISTANT | | | |

Proposed Pay Plans
City of Fayetteville, Arkansas

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|--|-----------------|-----------------|-----------------|
| Merit | | | | |
| 110 | | \$28,623 | \$34,348 | \$43,622 |
| 71 | BILLING AND COLLECTIONS COORDINATOR | | | |
| 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 COMMUNITY RESOURCES | | | |
| 372 | ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE | | | |
| 321 | BENEFITS ADMINISTRATOR | | | |
| 134 | CODE COMPLIANCE OFFICER | | | |
| 113 | CREW LEADER | | | |
| 405 | CREW LEADER - AIRPORT MAINTENANCE | | | |
| 266 | CREW LEADER - ATHLETIC FIELDS | | | |
| 406 | CREW LEADER - FORESTRY SERVICES | | | |
| 407 | CREW LEADER - GROUNDS MAINTENANCE | | | |
| 418 | CREW LEADER - SOLID WASTE | | | |
| 429 | CREW LEADER - TRANSPORTATION | | | |
| 298 | CRIME SCENE TECHNICIAN | | | |
| 277 | DEPUTY CITY CLERK | | | |
| 387 | DISPATCHER II | | | |
| 224 | DOCUMENT MANAGEMENT MANAGER | | | |
| 7 | EQUIPMENT MECHANIC II | | | |
| 467 | HELP DESK ANALYST | | | |
| 457 | HUMAN RESOURCES ASSISTANT | | | |
| 381 | LAND SURVEY TECHNICIAN | | | |
| 396 | LIFE SAFETY EDUCATION SPECIALIST | | | |
| 289 | PARK FACILITIES MNT WKR | | | |
| 111 | PW PROJECTS INSPECTOR | | | |
| 282 | RECREATION PROGRAMS MANAGER SOCCER | | | |
| 426 | RECREATION PROGRAMS MANAGER SOFTBALL | | | |
| 490 | RECREATION PROGRAMS MANAGER YOUTH SOFTBALL | | | |
| 502 | REDEVELOPMENT OFFICER | | | |
| 468 | TRANSPORTATION FACILITY MAINTENANCE WORKER | | | |
| 201 | YRCC DIRECTOR | | | |
| 112 | | \$31,557 | \$37,868 | \$48,093 |
| 73 | ACCOUNTANT - PAYROLL | | | |
| 483 | ANIMAL SERVICES PROGRAMS ADMINISTRATOR | | | |
| 479 | ANIMAL SERVICES PROGRAMS MANAGER | | | |
| 403 | AUTOMOTIVE PARTS SPECIALIST | | | |
| 250 | BACKFLOW PREVENTION OPER ASST | | | |
| 89 | COURT SERVICES OFFICER | | | |
| 246 | CREW LEADER - BUILDING MAINTENANCE | | | |
| 245 | CREW LEADER - BUILDING SERVICES | | | |
| 489 | CREW LEADER II | | | |
| 391 | CREW LEADER WATER/LICENSE | | | |
| 388 | DISPATCHER III | | | |
| 61 | EQUIPMENT MECHANIC III | | | |
| 206 | INSPECTOR/RESIDENTIAL | | | |
| 172 | LEAD COURT CLERK | | | |

Proposed Pay Plans
 City of Fayetteville, Arkansas

| Code | Proposed Class Title | Ann Min | Mkt | Ann Max |
|--------------|--|-----------------|-----------------|-----------------|
| Merit | | | | |
| 112 | | \$31,557 | \$37,868 | \$48,093 |
| 114 | METER OPERATIONS ASSISTANT | | | |
| 459 | OFFICE MANAGER - WATER/SEWER | | | |
| 471 | OFFICE MANAGER DEV SERVICES | | | |
| 438 | OFFICE MANAGER SOLID WASTE | | | |
| 303 | OFFICE MANAGER TRANSPORTATION | | | |
| 318 | SOLID WASTE COMMERCIAL REPRESENTATIVE | | | |
| 67 | TRAFFIC SIGNAL TECHNICIAN | | | |
| 113 | | \$33,135 | \$39,762 | \$50,498 |
| 83 | ACCOUNTANT - REVENUES | | | |
| 339 | BUDGET ANALYST | | | |
| 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 - POLICE | | | |
| 336 | FINANCIAL COORDINATOR - TRANSPORTATION | | | |
| 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 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 | | | |
| 116 | | \$38,358 | \$46,029 | \$58,457 |
| 123 | DISPATCH SHIFT SUPERVISOR | | | |

Proposed Pay Plans
City of Fayetteville, Arkansas

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|--|-----------------|-----------------|-----------------|
| 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 ADMINISTRATOR | | | |
| 35 | PARKS MAINTENANCE SUPERVISOR | | | |
| 373 | PLANS EXAMINER - BUILDING OFFICIAL | | | |
| 400 | PURCHASING AGENT | | | |
| 110 | SOLID WASTE OPERATIONS SUPERVISOR | | | |
| 395 | SR FIELD OPERATIONS SUPERVISOR | | | |
| 247 | TECHNICAL SERVICES SUPERVISOR | | | |
| 283 | TELECOMMUNICATIONS ENGINEER | | | |
| 191 | TRAFFIC CONTROL SUPERVISOR | | | |
| 350 | WATER SEWER FIELD MAINTENANCE SUPERVISOR | | | |
| 117 | | \$40,276 | \$48,331 | \$61,380 |
| 450 | FINANCIAL ANALYST - BUDGET | | | |
| 155 | FINANCIAL ANALYST - BUSINESS OFFICE | | | |
| 167 | FIXED ASSETS/INVESTMENT COORDINATOR | | | |
| 376 | FLEET SERVICES SUPPORT MANAGER | | | |
| 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 SUPERVISOR | | | |
| 307 | BUSINESS SYSTEMS ANALYST | | | |
| 371 | CONTRACT GRANT FINANCIAL ACCOUNTANT | | | |
| 461 | FIRE IT SYSTEMS ANALYST | | | |
| 328A | PARK PLANNER II | | | |
| 344 | POLICE IT SYSTEMS ANALYST | | | |
| 412 | SENIOR PLANNER - CURRENT PLANNING | | | |
| 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 - INVESTMENT AND CASH | | | |
| 408 | ACCOUNTING MANAGER - PAYROLL AND PENSION | | | |
| 314 | AIRPORT DIRECTOR | | | |
| 23 | ANIMAL SERVICES SUPERINTENDENT | | | |
| 455 | ASSISTANT TRANSPORTATION MANAGER | | | |
| 0381 | ASSISTANT WATER/SEWER OPERATIONS MANAGER | | | |

**Proposed Pay Plans
 City of Fayetteville, Arkansas**

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|--|-----------------|-----------------|------------------|
| Merit | | | | |
| 122 | | \$51,403 | \$61,684 | \$78,338 |
| 58 | BILLING AND COLLECTIONS MANAGER | | | |
| 19 | BUILDING OFFICIAL - SAFETY | | | |
| 14 | CITY CLERK/TREASURER | | | |
| 347 | MANAGEMENT ACCOUNTING COORDINATOR | | | |
| 274 | PARKING AND TELECOMMUNICATIONS MANAGER | | | |
| 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 MARKETING DIRECTOR | | | |
| 84 | COMMUNITY SERVICES DIRECTOR | | | |
| 493 | DIRECTOR OF INTERNAL CONSULTING | | | |
| 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 WASTEWATER | | | |
| 268 | VETERINARIAN | | | |
| 125 | | \$59,505 | \$71,407 | \$90,686 |
| 470 | CONSTRUCTION AND CONTRACT MANAGER | | | |
| 492 | DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING | | | |
| 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 SUPERINTENDENT | | | |
| 45 | HUMAN RESOURCES DIRECTOR | | | |
| 26 | INFORMATION TECHNOLOGIES DIRECTOR | | | |
| 79 | PARKS & REC DIRECTOR | | | |
| 218 | SOLID WASTE DIRECTOR | | | |
| 332 | TRANSPORTATION MANAGER | | | |
| 5 | WATER & SEWER OPERATIONS MANAGER | | | |
| 127 | | \$65,605 | \$78,726 | \$99,982 |
| 12 | ASSISTANT FIRE CHIEF | | | |
| 33 | DEPUTY CHIEF OF POLICE | | | |
| 128 | | \$68,885 | \$82,662 | \$104,981 |
| 140 | CITY ENGINEER | | | |
| 170 | PROSECUTING ATTORNEY | | | |
| 129 | | \$72,329 | \$86,795 | \$110,230 |
| 466 | DEVELOPMENT SERVICES DIRECTOR | | | |
| 465 | TRANSPORTATION SERVICES DIRECTOR | | | |
| 130 | | \$75,946 | \$91,135 | \$115,741 |
| 133 | CITY ATTORNEY | | | |
| 57 | FIRE CHIEF | | | |
| 81 | POLICE CHIEF | | | |
| 474 | UTILITIES DIRECTOR | | | |

Proposed Pay Plans
City of Fayetteville, Arkansas

| <i>Code</i> | <i>Proposed Class Title</i> | <i>Ann Min</i> | <i>Mkt</i> | <i>Ann Max</i> |
|--------------|-----------------------------|----------------|------------|----------------|
| 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 | | | |

276 Active Proposed Classes in the Merit Pay Plan

APPENDIX 2.0

**SALARY SURVEY SUMMARY
WITH GCD ADJUSTMENT**

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

| Title | Average Market Min | Fayetteville Min | Difference at Min | Average Market Mid | Fayetteville Mid | Difference at Mid | Average Market Max | Fayetteville Max | Difference at Max |
|--|--------------------|------------------|-------------------|--------------------|------------------|-------------------|--------------------|------------------|-------------------|
| MAINTENANCE WORKER III - WATER SEWER | \$27,488 | \$23,055 | -19.2% | \$33,888 | \$29,095 | -16.5% | \$40,288 | \$35,135 | -14.7% |
| MAINTENANCE WORKER II - PARKS | \$24,747 | \$20,911 | -18.3% | \$30,625 | \$26,390 | -16.0% | \$36,503 | \$31,869 | -14.5% |
| MAINTENANCE WORKER IV - ASPHALT | \$28,198 | \$24,207 | -16.5% | \$35,082 | \$30,550 | -14.8% | \$41,965 | \$36,892 | -13.8% |
| CUSTODIAN | \$22,347 | \$18,967 | -17.8% | \$27,131 | \$23,937 | -13.3% | \$31,915 | \$28,906 | -10.4% |
| SECRETARY - PROSECUTOR OFFICE | \$25,045 | \$21,957 | -14.1% | \$30,950 | \$27,710 | -11.7% | \$36,854 | \$33,462 | -10.1% |
| PARKING ENFORCEMENT OFFICER | \$23,894 | \$20,911 | -14.3% | \$29,429 | \$26,390 | -11.5% | \$34,964 | \$31,869 | -9.7% |
| CREW LEADER | \$33,667 | \$29,424 | -14.4% | \$41,350 | \$37,133 | -11.4% | \$49,034 | \$44,842 | -9.3% |
| BENEFITS ADMINISTRATOR | \$33,060 | \$29,424 | -12.4% | \$41,261 | \$37,133 | -11.1% | \$49,461 | \$44,842 | -10.3% |
| SENIOR SECRETARY - PARKS AND REC | \$27,674 | \$24,207 | -14.3% | \$33,813 | \$30,550 | -10.7% | \$39,952 | \$36,892 | -8.3% |
| WATER SEWER FIELD MAINTENANCE SUPERVISOR | \$41,453 | \$37,553 | -10.4% | \$47,361 | \$47,392 | 0.1% | \$53,299 | \$52,731 | -1.1% |
| SENIOR CUSTOMER SERVICE REPRESENTATIVE | \$29,787 | \$26,689 | -11.6% | \$37,012 | \$33,681 | -9.5% | \$44,237 | \$40,673 | -8.8% |
| SHELTER ATTENDANT | \$22,573 | \$19,915 | -13.3% | \$27,533 | \$25,133 | -9.5% | \$32,943 | \$30,351 | -8.5% |
| EQUIPMENT MECHANIC I | \$27,792 | \$25,418 | -9.3% | \$34,568 | \$32,077 | -7.8% | \$41,343 | \$38,736 | -6.7% |
| GIS TECHNICIAN | \$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 | -9.9% | \$47,870 | \$45,136 | -6.1% | \$56,441 | \$54,506 | -3.6% |
| CITY ATTORNEY | \$80,855 | \$74,353 | -8.7% | \$99,105 | \$93,834 | -5.6% | \$117,354 | \$113,314 | -3.6% |
| CUSTOMER SERVICE REPRESENTATIVE I | \$24,563 | \$23,055 | -6.5% | \$30,648 | \$29,095 | -5.3% | \$36,732 | \$35,135 | -4.5% |
| CODE COMPLIANCE OFFICER | \$31,825 | \$29,424 | -8.2% | \$38,971 | \$37,133 | -4.9% | \$46,117 | \$44,842 | -2.8% |
| PURCHASING AGENT | \$39,525 | \$37,553 | -5.3% | \$49,569 | \$47,392 | -4.6% | \$59,614 | \$57,231 | -4.2% |
| EQUIPMENT MECHANIC II | \$31,154 | \$29,424 | -5.9% | \$38,802 | \$37,133 | -4.5% | \$46,450 | \$44,842 | -3.6% |
| FIELD OPERATIONS 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 | -8.0% | \$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 | -6.5% | \$56,410 | \$54,863 | -2.8% | \$63,546 | \$62,253 | -2.1% |
| ROUTE DRIVER | \$28,218 | \$26,689 | -5.7% | \$34,588 | \$33,681 | -2.7% | \$40,959 | \$40,673 | -0.7% |
| 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 | -0.8% | \$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 | -0.9% | \$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 | -0.9% | \$32,807 | \$33,681 | 2.8% | \$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 | 0.6% | \$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 | \$49,762 | 5.2% | \$56,705 | \$60,093 | 5.6% |
| DISTRICT COURT ADMINISTRATOR | \$44,717 | \$45,646 | 2.0% | \$54,132 | \$57,606 | 6.0% | \$63,546 | \$69,565 | 8.7% |
| ACCOUNTANT PAYROLL | \$29,585 | \$30,895 | 4.2% | \$36,550 | \$38,990 | 6.3% | \$43,515 | \$47,084 | 7.6% |
| STAFF ENGINEER | \$33,162 | \$35,483 | 4.2% | \$42,627 | \$47,020 | 7.7% | \$56,091 | \$61,557 | 9.0% |
| CITY ENGINEER | \$64,361 | \$67,441 | 4.6% | \$78,537 | \$85,110 | 7.7% | \$92,712 | \$102,779 | 10.0% |
| 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% | \$65,621 | \$72,253 | 10.0% |
| ACCOUNTING CLERK - PAYABLES | \$27,571 | \$29,424 | 6.3% | \$33,612 | \$37,133 | 9.5% | \$43,653 | \$44,842 | 11.6% |
| ACCOUNTING DIRECTOR | \$57,774 | \$61,171 | 5.6% | \$68,306 | \$77,198 | 11.5% | \$80,843 | \$93,224 | 13.3% |
| SOLID WASTE DIRECTOR | \$60,284 | \$67,441 | 10.6% | \$74,194 | \$85,110 | 12.8% | \$88,104 | \$102,779 | 14.3% |
| PROSECUTING ATTORNEY | \$43,093 | \$50,325 | 14.4% | \$54,910 | \$63,511 | 13.5% | \$66,727 | \$76,696 | 13.0% |
| BILLING AND COLLECTIONS MANAGER | \$44,058 | \$50,325 | 12.5% | \$54,015 | \$63,511 | 15.0% | \$63,973 | \$76,696 | 16.6% |
| ACCOUNTING MANAGER - PAYROLL AND PENSION | \$43,286 | \$52,841 | 18.1% | \$52,804 | \$66,686 | 20.8% | \$62,322 | \$80,530 | 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

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|---|-------|-----------------|-----------------|--------------|--------------------------|---------|-----------------|
| City of North Little Rock | Battalion Chief | Good | | | | <input type="checkbox"/> | | \$66,716 |
| City of Joplin | Battalion Chief | Good | \$42,602 | \$64,323 | 51.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Battalion Chief | Good | \$48,441 | \$72,663 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Battalion Chief | Good | \$48,967 | \$62,502 | 27.6% | <input type="checkbox"/> | | |
| City of Rogers | Battalion Chief | Good | \$49,334 | \$56,903 | 15.3% | <input type="checkbox"/> | | |
| City of Lee's Summit | Battalion Chief | Good | \$50,616 | \$72,115 | 42.5% | <input type="checkbox"/> | | |
| City of Springdale | Battalion Chief | Good | \$50,747 | \$76,121 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Fire Battalion Chief | Good | \$50,791 | \$73,835 | 45.4% | <input type="checkbox"/> | | |
| City of Brentonville | Battalion Chief | Good | \$52,399 | \$81,901 | 56.3% | <input type="checkbox"/> | | |
| City of St. Joseph | Battalion Chief | Good | \$53,257 | \$65,419 | 22.8% | <input type="checkbox"/> | | |
| City of Manhattan | Battalion Chief | Good | \$54,402 | \$86,187 | 58.4% | <input type="checkbox"/> | | |
| City of Conway | Battalion Chief and District/Division Chief | Good | \$57,413 | \$66,039 | 15.0% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Battalion Chief | Good | \$67,004 | \$83,155 | 24.1% | <input type="checkbox"/> | | |
| City of Fort Smith | Battalion Chief | Good | \$67,161 | \$75,556 | 12.9% | <input type="checkbox"/> | | |
| City of College Station | Battalion Chief | Good | \$68,025 | \$92,616 | 36.1% | <input type="checkbox"/> | | |
| City of Midwest City | Assistant Chief | Good | \$85,639 | \$89,273 | 4.2% | <input type="checkbox"/> | | |
| Average | | | \$56,453 | \$74,574 | 32.1% | | | \$66,716 |

| | | | | | | | | |
|-----------------------|-----------------|---------------------|------------------|------------------|--------------|--|--|--|
| City of Fayetteville: | Battalion Chief | | \$49,823 | \$69,329 | 39.2% | | | |
| | | S Difference | (\$6,630) | (\$5,245) | | | | |
| | | % Difference | -13.3% | -7.6% | | | | |

Salary Survey Results for City of Fayetteville with GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Describe 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.

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|-------------------------------|-----------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Fire Driver/Engineer | Good | \$31,679 | \$45,990 | 45.2% | <input type="checkbox"/> | | |
| City of Springdale | Firefighter/Engineer | Good | \$31,850 | \$47,774 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Firefighter - Driver/Operator | Good | \$34,126 | \$51,188 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Fire Equipment Operator | Identical | \$34,501 | \$44,021 | 27.6% | <input type="checkbox"/> | | |
| City of Conway | Engineer | Good | \$35,601 | \$42,974 | 20.7% | <input type="checkbox"/> | | |
| City of Lee's Summit | Engineer | Good | \$35,647 | \$47,225 | 32.5% | <input type="checkbox"/> | | |
| City of Bentonville | Firefighter/Engineer | Good | \$35,952 | \$55,186 | 53.5% | <input type="checkbox"/> | | |
| City of St. Joseph | Driver/Engineer | Good | \$37,517 | \$46,085 | 22.8% | <input type="checkbox"/> | | |
| City of Columbia | Fire Engineer | Good | \$38,026 | \$55,368 | 45.6% | <input type="checkbox"/> | | |
| City of Manhattan | Fire Driver I | Good | \$42,707 | \$56,367 | 32.0% | <input type="checkbox"/> | | |
| City of Lawrence | Fire Equipment EMT | Good | \$43,229 | \$62,611 | 44.8% | <input type="checkbox"/> | | |
| City of North Little Rock | Driver | Good | \$44,071 | \$46,936 | 6.5% | <input type="checkbox"/> | | |
| City of Fort Smith | Driver | Good | \$45,530 | \$49,939 | 9.7% | <input type="checkbox"/> | | |
| City of College Station | Apparatus Operator - Fire | Good | \$48,033 | \$60,407 | 25.8% | <input type="checkbox"/> | | |
| City of Norman | Fire Driver Engineer | Good | \$48,705 | \$69,349 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Fire Apparatus Engineer | Good | \$52,897 | \$54,755 | 3.5% | <input type="checkbox"/> | | |
| City of Midwest City | Apparatus Operator | Good | \$59,765 | \$66,050 | 10.5% | <input type="checkbox"/> | | |
| Average | | | \$41,167 | \$53,072 | 28.9% | | | |

| | | | | | | | | |
|----------------------|-----------------------------|----------------------|-----------|-----------|-------|--|--|--|
| City of Fayetteville | Driver/Operator/Firefighter | | \$37,179 | \$51,734 | 39.1% | | | |
| | | \$ Difference | (\$3,988) | (\$1,338) | | | | |
| | | % Difference | -10.7% | -2.6% | | | | |

Salary Survey Results for City of Fayetteville with GCD - Fire

FIRE CAPTAIN

Describe

The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency 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 and property of the citizens of the City.

Quals

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|----------------------|-----------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Tophin | Fire Captain | Good | \$38,596 | \$56,032 | 45.2% | <input type="checkbox"/> | | |
| City of Springfield | Fire Captain | Identical | \$39,612 | \$50,560 | 27.6% | <input type="checkbox"/> | | |
| City of Lee's Summit | Fire Captain I | Good | \$42,368 | \$59,173 | 39.7% | <input type="checkbox"/> | | |
| City of Spragueville | Fire Captain | Good | \$42,928 | \$64,392 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Fire Captain | Good | \$43,989 | \$64,481 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Captain/Medic | Good | \$45,057 | \$76,729 | 70.3% | <input type="checkbox"/> | | |
| City of Bentonville | Fire Captain | Good | \$46,584 | \$72,329 | 55.3% | <input type="checkbox"/> | | |
| City of North Little Rock | Captain | Good | \$48,127 | \$58,774 | 22.1% | <input type="checkbox"/> | | |
| City of St. Joseph | Fire Captain | Identical | \$48,464 | \$62,507 | 29.0% | <input type="checkbox"/> | | |
| City of Conway | Fire Captain | Good | \$49,278 | \$58,581 | 18.9% | <input type="checkbox"/> | | |
| City of Columbia | Fire Battalion Chief | Good | \$50,791 | \$73,835 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | Lieutenant | Good | \$50,950 | \$70,562 | 38.5% | <input type="checkbox"/> | | |
| City of Fort Smith | Captain | Good | \$54,318 | \$59,477 | 9.5% | <input type="checkbox"/> | | |
| City of Norman | Fire Captain | Good | \$56,382 | \$80,280 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Fire Captain | Good | \$57,665 | \$62,517 | 8.4% | <input type="checkbox"/> | | |
| City of College Station | Fire Captain | Good | \$62,843 | \$81,836 | 30.2% | <input type="checkbox"/> | | |
| City of Lawrence | Fire Captain 2912 | Identical | \$69,707 | \$87,199 | 25.1% | <input type="checkbox"/> | | |
| City of Midwest City | Fire Captain | Good | \$72,521 | \$77,187 | 6.4% | <input type="checkbox"/> | | |
| Average | | | \$51,065 | \$67,581 | 32.3% | | | |

City of Fayetteville

| | | | | | | | |
|---------------------|-----------|----------|--|--|-------|--|--------|
| Fire Captain | \$43,039 | \$59,889 | | | 39.2% | | |
| S Difference | (\$8,026) | | | | | | |
| % Difference | -18.6% | | | | | | -17.8% |

Salary Survey Results for City of Fayetteville with GCD - Fire

FIREFIGHTER

Describe Responds to emergency and non-emergency calls for service including but not limited to: rescue, fire suppression, back up, ventilation, salvage and overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department 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 certification or license at a higher level (paramedic, nurse, etc.), 12 college credit hours in core curriculum courses (English, Math, Science, Communications, Speech, Journalism or Foreign Language), Accredited Fire Academy certification (NFA, Pro-Board, etc.), or a minimum of two years 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 Firefighter II within 12 months of hire.

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|---------------------|-----------|-----------------|-----------------|--------------|--------|---------|------------|
| City of North Little Rock | Firefighter | Good | \$27,765 | \$45,963 | 65.5% | | | |
| City of Conway | Firefighter | Good | \$29,672 | \$40,806 | 37.5% | | | |
| City of St. Joseph | Firefighter | Good | \$29,921 | \$42,517 | 42.2% | | | |
| City of Jonesboro | Firefighter | Good | \$30,034 | \$45,052 | 50.0% | | | |
| City of Fort Smith | Firefighter | Good | \$30,054 | \$43,851 | 45.9% | | | |
| City of Springdale | Firefighter/EMT | Good | \$30,120 | \$43,864 | 45.6% | | | |
| City of Joplin | Firefighter/EMT | Identical | \$30,152 | \$43,774 | 45.2% | | | |
| City of Springfield | Firefighter | Identical | \$32,161 | \$40,978 | 27.4% | | | |
| City of Rogers | Firefighter/EMT | Good | \$32,230 | \$55,624 | 72.6% | | | |
| City of Lee's Summit | Firefighter | Identical | \$32,761 | \$43,919 | 34.1% | | | |
| City of Columbia | Firefighter I | Good | \$32,911 | \$47,963 | 45.7% | | | |
| City of Bentonville | Firefighter | Good | \$33,620 | \$50,431 | 50.0% | | | |
| City of Little Rock, AR | Firefighter | Good | \$34,127 | \$50,282 | 47.3% | | | |
| City of Manhattan | Firefighter I | Good | \$35,802 | \$47,290 | 32.1% | | | |
| City of Midway City | Firefighter | Good | \$36,311 | \$49,988 | 39.9% | | | |
| City of College Station | Firefighter | Good | \$36,626 | \$56,712 | 54.8% | | | |
| City of Lawrence | Firefighter FMT - 1 | Identical | \$40,142 | \$58,140 | 44.8% | | | |
| City of Norman | Firefighter | Good | \$42,073 | \$59,905 | 42.4% | | | |
| Average | | | \$33,138 | \$47,894 | 44.5% | | | |

| City of Fayetteville | Firefighter | S Difference | % Difference |
|----------------------|-------------|--------------|--------------|
| | | \$31,037 | -6.8% |
| | | (\$2,101) | -7.2% |
| | | \$44,690 | |
| | | \$44,000 | |

Salary Survey Results for City of Fayetteville with GCD

POLICE CAPTAIN

Description

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 procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. 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

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|--|-----------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| University of Arkansas | HE Public Safety Commander III | Good | \$411,159 | \$72,670 | 76.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Captain | Good | \$48,464 | \$62,507 | 29.0% | <input type="checkbox"/> | | |
| City of Joplin | Police Captain/Assistant Chief of Police | Good | \$49,409 | \$74,608 | 51.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Captain | Good | \$50,148 | \$75,221 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Police Captain | Good | \$50,616 | \$72,115 | 42.5% | <input type="checkbox"/> | | |
| City of Springfield | Police Captain | Good | \$50,747 | \$76,121 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Captain | Good | \$51,450 | \$81,067 | 57.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Police Captain | Good | \$53,896 | \$80,843 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Police Captain | Good | \$57,374 | \$91,740 | 59.9% | <input type="checkbox"/> | | |
| City of Conway | Major | Good | \$57,413 | \$64,944 | 13.1% | <input type="checkbox"/> | | |
| City of Florissant | Police Captain | Good | \$61,391 | \$80,073 | 30.4% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Police Captain | Good | \$61,621 | \$89,534 | 45.3% | <input checked="" type="checkbox"/> | | |
| City of Little Rock, AR | Police Captain | Good | \$63,139 | \$94,709 | 50.0% | <input type="checkbox"/> | | |
| City of Norma | Police Captain | Good | \$63,618 | \$90,582 | 42.4% | <input type="checkbox"/> | | |
| City of Rogers | Police Captain | Good | \$63,822 | \$78,876 | 23.6% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Captain | Good | \$67,211 | \$73,814 | 9.8% | <input type="checkbox"/> | | |
| City of Lawrence | Police Captain | Good | \$68,566 | \$102,546 | 49.6% | <input type="checkbox"/> | | |
| City of Midwest City | Captain | Good | \$70,755 | \$76,195 | 7.7% | <input type="checkbox"/> | | |
| City of Fort Smith | Major | Good | \$71,415 | \$82,876 | 16.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Captain | Identical | \$71,523 | \$78,139 | 9.2% | <input type="checkbox"/> | | |
| Average | | | \$59,687 | \$79,959 | 36.2% | | | |

Average

City of Fayetteville

Police Captain

\$59,687

\$79,959

36.2%

City of Fayetteville

Police Captain

\$59,687

\$78,460

41.7%

\$ Difference (\$3,310)

(\$1,499)

% Difference -6.0%

-1.9%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE CORPORAL

Describe 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. 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 ordinances.

Quals High School Diploma or GED with at least five (5) years continuous experience as a Police Officer with the Fayetteville Police Department. Successful 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 (National Crime Information Center). Must obtain various other certificates to handle specialized equipment used by this position.

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-----------------------|-------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Corporal | Good | \$34,969 | \$50,769 | 45.2% | <input type="checkbox"/> | | |
| City of Rogers | Police Corporal | Good | \$35,286 | \$55,750 | 58.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Corporal | Good | \$35,515 | \$57,328 | 61.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Master Police Officer | Good | \$38,837 | \$56,355 | 45.1% | <input type="checkbox"/> | | |
| City of Bentonville | Police Corporal | Good | \$39,528 | \$58,554 | 48.1% | <input type="checkbox"/> | | |
| City of Fort Smith | Corporal | Good | \$47,776 | \$49,639 | 3.9% | <input type="checkbox"/> | | |
| Average | | | \$38,652 | \$54,733 | 41.6% | | | |

City of Fayetteville
Police Corporal
\$41,378
\$53,105
28.3%
(\$1,628)
-3.1%

S Difference 6.6%
% Difference 6.6%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE LIEUTENANT

Describe

The incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department. Supervises and directs patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. 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 non-uniformed personnel.

Quals

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 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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|--------------------------------|-------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of St. Joseph | Police Captain | Good | \$37,651 | \$48,560 | 29.0% | <input type="checkbox"/> | | |
| University of Arkansas | MT: Public Safety Commander II | Good | \$39,199 | \$70,108 | 78.9% | <input type="checkbox"/> | | |
| City of Springdale | Lieutenant | Good | \$42,928 | \$64,192 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Police Lieutenant | Good | \$44,761 | \$67,580 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Police Lieutenant | Good | \$45,714 | \$68,573 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Lieutenant | Good | \$46,006 | \$69,010 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Lieutenant | Good | \$46,276 | \$73,346 | 58.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Police Sergeant 2 | Good | \$46,280 | \$62,132 | 34.3% | <input type="checkbox"/> | | |
| City of Conway | Police Lieutenant | Good | \$49,278 | \$57,112 | 15.9% | <input type="checkbox"/> | | |
| City of Bentonville | Police Lieutenant | Good | \$49,558 | \$79,246 | 59.9% | <input type="checkbox"/> | | |
| City of Columbia | Police Lieutenant | Good | \$53,300 | \$77,483 | 45.4% | <input type="checkbox"/> | | |
| City of Norman | Police Lieutenant | Good | \$54,374 | \$77,421 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Lieutenant | Good | \$54,629 | \$81,941 | 50.0% | <input type="checkbox"/> | | |
| City of Florissant | Police Lieutenant | Good | \$50,764 | \$74,060 | 30.5% | <input type="checkbox"/> | | |
| City of Rogers | Police Lieutenant | Good | \$57,532 | \$64,786 | 12.6% | <input type="checkbox"/> | | |
| City of South Little Rock | Police Lieutenant | Good | \$57,719 | \$63,439 | 9.9% | <input type="checkbox"/> | | |
| City of Iron Smith | Captain | Good | \$62,154 | \$68,015 | 9.4% | <input type="checkbox"/> | | |
| City of Midwest City | Lieutenant | Good | \$63,481 | \$68,362 | 7.7% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Lieutenant | Good | \$63,498 | \$70,581 | 11.2% | <input type="checkbox"/> | | |
| Average | | | \$51,111 | \$68,745 | 34.5% | | | |

City of Fayetteville

Police Lieutenant

S Difference \$67,777 (reduced)
% Difference -6.8%

41.7%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE OFFICER

Describe

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.

Quals

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|-------------------------|-----------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Conway | Police Officer | Good | \$29,672 | \$42,974 | 44.8% | <input type="checkbox"/> | | |
| City of Springdale | Police Officer | Good | \$30,120 | \$43,864 | 45.6% | <input type="checkbox"/> | | |
| University of Arkansas | HE Public Safety Office | Good | \$30,713 | \$53,640 | 74.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Police Officer | Good | \$31,399 | \$47,097 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Officer | Good | \$32,134 | \$45,694 | 42.2% | <input type="checkbox"/> | | |
| City of Rogers | Police Officer | Good | \$32,246 | \$37,467 | 16.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Police Officer | Good | \$32,592 | \$53,288 | 63.5% | <input type="checkbox"/> | | |
| City of Springfield | Police Officer | Identical | \$32,658 | \$52,568 | 61.0% | <input type="checkbox"/> | | |
| City of Bentonville | Police Officer I | Good | \$32,680 | \$48,399 | 48.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Police Officer I | Good | \$32,761 | \$43,919 | 34.1% | <input type="checkbox"/> | | |
| City of Taplin | Police Officer II | Good | \$33,283 | \$48,316 | 45.2% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Officer | Good | \$34,165 | \$46,647 | 36.5% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Officer | Good | \$37,240 | \$55,885 | 50.1% | <input type="checkbox"/> | | |
| City of Columbia | Police Officer | Identical | \$38,026 | \$55,368 | 45.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Officer | Good | \$39,205 | \$53,503 | 36.5% | <input type="checkbox"/> | | |
| City of Midwest City | Police Officer | Good | \$39,884 | \$45,125 | 13.1% | <input type="checkbox"/> | | |
| City of Lawrence | Police Officer | Identical | \$40,625 | \$68,236 | 68.0% | <input type="checkbox"/> | | |
| City of Norman | Police Officer | Identical | \$41,318 | \$58,831 | 42.4% | <input type="checkbox"/> | | |
| City of Florissant | Police Officer | Good | \$42,648 | \$55,638 | 30.5% | <input type="checkbox"/> | | |
| City of Fort Smith | Patrol | Good | \$42,698 | \$46,640 | 9.2% | <input type="checkbox"/> | | |
| Average | | | \$35,303 | \$50,155 | 42.1% | | | |

City of Fayetteville

Police Officer

\$33,306
\$ Difference (\$1,997)
% Difference -6.0%

\$47,267
(\$2,888)
-6.1%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE SERGEANT

Descrip

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 special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner 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

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. 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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|-----------------------------|---------|-----------------|-----------------|--------------|--------|---------|------------|
| University of Arkansas | IT Public Safety Supervisor | Good | \$32,249 | \$59,157 | 83.4% | | | |
| City of Springdale | Police Sergeant | Good | \$37,062 | \$55,594 | 50.0% | | | |
| City of Jonesboro | Police Sergeant | Good | \$40,262 | \$60,391 | 50.0% | | | |
| City of St. Joseph | Police Sergeant | Identic | \$40,439 | \$52,157 | 29.0% | | | |
| City of Conway | Police Sergeant | Good | \$41,448 | \$48,677 | 17.4% | | | |
| City of Springfield | Police Sergeant | Good | \$42,013 | \$67,097 | 59.7% | | | |
| City of Blue Springs | Sergeant | Good | \$42,207 | \$63,312 | 50.0% | | | |
| City of Lee's Summit | Police Sergeant 1 | Good | \$42,368 | \$59,173 | 39.7% | | | |
| City of Joplin | Police Sergeant | Good | \$42,605 | \$64,319 | 51.0% | | | |
| City of Bentonville | Police Sergeant | Good | \$43,468 | \$64,391 | 48.1% | | | |
| City of Norman | Police Sergeant | Good | \$43,689 | \$63,631 | 42.4% | | | |
| City of Columbia | Police Sergeant | Good | \$46,108 | \$67,066 | 45.5% | | | |
| City of Midwest City | Sergeant | Good | \$47,456 | \$60,747 | 28.0% | | | |
| City of Rogers | Police Sergeant | Good | \$48,558 | \$59,587 | 22.7% | | | |
| City of North Little Rock | Police Sergeant | Good | \$50,025 | \$54,319 | 8.6% | | | |
| City of Fort Smith | Sergeant | Good | \$51,482 | \$59,216 | 15.0% | | | |
| City of Blonsami | 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 | Good | \$58,034 | \$62,060 | 6.9% | | | |
| City of Lawrence | Police Sergeant | Good | \$60,603 | \$90,636 | 49.6% | | | |
| Average | | | \$45,922 | \$62,084 | 35.2% | | | |

City of Fayetteville

Police Sergeant

S Difference (\$2,533)
% Difference -5.8%

\$61,476
(\$608)

41.7%

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

ACCOUNTANT PAYROLL

Descrip 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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Manhattan | | | | | | | <input type="checkbox"/> | | |
| City of Joplin | Payroll/Purchasing Clerk | Good | \$22,419 | \$27,484 | \$32,548 | 45.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Account Technician - Payroll | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| NOARK | Payroll Clerk | Good | \$27,140 | \$34,513 | \$41,885 | 54.3% | <input type="checkbox"/> | | |
| City of St. Joseph | Payroll Technician | Good | \$27,488 | \$33,288 | \$39,088 | 42.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Payroll Specialist | Good | \$28,960 | \$36,703 | \$44,446 | 53.5% | <input type="checkbox"/> | | |
| City of Florissant | Accounting Clerk | Good | \$29,124 | \$33,563 | \$38,003 | 30.5% | <input type="checkbox"/> | | |
| State of Arkansas | Payroll Services Specialist | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Payroll Services Specialist | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Payroll Technician | Good | \$29,684 | \$36,014 | \$42,345 | 42.7% | <input type="checkbox"/> | | |
| City of Midwest City | Payroll Coordinator | Good | \$31,404 | \$40,061 | \$48,717 | 55.1% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Technician | Good | \$33,058 | \$39,528 | \$45,999 | 39.1% | <input type="checkbox"/> | | |
| City of O'Fallon | Payroll Specialist | Identical | \$33,321 | \$39,706 | \$46,092 | 38.3% | <input type="checkbox"/> | | |
| City of Rogers | Payroll Specialist | Good | \$33,399 | \$33,399 | \$33,399 | 0.0% | <input type="checkbox"/> | | |
| City of Lawrence | Payroll Specialist | Good | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| Average | | | \$29,585 | \$36,550 | \$43,515 | 47.1% | | | |

City of Fayetteville Accountant - Payroll

\$ Difference \$30,895 \$38,990 \$47,084
% Difference 4.2% 6.3% 7.6%

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

ACCOUNTING CLERK - PAYABLES

Descrip

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

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|------------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Accounting Clerk | Good | \$18,404 | \$22,560 | \$26,716 | 45.2% | <input type="checkbox"/> | | |
| City of Bossier City | Accounts Clerk III | Good | \$18,469 | \$23,129 | \$27,789 | 50.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Accounting Clerk | Good | \$22,735 | \$28,512 | \$34,290 | 50.8% | <input type="checkbox"/> | | |
| City of College Station | Acct. Customer Service Rep. | Good | \$22,788 | \$26,720 | \$30,652 | 34.5% | <input type="checkbox"/> | | |
| City of Blue Springs | Accounts Payable Technician | Good | \$23,091 | \$28,864 | \$34,637 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Account Technician | Good | \$24,808 | \$30,042 | \$35,276 | 42.2% | <input type="checkbox"/> | | |
| NOARK | Accounting Clerk I | Good | \$25,017 | \$30,179 | \$35,340 | 41.3% | <input type="checkbox"/> | | |
| State of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Columbia | Accounting Assistant | Good | \$27,275 | \$33,502 | \$39,729 | 45.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Accounts Payable Specialist | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Services Representative | Good | \$27,526 | \$33,047 | \$38,568 | 40.1% | <input type="checkbox"/> | | |
| City of Manhattan | Finance Clerk | Good | \$27,571 | \$35,511 | \$43,451 | 57.6% | <input type="checkbox"/> | | |
| City of Florissant | Accounting Clerk | Good | \$29,124 | \$33,563 | \$38,003 | 30.5% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Payroll Technician | Good | \$29,684 | \$36,014 | \$42,345 | 42.7% | <input type="checkbox"/> | | |
| City of Springdale | Accounts Payable Clerk | Good | \$30,546 | \$38,182 | \$45,818 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Accounting Specialist II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of O'Fallon | Accounts Payable Clerk | Identical | \$31,017 | \$36,973 | \$42,929 | 38.4% | <input type="checkbox"/> | | |
| City of Lawrence | Payroll Specialist | Good | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| City of Rogers | Accounts Payable | Good | \$36,901 | \$36,901 | \$36,901 | 0.0% | <input type="checkbox"/> | | |
| City of Conway | Accounts Payable Accountant | Good | \$41,073 | \$45,065 | \$49,057 | 19.4% | <input type="checkbox"/> | | |
| Average | | | \$27,571 | \$33,612 | \$39,653 | 43.8% | | | |

City of Fayetteville

Accounting Clerk - Payables

\$27,571 **\$33,612** **\$39,653**

\$29,424 **\$28,433** **\$44,842**

\$ Difference **\$1,853** **(\$5,179)** **\$5,189**

% Difference **6.3%** **-18.2%** **11.6%**

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

ACCOUNTING CLERK - RECEIVABLE

Descrip

The incumbent is responsible for performing all aspects of accounts receivable including collection, pension checks and account balancing. Enters all payroll changes including benefits, new employees, pay changes and checks payroll hours for accuracy after being entered by payroll clerk. Balances various general ledger accounts in accordance with responsibilities. Reviews check and purchase order batches for accuracy.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Florissant | Accounts Clerk II | Good | \$16,515 | \$19,469 | \$22,423 | 35.8% | <input type="checkbox"/> | | |
| City of Bossier City | Accounting Clerk | Good | \$18,404 | \$22,560 | \$26,716 | 45.2% | <input type="checkbox"/> | | |
| City of Joplin | Cash Receipts Clerk | Good | \$21,389 | \$26,702 | \$32,015 | 49.7% | <input type="checkbox"/> | | |
| City of Lee's Summit | Acct. Customer Service Rep | Good | \$22,788 | \$26,747 | \$30,706 | 34.7% | <input type="checkbox"/> | | |
| City of College Station | Account Technician | Good | \$24,808 | \$30,042 | \$35,276 | 42.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Account Technician - Accounts Receivable | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| State of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Edmond | Fiscal Specialist | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Clerk | Good | \$27,144 | \$32,942 | \$38,740 | 42.7% | <input type="checkbox"/> | | |
| City of Columbia | Accounting Assistant | Good | \$27,275 | \$33,502 | \$39,729 | 45.7% | <input type="checkbox"/> | | |
| NOARK | Accounting Clerk III | Good | \$27,515 | \$33,359 | \$39,203 | 42.5% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Services Representative | Good | \$27,526 | \$33,047 | \$38,568 | 40.1% | <input type="checkbox"/> | | |
| City of Manhattan | Finance Clerk | Good | \$27,571 | \$35,511 | \$43,451 | 57.6% | <input type="checkbox"/> | | |
| City of Springdale | Accounting Clerk II | Good | \$27,939 | \$34,924 | \$41,909 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Accounting Specialist II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support IV | Identical | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| Average | | | \$25,672 | \$32,155 | \$38,638 | 50.5% | | | |

City of Fayetteville

Accounting Clerk - Receivable

| | | | |
|----------------------|-----------------|-----------------|-----------------|
| \$ Difference | \$25,418 | \$31,609 | \$38,736 |
| % Difference | (\$254) | (\$546) | \$98 |
| | -1.0% | -1.7% | 0.3% |

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

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.

Quals 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 and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-------------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| City of Blue Springs | Accounting Manager | Good | \$42,185 | \$51,084 | \$59,983 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of St. Joseph | Accounting Manager | Good | \$42,605 | \$53,462 | \$64,319 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Joplin | Assistant Finance Director | Good | \$46,901 | \$54,057 | \$61,212 | 30.5% | <input type="checkbox"/> | | |
| City of Florissant | Deputy Treasurer | Good | \$47,782 | \$47,782 | \$47,782 | 0.0% | <input type="checkbox"/> | | |
| NOARK | Accounting Manager | Good | \$48,412 | \$61,990 | \$75,567 | 56.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Assistant Finance Director | Good | \$48,661 | \$62,849 | \$77,037 | 58.3% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Supervisor | Good | \$52,095 | \$63,191 | \$74,288 | 42.6% | <input type="checkbox"/> | | |
| City of Conway | Finance Manager | Good | \$53,644 | \$57,618 | \$61,592 | 14.8% | <input type="checkbox"/> | | |
| City of Edmond | Director of Treasury Services | Good | \$55,301 | \$69,126 | \$82,950 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Finance Director | Good | \$55,961 | \$69,951 | \$83,941 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Treasurer | Good | \$58,712 | \$72,013 | \$85,314 | 45.3% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | City Controller | Good | \$59,776 | \$77,388 | \$95,000 | 58.9% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Manager | Good | \$60,691 | \$71,774 | \$82,857 | 36.5% | <input type="checkbox"/> | | |
| City of Bentonville | Accounting Manager | Good | \$61,294 | \$82,754 | \$104,214 | 70.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Finance Director | Good | \$72,985 | \$74,187 | \$109,477 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Norman | Chief Accountant | Good | \$79,365 | \$96,184 | \$113,004 | 42.4% | <input type="checkbox"/> | | |
| University of Arkansas | Associate Controller | Good | \$95,792 | \$95,792 | \$95,792 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$57,774 | \$68,306 | \$80,843 | | | | 39.9% |

City of Fayetteville

| | | | | |
|----------------------|----------|----------|----------|-------|
| Accounting Director | \$61,171 | \$77,198 | \$93,224 | 52.4% |
| \$ Difference | \$3,397 | \$8,891 | \$12,381 | |
| % Difference | 5.6% | 11.5% | 13.3% | |

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip 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.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Financial Analyst | Good | \$38,589 | \$46,009 | \$53,430 | 38.5% | <input type="checkbox"/> | | |
| State of Arkansas | Accounting Coordinator | Good | \$39,199 | \$54,654 | \$70,108 | 78.9% | <input type="checkbox"/> | | |
| City of St. Joseph | Accounting Manager | Good | \$42,185 | \$51,086 | \$59,986 | 42.2% | <input type="checkbox"/> | | |
| City of Columbia | Business Services and Pension Manager | Good | \$43,942 | \$53,934 | \$63,926 | 45.5% | <input type="checkbox"/> | | |
| City of Conway | Accounting Manager | Good | \$46,239 | \$50,864 | \$55,488 | 20.0% | <input type="checkbox"/> | | |
| City of Edmond | Payroll Supervisor | Good | \$47,421 | \$59,276 | \$71,131 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Accounting & Treasury Ops. Migr | Good | \$50,832 | \$62,286 | \$73,741 | 45.1% | <input type="checkbox"/> | | |
| Average | | | \$44,058 | \$54,015 | \$63,973 | 45.2% | | | |

City of Fayetteville

Accounting Manager - Payroll and Pension

\$ Difference \$50,325 \$63,511 \$76,696
% Difference 12.5% 15.0% 16.6%

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

ANIMAL SERVICES OFFICER

Descrip 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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bessier City | Animal Control Helper II | Good | \$17,584 | \$22,007 | \$26,430 | 50.3% | <input type="checkbox"/> | | |
| City of Blue Springs | Animal Control Officer | Good | \$23,091 | \$28,864 | \$34,637 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Animal Control Officer | Good | \$23,278 | \$28,564 | \$33,851 | 45.4% | <input type="checkbox"/> | | |
| City of Rogers | Animal Control | Good | \$24,489 | \$25,600 | \$26,711 | 9.1% | <input type="checkbox"/> | | |
| City of Springdale | Animal Control Officer | Good | \$25,333 | \$31,665 | \$37,998 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Animal Control Officer | Good | \$25,428 | \$29,942 | \$34,456 | 35.5% | <input type="checkbox"/> | | |
| City of Midwest City | Animal Control Officer | Good | \$25,978 | \$33,139 | \$40,300 | 55.1% | <input type="checkbox"/> | | |
| City of Columbia | Animal Control Officer | Good | \$26,104 | \$32,011 | \$37,917 | 45.3% | <input type="checkbox"/> | | |
| City of Lee's Summit | Animal Control Officer | Good | \$26,681 | \$33,683 | \$40,685 | 52.5% | <input type="checkbox"/> | | |
| City of Edmond | Animal Welfare Officer I | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Animal Welfare Officer | Good | \$27,144 | \$32,942 | \$38,740 | 42.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Animal Control Officer | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Animal Warden II | Good | \$27,317 | \$33,486 | \$39,656 | 45.2% | <input type="checkbox"/> | | |
| City of Lawrence | Animal Control Officer | Good | \$27,517 | \$34,335 | \$41,153 | 49.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Animal Control Officer | Good | \$27,692 | \$33,534 | \$39,377 | 42.2% | <input type="checkbox"/> | | |
| City of Conway | Animal Welfare Officer | Good | \$27,923 | \$31,832 | \$35,740 | 28.0% | <input type="checkbox"/> | | |
| City of Bentonville | Animal Control Officer | Good | \$28,361 | \$35,427 | \$42,492 | 49.8% | <input type="checkbox"/> | | |
| City of Florissant | Class C Laborer | Good | \$29,124 | \$33,563 | \$38,003 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Animal Services Officer | Identical | \$31,017 | \$36,973 | \$42,929 | 38.4% | <input type="checkbox"/> | | |
| City of Manhattan | Animal Services Officer | Good | \$31,079 | \$40,049 | \$49,020 | 57.7% | <input type="checkbox"/> | | |
| City of Norman | Animal Welfare Officer | Good | \$36,116 | \$43,769 | \$51,423 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$26,919 | \$32,807 | \$38,695 | 43.7% | | | |

City of Fayetteville Animal Services Officer

S Difference (\$230) 874 2.6% 4.9%
% Difference -0.9% 2.6% 4.9%

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

BENEFITS ADMINISTRATOR

Descrip 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 meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of 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 of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Jonesboro | | | | | | | <input type="checkbox"/> | | |
| City of Florissant | Human Resource Specialist | Good | \$20,540 | \$21,176 | \$21,812 | 6.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Human Resources Assistant | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Human Resources Technician | Good | \$27,488 | \$33,288 | \$39,088 | 42.2% | <input type="checkbox"/> | | |
| State of Arkansas | DFA EBD Benefits Specialist | Good | \$27,858 | \$39,480 | \$51,102 | 83.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Human Resources Assistant | Good | \$28,960 | \$36,681 | \$44,402 | 53.3% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Analyst | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of Conway | Human Resources Administrative Assistant II | Good | \$31,185 | \$35,244 | \$39,303 | 26.0% | <input type="checkbox"/> | | |
| City of Columbia | Human Resources Technician | Good | \$31,389 | \$38,564 | \$45,740 | 45.7% | <input type="checkbox"/> | | |
| City of Midwest City | Health Benefits/Worker's Compensation Coordinator | Good | \$31,404 | \$40,061 | \$48,717 | 55.1% | <input type="checkbox"/> | | |
| NOARK | Benefits / Insurance Clerk | Good | \$32,654 | \$42,859 | \$53,063 | 62.5% | <input type="checkbox"/> | | |
| City of Springfield | Human Resources Specialist | Good | \$34,894 | \$41,775 | \$48,656 | 39.4% | <input type="checkbox"/> | | |
| City of Joplin | Human Resource/Insurance Coordinator | Good | \$36,736 | \$45,037 | \$53,338 | 45.2% | <input type="checkbox"/> | | |
| City of Edmond | Benefits Specialist | Good | \$38,522 | \$48,179 | \$57,836 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Human Resources Specialist | Good | \$38,659 | \$48,238 | \$57,818 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Human Resource Technician - Benefits | Good | \$38,923 | \$50,253 | \$61,583 | 58.2% | <input type="checkbox"/> | | |
| City of College Station | Benefits Coordinator | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| City of Norman | Benefits Specialist | Good | \$45,890 | \$55,615 | \$65,341 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$33,060 | \$41,261 | \$49,461 | 49.6% | | | |

| City of Fayetteville | \$ Difference | % Difference |
|------------------------|---------------|--------------|
| Benefits Administrator | \$29,424 | 52.4% |
| | (\$3,636) | (\$4,619) |
| | -12.4% | -30.5% |
| | | -10.3% |

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

BILLING AND COLLECTIONS MANAGER

Descrip

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.

Quals

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 management experience in a related field.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|--|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Blue Springs | | | | | | | <input type="checkbox"/> | | |
| City of Bossier City | Utilities Billing/Collections Supervisor | Good | \$23,000 | \$28,875 | \$34,751 | 51.1% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Supervisor | Good | \$33,861 | \$47,988 | \$62,115 | 83.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Collector | Good | \$38,216 | \$47,770 | \$57,324 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Customer Services Supervisor | Good | \$38,659 | \$48,238 | \$57,818 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Utility Billing Supervisor | Good | \$40,878 | \$52,793 | \$64,708 | 58.3% | <input type="checkbox"/> | | |
| City of St. Joseph | Revenue Manager | Good | \$42,185 | \$51,086 | \$59,986 | 42.2% | <input type="checkbox"/> | | |
| City of Bentonville | Billing and Collections Manager | Good | \$48,651 | \$65,687 | \$82,723 | 70.0% | <input type="checkbox"/> | | |
| City of Columbia | Manager - Rates/Fiscal Planning | Good | \$53,300 | \$65,392 | \$77,483 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Utility Customer Services Manager | Good | \$69,090 | \$86,362 | \$103,634 | 50.0% | <input checked="" type="checkbox"/> | | |
| Average | | | \$43,093 | \$54,910 | \$66,727 | 54.8% | | | |

City of Fayetteville

Billing and Collections Manager

\$50,325 **\$63,511** **\$76,696** **52.4%**

\$ Difference **\$7,232** **\$8,600** **\$9,969**
% Difference **14.4%** **13.5%** **13.0%**

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

BUILDING MAINTENANCE SUPERVISOR

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

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|--------------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Maintenance Foreman | Good | \$20,977 | \$26,309 | \$31,642 | 50.8% | <input type="checkbox"/> | | |
| City of St. Joseph | Maintenance Technician | Good | \$29,149 | \$35,299 | \$41,449 | 42.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Building Maintenance Supervisor | Good | \$29,901 | \$37,377 | \$44,853 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Building Maintenance Team Leader | Good | \$30,465 | \$37,005 | \$43,544 | 42.9% | <input type="checkbox"/> | | |
| State of Arkansas | Building and Grounds Coordinator | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Skilled Trades Supervisor | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Central Building Services Supervisor | Good | \$34,252 | \$43,669 | \$53,085 | 55.0% | <input type="checkbox"/> | | |
| City of Manhattan | Building Maintenance Supervisor | Good | \$37,116 | \$47,904 | \$58,692 | 58.1% | <input type="checkbox"/> | | |
| City of O'Fallon | Facility Maintenance Supervisor | Good | \$37,886 | \$45,179 | \$52,472 | 38.5% | <input type="checkbox"/> | | |
| City of Columbia | Building and Grounds Supervisor | Good | \$39,903 | \$48,990 | \$58,078 | 45.5% | <input type="checkbox"/> | | |
| City of Joplin | Facilities Maintenance Supervisor | Good | \$42,605 | \$53,462 | \$64,319 | 51.0% | <input type="checkbox"/> | | |
| City of Conway | Physical Plant Director | Good | \$45,613 | \$45,613 | \$45,613 | 0.0% | <input type="checkbox"/> | | |
| NOARK | Maintenance Manager | Identical | \$46,386 | \$60,773 | \$75,160 | 62.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Facilities Maintenance Director | Good | \$48,441 | \$60,552 | \$72,663 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Building & Structures Manager | Good | \$54,313 | \$67,771 | \$81,230 | 49.6% | <input type="checkbox"/> | | |
| City of Edmond | Facility Maintenance Superintendent | Good | \$55,301 | \$69,126 | \$82,950 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Facility Maintenance Superintendent | Good | \$66,805 | \$80,963 | \$95,121 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$40,032 | \$49,826 | \$59,621 | 48.9% | | | |

City of Fayetteville

| | | | | |
|---------------------------------|----------|----------|----------|--------|
| Building Maintenance Supervisor | \$43,473 | \$54,863 | \$66,253 | \$2.4% |
| \$ Difference | \$3,441 | \$5,037 | \$6,632 | |
| % Difference | 7.9% | 9.2% | 10.0% | |

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

CHIEF OF STAFF

Description

Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|---------------------------------------|-------|-----------------|------------------|------------------|-------------|--------------------------|---------|------------|
| City of Jonesboro | Chief Operations Officer | Good | \$59,350 | \$74,187 | \$89,025 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Assistant City Manager | Good | \$73,677 | \$92,175 | \$110,674 | 50.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Deputy City Manager | Good | \$74,598 | \$94,804 | \$115,011 | 54.2% | <input type="checkbox"/> | | |
| City of Columbia | Deputy City Manager | Good | \$74,787 | \$116,460 | \$158,134 | 111.4% | <input type="checkbox"/> | | |
| City of Edmond | Assistant City Manager/Administration | Good | \$98,636 | \$123,295 | \$147,954 | 50.0% | <input type="checkbox"/> | | |
| Average | | | \$76,209 | \$100,184 | \$124,159 | | | | |
| | | | | | | 62.9% | | | |

City of Fayetteville

Chief of Staff

| | | |
|---------------------|-----------|-------|
| S Difference | \$1,862 | 2.4% |
| % Difference | (\$1,659) | -1.7% |
| | (\$5,179) | -4.4% |

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

CITY ATTORNEY

Descrip 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.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-------------------------|---------|-----------------|-----------------|------------------|-------------|-------------------------------------|---------|-----------------|
| City of Joplin | City Attorney | Good | | | | | <input checked="" type="checkbox"/> | | \$86,368 |
| City of St. Joseph | City Attorney | Good | | | | | <input type="checkbox"/> | | \$88,386 |
| State of Arkansas | Managing Attorney | Good | \$57,914 | \$75,436 | \$92,958 | 60.5% | <input type="checkbox"/> | | |
| City of Bentonville | Staff Attorney | Good | \$71,513 | \$96,513 | \$121,513 | 69.9% | <input type="checkbox"/> | | |
| City of Midwest City | City Attorney | Good | \$74,049 | \$86,641 | \$99,232 | 34.0% | <input type="checkbox"/> | | |
| City of Columbia | City Counselor | Good | \$74,787 | \$116,460 | \$158,134 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | City Attorney | Good | \$76,306 | \$95,215 | \$114,123 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | City Attorney | Good | \$77,769 | \$98,414 | \$119,060 | 53.1% | <input type="checkbox"/> | | |
| City of Conway | City Attorney (Elected) | Good | \$85,309 | \$85,309 | \$85,309 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | City Attorney | Good | \$87,688 | \$113,675 | \$139,662 | 59.3% | <input checked="" type="checkbox"/> | | |
| City of Norman | City Attorney | Identic | \$95,156 | \$115,321 | \$135,487 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of Rogers | City Attorney | Good | \$108,061 | \$108,061 | \$108,061 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$80,855 | \$99,105 | \$117,354 | | | | \$87,377 |

| City of Fayetteville | |
|----------------------|------------------|
| Average | \$80,855 |
| City Attorney | \$93,834 |
| \$ Difference | (\$6,502) |
| % Difference | -8.7% |
| City Attorney | \$113,314 |
| \$ Difference | (\$4,040) |
| % Difference | -3.6% |

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

CITY ENGINEER

Descrip

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.

Quals

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 experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Driver's License.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|---------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of St. Joseph | City Engineer | Good | \$42,185 | \$51,086 | \$59,986 | 42.2% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Engineer Supervisor | Good | \$45,377 | \$61,708 | \$78,038 | 72.0% | <input type="checkbox"/> | | |
| City of Blue Springs | City Engineer | Good | \$50,148 | \$62,685 | \$75,221 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Midwest City | City Engineer | Good | \$55,634 | \$68,916 | \$82,197 | 47.7% | <input type="checkbox"/> | | |
| City of O'Fallon | City Engineer | Good | \$56,286 | \$67,104 | \$77,922 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | City Engineer | Good | \$56,764 | \$65,412 | \$74,060 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | City Engineer | Good | \$61,294 | \$82,754 | \$104,214 | 70.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | City Engineer | Identic | \$61,423 | \$77,718 | \$94,013 | 53.1% | <input type="checkbox"/> | | |
| City of College Station | City Engineer | Good | \$61,857 | \$77,371 | \$92,886 | 50.2% | <input type="checkbox"/> | | |
| City of Springfield | Principal Engineer | Good | \$63,071 | \$74,588 | \$86,105 | 36.5% | <input type="checkbox"/> | | |
| City of Joplin | Engineering Manager | Good | \$63,248 | \$79,371 | \$95,495 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Stillwater | City Engineer | Good | \$64,060 | \$77,730 | \$91,399 | 42.7% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | City Engineer | Identic | \$68,131 | \$85,013 | \$101,895 | 49.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Public Works Director/City Engineer | Good | \$70,258 | \$87,822 | \$105,386 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | City Engineer | Good | \$72,340 | \$93,693 | \$115,046 | 59.0% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Director of Engineering | Good | \$76,968 | \$96,211 | \$115,453 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | City Engineer/Street Department Director | Good | \$80,989 | \$80,989 | \$80,989 | 0.0% | <input type="checkbox"/> | | |
| State of Arkansas | ABA State Engineer | Good | \$85,536 | \$96,228 | \$106,919 | 25.0% | <input type="checkbox"/> | | |
| City of Norman | City Engineer | Good | \$87,299 | \$105,801 | \$124,303 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$64,361 | \$78,537 | \$92,712 | 44.0% | | | |

City Engineer

City of Fayetteville

\$ Difference \$3,080 4.6%
% Difference 7.7%

\$ Difference \$6,573 9.8%
% Difference 9.8%

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

CODE COMPLIANCE OFFICER

Descrip 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..

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-------------------------------|---------|-----------------|-----------------|-----------------|-------------|--------------------------|---------|------------|
| City of Joplin | | | | | | | <input type="checkbox"/> | | |
| City of St. Joseph | | | | | | | <input type="checkbox"/> | | |
| City of Blue Springs | Codes Inspector | Good | \$23,091 | \$28,864 | \$34,637 | 50.0% | <input type="checkbox"/> | | |
| City of Bossier City | Inspector, Code Enforcement | Good | \$24,292 | \$30,514 | \$36,737 | 51.2% | <input type="checkbox"/> | | |
| City of Springdale | Code Enforcement Officer | Good | \$25,333 | \$31,665 | \$37,998 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Code Officer I | Good | \$25,978 | \$33,139 | \$40,300 | 55.1% | <input type="checkbox"/> | | |
| City of Jonesboro | Code Enforcement Officer | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Code Enforcement Officer | Good | \$27,923 | \$31,832 | \$35,740 | 28.0% | <input type="checkbox"/> | | |
| City of College Station | Code Enforcement Officer | Good | \$28,738 | \$35,953 | \$43,169 | 50.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Neighborhood Services Officer | Good | \$28,960 | \$36,681 | \$44,402 | 53.3% | <input type="checkbox"/> | | |
| City of Columbia | Code Enforcement Specialist | Good | \$34,538 | \$42,424 | \$50,310 | 45.7% | <input type="checkbox"/> | | |
| City of Lawrence | Code Enforcement Officer | Identic | \$34,615 | \$43,119 | \$51,623 | 49.1% | <input type="checkbox"/> | | |
| City of Edmond | Code Inspector | Good | \$34,617 | \$43,271 | \$51,926 | 50.0% | <input type="checkbox"/> | | |
| City of Manhattan | Code Services Officer | Good | \$35,054 | \$45,268 | \$55,482 | 58.3% | <input type="checkbox"/> | | |
| City of Norman | Code Compliance Inspector | Good | \$36,116 | \$43,769 | \$51,423 | 42.4% | <input type="checkbox"/> | | |
| City of Rogers | Code Officer | Good | \$36,586 | \$39,260 | \$41,933 | 14.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Multi-Discipline Inspector | Good | \$37,886 | \$45,179 | \$52,472 | 38.5% | <input type="checkbox"/> | | |
| City of Bentonville | Code Enforcement Officer | Good | \$38,580 | \$48,220 | \$57,860 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Code Compliance Investigator | Good | \$41,413 | \$49,215 | \$57,017 | 37.7% | <input type="checkbox"/> | | |
| Average | | | \$31,825 | \$38,971 | \$46,117 | | | | 44.9% |

City of Fayetteville Code Compliance Officer

\$ Difference (\$2,401) (\$1,838) (\$1,275)
% Difference -8.2% -4.9% -2.8%

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

CREW LEADER

Descrip

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.

Quals

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Foreman I | Good | \$19,015 | \$23,822 | \$28,628 | 50.6% | <input type="checkbox"/> | | |
| State of Arkansas | Maintenance Supervisor | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Crew Leader | Good | \$30,141 | \$36,194 | \$42,248 | 40.2% | <input type="checkbox"/> | | |
| City of Springfield | Team Leader | Good | \$30,465 | \$37,005 | \$43,544 | 42.9% | <input type="checkbox"/> | | |
| City of St. Joseph | Work Leader | Good | \$30,684 | \$37,158 | \$43,632 | 42.2% | <input type="checkbox"/> | | |
| University of Arkansas | Construction/Maintenance Coordinator | Good | \$30,713 | \$43,327 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Crew Leader - Parks | Good | \$31,399 | \$39,248 | \$47,097 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Lead Maintenance Worker | Good | \$31,475 | \$39,997 | \$48,519 | 54.2% | <input type="checkbox"/> | | |
| City of O'Fallon | Crew Leader | Good | \$33,312 | \$39,702 | \$46,092 | 38.4% | <input type="checkbox"/> | | |
| City of Bentonville | Crew Leader - Street | Good | \$35,714 | \$44,638 | \$53,561 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Crew Chief (Various) | Good | \$37,611 | \$45,634 | \$53,658 | 42.7% | <input type="checkbox"/> | | |
| City of Rogers | Foreman - Street | Good | \$38,788 | \$45,560 | \$52,332 | 34.9% | <input type="checkbox"/> | | |
| City of Norman | Crew Chief | Good | \$41,349 | \$50,111 | \$58,874 | 42.4% | <input type="checkbox"/> | | |
| City of Conway | Assistant Street Superintendent - Construction | Good | \$42,439 | \$47,063 | \$51,686 | 21.8% | <input type="checkbox"/> | | |
| City of Florissant | Class A Foreman | Good | \$42,648 | \$49,143 | \$55,638 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$33,667 | \$41,350 | \$49,034 | 45.6% | | | |

City of Fayetteville

Crew Leader

\$ Difference (\$4,243) (\$4,217) (\$4,192)
% Difference -14.4% -11.4% -9.3%

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 walls and glass, and removes garbage.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|----------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Caretaker | Good | \$15,753 | \$19,685 | \$23,616 | 49.9% | <input type="checkbox"/> | | |
| State of Arkansas | Institutional Services Assistant | Good | \$16,288 | \$21,403 | \$26,517 | 62.8% | <input type="checkbox"/> | | |
| University of Arkansas | Institutional Service Assistant | Good | \$17,667 | \$22,092 | \$26,517 | 50.1% | <input type="checkbox"/> | | |
| City of Springfield | Custodian | Good | \$18,482 | \$22,973 | \$27,464 | 48.6% | <input type="checkbox"/> | | |
| NOARK | Janitor / Custodian | Good | \$19,400 | \$23,834 | \$28,268 | 45.7% | <input type="checkbox"/> | | |
| City of Conway | Custodian | Good | \$19,652 | \$21,964 | \$24,276 | 23.5% | <input type="checkbox"/> | | |
| City of Edmond | Custodian | Identic | \$20,828 | \$26,036 | \$31,243 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Custodian | Identic | \$21,028 | \$25,593 | \$30,159 | 43.4% | <input type="checkbox"/> | | |
| City of Joplin | Custodial Worker | Good | \$21,339 | \$26,157 | \$30,975 | 45.2% | <input type="checkbox"/> | | |
| City of Midwest City | Janitor | Good | \$21,469 | \$27,387 | \$33,306 | 55.1% | <input type="checkbox"/> | | |
| City of Bentonville | Custodian | Good | \$22,483 | \$27,613 | \$32,743 | 45.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Custodian | Good | \$22,536 | \$28,170 | \$33,804 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Custodian | Good | \$22,735 | \$28,512 | \$34,290 | 50.8% | <input type="checkbox"/> | | |
| City of Stillwater | Community Center Custodian | Good | \$22,779 | \$27,611 | \$32,443 | 42.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Custodian | Identic | \$23,577 | \$23,761 | \$23,946 | 1.6% | <input type="checkbox"/> | | |
| City of Springdale | Custodian | Good | \$24,029 | \$30,036 | \$36,044 | 50.0% | <input type="checkbox"/> | | |
| City of Florissant | Custodian | Identic | \$24,085 | \$27,747 | \$31,410 | 30.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Custodian | Identic | \$24,112 | \$28,749 | \$33,385 | 38.5% | <input type="checkbox"/> | | |
| City of Blue Springs | Maintenance Worker | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Custodian | Good | \$25,600 | \$27,319 | \$29,038 | 13.4% | <input type="checkbox"/> | | |
| City of Manhattan | Custodian | Good | \$25,615 | \$32,981 | \$40,347 | 57.5% | <input type="checkbox"/> | | |
| City of Lawrence | Custodian II | Identic | \$27,517 | \$34,355 | \$41,153 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Custodial Services Coordinator | Good | \$31,842 | \$38,591 | \$45,340 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$22,347 | \$27,131 | \$31,915 | 42.8% | | | |

City of Fayetteville

| | | | | |
|----------------------|-----------|-----------|-----------|-------|
| Custodian | \$18,967 | \$23,937 | \$28,906 | 52.4% |
| \$ Difference | (\$3,380) | (\$3,194) | (\$3,009) | |
| % Difference | -17.8% | -13.3% | -10.4% | |

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip

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 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 assuring that all paperwork is done accurately and in a timely manner. Processes impact fees.

Quals

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Customer Service Clerk | Good | \$19,434 | \$24,292 | \$29,150 | 50.0% | <input type="checkbox"/> | | |
| University of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| City of College Station | Customer Service Representative | Good | \$22,788 | \$26,747 | \$30,706 | 34.7% | <input type="checkbox"/> | | |
| City of St. Joseph | Customer Services Representative | Good | \$23,568 | \$28,541 | \$33,513 | 42.2% | <input type="checkbox"/> | | |
| City of Midwest City | Utilities Service Clerk | Good | \$23,616 | \$30,126 | \$36,637 | 55.1% | <input type="checkbox"/> | | |
| City of Columbia | Customer Representative I | Good | \$23,924 | \$29,239 | \$34,553 | 44.4% | <input type="checkbox"/> | | |
| State of Arkansas | DFA Service Representative | Good | \$24,065 | \$33,829 | \$43,592 | 81.1% | <input type="checkbox"/> | | |
| City of O'Fallon | Customer Service Representative I | Good | \$24,112 | \$28,749 | \$33,385 | 38.5% | <input type="checkbox"/> | | |
| City of Conway | Secretary/Customer Service Representative | Good | \$24,276 | \$27,744 | \$31,211 | 28.6% | <input type="checkbox"/> | | |
| City of Lee's Summit | Customer Service Representative | Good | \$24,613 | \$30,970 | \$37,327 | 51.7% | <input type="checkbox"/> | | |
| City of Edmond | Customer Service Representative I | Good | \$24,768 | \$30,961 | \$37,153 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Customer Account Representative I | Good | \$26,233 | \$32,807 | \$39,380 | 50.1% | <input type="checkbox"/> | | |
| City of Stillwater | Customer Service Utility Service Representative | Good | \$26,362 | \$31,986 | \$37,611 | 42.7% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support II | Good | \$27,517 | \$34,335 | \$41,153 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Finance Clerk | Good | \$27,571 | \$35,511 | \$43,451 | 57.6% | <input type="checkbox"/> | | |
| City of Norman | Customer Service Representative I | Good | \$28,340 | \$34,347 | \$40,353 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$24,563 | \$30,648 | \$36,732 | 49.5% | | | |

City of Fayetteville

Customer Service Representative I

| | | | | |
|----------------------|-----------|-----------|-----------|---------------|
| \$ Difference | \$23,055 | \$29,095 | \$35,135 | \$2.4% |
| % Difference | (\$1,508) | (\$1,553) | (\$1,597) | -4.5% |
| | -6.5% | -5.3% | -4.5% | |

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

DEPUTY COURT CLERK

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| NOARK | General Clerk I | Good | \$18,718 | \$23,489 | \$28,259 | 51.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Deputy Court Clerk | Good | \$19,434 | \$24,292 | \$29,150 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Court Clerk | Good | \$22,419 | \$27,484 | \$32,548 | 45.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Deputy Court Clerk | Good | \$22,735 | \$28,512 | \$34,290 | 50.8% | <input type="checkbox"/> | | |
| City of College Station | Deputy Court Clerk | Good | \$22,788 | \$26,747 | \$30,706 | 34.7% | <input type="checkbox"/> | | |
| City of Rogers | Deputy Court Clerk | Good | \$23,545 | \$25,977 | \$28,409 | 20.7% | <input type="checkbox"/> | | |
| City of St. Joseph | Court Services Representative | Good | \$23,568 | \$28,541 | \$33,513 | 42.2% | <input type="checkbox"/> | | |
| City of Conway | Deputy Court Clerk | Good | \$24,276 | \$27,744 | \$31,211 | 28.6% | <input type="checkbox"/> | | |
| City of Springfield | Deputy Clerk of Municipal Court | Good | \$24,408 | \$29,951 | \$35,495 | 45.4% | <input type="checkbox"/> | | |
| City of Manhattan | Court Clerk I | Good | \$25,615 | \$32,981 | \$40,347 | 57.5% | <input type="checkbox"/> | | |
| City of Midwest City | Lead Clerk/Trainer | Good | \$25,978 | \$33,139 | \$40,300 | 55.1% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Records Clerk | Good | \$26,362 | \$31,986 | \$37,611 | 42.7% | <input type="checkbox"/> | | |
| City of O'Fallon | Assistant Court Clerk | Good | \$26,426 | \$31,496 | \$36,566 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | Assistant Court Clerk | Good | \$26,479 | \$30,517 | \$34,555 | 30.5% | <input type="checkbox"/> | | |
| City of Springdale | Deputy Court Clerk | Good | \$26,635 | \$33,294 | \$39,954 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Court Case Administrative Specialist | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Deputy Court Clerk II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Deputy Court Clerk I | Good | \$31,842 | \$38,591 | \$45,340 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$25,231 | \$30,783 | \$36,336 | 44.0% | | | |

City of Fayetteville

Deputy Court Clerk

| | | | | |
|----------------------|------------------|-----------------|-----------------|---------------|
| \$ Difference | \$24,207 | \$30,550 | \$36,892 | \$2.4% |
| % Difference | (\$1,024) | (\$234) | \$556 | 1.5% |
| | -4.2% | -0.8% | 1.5% | |

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

DISPATCH MANAGER

Descrip

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.

Quals

High school diploma or GED plus specialized training and/or additional college courses five years of related experience and/or training; or equivalent 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 meet all NIMS Training requirements.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of St. Joseph | Sr. Communications Operator | Good | \$28,934 | \$35,039 | \$41,143 | 42.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Dispatch Supervisor | Good | \$29,901 | \$37,377 | \$44,853 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Public Safety Communications Supervisor | Good | \$33,283 | \$40,800 | \$48,316 | 45.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Communications Supervisor | Good | \$34,252 | \$43,669 | \$53,085 | 55.0% | <input type="checkbox"/> | | |
| City of Springdale | Dispatch Supervisor | Good | \$40,321 | \$50,401 | \$60,481 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Telecommunicator Supervisor | Good | \$42,225 | \$49,947 | \$57,670 | 36.6% | <input type="checkbox"/> | | |
| City of Norman | Communications Supervisor | Good | \$45,890 | \$55,615 | \$65,341 | 42.4% | <input type="checkbox"/> | | |
| City of Edmond | Central Communications Supervisor | Good | \$47,421 | \$59,276 | \$71,131 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Communications Manager | Good | \$47,657 | \$58,325 | \$68,994 | 44.8% | <input type="checkbox"/> | | |
| City of Jonesboro | 911 Director | Good | \$56,623 | \$70,778 | \$84,934 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Director of Emergency Communications | Good | \$69,642 | \$79,616 | \$89,591 | 28.6% | <input type="checkbox"/> | | |
| Average | | | \$43,286 | \$52,804 | \$62,322 | 44.0% | | | |

City of Fayetteville

Dispatch Manager

| | | | |
|----------------------|-----------------|-----------------|-----------------|
| \$ Difference | \$9,555 | \$13,882 | \$18,208 |
| % Difference | 18.1% | 20.8% | 22.6% |
| | \$52,841 | \$66,686 | \$80,530 |
| | | | 52.4% |

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

DISPATCHER

Descrip

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.

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Manhattan | Dispatcher | Good | \$16,030 | \$21,549 | \$27,068 | 68.9% | <input type="checkbox"/> | | |
| City of Bossier City | HE Public Safety Dispatcher | Good | \$18,855 | \$25,425 | \$31,994 | 69.7% | <input type="checkbox"/> | | |
| State of Arkansas | HE Public Safety Dispatcher | Good | \$18,855 | \$25,425 | \$31,994 | 69.7% | <input type="checkbox"/> | | |
| University of Arkansas | Telecommunicator | Good | \$24,276 | \$27,744 | \$31,211 | 28.6% | <input type="checkbox"/> | | |
| City of Conway | Dispatcher | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Public Safety Communications Operator | Good | \$26,002 | \$31,874 | \$37,747 | 45.2% | <input type="checkbox"/> | | |
| City of Joplin | Communications Operator | Identic | \$26,113 | \$31,623 | \$37,133 | 42.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Telecommunicator | Good | \$26,229 | \$34,196 | \$42,163 | 60.8% | <input type="checkbox"/> | | |
| City of Rogers | Police Dispatcher I | Good | \$27,144 | \$32,942 | \$38,740 | 42.7% | <input type="checkbox"/> | | |
| City of Stillwater | 911 Dispatcher | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Communications Operator | Good | \$27,627 | \$33,136 | \$38,645 | 39.9% | <input type="checkbox"/> | | |
| City of College Station | Dispatcher | Good | \$27,939 | \$34,924 | \$41,909 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | 911 Telecommunicator | Good | \$28,316 | \$34,198 | \$40,081 | 41.5% | <input type="checkbox"/> | | |
| City of Springfield | EMG Telecommunicator I | Good | \$28,550 | \$35,089 | \$41,628 | 45.8% | <input type="checkbox"/> | | |
| City of Columbia | Communication Specialist I | Good | \$28,708 | \$35,885 | \$43,062 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Telecommunicator | Good | \$28,951 | \$34,850 | \$40,750 | 40.8% | <input type="checkbox"/> | | |
| City of Bentonville | Communications Specialist | Good | \$28,960 | \$36,681 | \$44,402 | 53.3% | <input type="checkbox"/> | | |
| City of Lee's Summit | Communications Specialist I | Good | \$31,404 | \$40,061 | \$48,717 | 55.1% | <input type="checkbox"/> | | |
| City of Midwest City | Dispatcher | Good | \$32,036 | \$36,922 | \$41,809 | 30.5% | <input type="checkbox"/> | | |
| City of Florissant | Communications Officer | Good | \$33,548 | \$38,663 | \$43,778 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Communications Officer | Good | \$33,752 | \$40,906 | \$48,061 | 42.4% | <input type="checkbox"/> | | |
| City of Norman | Communications Officer | Good | \$33,752 | \$40,906 | \$48,061 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$26,941 | \$33,223 | \$39,505 | 46.6% | | | |

City of Fayetteville

Dispatcher

| | | | | |
|---------------------|----------|----------|----------|--------------|
| S Difference | \$26,689 | \$33,681 | \$40,673 | 52.4% |
| % Difference | (\$252) | \$458 | \$1,168 | |
| | -0.9% | 1.4% | 2.9% | |

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

DISTRICT COURT ADMINISTRATOR

Descrip

Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide 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. Acts as liaison between Judge and a variety of departments and agencies.

Quals

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 two years of management experience.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Municipal Court Administrator | Good | \$32,592 | \$40,740 | \$48,888 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Court Clerk | Good | \$37,999 | \$48,474 | \$58,948 | 55.1% | <input type="checkbox"/> | | |
| City of Springdale | Court Clerk | Good | \$38,366 | \$47,957 | \$57,549 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Municipal Court Administrator | Good | \$38,533 | \$46,663 | \$54,793 | 42.2% | <input type="checkbox"/> | | |
| City of Florissant | Court Clerk | Good | \$38,772 | \$44,677 | \$50,581 | 30.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Court Administrator | Good | \$40,721 | \$52,254 | \$63,788 | 56.6% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Clerk | Good | \$41,107 | \$49,869 | \$58,631 | 42.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Court Administrator | Good | \$42,495 | \$50,674 | \$58,853 | 38.5% | <input type="checkbox"/> | | |
| City of College Station | Court Operations Supervisor | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| City of Bentonville | Chief Court Clerk | Good | \$45,048 | \$60,809 | \$76,570 | 70.0% | <input type="checkbox"/> | | |
| City of Norman | Chief Deputy Court Clerk | Good | \$45,890 | \$55,615 | \$65,341 | 42.4% | <input type="checkbox"/> | | |
| City of Manhattan | County Services Officer | Good | \$47,107 | \$60,903 | \$74,699 | 58.6% | <input type="checkbox"/> | | |
| City of Rogers | Chief Court Clerk | Good | \$47,782 | \$47,782 | \$47,782 | 0.0% | <input type="checkbox"/> | | |
| City of Lawrence | Municipal Court Manager | Good | \$48,494 | \$60,510 | \$72,526 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Municipal Court Administrator | Good | \$49,919 | \$59,253 | \$68,586 | 37.4% | <input type="checkbox"/> | | |
| City of Joplin | Municipal Court Administrator | Good | \$51,908 | \$65,141 | \$78,374 | 51.0% | <input type="checkbox"/> | | |
| City of Conway | District Court Clerk/Department Director | Good | \$54,465 | \$54,465 | \$54,465 | 0.0% | <input type="checkbox"/> | | |
| City of Edmond | Municipal Court Administrator | Good | \$61,210 | \$76,512 | \$91,815 | 50.0% | <input type="checkbox"/> | | |
| Average | | | \$44,717 | \$54,132 | \$63,546 | 42.1% | | | |

City of Fayetteville

District Court Administrator

| | | | | |
|---------------------|-----------------|-----------------|-----------------|--------------|
| S Difference | \$45,646 | \$57,606 | \$69,565 | 52.4% |
| % Difference | 2.0% | 6.0% | 8.7% | |

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

EQUIPMENT MECHANIC I

Descrip 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.

Quals 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Auto Mechanic I | Good | \$17,584 | \$22,007 | \$26,430 | 50.3% | <input type="checkbox"/> | | |
| City of Conway | Mechanic | Good | \$20,808 | \$24,276 | \$27,744 | 33.3% | <input type="checkbox"/> | | |
| State of Arkansas | Equipment Mechanic | Good | \$22,919 | \$31,955 | \$40,991 | 78.9% | <input type="checkbox"/> | | |
| University of Arkansas | Equipment Mechanic | Good | \$22,919 | \$31,955 | \$40,991 | 78.9% | <input type="checkbox"/> | | |
| City of Joplin | Automotive Service Worker | Good | \$24,747 | \$30,338 | \$35,929 | 45.2% | <input type="checkbox"/> | | |
| NOARK | Mechanic I | Good | \$25,045 | \$29,772 | \$34,499 | 37.7% | <input type="checkbox"/> | | |
| City of Springfield | Assistant Equipment Technician | Good | \$25,932 | \$31,634 | \$37,335 | 44.0% | <input type="checkbox"/> | | |
| City of Midwest City | Technician I | Good | \$25,978 | \$33,139 | \$40,300 | 55.1% | <input type="checkbox"/> | | |
| City of St. Joseph | Auto Mechanic | Good | \$27,692 | \$33,534 | \$39,377 | 42.2% | <input type="checkbox"/> | | |
| City of Jonesboro | Fleet Technician I | Good | \$28,672 | \$35,839 | \$43,006 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Mechanic | Good | \$30,141 | \$36,194 | \$42,248 | 40.2% | <input type="checkbox"/> | | |
| City of Stillwater | Fleet Mechanic | Good | \$30,575 | \$37,100 | \$43,626 | 42.7% | <input type="checkbox"/> | | |
| City of Edmond | Mechanic I | Good | \$30,678 | \$38,347 | \$46,017 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Mechanic I | Identical | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| City of Bentonville | Mechanic - Parks | Good | \$33,081 | \$41,351 | \$49,621 | 50.0% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Mechanic I | Good | \$33,247 | \$42,855 | \$52,464 | 57.8% | <input type="checkbox"/> | | |
| City of O'Fallon | Mechanic/Fleet Mechanic | Good | \$33,312 | \$39,702 | \$46,092 | 38.4% | <input type="checkbox"/> | | |
| City of Norman | Mechanic I | Good | \$36,116 | \$43,769 | \$51,423 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$27,792 | \$34,568 | \$41,343 | 48.8% | | | |

City of Fayetteville

Equipment Mechanic I

| | | | | |
|----------------------|-----------|-----------|-----------|---------------|
| \$ Difference | \$25,418 | \$32,077 | \$38,736 | \$2.4% |
| % Difference | (\$2,374) | (\$2,491) | (\$2,607) | -6.7% |
| | -9.3% | -7.8% | | |

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

EQUIPMENT MECHANIC II

Descrip 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.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Lee's Summit | | | | | | | <input type="checkbox"/> | | |
| City of Bossier City | Auto Mechanic II | Good | \$18,470 | \$23,129 | \$27,789 | 50.5% | <input type="checkbox"/> | | |
| State of Arkansas | Auto/Diesel Mechanic | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Springdale | Mechanic | Good | \$25,333 | \$31,665 | \$37,998 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Mechanic | Good | \$27,432 | \$34,290 | \$41,148 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Automotive Mechanic | Good | \$28,698 | \$35,183 | \$41,668 | 45.2% | <input type="checkbox"/> | | |
| NOARK | Mechanic II | Good | \$28,780 | \$36,372 | \$43,964 | 52.8% | <input type="checkbox"/> | | |
| University of Arkansas | Skilled Tradesman | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Mechanic | Good | \$30,141 | \$36,194 | \$42,248 | 40.2% | <input type="checkbox"/> | | |
| City of Springfield | Heavy Equipment Technician | Good | \$30,465 | \$37,005 | \$43,544 | 42.9% | <input type="checkbox"/> | | |
| City of St. Joseph | Master Mechanic | Good | \$30,856 | \$37,244 | \$43,632 | 41.4% | <input type="checkbox"/> | | |
| City of Columbia | Vehicle Mechanic | Good | \$31,389 | \$38,564 | \$45,740 | 45.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Fleet Technician II | Good | \$31,399 | \$39,248 | \$47,097 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Lead Technician | Good | \$31,404 | \$40,061 | \$48,717 | 55.1% | <input type="checkbox"/> | | |
| City of Conway | Senior Mechanic | Good | \$32,368 | \$36,991 | \$41,615 | 28.6% | <input type="checkbox"/> | | |
| City of Stillwater | Fleet Lead Mechanic | Good | \$32,443 | \$39,359 | \$46,275 | 42.6% | <input type="checkbox"/> | | |
| City of Lawrence | Mechanic II | Identical | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| City of Edmond | Mechanic II | Good | \$34,617 | \$43,271 | \$51,926 | 50.0% | <input type="checkbox"/> | | |
| City of Florissant | Equipment Maintenance Mechanic | Good | \$35,252 | \$40,621 | \$45,990 | 30.5% | <input type="checkbox"/> | | |
| City of Bentonville | Mechanic - Street | Good | \$38,580 | \$48,220 | \$57,860 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Mechanic II | Good | \$38,644 | \$46,833 | \$55,023 | 42.4% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Mechanic II | Good | \$38,923 | \$50,253 | \$61,583 | 58.2% | <input type="checkbox"/> | | |
| Average | | | \$31,154 | \$38,802 | \$46,450 | 49.1% | | | |

City of Fayetteville
Equipment Mechanic II

\$ Difference \$29,424 \$37,133 \$44,842
% Difference (\$1,730) (\$1,669) (\$1,608)
 -5.9% -4.5% -3.6%

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Streets Supervisor | Good | \$29,989 | \$37,421 | \$44,853 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Team Leader | Good | \$30,465 | \$37,005 | \$43,544 | 42.9% | <input type="checkbox"/> | | |
| City of College Station | Foreman | Good | \$36,110 | \$43,357 | \$50,605 | 40.1% | <input type="checkbox"/> | | |
| City of Jonesboro | Street Maintenance Supervisor | Good | \$36,852 | \$46,065 | \$55,279 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Manager of Streets | Good | \$37,322 | \$47,738 | \$58,154 | 55.8% | <input type="checkbox"/> | | |
| City of O'Fallon | Street Maintenance Supervisor | Good | \$37,886 | \$45,179 | \$52,472 | 38.5% | <input type="checkbox"/> | | |
| City of St. Joseph | Senior Field Supervisor | Good | \$39,972 | \$48,406 | \$56,839 | 42.2% | <input type="checkbox"/> | | |
| City of Springdale | Construction Supervisor | Good | \$40,321 | \$50,401 | \$60,481 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Infrastructure Maintenance Supervisor | Good | \$40,550 | \$50,885 | \$61,220 | 51.0% | <input type="checkbox"/> | | |
| City of Columbia | Transportation Supervisor | Good | \$43,942 | \$53,934 | \$63,926 | 45.5% | <input type="checkbox"/> | | |
| City of Conway | Street Superintendent | Good | \$53,644 | \$58,413 | \$63,181 | 17.8% | <input type="checkbox"/> | | |
| Average | | | \$38,823 | \$47,164 | \$55,505 | 43.0% | | | |

City of Fayetteville

Field Operations Supervisor - Transportation

\$35,765 **\$45,136** **\$54,506** **52.4%**

\$ Difference (\$3,058)

% Difference -8.6%

\$ Difference (\$2,028)

% Difference -4.5%

\$ Difference (\$999)

% Difference -1.8%

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, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These 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 independent pension boards of trustees.

Quals

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 education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-------------------------------|-----------|-----------------|-----------------|------------------|--------------|-------------------------------------|---------|------------|
| City of Blue Springs | | | | | | | | | |
| City of Stillwater | | | | | | | | | |
| City of Joplin | Finance Director | Good | \$60,199 | \$75,545 | \$90,891 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Florissant | Finance Director | Good | \$61,391 | \$70,754 | \$80,116 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Finance Director | Identical | \$65,049 | \$83,119 | \$101,188 | 55.6% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Finance Director | Good | \$65,486 | \$78,076 | \$90,665 | 38.4% | <input type="checkbox"/> | | |
| City of Springdale | Adm/Finance Services Director | Good | \$66,388 | \$82,984 | \$99,581 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Finance Director | Good | \$71,513 | \$96,513 | \$121,513 | 69.9% | <input type="checkbox"/> | | |
| City of Midwest City | Finance Director | Good | \$74,049 | \$86,641 | \$99,232 | 34.0% | <input type="checkbox"/> | | |
| City of Columbia | Director of Finance | Identical | \$74,787 | \$116,460 | \$158,134 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Conway | Chief Financial Officer | Good | \$75,335 | \$75,335 | \$75,335 | 0.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Chief Financial Officer | Good | \$75,712 | \$94,640 | \$113,568 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Finance Director | Identical | \$76,306 | \$95,215 | \$114,123 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Director of Finance | Good | \$77,769 | \$98,414 | \$119,060 | 53.1% | <input type="checkbox"/> | | |
| City of Manhattan | Director of Finance | Good | \$79,525 | \$103,471 | \$127,418 | 60.2% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Director of Finance | Identical | \$84,847 | \$106,059 | \$127,272 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Norman | Director of Finance | Good | \$89,100 | \$107,982 | \$126,864 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of College Station | Executive Director | Good | \$94,997 | \$121,074 | \$147,150 | 54.9% | <input type="checkbox"/> | | |
| City of Rogers | CFO/Treasurer | Good | \$103,490 | \$103,490 | \$103,490 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$76,232 | \$93,869 | \$111,506 | 46.3% | | | |

City of Fayetteville

| | | | | |
|------------------|----------|----------|-----------|----------------------|
| Finance Director | \$78,071 | \$98,526 | \$118,980 | \$ Difference |
| | \$1,839 | \$4,657 | \$7,474 | % Difference |
| | 2.4% | 4.7% | 6.3% | |

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

FINANCIAL ANALYST - BUDGET

Descrip 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 education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Norman | Accountant II | Good | \$20,977 | \$26,309 | \$31,642 | 50.8% | <input checked="" type="checkbox"/> | | |
| City of Bossier City | Budget Specialist | Good | \$28,672 | \$35,816 | \$42,960 | 49.8% | <input type="checkbox"/> | | |
| City of Jonesboro | Revenue Collections Supervisor | Good | \$29,901 | \$37,377 | \$44,853 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Payroll Officer I/Accountant | Good | \$31,211 | \$35,257 | \$39,303 | 25.9% | <input type="checkbox"/> | | |
| City of Conway | Budget Specialist | Good | \$32,249 | \$45,703 | \$59,157 | 83.4% | <input type="checkbox"/> | | |
| State of Arkansas | Financial Analyst | Good | \$34,252 | \$43,669 | \$53,085 | 55.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Staff Accountant | Good | \$34,544 | \$44,067 | \$53,590 | 55.1% | <input type="checkbox"/> | | |
| City of Midwest City | Financial Analyst | Good | \$36,607 | \$44,330 | \$52,054 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of St. Joseph | Financial Analyst | Good | \$36,736 | \$45,037 | \$53,338 | 45.2% | <input type="checkbox"/> | | |
| City of Joplin | Budget Analyst | Good | \$38,923 | \$50,253 | \$61,583 | 58.2% | <input type="checkbox"/> | | |
| City of Manhattan | Senior Rate Analyst | Good | \$39,903 | \$48,990 | \$58,078 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Financial Services Coordinator | Good | \$40,527 | \$50,659 | \$60,791 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Financial Analyst | Good | \$44,808 | \$53,412 | \$62,016 | 38.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Accountant | Good | \$45,048 | \$60,809 | \$76,570 | 70.0% | <input type="checkbox"/> | | |
| City of Bentonville | Budget & Management Analyst | Good | \$45,133 | \$55,262 | \$65,391 | 44.9% | <input type="checkbox"/> | | |
| City of College Station | Financial Analyst | Good | \$47,934 | \$61,614 | \$75,293 | 57.1% | <input type="checkbox"/> | | |
| NOARK | Budget Analyst | Good | \$52,095 | \$63,191 | \$74,288 | 42.6% | <input type="checkbox"/> | | |
| City of Stillwater | | | | | | | | | |
| Average | | | \$37,619 | \$47,162 | \$56,705 | 50.7% | | | |

City of Fayetteville

Financial Analyst - Budget

| | | | | | |
|----------------------|-----------------|-----------------|-----------------|----------------|----------------|
| \$ Difference | \$39,431 | \$49,762 | \$60,093 | \$2,400 | \$3,388 |
| % Difference | 4.6% | 5.2% | 5.6% | 5.2% | 5.6% |

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

FINANCIAL COORDINATOR - PARKS AND REC

Descrip

Responsible for monitoring the department's purchasing, internal accounting, and work order system. Audits and approves P-card purchase requests and reconciliations for accuracy and compliance with policy. Prepares monthly budget performance reports and analyzes the results of these reports to identify the need for correcting journal entries or budget adjustments. Prepares correcting entries as needed. Prepares various revenue reports such as the Park Revenue report, HMR report, etc. Coordinates the development, management, and planning of the annual budget and work program for each program within 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|----------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III - P&R | Good | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| State of Arkansas | Fiscal Support Supervisor | Good | \$33,861 | \$47,988 | \$62,115 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Adm. Support Supervisor | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| Average | | | \$33,112 | \$43,580 | \$54,049 | 63.2% | | | |

City of Fayetteville

Financial Coordinator - Parks and Rec

\$32,440 **\$40,940** **\$49,439** **52.4%**

S Difference (\$672) (\$2,641) (\$4,610)

% Difference -2.1% -6.5% -9.3%

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

GIS TECHNICIAN

Descrip

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.

Quals

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 | Matching Title | Match | Min | Mid | Max | Range 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% | <input type="checkbox"/> | | |
| State of Arkansas | GIS Technician | Identic | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | GIS Technician | Good | \$30,141 | \$37,042 | \$43,943 | 45.8% | <input type="checkbox"/> | | |
| City of Columbia | GIS Technician | Good | \$31,389 | \$38,564 | \$45,740 | 45.7% | <input type="checkbox"/> | | |
| City of Midwest City | GIS Technician | Good | \$31,404 | \$40,061 | \$48,717 | 55.1% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services GIS Technician | Good | \$32,443 | \$39,359 | \$46,275 | 42.6% | <input type="checkbox"/> | | |
| City of Blue Springs | GIS Coordinator | Good | \$32,592 | \$40,740 | \$48,888 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | GIS Data Base Operator | Good | \$33,283 | \$40,800 | \$48,316 | 45.2% | <input type="checkbox"/> | | |
| City of O'Fallon | GIS Technician | Good | \$35,608 | \$42,458 | \$49,309 | 38.5% | <input type="checkbox"/> | | |
| City of Bentonville | GIS Technician II | Good | \$35,714 | \$44,638 | \$53,561 | 50.0% | <input type="checkbox"/> | | |
| City of Manhattan | GIS Technician | Good | \$37,116 | \$47,904 | \$58,692 | 58.1% | <input type="checkbox"/> | | |
| City of Lawrence | GIS Analyst | Good | \$38,659 | \$48,238 | \$57,818 | 49.6% | <input type="checkbox"/> | | |
| City of Rogers | GIS/Mapping Technician | Good | \$40,046 | \$40,046 | \$40,046 | 0.0% | <input type="checkbox"/> | | |
| City of Jonesboro | GIS Coordinator | Good | \$40,262 | \$50,326 | \$60,391 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | GIS Analyst I | Good | \$40,527 | \$50,659 | \$60,791 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | GIS Analyst | Good | \$40,825 | \$48,876 | \$56,928 | 39.4% | <input type="checkbox"/> | | |
| City of Conway | GIS Coordinator | Good | \$41,740 | \$47,278 | \$52,815 | 26.5% | <input type="checkbox"/> | | |
| City of Norman | GIS Analyst I | Good | \$45,890 | \$55,615 | \$65,341 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$35,754 | \$43,763 | \$51,773 | 44.8% | | | |

City of Fayetteville

GIS Technician

| | | | | |
|---------------------|------------------|------------------|------------------|--------------|
| S Difference | \$32,440 | \$40,940 | \$49,439 | 52.4% |
| % Difference | (\$3,314) | (\$2,824) | (\$2,334) | -4.7% |
| | -10.2% | -6.9% | -4.7% | |

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|-----------------|
| City of Rogers | IT Director | Good | | | | | <input type="checkbox"/> | | \$79,798 |
| City of Blue Springs | Director, Information Technologies | Good | \$59,580 | \$74,475 | \$89,371 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Systems Manager | Good | \$61,294 | \$82,754 | \$104,214 | 70.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Chief Technology Officer | Good | \$61,423 | \$77,718 | \$94,012 | 53.1% | <input type="checkbox"/> | | |
| City of Jonesboro | Information Systems Director | Good | \$64,803 | \$81,004 | \$97,204 | 50.0% | <input type="checkbox"/> | | |
| NOARK | IT Team Leader | Good | \$67,297 | \$83,794 | \$100,290 | 49.0% | <input type="checkbox"/> | | |
| Average | | | \$62,879 | \$79,949 | \$97,018 | 54.3% | | | \$79,798 |

City of Fayetteville Information Technology Director

\$ Difference \$61,171 \$77,198 \$93,224 **52.4%**

% Difference (\$1,708) (\$2,751) (\$3,794)

% Difference -2.8% -3.6% -4.1%

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Edmond | Inspector, Code Enforcement | Good | \$24,292 | \$30,514 | \$36,737 | 51.2% | <input type="checkbox"/> | | |
| City of Bossier City | Building Inspector | Good | \$27,939 | \$34,924 | \$41,909 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Inspector (Electrical, Building, Plumbing, Mechanical) | Good | \$28,934 | \$35,039 | \$41,143 | 42.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Building Inspector - CI | Good | \$29,901 | \$37,377 | \$44,853 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Inspector | Good | \$30,034 | \$37,543 | \$45,052 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Construction Inspector | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| State of Arkansas | Building Inspector | Good | \$31,475 | \$39,997 | \$48,519 | 54.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Construction Inspector | Good | \$32,801 | \$39,409 | \$46,018 | 40.3% | <input type="checkbox"/> | | |
| City of College Station | Building Inspector | Good | \$33,283 | \$40,800 | \$48,316 | 45.2% | <input type="checkbox"/> | | |
| City of Joplin | Building/Housing Code Inspector | Good | \$34,544 | \$44,067 | \$53,590 | 55.1% | <input type="checkbox"/> | | |
| City of Midwest City | Zoning Inspector I | Good | \$35,054 | \$45,268 | \$55,482 | 58.3% | <input type="checkbox"/> | | |
| City of Manhattan | Multi-Building Inspector | Good | \$35,252 | \$40,621 | \$45,990 | 30.5% | <input type="checkbox"/> | | |
| City of Florissant | Dev Services Building Inspector II | Good | \$35,461 | \$43,018 | \$50,575 | 42.6% | <input type="checkbox"/> | | |
| City of Stillwater | Senior Building Inspector | Good | \$36,293 | \$44,535 | \$52,777 | 45.4% | <input type="checkbox"/> | | |
| City of Columbia | Inspector - Inspection | Good | \$36,419 | \$38,033 | \$39,647 | 8.9% | <input type="checkbox"/> | | |
| City of Rogers | Building Inspector | Good | \$37,832 | \$45,107 | \$52,382 | 38.5% | <input type="checkbox"/> | | |
| City of Springfield | Multi-Discipline Inspector | Good | \$37,886 | \$45,179 | \$52,472 | 38.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Building Inspector | Good | \$38,580 | \$48,220 | \$57,860 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Building Inspector II | Identic | \$38,659 | \$48,238 | \$57,818 | 49.6% | <input type="checkbox"/> | | |
| City of Lawrence | Building Inspector | Good | \$49,104 | \$59,510 | \$69,916 | 42.4% | <input type="checkbox"/> | | |
| City of Norman | Code Enforcement Officer | Good | \$51,180 | \$55,152 | \$59,125 | 15.5% | <input type="checkbox"/> | | |
| City of Conway | | | | | | | | | |
| Average | | | \$35,030 | \$42,670 | \$50,310 | 43.6% | | | |

City of Fayetteville

Inspector/Commercial & Residential

| | | | | |
|----------------------|-----------|-----------|----------|--|
| \$ Difference | \$32,440 | \$40,940 | \$49,439 | |
| % Difference | (\$2,590) | (\$1,731) | (\$871) | |
| | -8.0% | -4.2% | -1.8% | |

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

LEAD COURT CLERK

Description

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.

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Florissant | | | | | | | <input type="checkbox"/> | | |
| City of Blue Springs | Court Clerk | Good | \$23,091 | \$28,864 | \$34,637 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Senior Court Clerk | Good | \$24,747 | \$30,338 | \$35,929 | 45.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Senior Court Representative | Good | \$26,113 | \$31,547 | \$36,980 | 41.6% | <input type="checkbox"/> | | |
| City of Springdale | Deputy Court Clerk | Good | \$26,635 | \$33,294 | \$39,954 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Court Specialist | Good | \$26,966 | \$32,389 | \$37,812 | 40.2% | <input type="checkbox"/> | | |
| City of Manhattan | Court Clerk II | Good | \$28,847 | \$37,180 | \$45,513 | 57.8% | <input type="checkbox"/> | | |
| City of Lee's Summit | Court Services Officer | Good | \$28,960 | \$36,681 | \$44,402 | 53.3% | <input type="checkbox"/> | | |
| City of Conway | Administrative Assistant II | Good | \$31,211 | \$35,257 | \$39,303 | 25.9% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Deputy Court Clerk | Good | \$31,487 | \$38,208 | \$44,929 | 42.7% | <input type="checkbox"/> | | |
| City of Bentonville | Chief Deputy Court Clerk | Good | \$33,081 | \$41,351 | \$49,621 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Chief Deputy Clerk | Good | \$34,930 | \$34,930 | \$34,930 | 0.0% | <input type="checkbox"/> | | |
| City of College Station | Customer Services Coord./Courts | Good | \$36,110 | \$43,357 | \$50,605 | 40.1% | <input type="checkbox"/> | | |
| City of Norman | Deputy Court Clerk II | Good | \$36,116 | \$43,769 | \$51,423 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$29,869 | \$35,936 | \$42,003 | 40.6% | | | |

City of Fayetteville

Lead Court Clerk

\$ Difference \$30,895

% Difference 3.3%

\$ Difference \$38,990

% Difference 7.8%

\$ Difference \$47,084

% Difference 10.8%

\$ Difference \$5,081

% Difference 1.2%

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

MAINTENANCE WORKER II - PARKS

Descrip

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.

Quals

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Recreation Maintenance Worker I | Good | \$16,123 | \$20,153 | \$24,184 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Facilities Maintenance/Groundskeeper | Good | \$19,652 | \$21,964 | \$24,276 | 23.5% | <input type="checkbox"/> | | |
| City of College Station | Groundsworker | Good | \$20,150 | \$23,669 | \$27,187 | 34.9% | <input type="checkbox"/> | | |
| State of Arkansas | Maintenance Assistant | Good | \$20,788 | \$28,508 | \$36,227 | 74.3% | <input type="checkbox"/> | | |
| City of Columbia | Maintenance Assistant I | Good | \$21,947 | \$26,739 | \$31,531 | 43.7% | <input type="checkbox"/> | | |
| City of Springfield | Maintenance Worker | Good | \$22,290 | \$27,340 | \$32,389 | 45.3% | <input type="checkbox"/> | | |
| City of Joplin | Laborer I | Good | \$22,418 | \$27,483 | \$32,548 | 45.2% | <input type="checkbox"/> | | |
| City of Rogers | Maintenance/Equipment Operator | Good | \$22,476 | \$26,030 | \$29,584 | 31.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Park Maintenance Worker | Good | \$22,536 | \$28,170 | \$33,804 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Park Maintenance Worker II | Good | \$22,798 | \$28,498 | \$34,198 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Equipment Operator I | Good | \$23,616 | \$30,126 | \$36,637 | 55.1% | <input type="checkbox"/> | | |
| City of Springdale | Parks Maintenance II | Good | \$24,029 | \$30,036 | \$36,044 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Maintenance Worker | Good | \$25,167 | \$31,459 | \$37,750 | 50.0% | <input type="checkbox"/> | | |
| University of Arkansas | Maintenance Worker Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Stillwater | PE & R Maintenance Worker II | Good | \$25,602 | \$31,064 | \$36,525 | 42.7% | <input type="checkbox"/> | | |
| City of Bentonville | Parks Maintenance Worker II | Good | \$26,233 | \$32,807 | \$39,380 | 50.1% | <input type="checkbox"/> | | |
| City of St. Joseph | Equipment Operator | Good | \$26,342 | \$31,899 | \$37,457 | 42.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Skilled Parks Specialist | Good | \$26,681 | \$33,683 | \$40,685 | 52.5% | <input type="checkbox"/> | | |
| City of Norman | Maintenance Worker I | Good | \$26,736 | \$32,404 | \$38,071 | 42.4% | <input type="checkbox"/> | | |
| NOARK | Maintenance II | Good | \$27,206 | \$33,804 | \$40,402 | 48.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Park Maintenance Worker | Good | \$28,721 | \$34,234 | \$39,747 | 38.4% | <input type="checkbox"/> | | |
| City of Lawrence | Park & Facilities Maintenance II | Identic | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Maintenance Worker II | Good | \$31,079 | \$40,049 | \$49,020 | 57.7% | <input type="checkbox"/> | | |
| City of Florissant | Class B Laborer | Good | \$35,252 | \$40,621 | \$45,990 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$24,747 | \$30,625 | \$36,503 | 47.5% | | | |

City of Fayetteville

Maintenance Worker II - Parks

\$20,911 **\$26,390** **\$31,869**

\$ Difference (\$3,836) (\$4,235) (\$4,634)

% Difference -18.3% -16.0% -14.5%

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

MAINTENANCE WORKER III - WATER SEWER

Descrip

The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and 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 for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Water Service Technician | Good | \$23,091 | \$28,864 | \$34,637 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Laborer II | Good | \$23,561 | \$28,884 | \$34,208 | 45.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Sewer Maintenance Laborer | Good | \$23,577 | \$28,551 | \$33,526 | 42.2% | <input type="checkbox"/> | | |
| City of Columbia | Maintenance Assistant II | Good | \$23,924 | \$29,239 | \$34,553 | 44.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Service Technician | Good | \$24,613 | \$30,970 | \$37,327 | 51.7% | <input type="checkbox"/> | | |
| City of College Station | W/WW Systems Operator | Good | \$25,428 | \$29,942 | \$34,456 | 35.5% | <input type="checkbox"/> | | |
| City of Springfield | Sewer Repair Working Leader | Good | \$25,932 | \$31,634 | \$37,335 | 44.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Crew Leader I | Good | \$28,548 | \$36,418 | \$44,288 | 55.1% | <input type="checkbox"/> | | |
| City of Edmond | Utility Line Maintenance Worker III | Good | \$28,708 | \$35,885 | \$43,062 | 50.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Maintenance Worker | Good | \$28,721 | \$34,234 | \$39,747 | 38.4% | <input type="checkbox"/> | | |
| City of Stillwater | Water Utilities Maintenance Worker II | Good | \$29,685 | \$36,015 | \$42,345 | 42.6% | <input type="checkbox"/> | | |
| City of Bentonville | WW Collection Specialist III | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Manhattan | Maintenance Technician | Good | \$31,079 | \$40,049 | \$49,020 | 57.7% | <input type="checkbox"/> | | |
| City of Norman | Maintenance Worker II | Good | \$31,842 | \$38,591 | \$45,340 | 42.4% | <input type="checkbox"/> | | |
| NOARK | Maintenance III | Good | \$33,198 | \$40,534 | \$47,870 | 44.2% | <input type="checkbox"/> | | |
| Average | | | \$27,488 | \$33,888 | \$40,288 | 46.6% | | | |

City of Fayetteville

Maintenance Worker III - Water Sewer

\$ Difference \$23,055 \$29,095 \$35,135 **52.4%**
% Difference (\$4,433) (\$4,793) (\$5,153)
 -19.2% -16.5% -14.7%

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

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 end loader and rollers.

Quals

High school diploma or GED and 18 months of related experience or training. Valid Driver's License and CDL - B.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | Heavy Equipment Operator | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| City of Rogers | Operator - Street | Good | \$22,392 | \$32,079 | \$41,765 | 86.5% | <input type="checkbox"/> | | |
| City of Columbia | Utility Maintenance Mechanic I | Good | \$24,987 | \$30,590 | \$36,193 | 44.8% | <input type="checkbox"/> | | |
| NOARK | Heavy Equipment Operator | Good | \$25,472 | \$32,029 | \$38,586 | 51.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II - Street | Good | \$25,944 | \$32,430 | \$38,917 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Asphalt/Construction Specialist | Good | \$26,584 | \$30,160 | \$33,736 | 26.9% | <input type="checkbox"/> | | |
| City of Springfield | Equipment Operator III | Good | \$27,567 | \$33,538 | \$39,508 | 43.3% | <input type="checkbox"/> | | |
| City of College Station | Equipment Operator/Public Wrks | Good | \$27,627 | \$33,136 | \$38,645 | 39.9% | <input type="checkbox"/> | | |
| City of Midwest City | Equipment Operator III | Good | \$28,548 | \$36,418 | \$44,288 | 55.1% | <input type="checkbox"/> | | |
| City of Joplin | Heavy Equipment Operator | Good | \$28,698 | \$35,183 | \$41,668 | 45.2% | <input type="checkbox"/> | | |
| City of O'Fallon | Street Maintenance Worker | Good | \$28,721 | \$34,234 | \$39,747 | 38.4% | <input type="checkbox"/> | | |
| City of Stillwater | Street Equipment Operator II | Good | \$29,685 | \$36,015 | \$42,345 | 42.6% | <input type="checkbox"/> | | |
| City of Bentonville | Heavy Equipment Operator II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Edmond | Heavy Equipment Operator | Good | \$30,678 | \$38,347 | \$46,017 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Equipment Operator IV | Good | \$30,684 | \$37,158 | \$43,632 | 42.2% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Operator | Good | \$33,247 | \$42,855 | \$52,464 | 57.8% | <input type="checkbox"/> | | |
| City of Norman | Heavy Equipment Operator | Good | \$36,116 | \$43,769 | \$51,423 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$28,198 | \$35,082 | \$41,965 | 48.8% | | | |

City of Fayetteville

Maintenance Worker IV - Asphalt

\$ Difference \$24,207 \$30,550 \$36,892 \$2,4%
% Difference (\$3,991) (\$4,532) (\$5,073)
 -16.5% -14.8% -13.8%

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

METER READER

Descrip 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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Meter Services Field Rep | Good | \$20,674 | \$25,690 | \$30,706 | 48.5% | <input type="checkbox"/> | | |
| City of College Station | Meter Reader | Good | \$22,755 | \$28,512 | \$34,290 | 50.8% | <input type="checkbox"/> | | |
| City of Lee's Summit | Meter Reader | Good | \$23,616 | \$30,126 | \$36,637 | 55.1% | <input type="checkbox"/> | | |
| City of Midwest City | Meter Reader | Identical | \$23,924 | \$29,239 | \$34,553 | 44.4% | <input type="checkbox"/> | | |
| City of Columbia | Meter Reader | Identical | \$24,768 | \$30,961 | \$37,153 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Customer Service Meter Reader | Good | \$24,864 | \$30,162 | \$35,461 | 42.6% | <input type="checkbox"/> | | |
| City of Stillwater | Meter Reader | Identical | \$26,736 | \$32,404 | \$38,071 | 42.4% | <input type="checkbox"/> | | |
| City of Norman | Meter Reader | Identical | \$27,517 | \$34,335 | \$41,153 | 49.6% | <input type="checkbox"/> | | |
| City of Lawrence | Water Service Worker I | Good | \$27,571 | \$35,511 | \$43,451 | 57.6% | <input type="checkbox"/> | | |
| City of Manhattan | Meter Reader II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Bentonville | | | | | | | | | |
| Average | | | \$25,300 | \$31,520 | \$37,741 | 49.2% | | | |

City of Fayetteville

Meter Reader

S Difference (\$1,093) -3.2%
% Difference -4.5%

S Difference (\$849) -2.3%
% Difference -2.3%

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

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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-----------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Office Administrator | Good | \$24,408 | \$29,951 | \$35,495 | 45.4% | <input type="checkbox"/> | | |
| State of Arkansas | Park Office Manager | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Executive Secretary | Good | \$26,113 | \$31,623 | \$37,133 | 42.2% | <input type="checkbox"/> | | |
| University of Arkansas | Administrative Support Supervisor | Good | \$26,531 | \$37,600 | \$48,669 | 83.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Administrative Specialist | Good | \$28,960 | \$36,681 | \$44,402 | 53.3% | <input type="checkbox"/> | | |
| City of Stillwater | Electric Office Manager | Good | \$31,487 | \$38,208 | \$44,929 | 42.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Office Manager | Good | \$32,761 | \$40,952 | \$49,143 | 50.0% | <input type="checkbox"/> | | |
| NOARK | Office Manager | Good | \$33,245 | \$41,739 | \$50,232 | 51.1% | <input type="checkbox"/> | | |
| City of Edmond | Administrative Supervisor | Good | \$36,587 | \$45,734 | \$54,881 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Administrative Technician IV | Good | \$37,462 | \$45,401 | \$53,341 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$30,282 | \$38,370 | \$46,457 | 53.4% | | | |

City of Fayetteville Office Manager - Transportation

S Difference \$30,895 \$38,990 \$47,084 **52.4%**
% Difference \$613 \$620 \$627
 2.0% 1.6% 1.3%

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

PARKING ENFORCEMENT OFFICER

Describe 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.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-----------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of College Station | | | | | | | <input type="checkbox"/> | | |
| State of Arkansas | | | | | | | <input type="checkbox"/> | | |
| University of Arkansas | Parking Control Officer | Good | \$17,957 | \$24,008 | \$30,059 | 67.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Parking Control Technician | Good | \$21,419 | \$25,938 | \$30,457 | 42.2% | <input type="checkbox"/> | | |
| City of Stillwater | Parking Control Officer | Good | \$22,106 | \$26,797 | \$31,487 | 42.4% | <input type="checkbox"/> | | |
| City of Joplin | Parking Monitor | Good | \$22,419 | \$27,484 | \$32,548 | 45.2% | <input type="checkbox"/> | | |
| City of Springfield | Traffic Services Officer | Good | \$22,600 | \$27,733 | \$32,865 | 45.4% | <input type="checkbox"/> | | |
| City of Columbia | Parking Enforcement Agent | Good | \$23,924 | \$29,239 | \$34,553 | 44.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Parking Control Officer | Good | \$24,613 | \$30,970 | \$37,327 | 51.7% | <input type="checkbox"/> | | |
| City of Manhattan | Parking Control Officer | Good | \$25,615 | \$32,981 | \$40,347 | 57.5% | <input type="checkbox"/> | | |
| City of Norman | Parking Service Officer | Good | \$26,736 | \$32,404 | \$38,071 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Parking Control Officer | Identical | \$27,517 | \$34,335 | \$41,153 | 49.6% | <input type="checkbox"/> | | |
| City of Conway | Parking Enforcement Officer | Good | \$27,923 | \$31,832 | \$35,740 | 28.0% | <input type="checkbox"/> | | |
| Average | | | \$23,894 | \$29,429 | \$34,964 | 46.3% | | | |

City of Fayetteville Parking Enforcement Officer

\$ Difference (\$2,983) (\$3,039) (\$3,095)
% Difference -14.3% -11.5% -9.7%

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

PARKS MAINT SUPERINTENDENT

Descrip

The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes 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 and Rec Budget. Reports to the Director of Parks and Recreation.

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 equivalent combination of education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator within two years of employment.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| State of Arkansas | | | | | | | <input type="checkbox"/> | | |
| City of Blue Springs | Parks Maintenance Superintendent | Good | \$35,526 | \$44,407 | \$53,288 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Parks Maintenance Superintendent | Good | \$40,262 | \$50,326 | \$60,391 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Superintendent of Parks | Good | \$42,185 | \$51,086 | \$59,986 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Joplin | Parks Maintenance Supervisor | Good | \$42,605 | \$53,462 | \$64,319 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Superintendent of Park Operations | Good | \$44,486 | \$57,271 | \$70,056 | 57.5% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Parks and Rec Maintenance Supervisor | Good | \$45,048 | \$60,809 | \$76,570 | 70.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Parks Superintendent | Good | \$49,399 | \$58,880 | \$68,361 | 38.4% | <input type="checkbox"/> | | |
| City of Columbia | Park Development Superintendent | Good | \$50,791 | \$62,313 | \$73,835 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of College Station | Recreation Superintendent | Good | \$50,832 | \$62,286 | \$73,741 | 45.1% | <input type="checkbox"/> | | |
| City of Florissant | Park Maintenance Superintendent | Good | \$51,600 | \$63,327 | \$75,054 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | Parks Superintendent | Good | \$54,313 | \$70,256 | \$86,200 | 58.7% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Parks Superintendent | Good | \$55,301 | \$69,126 | \$82,950 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Superintendent - Parks | Good | \$57,259 | \$57,259 | \$57,259 | 0.0% | <input type="checkbox"/> | | |
| City of Lawrence | Assistant Parks & Recreation Director (Parks) | Good | \$60,831 | \$75,904 | \$90,977 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Parks Superintendent | Good | \$66,805 | \$80,963 | \$95,121 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$49,816 | \$61,178 | \$72,541 | 45.6% | | | |

City of Fayetteville

Parks Maintenance Superintendent

\$ Difference \$50,325 **\$63,511** **\$76,696** **\$2.4%**

% Difference 1.0% 3.7% 5.4%

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

PLANNER - CURRENT PLANNING

Description

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.

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|----------------------------------|-----------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Bossier City | Planner | Good | \$20,977 | \$26,309 | \$31,642 | 50.8% | <input type="checkbox"/> | | |
| City of Blue Springs | Associate Planner | Good | \$32,592 | \$40,740 | \$48,888 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Planner | Good | \$34,252 | \$43,669 | \$53,085 | 55.0% | <input type="checkbox"/> | | |
| City of Springfield | Associate City Planner | Good | \$35,591 | \$42,610 | \$49,630 | 39.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Sr. Planner | Good | \$36,852 | \$46,065 | \$55,279 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Planning Specialist/Cartographer | Good | \$37,575 | \$42,554 | \$47,534 | 26.5% | <input type="checkbox"/> | | |
| City of Columbia | Planner | Good | \$38,026 | \$46,697 | \$55,368 | 45.6% | <input checked="" type="checkbox"/> | | |
| City of Stillwater | Dev Services Planner | Good | \$39,913 | \$48,414 | \$56,916 | 42.6% | <input type="checkbox"/> | | |
| City of Rogers | Planner I | Good | \$40,088 | \$40,088 | \$40,088 | 0.0% | <input type="checkbox"/> | | |
| City of Joplin | Municipal Planner | Good | \$40,550 | \$50,885 | \$61,220 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | Planner I | Good | \$40,878 | \$52,793 | \$64,708 | 58.3% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Planner | Good | \$41,677 | \$52,086 | \$62,495 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Staff Planner | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Plan Reviewer | Good | \$44,808 | \$53,411 | \$62,014 | 38.4% | <input type="checkbox"/> | | |
| City of Norman | Planner I | Good | \$45,890 | \$55,615 | \$65,341 | 42.4% | <input type="checkbox"/> | | |
| City of Edmond | Planner | Identical | \$47,421 | \$59,276 | \$71,131 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Planner II | Identical | \$48,494 | \$60,510 | \$72,526 | 49.6% | <input type="checkbox"/> | | |
| Average | | | \$39,299 | \$47,870 | \$56,441 | 43.6% | | | |

City of Fayetteville

Planner - Current Planning

| | | | | |
|----------------------|-----------|-----------|-----------|--------------|
| \$ Difference | \$35,765 | \$45,136 | \$54,506 | 52.4% |
| % Difference | (\$3,534) | (\$2,735) | (\$1,935) | -3.6% |

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 statutes 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

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 experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, 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 Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-------------------------------|---------|-----------------|-----------------|------------------|--------------|-------------------------------------|---------|-----------------|
| City of College Station | | | | | | | | | |
| City of St. Joseph | Police Chief | Good | | | | | | | \$89,269 |
| City of Stillwater | | | | | | | | | |
| City of Blue Springs | Chief of Police | Identic | \$64,942 | \$81,178 | \$97,413 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Joplin | Police Chief | Good | \$66,447 | \$83,386 | \$100,325 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Chief | Good | \$68,994 | \$86,243 | \$103,492 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Chief of Police | Identic | \$69,778 | \$88,847 | \$107,916 | 54.7% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Police Chief | Good | \$72,039 | \$93,647 | \$115,255 | 60.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Chief | Identic | \$72,391 | \$86,300 | \$100,209 | 38.4% | <input type="checkbox"/> | | |
| City of Midwest City | Police Chief | Good | \$74,049 | \$86,641 | \$99,232 | 34.0% | <input type="checkbox"/> | | |
| City of Florissant | Police Chief | Good | \$74,291 | \$85,611 | \$96,930 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Police Chief | Identic | \$74,787 | \$116,460 | \$158,134 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Chief of Police | Good | \$75,712 | \$94,640 | \$113,568 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Police Chief | Good | \$76,306 | \$95,215 | \$114,123 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Police Chief | Good | \$77,769 | \$98,414 | \$119,060 | 53.1% | <input type="checkbox"/> | | |
| City of Conway | Police Chief | Good | \$81,856 | \$81,856 | \$81,856 | 0.0% | <input type="checkbox"/> | | |
| City of Edmond | Police Chief | Good | \$84,897 | \$106,084 | \$127,272 | 49.9% | <input checked="" type="checkbox"/> | | |
| City of Norman | Police Chief | Identic | \$89,100 | \$107,982 | \$126,864 | 42.4% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Director of University Police | Good | \$93,354 | \$93,354 | \$93,354 | 0.0% | <input type="checkbox"/> | | |
| City of Rogers | Police Chief | Good | \$96,781 | \$96,781 | \$96,781 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$77,264 | \$93,096 | \$108,928 | 41.0% | | | \$89,269 |

City of Fayetteville

Police Chief

S Difference \$74,353 \$93,834 \$113,314
% Difference (\$2,911) \$737 \$4,386
 -3.9% 0.8% 3.9%

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

PROSECUTING ATTORNEY

Descrip

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.

| Quals | Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------|----------------------|------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| | City of St. Joseph | City Prosecutor | Good | \$46,181 | \$55,925 | \$65,669 | 42.2% | <input checked="" type="checkbox"/> | | |
| | City of Lee's Summit | Prosecuting Attorney | Good | \$53,297 | \$67,908 | \$82,520 | 54.8% | <input type="checkbox"/> | | |
| | City of Springdale | Deputy City Attorney | Good | \$55,961 | \$69,951 | \$83,941 | 50.0% | <input type="checkbox"/> | | |
| | City of Manhattan | City Prosecutor | Good | \$56,992 | \$73,732 | \$90,472 | 58.7% | <input checked="" type="checkbox"/> | | |
| | City of Bentonville | Attorney | Good | \$61,294 | \$82,754 | \$104,214 | 70.0% | <input type="checkbox"/> | | |
| | City of Columbia | Assistant City Counselor III | Good | \$61,621 | \$75,578 | \$89,534 | 45.3% | <input type="checkbox"/> | | |
| | City of Springfield | Assistant City Attorney IV | Good | \$63,666 | \$83,065 | \$102,464 | 60.9% | <input type="checkbox"/> | | |
| | City of Rogers | Deputy City Attorney | Good | \$71,391 | \$71,391 | \$71,391 | 0.0% | <input type="checkbox"/> | | |
| | City of Norman | Assistant City Attorney II | Good | \$72,150 | \$87,440 | \$102,731 | 42.4% | <input type="checkbox"/> | | |
| Average | | | | \$60,284 | \$74,194 | \$88,104 | 46.1% | | | |

City of Fayetteville

Prosecuting Attorney

\$ Difference \$85,110 \$102,779 **52.4%**
% Difference \$7,157 \$10,916 \$14,675
 10.6% 12.8% 14.3%

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

PURCHASING AGENT

Descrip

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

Quals

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.

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Bossier City | Purchasing Agent | Good | \$29,900 | \$37,627 | \$45,353 | 51.7% | <input type="checkbox"/> | | |
| University of Arkansas | Buyer | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Senior Procurement Officer | Good | \$34,252 | \$43,669 | \$53,085 | 55.0% | <input type="checkbox"/> | | |
| City of Lawrence | Purchasing Specialist | Identic | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Purchasing Agent | Good | \$35,608 | \$42,458 | \$49,309 | 38.5% | <input type="checkbox"/> | | |
| NOARK | Purchasing Agent/Buyer | Good | \$36,935 | \$48,014 | \$59,093 | 60.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Purchasing Agent | Good | \$38,533 | \$46,663 | \$54,793 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | Buyer | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| City of Norman | Procurement Analyst | Good | \$42,889 | \$51,978 | \$61,067 | 42.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Purchasing Manager | Good | \$42,989 | \$53,735 | \$64,481 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Purchasing Agent | Good | \$45,007 | \$56,247 | \$67,488 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Purchasing Agent | Good | \$46,421 | \$55,134 | \$63,847 | 37.5% | <input type="checkbox"/> | | |
| City of Edmond | Purchasing Manager | Good | \$47,421 | \$59,276 | \$71,131 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Purchasing Agent | Good | \$55,936 | \$68,620 | \$81,304 | 45.4% | <input type="checkbox"/> | | |
| Average | | | \$39,525 | \$49,569 | \$59,614 | 50.8% | | | |

City of Fayetteville

Purchasing Agent

| | | | |
|----------------------|------------------|------------------|------------------|
| \$ Difference | \$37,553 | \$47,392 | \$57,231 |
| % Difference | (\$1,972) | (\$2,177) | (\$2,383) |
| | -5.3% | -4.6% | -4.2% |

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

RECREATION SUPERINTENDENT

Description

The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the 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.

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 equivalent combination of education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| State of Arkansas | Recreation Coordinator | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Recreation Superintendent | Good | \$35,526 | \$44,407 | \$53,288 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Recreation Program Supervisor | Good | \$38,622 | \$52,139 | \$65,656 | 70.0% | <input type="checkbox"/> | | |
| City of Joplin | Recreation and Events Manager | Good | \$42,605 | \$53,462 | \$64,319 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Recreation Program Manager | Good | \$43,482 | \$54,352 | \$65,222 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Superintendent of Recreation Services | Good | \$44,486 | \$57,271 | \$70,056 | 57.5% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Recreation Superintendent | Good | \$45,534 | \$56,918 | \$68,301 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Park & Recreation Supervisor | Good | \$45,978 | \$56,955 | \$67,931 | 47.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Assistant Parks and Recreation Director | Good | \$48,441 | \$60,552 | \$72,663 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Recreation Superintendent | Good | \$49,399 | \$58,880 | \$68,361 | 38.4% | <input type="checkbox"/> | | |
| City of Columbia | Superintendent of Recreation & Community Programs | Good | \$50,791 | \$62,313 | \$73,835 | 45.4% | <input type="checkbox"/> | | |
| City of College Station | Recreation Superintendent | Good | \$50,832 | \$62,286 | \$73,741 | 45.1% | <input type="checkbox"/> | | |
| City of Conway | BF Programs Manager | Good | \$51,180 | \$55,152 | \$59,125 | 15.5% | <input type="checkbox"/> | | |
| City of Rogers | Program Director | Good | \$52,563 | \$52,563 | \$52,563 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | Recreation Superintendent | Good | \$54,313 | \$70,256 | \$86,200 | 58.7% | <input checked="" type="checkbox"/> | | |
| City of Springfield | Superintendent of Recreation | Good | \$54,612 | \$64,823 | \$75,034 | 37.4% | <input type="checkbox"/> | | |
| City of Florissant | Assistant Parks Director | Good | \$56,764 | \$65,412 | \$74,060 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Norman | Parks Superintendent | Good | \$66,805 | \$80,963 | \$95,121 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$47,622 | \$58,029 | \$68,435 | 43.7% | | | |

City of Fayetteville

Recreation Superintendent

\$ Difference \$47,929 \$60,486 \$73,043
% Difference 0.6% 4.1% 6.3%

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

ROUTE DRIVER

Describe 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.

Quals High school diploma or GED; or one year of related experience and/or training. Must possess a valid Commercial Driver's License, Class B.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|--------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Midwest City | Route Serviceperson | Good | \$23,616 | \$30,126 | \$36,637 | 55.1% | <input type="checkbox"/> | | |
| City of Columbia | Refuse Collector II | Good | \$26,104 | \$32,011 | \$37,917 | 45.3% | <input type="checkbox"/> | | |
| City of Bentonville | Sanitation Worker | Good | \$26,233 | \$32,807 | \$39,380 | 50.1% | <input type="checkbox"/> | | |
| City of Conway | Sanitation CDL | Good | \$26,584 | \$30,160 | \$33,736 | 26.9% | <input type="checkbox"/> | | |
| City of Edmond | Solid Waste Truck Driver | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Service Route Operator | Good | \$31,017 | \$36,973 | \$42,929 | 38.4% | <input type="checkbox"/> | | |
| City of Norman | Sanitation Worker II | Good | \$31,842 | \$38,591 | \$45,340 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Solid Waste Operator | Good | \$34,517 | \$43,070 | \$51,623 | 49.6% | <input type="checkbox"/> | | |
| Average | | | \$28,218 | \$34,588 | \$40,959 | 45.2% | | | |

City of Fayetteville

Route Driver

\$ Difference \$26,689 \$33,681 \$40,673 \$2866
% Difference -5.7% -2.7% -0.7%

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

SECRETARY - PROSECUTOR OFFICE

Descrip

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.

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 Pay | Actual Pay |
|-------------------------|-------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Receptionist | Good | \$14,456 | \$17,538 | \$20,621 | 42.6% | <input type="checkbox"/> | | |
| City of Blue Springs | Secretary | Good | \$21,183 | \$26,479 | \$31,775 | 50.0% | <input type="checkbox"/> | | |
| State of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| University of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| NOARK | Secretary | Good | \$22,086 | \$28,236 | \$34,385 | 55.7% | <input type="checkbox"/> | | |
| City of College Station | Legal Secretary | Good | \$22,788 | \$26,747 | \$30,706 | 34.7% | <input type="checkbox"/> | | |
| City of Edmond | Administrative Specialist I | Good | \$22,798 | \$28,498 | \$34,198 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Legal Secretary | Good | \$23,561 | \$28,884 | \$34,208 | 45.2% | <input type="checkbox"/> | | |
| City of Columbia | Administrative Support Assistant II | Good | \$23,924 | \$29,238 | \$34,551 | 44.4% | <input type="checkbox"/> | | |
| City of Springdale | Secretary/Receptionist | Good | \$24,029 | \$30,036 | \$36,044 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Secretary | Good | \$24,613 | \$30,970 | \$37,327 | 51.7% | <input type="checkbox"/> | | |
| City of St. Joseph | Secretary to City Prosecutor | Good | \$24,808 | \$30,042 | \$35,276 | 42.2% | <input type="checkbox"/> | | |
| City of Stillwater | Administrative Technician (Various) | Good | \$24,864 | \$30,162 | \$35,461 | 42.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Legal Assistant - Secretary | Good | \$27,308 | \$34,135 | \$40,961 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Administrative Technician II | Good | \$28,340 | \$34,347 | \$40,353 | 42.4% | <input type="checkbox"/> | | |
| City of Bentonville | Secretary II | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| City of Rogers | Receptionist - City Attorney | Good | \$32,791 | \$32,791 | \$32,791 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | Legal Secretary | Good | \$33,247 | \$42,855 | \$52,464 | 57.8% | <input type="checkbox"/> | | |
| Average | | | \$25,045 | \$30,950 | \$36,854 | 47.1% | | | |

City of Fayetteville

Secretary - Prosecutor Office

| | | | | |
|---------------------|-----------|-----------|-----------|--------------|
| | \$21,957 | \$27,710 | \$33,462 | 52.4% |
| S Difference | (\$3,088) | (\$3,240) | (\$3,392) | |
| % Difference | -14.1% | -11.7% | -10.1% | |

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Columbia | Customer Service Representative II | Good | \$26,104 | \$32,011 | \$37,917 | 45.3% | <input type="checkbox"/> | | |
| State of Arkansas | DFA Supervisor | Good | \$26,531 | \$37,600 | \$48,669 | 83.4% | <input type="checkbox"/> | | |
| City of Conway | Senior Customer Service Representative | Good | \$26,588 | \$30,634 | \$34,680 | 30.4% | <input type="checkbox"/> | | |
| City of Edmond | Customer Service Representative II | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Sr Customer Service Rep. | Good | \$27,627 | \$33,136 | \$38,645 | 39.9% | <input type="checkbox"/> | | |
| City of Stillwater | Customer Service Lead Representative | Good | \$27,969 | \$33,941 | \$39,913 | 42.7% | <input type="checkbox"/> | | |
| City of Midwest City | Office Manager | Good | \$28,548 | \$36,418 | \$44,288 | 55.1% | <input type="checkbox"/> | | |
| City of Florissant | Lead Permit Inspection Clerk | Good | \$29,124 | \$33,563 | \$38,003 | 30.5% | <input type="checkbox"/> | | |
| City of Bentonville | Customer Account Representative III | Good | \$30,595 | \$38,264 | \$45,933 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$30,819 | \$38,455 | \$46,091 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Customer Service Representative II | Good | \$31,842 | \$38,591 | \$45,340 | 42.4% | <input type="checkbox"/> | | |
| City of Manhattan | Administrative Supervisor | Good | \$44,960 | \$58,108 | \$71,255 | 58.5% | <input type="checkbox"/> | | |
| Average | | | \$29,787 | \$37,012 | \$44,237 | 48.5% | | | |

City of Fayetteville

Senior Customer Service Representative

| | | | | |
|----------------------|------------------|------------------|------------------|--------------|
| \$ Difference | \$26,689 | \$33,681 | \$40,673 | 52.4% |
| % Difference | (\$3,098) | (\$3,331) | (\$3,564) | -8.8% |
| | -11.6% | -9.9% | -8.8% | |

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

SENIOR PLANNER - CURRENT PLANNING

Descrip

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

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Blue Springs | Principal Planner | Good | \$35,526 | \$44,407 | \$53,288 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Senior Planner | Good | \$36,852 | \$46,065 | \$55,279 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Planning Coordinator | Good | \$37,062 | \$46,328 | \$55,594 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Senior Planner | Good | \$37,322 | \$47,738 | \$58,154 | 55.8% | <input type="checkbox"/> | | |
| State of Arkansas | Chief Park Planner | Good | \$41,159 | \$56,915 | \$72,670 | 76.6% | <input type="checkbox"/> | | |
| City of St. Joseph | City Planner | Good | \$42,185 | \$51,086 | \$59,986 | 42.2% | <input type="checkbox"/> | | |
| City of Springfield | Senior City Planner | Good | \$42,241 | \$50,199 | \$58,158 | 37.7% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services Special Projects Planner | Good | \$42,345 | \$51,367 | \$60,390 | 42.6% | <input type="checkbox"/> | | |
| City of College Station | Sr. Planner | Good | \$47,657 | \$58,325 | \$68,994 | 44.8% | <input type="checkbox"/> | | |
| City of Columbia | Senior Planner | Good | \$48,386 | \$59,379 | \$70,373 | 45.4% | <input type="checkbox"/> | | |
| City of Norman | Planner II | Good | \$53,032 | \$64,270 | \$75,509 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Senior Planner | Good | \$54,313 | \$67,771 | \$81,230 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Senior Planner | Good | \$54,313 | \$70,256 | \$86,200 | 58.7% | <input type="checkbox"/> | | |
| City of Rogers | Senior Planner | Good | \$75,626 | \$75,626 | \$75,626 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$46,287 | \$56,410 | \$66,532 | 43.7% | | | |

City of Fayetteville

Senior Planner - Current Planning

\$ Difference (\$2,814) (\$1,547) (\$279)
% Difference -6.5% -2.8% -0.4%

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

SENIOR SECRETARY - PARKS AND REC

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

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual 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 | 50.0% | | | |
| State of Arkansas | 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 | 50.0% | | | |
| City of St. Joseph | Executive Secretary | 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 Summit | Administrative Secretary | Good | \$26,681 | \$33,683 | \$40,685 | 52.5% | | | |
| City of Edmond | Administrative Specialist II | Good | \$26,738 | \$33,423 | \$40,107 | 50.0% | | | |
| 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 | \$30,395 | \$38,264 | \$45,933 | 50.1% | | | |
| 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% | | | |
| 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

| | | | |
|----------------------|------------------|------------------|------------------|
| \$ Difference | \$24,207 | \$30,550 | \$36,892 |
| % Difference | (\$3,467) | (\$3,263) | (\$3,060) |
| | -14.3% | -10.7% | -8.3% |

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

SHELTER ATTENDANT

Descrip

Cleans, disinfects and maintains facility including: cages, walls and floors. Launderers 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.

Quals

High school diploma or GED.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-----------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Animal Control Helper I | Good | \$16,515 | \$19,469 | \$22,423 | \$5.8% | <input type="checkbox"/> | | |
| City of Rogers | Kennel Attendant | Good | \$17,130 | \$19,142 | \$21,155 | 23.5% | <input type="checkbox"/> | | |
| City of Conway | Kennel Technician | Good | \$19,652 | \$21,964 | \$24,276 | 23.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Kennel Master | Good | \$22,536 | \$28,170 | \$33,804 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Animal Caretaker | Good | \$22,726 | \$28,407 | \$34,089 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Shelter Attendant | Good | \$22,735 | \$28,513 | \$34,290 | 50.8% | <input type="checkbox"/> | | |
| City of Edmond | Animal Shelter Specialist | Good | \$22,798 | \$28,498 | \$34,198 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Animal Warden I | Good | \$23,561 | \$28,884 | \$34,208 | 45.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Animal Care Specialist | Good | \$26,342 | \$31,899 | \$37,457 | 42.2% | <input type="checkbox"/> | | |
| City of Norman | Kennel Attendant | Good | \$26,736 | \$32,404 | \$38,071 | 42.4% | <input type="checkbox"/> | | |
| City of Manhattan | Animal Shelter Technician I | Good | \$27,571 | \$35,511 | \$43,451 | 57.6% | <input type="checkbox"/> | | |
| Average | | | \$22,573 | \$27,533 | \$32,493 | 43.9% | | | |

City of Fayetteville

Shelter Attendant

\$ Difference (\$2,658) **% Difference** -13.3%

\$ Difference (\$2,400) **% Difference** -9.5%

\$ Difference (\$2,142) **% Difference** -7.1%

\$ Difference (\$2,142) **% Difference** -7.1%

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

SOLID WASTE DIRECTOR

Descrip 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.

Quals 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) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------|---------------------------------------|-----------|-----------------|-----------------|-----------------|-------------|--------------------------|--------------|------------|
| City of Jonesboro | Sanitation Superintendent | | | | | | <input type="checkbox"/> | | |
| City of St. Joseph | Superintendent of Solid Waste | Good | \$46,181 | \$55,925 | \$65,669 | 42.2% | <input type="checkbox"/> | | |
| City of O'Fallon | Environmental Services Superintendent | Good | \$51,695 | \$61,627 | \$71,560 | 38.4% | <input type="checkbox"/> | | |
| City of Lawrence | Solid Waste Division Manager | Identical | \$54,313 | \$67,771 | \$81,230 | 49.6% | <input type="checkbox"/> | | |
| City of Columbia | Solid Waste Manager | Good | \$55,936 | \$68,620 | \$81,304 | 45.4% | <input type="checkbox"/> | | |
| City of Edmond | Solid Waste Superintendent | Good | \$61,210 | \$76,512 | \$91,815 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Superintendent of Solid Waste | Good | \$63,071 | \$74,588 | \$86,105 | 36.5% | <input type="checkbox"/> | | |
| City of Conway | Sanitation Director | Good | \$67,354 | \$67,354 | \$67,354 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$57,109 | \$67,485 | \$77,862 | | | 36.3% | |

City of Fayetteville

Solid Waste Director

\$ Difference \$4,062

% Difference 6.6%

\$ Difference \$9,712

% Difference 12.6%

\$ Difference \$15,362

% Difference 16.5%

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

STAFF ENGINEER

Descrip

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

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-----------------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| City of Jonesboro | | | | | | | | | |
| City of Manhattan | | | | | | | | | |
| City of Florissant | Chief Engineer | Good | \$37,134 | \$39,060 | \$40,986 | 10.4% | <input checked="" type="checkbox"/> | | |
| City of Joplin | Civil Engineer | Good | \$44,761 | \$56,170 | \$67,580 | 51.0% | <input checked="" type="checkbox"/> | | |
| State of Arkansas | Engineer PE | Good | \$45,377 | \$61,708 | \$78,038 | 72.0% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Engineer/Project Manager | Good | \$47,086 | \$56,142 | \$65,198 | 38.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | City Traffic Engineer | Good | \$48,661 | \$62,849 | \$77,037 | 58.3% | <input checked="" type="checkbox"/> | | |
| City of Midwest City | Assistant City Engineer | Good | \$50,576 | \$62,650 | \$74,724 | 47.7% | <input type="checkbox"/> | | |
| City of Conway | Staff Engineer | Good | \$51,061 | \$57,086 | \$63,112 | 23.6% | <input type="checkbox"/> | | |
| City of St. Joseph | City Engineer | Good | \$51,271 | \$62,089 | \$72,906 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Springfield | Professional Engineer | Good | \$52,914 | \$62,808 | \$72,702 | 37.4% | <input type="checkbox"/> | | |
| City of Norman | Staff Engineer | Good | \$53,032 | \$64,270 | \$75,509 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Engineer II | Good | \$53,225 | \$65,317 | \$77,409 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Staff Engineer | Good | \$53,354 | \$66,693 | \$80,032 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services Development Engineer | Good | \$55,265 | \$67,046 | \$78,826 | 42.6% | <input type="checkbox"/> | | |
| NOARK | Engineer II | Good | \$59,944 | \$75,936 | \$91,928 | 53.4% | <input type="checkbox"/> | | |
| City of Bentonville | City Engineer | Good | \$61,294 | \$82,754 | \$104,214 | 70.0% | <input type="checkbox"/> | | |
| City of Edmond | Senior Civil Engineer | Good | \$69,090 | \$86,362 | \$103,634 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Rogers | Project Engineer | Good | \$69,713 | \$69,713 | \$69,713 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$53,162 | \$64,627 | \$76,091 | | | | 43.1% |

City of Fayetteville

Staff Engineer

S Difference \$55,483 \$70,020 \$84,557 **52.4%**
% Difference \$2,321 \$5,393 \$8,466
 4.2% 7.7% 10.0%

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Descrip

The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides 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 in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Joplin | | | | | | | | | |
| City of Blue Springs | Waste Water Supervisor | Good | \$29,901 | \$37,377 | \$44,853 | 50.0% | <input type="checkbox"/> | | |
| State of Arkansas | Water Use and Resource Specialist | Good | \$31,339 | \$45,674 | \$60,009 | 91.5% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Skilled Trades Foreman | Good | \$32,249 | \$45,703 | \$59,157 | 83.4% | <input type="checkbox"/> | | |
| City of Springfield | Maintenance Supervisor | Good | \$34,397 | \$42,872 | \$51,347 | 49.3% | <input type="checkbox"/> | | |
| City of Lee's Summit | Operations Supervisor - Water Operations | Good | \$37,322 | \$47,738 | \$58,154 | 55.8% | <input type="checkbox"/> | | |
| City of St. Joseph | Sewer Maintenance Supervisor | Good | \$37,504 | \$45,417 | \$53,330 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Wastewater Operations Supervisor | Good | \$39,903 | \$48,990 | \$58,078 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Utility Services Coordinator | Good | \$40,527 | \$50,659 | \$60,791 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Water Distribution Supervisor | Good | \$42,345 | \$51,367 | \$60,390 | 42.6% | <input type="checkbox"/> | | |
| City of College Station | Maintenance Supervisor | Good | \$42,500 | \$52,069 | \$61,637 | 45.0% | <input type="checkbox"/> | | |
| City of Lawrence | Utilities Manager | Good | \$43,298 | \$54,027 | \$64,756 | 49.6% | <input type="checkbox"/> | | |
| City of Bentonville | Assistant Water Department Manager | Good | \$45,048 | \$60,809 | \$76,570 | 70.0% | <input type="checkbox"/> | | |
| City of Midwest City | Wastewater & Water Supervisor | Good | \$45,978 | \$56,955 | \$67,931 | 47.7% | <input type="checkbox"/> | | |
| City of Manhattan | Utility Superintendent | Good | \$31,613 | \$66,738 | \$81,863 | 58.6% | <input checked="" type="checkbox"/> | | |
| City of Norman | Utilities Supervisor | Good | \$33,032 | \$64,270 | \$75,509 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Water Sewer Assistant Manager | Good | \$36,286 | \$67,104 | \$77,922 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$41,453 | \$52,361 | \$63,269 | 52.6% | | | |

City of Fayetteville

Water Sewer Field Maintenance Supervisor

S Difference (\$3,900) (\$4,969) (\$6,038)
% Difference -10.4% -10.5% -10.5%

APPENDIX 4.0

**SALARY SURVEY SUMMARY
WITHOUT GCD ADJUSTMENT**

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

| Job Class Title | Averages For Each Job Class | | | | | City of Fayetteville | | | |
|------------------------|-----------------------------|-----------------|-------|-----|--------|----------------------|-----------------|-----------------|---------------|
| | Min | Max | Start | Avg | Actual | Range Width | Min | Max | Range Width |
| POLICE OFFICER | \$36,472 | \$51,809 | | | | 42.1% | \$33,306 | \$47,267 | 41.9% |
| POLICE CORPORAL | \$38,960 | \$55,272 | | | | 41.9% | \$41,378 | \$53,105 | 28.3% |
| POLICE SERGEANT | \$47,454 | \$64,068 | | | | 35.0% | \$43,389 | \$61,476 | 41.7% |
| POLICE LIEUTENANT | \$52,806 | \$70,918 | | | | 34.3% | \$47,839 | \$67,777 | 41.7% |
| POLICE CAPTAIN | \$60,548 | \$82,364 | | | | 36.0% | \$55,377 | \$78,460 | 41.7% |
| Survey Averages | \$47,248 | \$64,886 | | | | 37.85% | \$44,258 | \$61,617 | 39.22% |
| | | | | | | | -6.76% | -5.31% | |

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

| Title | Average Market Min | Fayetteville Min | Difference at Min | Average Market Mid | Fayetteville Mid | Difference at Mid | Average Market 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 | \$29,095 | -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 I | \$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 | -7.9% | \$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 | -9.6% |
| CITY ATTORNEY | \$81,105 | \$74,353 | -9.1% | \$99,439 | \$93,834 | -6.0% | \$117,772 | \$113,314 | -3.9% |
| 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% |
| METER READER | \$25,606 | \$24,207 | -5.8% | \$31,905 | \$30,550 | -4.4% | \$38,203 | \$36,892 | -3.6% |
| SENIOR PLANNER - CURRENT PLANNING | \$46,974 | \$43,473 | -8.1% | \$57,281 | \$54,863 | -4.4% | \$67,588 | \$66,253 | -2.0% |
| CHIEF OF STAFF | \$77,868 | \$78,071 | 0.3% | \$102,374 | \$98,526 | -3.9% | \$126,879 | \$118,980 | -6.6% |
| 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 | 0.7% | \$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 | \$38,384 | \$39,431 | 2.7% | \$48,100 | \$49,762 | 3.3% | \$57,816 | \$60,093 | 3.8% |
| DISTRICT COURT ADMINISTRATOR | \$45,937 | \$45,646 | -0.6% | \$55,607 | \$57,606 | 3.5% | \$65,278 | \$69,565 | 6.2% |
| 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 | 2.0% | \$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 | 6.6% | \$42,595 | \$47,084 | 9.5% |
| BUILDING MAINTENANCE SUPERVISOR | \$40,978 | \$43,473 | 5.7% | \$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 | 9.5% |
| SOLID WASTE DIRECTOR | \$59,014 | \$61,171 | 3.5% | \$69,781 | \$77,198 | 9.6% | \$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% |
| Average | | | -5.68% | | | -3.29% | | | -1.74% |

APPENDIX 5.0

**SALARY SURVEY DETAIL
WITHOUT GCD ADJUSTMENT**

Salary Survey Results for Fayetteville 2012 without GCD - Fire

BATTALION CHIEF

Descrip Supervision of all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire department personnel and enforcement of City and Department policies and procedures.

Quals High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire 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 experience and one year of management experience).

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|---|-------|-----------------|-----------------|--------------|--------------------------|---------|-----------------|
| City of North Little Rock | Battalion Chief | Good | | | | <input type="checkbox"/> | | \$68,008 |
| City of Joplin | Battalion Chief | Good | \$40,963 | \$61,849 | 51.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Battalion Chief | Good | \$47,076 | \$70,615 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Battalion Chief | Good | \$48,942 | \$56,451 | 15.3% | <input type="checkbox"/> | | |
| City of Springfield | Battalion Chief | Good | \$49,213 | \$62,816 | 27.6% | <input type="checkbox"/> | | |
| City of Springdale | Battalion Chief | Good | \$50,696 | \$76,045 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Fire Battalion Chief | Good | \$51,617 | \$75,036 | 45.4% | <input type="checkbox"/> | | |
| City of Bentonville | Battalion Chief | Good | \$51,727 | \$80,850 | 56.3% | <input type="checkbox"/> | | |
| City of Manhattan | Battalion Chief | Good | \$53,231 | \$84,332 | 58.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Battalion Chief | Good | \$55,592 | \$68,287 | 22.8% | <input type="checkbox"/> | | |
| City of Lee's Summit | Battalion Chief | Good | \$57,388 | \$81,763 | 42.5% | <input type="checkbox"/> | | |
| City of Conway | Battalion Chief and District/Division Chief | Good | \$57,528 | \$66,171 | 15.0% | <input type="checkbox"/> | | |
| City of Fort Smith | Battalion Chief | Good | \$65,205 | \$73,356 | 12.5% | <input type="checkbox"/> | | |
| City of College Station | Battalion Chief | Good | \$67,552 | \$91,972 | 36.1% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Battalion Chief | Good | \$68,371 | \$84,852 | 24.1% | <input type="checkbox"/> | | |
| City of Midwest City | Assistant Chief | Good | \$87,031 | \$90,725 | 4.2% | <input type="checkbox"/> | | |
| Average | | | \$56,809 | \$75,008 | 32.0% | | | \$68,008 |

City of Fayetteville
Battalion Chief
\$69,329
(\$5,679)
-8.2%

\$ Difference
% Difference
-14.0%

39.2%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Descript

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.

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|-------------------------------|-----------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Fire Driver/Engineer | Good | \$30,460 | \$44,221 | 45.2% | <input type="checkbox"/> | | |
| City of Springdale | Firefighter/Engineer | Good | \$31,818 | \$47,726 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Firefighter - Driver/Operator | Good | \$33,164 | \$49,745 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Fire Equipment Operator | Identical | \$34,674 | \$44,242 | 27.6% | <input type="checkbox"/> | | |
| City of Bentonville | Firefighter/Engineer | Good | \$35,491 | \$54,478 | 53.5% | <input type="checkbox"/> | | |
| City of Conway | Engineer | Good | \$35,672 | \$43,060 | 20.7% | <input type="checkbox"/> | | |
| City of Columbia | Fire Engineer | Good | \$38,644 | \$56,268 | 45.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Driver/Engineer | Good | \$39,162 | \$48,105 | 22.8% | <input type="checkbox"/> | | |
| City of Lee's Summit | Engineer | Good | \$40,416 | \$53,543 | 32.5% | <input type="checkbox"/> | | |
| City of Manhattan | Fire Driver I | Good | \$41,787 | \$55,153 | 32.0% | <input type="checkbox"/> | | |
| City of Lawrence | Fire Engine/EMT | Good | \$44,156 | \$63,954 | 44.8% | <input type="checkbox"/> | | |
| City of Fort Smith | Driver | Good | \$44,204 | \$48,485 | 9.7% | <input type="checkbox"/> | | |
| City of North Little Rock | Driver | Good | \$44,925 | \$47,845 | 6.5% | <input type="checkbox"/> | | |
| City of College Station | Apparatus Operator - Fire | Good | \$47,699 | \$59,987 | 25.8% | <input type="checkbox"/> | | |
| City of Norman | Fire Driver Engineer | Good | \$49,497 | \$70,477 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Fire Apparatus Engineer | Good | \$53,977 | \$55,872 | 3.5% | <input type="checkbox"/> | | |
| City of Midwest City | Apparatus Operator | Good | \$60,736 | \$67,124 | 10.5% | <input type="checkbox"/> | | |
| Average | | | \$41,558 | \$53,546 | 28.8% | | | |

City of Fayetteville

Driver/Operator/Firefighter

\$ Difference \$37,179
% Difference (\$1,379) -3.5%
% Difference -11.8%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIRE CAPTAIN

Descrip

The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency 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 and property of the citizens of the City.

Quals

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|----------------------|-----------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Joplin | Fire Captain | Good | \$37,111 | \$53,877 | 45.2% | <input type="checkbox"/> | | |
| City of Springfield | Fire Captain | Identical | \$39,811 | \$50,814 | 27.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Fire Captain | Good | \$41,777 | \$62,664 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Fire Captain | Good | \$42,885 | \$64,327 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Captain/Medic | Good | \$44,699 | \$76,120 | 70.3% | <input type="checkbox"/> | | |
| City of Bentonville | Fire Captain | Good | \$45,986 | \$71,401 | 55.3% | <input type="checkbox"/> | | |
| City of Lee's Summit | Fire Captain 1 | Good | \$48,036 | \$67,089 | 39.7% | <input type="checkbox"/> | | |
| City of North Little Rock | Captain | Good | \$49,059 | \$59,912 | 22.1% | <input type="checkbox"/> | | |
| City of Conway | Fire Captain | Good | \$49,377 | \$58,698 | 18.9% | <input type="checkbox"/> | | |
| City of Manhattan | Lieutenant | Good | \$49,853 | \$69,044 | 38.5% | <input type="checkbox"/> | | |
| City of St. Joseph | Fire Captain | Identical | \$50,588 | \$65,247 | 29.0% | <input type="checkbox"/> | | |
| City of Columbia | Fire Battalion Chief | Good | \$51,617 | \$75,036 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Fort Smith | Captain | Good | \$52,736 | \$57,745 | 9.5% | <input type="checkbox"/> | | |
| City of Norman | Fire Captain | Good | \$57,299 | \$81,586 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Fire Captain | Good | \$58,842 | \$63,793 | 8.4% | <input type="checkbox"/> | | |
| City of College Station | Fire Captain | Good | \$62,406 | \$81,267 | 30.2% | <input type="checkbox"/> | | |
| City of Lawrence | Fire Captain 2012 | Identical | \$71,202 | \$89,069 | 25.1% | <input type="checkbox"/> | | |
| City of Midwest City | Fire Captain | Good | \$73,700 | \$78,442 | 6.4% | <input type="checkbox"/> | | |
| Average | | | \$51,499 | \$68,118 | 32.3% | | | |

City of Fayetteville

Fire Captain

\$59,889

\$43,039

\$ Difference (\$8,460)

% Difference -19.7%

\$59,889

\$39,2%

\$ Difference (\$8,229)

% Difference -13.7%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIREFIGHTER

Describe

Responds to emergency and non-emergency calls for service including but not limited to rescue, fire suppression, back up, ventilation, salvage and overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department 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 certification or license at a higher level (paramedic, nurse, etc.), 12 college credit hours in core curriculum courses (English, Math, Science, Communications, Speech, Journalism or Foreign Language), Accredited Fire Academy certification (NFPA, Pro-Board, etc.), or a minimum of two years 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 Firefighter II within 12 months of hire.

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|---------------------|-----------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of North Little Rock | Firefighter | Good | \$28,303 | \$46,853 | 65.5% | <input type="checkbox"/> | | |
| City of Joplin | Firefighter/EMT | Identical | \$28,992 | \$42,090 | 45.2% | <input type="checkbox"/> | | |
| City of Fort Smith | Firefighter | Good | \$29,178 | \$42,373 | 45.9% | <input type="checkbox"/> | | |
| City of Jonesboro | Firefighter | Good | \$29,188 | \$43,782 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Firefighter | Good | \$29,731 | \$40,888 | 37.5% | <input type="checkbox"/> | | |
| City of Springdale | Firefighter/EMT | Good | \$30,090 | \$43,820 | 45.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Firefighter | Good | \$31,233 | \$44,413 | 42.2% | <input type="checkbox"/> | | |
| City of Rogers | Firefighter/EMT | Good | \$31,974 | \$55,182 | 72.6% | <input type="checkbox"/> | | |
| City of Springfield | Firefighter | Identical | \$32,323 | \$41,184 | 27.4% | <input type="checkbox"/> | | |
| City of Bentonville | Firefighter | Good | \$33,189 | \$49,784 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Firefighter I | Good | \$33,446 | \$48,743 | 45.7% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Firefighter | Good | \$34,823 | \$51,308 | 47.3% | <input type="checkbox"/> | | |
| City of Manhattan | Firefighter I | Good | \$35,031 | \$46,272 | 32.1% | <input type="checkbox"/> | | |
| City of College Station | Firefighter | Good | \$36,371 | \$56,318 | 54.8% | <input type="checkbox"/> | | |
| City of Midwest City | Firefighter | Good | \$36,902 | \$45,720 | 23.9% | <input type="checkbox"/> | | |
| City of Lee's Summit | Firefighter | Identical | \$37,144 | \$49,795 | 34.1% | <input type="checkbox"/> | | |
| City of Lawrence | Firefighter EMT - I | Identical | \$41,003 | \$59,387 | 44.8% | <input type="checkbox"/> | | |
| City of Norman | Firefighter | Good | \$42,757 | \$60,879 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$33,427 | \$48,277 | 44.4% | | | |

| | | | | | | | | |
|----------------------|-------------|----------------------|-----------|-----------|-------|--|--|--|
| City of Fayetteville | Firefighter | | \$31,037 | \$44,690 | 44.0% | | | |
| | | \$ Difference | (\$2,390) | (\$3,587) | | | | |
| | | % Difference | -7.7% | -8.0% | | | | |

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

POLICE CAPTAIN

Descrip

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 procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. 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

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|--|-----------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| University of Arkansas | HE Public Safety Comanander III | Good | \$41,159 | \$72,670 | 76.6% | <input type="checkbox"/> | | |
| City of Joplin | Police Captain/Assistant Chief of Police | Good | \$47,509 | \$71,738 | 51.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Captain | Good | \$50,588 | \$65,247 | 29.0% | <input type="checkbox"/> | | |
| City of Springdale | Police Captain | Good | \$50,696 | \$76,045 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Captain | Good | \$51,709 | \$81,474 | 57.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Police Captain | Good | \$52,377 | \$78,565 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Police Captain | Good | \$56,638 | \$90,563 | 59.9% | <input type="checkbox"/> | | |
| City of Blue Springs | Captain | Good | \$56,793 | \$85,188 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Police Captain | Good | \$57,388 | \$81,763 | 42.5% | <input type="checkbox"/> | | |
| City of Conway | Major | Good | \$57,528 | \$65,074 | 13.1% | <input type="checkbox"/> | | |
| City of Columbia | Police Captain | Good | \$62,623 | \$90,990 | 45.3% | <input checked="" type="checkbox"/> | | |
| City of Rogers | Police Captain | Good | \$63,315 | \$78,250 | 23.6% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Captain | Good | \$64,428 | \$96,642 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Police Captain | Good | \$64,652 | \$92,055 | 42.4% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Captain | Good | \$68,513 | \$75,244 | 9.8% | <input type="checkbox"/> | | |
| City of Fort Smith | Major | Good | \$69,335 | \$80,462 | 16.0% | <input type="checkbox"/> | | |
| City of Lawrence | Police Captain | Good | \$70,037 | \$104,746 | 49.6% | <input type="checkbox"/> | | |
| City of Florissant | Police Captain | Good | \$71,468 | \$93,216 | 30.4% | <input checked="" type="checkbox"/> | | |
| City of Midwest City | Captain | Good | \$71,905 | \$77,434 | 7.7% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Captain | Identical | \$82,305 | \$89,918 | 9.2% | <input type="checkbox"/> | | |
| Average | | | \$60,548 | \$82,364 | 36.0% | | | |

Average

\$60,548

\$82,364

36.0%

City of Fayetteville

Police Captain

\$55,377

\$78,460

41.7%

\$ Difference

(\$5,171)

(\$3,904)

% Difference

-9.3%

-5.0%

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

POLICE CORPORAL

Descrip

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. 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 ordinances.

Quals

High School Diploma or GED with at least five (5) years continuous experience as a Police Officer with the Fayetteville Police Department. Successful 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 (National Crime Information Center). Must obtain various other certificates to handle specialized equipment used by this position.

| Respondent | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-----------------------|-------|----------|----------|-------------|--------------------------|---------|------------|
| City of Joplin | Corporal | Good | \$33,624 | \$48,816 | 45.2% | <input type="checkbox"/> | | |
| City of Rogers | Police Corporal | Good | \$35,006 | \$55,307 | 58.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Corporal | Good | \$35,693 | \$57,616 | 61.4% | <input type="checkbox"/> | | |
| City of Bentonville | Police Corporal | Good | \$39,021 | \$57,803 | 48.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Master Police Officer | Good | \$44,033 | \$63,895 | 45.1% | <input type="checkbox"/> | | |
| City of Fort Smith | Corporal | Good | \$46,384 | \$48,194 | 3.9% | <input type="checkbox"/> | | |
| Average | | | \$38,960 | \$55,272 | 41.9% | | | |

City of Fayetteville

Police Corporal

\$41,378

\$53,105

(\$2,167)

\$2,418

\$53,105

-4.1%

5.8%

28.3%

\$ Difference

% Difference

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

POLICE LIEUTENANT

Descrip:

The incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department. Supervises and directs patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. 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 non-uniformed personnel.

Quals:

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 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 | Matching Title | 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% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Captain | Good | \$39,301 | \$50,689 | 29.0% | <input type="checkbox"/> | | |
| City of Springdale | Lieutenant | Good | \$42,885 | \$64,327 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Police Lieutenant | Good | \$43,039 | \$64,981 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Police Lieutenant | Good | \$44,426 | \$66,640 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Lieutenant | Good | \$46,509 | \$73,715 | 58.5% | <input type="checkbox"/> | | |
| City of Bentonville | Police Lieutenant | Good | \$48,922 | \$78,229 | 59.9% | <input type="checkbox"/> | | |
| City of Conway | Police Lieutenant | Good | \$49,377 | \$57,226 | 15.9% | <input type="checkbox"/> | | |
| City of Blue Springs | Lieutenant | Good | \$52,102 | \$78,154 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Police Sergeant 2 | Good | \$52,471 | \$70,445 | 34.3% | <input type="checkbox"/> | | |
| City of Columbia | Police Lieutenant | Good | \$54,167 | \$78,743 | 45.4% | <input type="checkbox"/> | | |
| City of Norman | Police Lieutenant | Good | \$55,258 | \$78,680 | 42.4% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Lieutenant | Good | \$55,744 | \$83,616 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Police Lieutenant | Good | \$57,075 | \$64,272 | 12.6% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Lieutenant | Good | \$38,837 | \$64,668 | 9.9% | <input type="checkbox"/> | | |
| City of Fort Smith | Captain | Good | \$60,344 | \$66,034 | 9.4% | <input type="checkbox"/> | | |
| City of Midwest City | Lieutenant | Good | \$64,513 | \$69,474 | 7.7% | <input type="checkbox"/> | | |
| City of Florissant | Police Lieutenant | Good | \$66,081 | \$86,216 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Lieutenant | Good | \$73,070 | \$81,224 | 11.2% | <input type="checkbox"/> | | |
| Average | | | \$52,806 | \$70,918 | 34.3% | | | |

City of Fayetteville

| | | | | | |
|-------------------|----------|----------|---------------|-----------|-------|
| Police Lieutenant | \$47,839 | \$67,777 | \$ Difference | (\$3,141) | 41.7% |
| | | | % Difference | -4.6% | |

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

POLICE OFFICER

Descrip

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.

Quals

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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|--------------------------|---------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Conway | Police Officer | Good | \$29,731 | \$43,060 | 44.8% | <input type="checkbox"/> | | |
| City of Springdale | Police Officer | Good | \$30,090 | \$43,820 | 45.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Police Officer | Good | \$30,514 | \$45,770 | 50.0% | <input type="checkbox"/> | | |
| University of Arkansas | HE Public Safety Officer | Good | \$30,713 | \$53,640 | 74.6% | <input type="checkbox"/> | | |
| City of Rogers | Police Officer | Good | \$31,990 | \$37,170 | 16.2% | <input type="checkbox"/> | | |
| City of Joplin | Police Officer II | Good | \$32,003 | \$46,458 | 45.2% | <input type="checkbox"/> | | |
| City of Bentonville | Police Officer I | Good | \$32,261 | \$47,778 | 48.1% | <input type="checkbox"/> | | |
| City of Springfield | Police Officer | Identic | \$32,822 | \$52,832 | 61.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Officer | Good | \$33,543 | \$47,698 | 42.2% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Officer | Good | \$34,827 | \$47,550 | 36.5% | <input type="checkbox"/> | | |
| City of Blue Springs | Police Officer | Good | \$36,911 | \$60,349 | 63.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Police Officer I | Good | \$37,144 | \$49,795 | 34.1% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Officer | Good | \$38,000 | \$57,026 | 50.1% | <input type="checkbox"/> | | |
| City of Columbia | Police Officer | Identic | \$38,644 | \$56,268 | 45.6% | <input type="checkbox"/> | | |
| City of Midwest City | Police Officer | Good | \$40,533 | \$45,859 | 13.1% | <input type="checkbox"/> | | |
| City of Fort Smith | Patrol | Good | \$41,454 | \$45,282 | 9.2% | <input type="checkbox"/> | | |
| City of Lawrence | Police Officer | Identic | \$41,496 | \$69,700 | 68.0% | <input type="checkbox"/> | | |
| City of Norman | Police Officer | Identic | \$41,990 | \$59,788 | 42.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Officer | Good | \$45,115 | \$61,568 | 36.5% | <input type="checkbox"/> | | |
| City of Florissant | Police Officer | Good | \$49,649 | \$64,771 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$36,472 | \$51,809 | 42.1% | | | |

City of Fayetteville

Police Officer

\$33,306

41.9%

\$ Difference (\$3,166)

% Difference -9.5%

\$ Difference (\$4,512)

% Difference -9.6%

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

POLICE SERGEANT

Descrip

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 special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner 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

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. 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 | Matching Title | Match | Min | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------------|-----------------------------|---------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | EE Public Safety Supervisor | Good | \$32,249 | \$59,157 | 83.4% | <input type="checkbox"/> | | |
| City of Springdale | Police Sergeant | Good | \$37,025 | \$55,538 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Police Sergeant | Good | \$39,127 | \$58,689 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Police Sergeant | Good | \$40,966 | \$61,845 | 51.0% | <input type="checkbox"/> | | |
| City of Conway | Police Sergeant | Good | \$41,531 | \$48,775 | 17.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Police Sergeant | Identic | \$42,212 | \$54,444 | 29.0% | <input type="checkbox"/> | | |
| City of Springfield | Police Sergeant | Good | \$42,224 | \$67,434 | 59.7% | <input type="checkbox"/> | | |
| City of Bentonville | Police Sergeant | Good | \$42,910 | \$63,565 | 48.1% | <input type="checkbox"/> | | |
| City of Norman | Police Sergeant | Good | \$45,416 | \$64,666 | 42.4% | <input type="checkbox"/> | | |
| City of Columbia | Police Sergeant | Good | \$46,858 | \$68,157 | 45.5% | <input type="checkbox"/> | | |
| City of Blue Springs | Sergeant | Good | \$47,800 | \$71,701 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Police Sergeant I | Good | \$48,036 | \$67,089 | 39.7% | <input type="checkbox"/> | | |
| City of Rogers | Police Sergeant | Good | \$48,173 | \$59,114 | 22.7% | <input type="checkbox"/> | | |
| City of Midwest City | Sergeant | Good | \$48,227 | \$61,735 | 28.0% | <input type="checkbox"/> | | |
| City of Fort Smith | Sergeant | Good | \$49,982 | \$57,491 | 15.0% | <input type="checkbox"/> | | |
| City of North Little Rock | Police Sergeant | Good | \$50,994 | \$55,371 | 8.6% | <input type="checkbox"/> | | |
| City of Little Rock, AR | Police Sergeant | Good | \$59,218 | \$63,327 | 6.9% | <input type="checkbox"/> | | |
| City of Florissant | Police Sergeant | Good | \$60,070 | \$78,374 | 30.5% | <input type="checkbox"/> | | |
| City of Lawrence | Police Sergeant | Good | \$61,903 | \$92,580 | 49.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Sergeant | Good | \$64,168 | \$72,300 | 12.7% | <input type="checkbox"/> | | |
| Average | | | \$47,454 | \$64,068 | 35.0% | | | |

City of Fayetteville

Police Sergeant

\$ Difference **\$43,389** **\$61,476** **41.7%**
% Difference **(\$4,065)** **(\$2,592)**
% Difference **-9.4%** **-4.2%**

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

ACCOUNTANT PAYROLL

Descrip 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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Payroll/Purchasing Clerk | Good | \$21,557 | \$26,427 | \$31,296 | 45.2% | <input type="checkbox"/> | | |
| NOARK | Payroll Clerk | Good | \$27,140 | \$34,513 | \$41,885 | 54.3% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting/Payroll Technician | Good | \$28,433 | \$34,497 | \$40,560 | 42.7% | <input type="checkbox"/> | | |
| City of Blue Springs | Account Technician - Payroll | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Payroll Technician | Good | \$28,693 | \$34,747 | \$40,801 | 42.2% | <input type="checkbox"/> | | |
| State of Arkansas | Payroll Services Specialist | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Payroll Services Specialist | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of Midwest City | Payroll Coordinator | Good | \$31,914 | \$40,712 | \$49,510 | 55.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Payroll Specialist | Good | \$32,835 | \$41,613 | \$50,392 | 53.5% | <input type="checkbox"/> | | |
| City of Rogers | Payroll Specialist | Good | \$33,134 | \$33,134 | \$33,134 | 0.0% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Technician | Good | \$33,224 | \$39,727 | \$46,230 | 39.1% | <input type="checkbox"/> | | |
| City of Florissant | Accounting Clerk | Good | \$33,904 | \$39,073 | \$44,241 | 30.5% | <input type="checkbox"/> | | |
| City of Lawrence | Payroll Specialist | Good | \$35,257 | \$43,994 | \$52,730 | 49.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Payroll Specialist | Identic | \$38,344 | \$45,692 | \$53,040 | 38.3% | <input type="checkbox"/> | | |
| Average | | | \$30,817 | \$38,047 | \$45,278 | 46.9% | | | |

City of Fayetteville

Accountant - Payroll

\$ Difference \$30,895

% Difference 0.3%

\$ Difference \$78

% Difference 2.4%

\$ Difference \$47,084

% Difference 3.8%

\$ Difference \$1,806

% Difference 3.8%

\$ Difference \$47,084

% Difference 52.4%

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

ACCOUNTING CLERK - PAYABLES

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

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range 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 | Acct 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% | | | |
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | | | |
| City of Lee's Summit | Accounting Clerk | Good | \$25,777 | \$32,327 | \$38,877 | 50.8% | | | |
| City of St. Joseph | Account Technician | Good | \$25,896 | \$31,359 | \$36,823 | 42.2% | | | |
| City of Blue Springs | Accounts Payable Technician | Good | \$26,151 | \$32,689 | \$39,227 | 50.0% | | | |
| City of Jonesboro | Accounts Payable Specialist | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | | | |
| City of Manhattan | Finance Clerk | Good | \$26,978 | \$34,746 | \$42,515 | 57.6% | | | |
| 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 | 50.0% | | | |
| 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% | | | |
| City of O'Fallon | Accounts Payable Clerk | Identical | \$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% | | | |

Accounting Clerk - Payables

S Difference \$29,424 **% Difference** 52.4%

S Difference \$1,180 **% Difference** 4.0%

City of Fayetteville

S Difference \$4,243 **% Difference** 9.5%

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

ACCOUNTING CLERK - RECEIVABLE

Descrip

The incumbent is responsible for performing all aspects of accounts receivable including collection, pension checks and account balancing. Enters all payroll changes including benefits, new employees, pay changes and checks payroll hours for accuracy after being entered by payroll clerk. Balances various general ledger accounts in accordance with responsibilities. Reviews check and purchase order batches for accuracy.

Quals

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Account Clerk II | Good | \$16,767 | \$19,765 | \$22,764 | 35.8% | <input type="checkbox"/> | | |
| City of Joplin | Accounting Clerk | Good | \$17,696 | \$21,692 | \$25,688 | 45.2% | <input type="checkbox"/> | | |
| City of College Station | Acct. Customer Service Rep. | Good | \$22,630 | \$26,562 | \$30,493 | 34.7% | <input type="checkbox"/> | | |
| City of Lee's Summit | Cash Receipts Clerk | Good | \$24,251 | \$30,274 | \$36,298 | 49.7% | <input type="checkbox"/> | | |
| State of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Account Technician | Good | \$25,896 | \$31,359 | \$36,823 | 42.2% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Clerk | Good | \$26,000 | \$31,554 | \$37,107 | 42.7% | <input type="checkbox"/> | | |
| City of Manhattan | Finance Clerk | Good | \$26,978 | \$34,746 | \$42,515 | 57.6% | <input type="checkbox"/> | | |
| City of Edmond | Fiscal Specialist | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| NOARK | Accounting Clerk III | Good | \$27,515 | \$33,359 | \$39,203 | 42.5% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Services Representative | Good | \$27,664 | \$33,213 | \$38,762 | 40.1% | <input type="checkbox"/> | | |
| City of Columbia | Accounting Assistant | Good | \$27,718 | \$34,047 | \$40,375 | 45.7% | <input type="checkbox"/> | | |
| City of Springdale | Accounting Clerk II | Good | \$27,911 | \$34,889 | \$41,867 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Account Technician - Accounts Receivable | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Accounting Specialist II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support IV | Identical | \$35,257 | \$43,994 | \$52,730 | 49.6% | <input type="checkbox"/> | | |
| Average | | | \$26,041 | \$32,614 | \$39,187 | 50.5% | | | |

City of Fayetteville

Accounting Clerk - Receivable

\$ Difference \$25,418 \$32,077 \$38,736 **\$2.4%**

% Difference (\$623) (\$537) (\$451)

% Difference -2.5% -1.7% -1.2%

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

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.

Quals

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 and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-------------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| City of Joplin | Accounting Manager | Good | \$40,966 | \$51,406 | \$61,845 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of St. Joseph | Accounting Manager | Good | \$44,035 | \$53,324 | \$62,613 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Rogers | Deputy Treasurer | Good | \$47,403 | \$47,403 | \$47,403 | 0.0% | <input type="checkbox"/> | | |
| NOARK | Accounting Manager | Good | \$48,412 | \$61,990 | \$75,567 | 56.1% | <input type="checkbox"/> | | |
| City of Stillwater | Accounting Supervisor | Good | \$49,899 | \$60,528 | \$71,157 | 42.6% | <input type="checkbox"/> | | |
| City of Conway | Finance Manager | Good | \$53,752 | \$57,734 | \$61,715 | 14.8% | <input type="checkbox"/> | | |
| City of Florissant | Assistant Finance Director | Good | \$54,600 | \$62,930 | \$71,260 | 30.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Assistant Finance Director | Good | \$55,172 | \$71,257 | \$87,343 | 58.3% | <input type="checkbox"/> | | |
| City of Springdale | Finance Director | Good | \$55,905 | \$69,881 | \$83,857 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Director of Treasury Services | Good | \$56,200 | \$70,250 | \$84,299 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | City Controller | Good | \$58,490 | \$75,722 | \$92,955 | 58.9% | <input type="checkbox"/> | | |
| City of Columbia | Treasurer | Good | \$59,667 | \$73,184 | \$86,701 | 45.3% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Accounting Manager | Good | \$60,507 | \$81,692 | \$102,877 | 70.0% | <input type="checkbox"/> | | |
| City of Springfield | Accounting Manager | Good | \$60,996 | \$72,135 | \$83,273 | 36.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Finance Director | Good | \$70,928 | \$72,097 | \$106,392 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Norman | Chief Accountant | Good | \$80,655 | \$97,748 | \$114,841 | 42.4% | <input type="checkbox"/> | | |
| University of Arkansas | Associate Controller | Good | \$95,792 | \$95,792 | \$95,792 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$58,434 | \$69,122 | \$81,758 | | 39.9% | | |

City of Fayetteville

Accounting Director

| | | | | |
|----------------------|----------|----------|----------|---------------|
| \$ Difference | \$61,171 | \$77,198 | \$93,224 | \$2.4% |
| % Difference | \$2,737 | \$8,076 | \$11,466 | 12.3% |
| | 4.5% | 10.5% | 12.3% | |

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Financial Analyst | Good | \$38,783 | \$46,241 | \$53,698 | 38.5% | <input type="checkbox"/> | | |
| State of Arkansas | Accounting Coordinator | Good | \$39,199 | \$54,654 | \$70,108 | 78.9% | <input type="checkbox"/> | | |
| City of St. Joseph | Accounting Manager | Good | \$44,035 | \$53,325 | \$62,616 | 42.2% | <input type="checkbox"/> | | |
| City of Columbia | Business Services and Pension Manager | Good | \$44,656 | \$54,811 | \$64,965 | 45.5% | <input type="checkbox"/> | | |
| City of Conway | Accounting Manager | Good | \$46,332 | \$50,966 | \$55,599 | 20.0% | <input type="checkbox"/> | | |
| City of Edmond | Payroll Supervisor | Good | \$48,192 | \$60,240 | \$72,288 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Accounting & Treasury Ops. Mgr. | Good | \$50,479 | \$61,854 | \$73,228 | 45.1% | <input type="checkbox"/> | | |
| Average | | | \$44,525 | \$54,584 | \$64,643 | 45.2% | | | |

City of Fayetteville

Accounting Manager - Payroll and Pension

\$ Difference \$5,800 \$8,926 \$12,053
% Difference 11.5% 14.1% 15.7%

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

ANIMAL SERVICES OFFICER

Descrip

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.

Quals

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Animal Control Helper II | Good | \$17,852 | \$22,342 | \$26,832 | 50.3% | <input type="checkbox"/> | | |
| City of Springfield | Animal Control Officer | Good | \$23,395 | \$28,708 | \$34,021 | 45.4% | <input type="checkbox"/> | | |
| City of Rogers | Animal Control | Good | \$24,294 | \$25,397 | \$26,499 | 9.1% | <input type="checkbox"/> | | |
| City of College Station | Animal Control Officer | Good | \$25,251 | \$29,734 | \$34,216 | 35.5% | <input type="checkbox"/> | | |
| City of Springdale | Animal Control Officer | Good | \$25,307 | \$31,634 | \$37,960 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Animal Welfare Officer | Good | \$26,000 | \$31,354 | \$37,107 | 42.7% | <input type="checkbox"/> | | |
| City of Blue Springs | Animal Control Officer | Good | \$26,151 | \$32,689 | \$39,227 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Animal Warden II | Good | \$26,266 | \$32,199 | \$38,131 | 45.2% | <input type="checkbox"/> | | |
| City of Midwest City | Animal Control Officer | Good | \$26,400 | \$33,678 | \$40,955 | 55.1% | <input type="checkbox"/> | | |
| City of Columbia | Animal Control Officer | Good | \$26,528 | \$32,531 | \$38,534 | 45.3% | <input type="checkbox"/> | | |
| City of Jonesboro | Animal Control Officer | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Animal Welfare Officer I | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Animal Welfare Officer | Good | \$27,979 | \$31,896 | \$35,812 | 28.0% | <input type="checkbox"/> | | |
| City of Bentonville | Animal Control Officer | Good | \$27,997 | \$34,972 | \$41,947 | 49.8% | <input type="checkbox"/> | | |
| City of Lawrence | Animal Control Officer | Good | \$28,107 | \$35,072 | \$42,036 | 49.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Animal Control Officer | Good | \$28,906 | \$35,005 | \$41,103 | 42.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Animal Control Officer | Good | \$30,250 | \$38,189 | \$46,128 | 52.5% | <input type="checkbox"/> | | |
| City of Manhattan | Animal Services Officer | Good | \$30,410 | \$39,187 | \$47,965 | 57.7% | <input type="checkbox"/> | | |
| City of Florissant | Class C Laborer | Good | \$33,904 | \$39,073 | \$44,241 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Animal Services Officer | Identic | \$35,693 | \$42,547 | \$49,400 | 38.4% | <input type="checkbox"/> | | |
| City of Norman | Animal Welfare Officer | Good | \$36,703 | \$44,481 | \$52,259 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$27,672 | \$33,715 | \$39,759 | 43.7% | | | |

City of Fayetteville

Animal Services Officer

| | | | |
|----------------------|-----------------|-----------------|-----------------|
| \$ Difference | \$26,689 | \$33,681 | \$40,673 |
| % Difference | (\$983) | (\$34) | \$914 |
| | -3.7% | -0.1% | 2.2% |

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

BENEFITS ADMINISTRATOR

Descrip

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 meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of 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 of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Florissant | Human Resource Specialist | Good | \$23,912 | \$24,652 | \$25,393 | 6.2% | <input type="checkbox"/> | | |
| State of Arkansas | DFA FBID Benefits Specialist | Good | \$27,858 | \$39,480 | \$51,102 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Human Resources Assistant | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Human Resources Technician | Good | \$28,693 | \$34,747 | \$40,801 | 42.2% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Analyst | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of Conway | Human Resources Administrative Assistant II | Good | \$31,247 | \$35,315 | \$39,382 | 26.0% | <input type="checkbox"/> | | |
| City of Columbia | Human Resources Technician | Good | \$31,899 | \$39,192 | \$46,484 | 45.7% | <input type="checkbox"/> | | |
| City of Midwest City | Health Benefits Worker's Compensation Coordinator | Good | \$31,914 | \$40,712 | \$49,510 | 55.1% | <input type="checkbox"/> | | |
| NOARK | Benefits / Insurance Clerk | Good | \$32,654 | \$42,859 | \$53,063 | 62.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Human Resources Assistant | Good | \$32,835 | \$41,588 | \$50,342 | 53.3% | <input type="checkbox"/> | | |
| City of Springfield | Human Resources Specialist | Good | \$35,069 | \$41,985 | \$48,901 | 39.4% | <input type="checkbox"/> | | |
| City of Joplin | Human Resource/Insurance Coordinator | Good | \$35,323 | \$43,305 | \$51,287 | 45.2% | <input type="checkbox"/> | | |
| City of Manhattan | Human Resource Technician - Benefits | Good | \$38,085 | \$49,171 | \$60,258 | 58.2% | <input type="checkbox"/> | | |
| City of Edmond | Benefits Specialist | Good | \$39,148 | \$48,962 | \$58,776 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Human Resources Specialist | Good | \$39,488 | \$49,273 | \$59,058 | 49.6% | <input type="checkbox"/> | | |
| City of College Station | Benefits Coordinator | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| City of Norman | Benefits Specialist | Good | \$46,636 | \$56,520 | \$66,403 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$33,807 | \$42,150 | \$50,493 | 49.4% | | | |

City of Fayetteville

Benefits Administrator

S Difference \$29,424 \$37,133 \$44,842 52.4%
% Difference (\$4,583) (\$5,017) (\$5,651) -13.5% -12.6%

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

BILLING AND COLLECTIONS MANAGER

Descrip

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.

Quals

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 management experience in a related field.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|--|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Bossier City | Utilities Billing Collections Supervisor | Good | \$23,350 | \$29,315 | \$35,280 | 51.1% | <input type="checkbox"/> | | |
| University of Arkansas | Fiscal Support Supervisor | Good | \$33,861 | \$47,988 | \$62,115 | 83.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Collector | Good | \$37,139 | \$46,424 | \$55,708 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Customer Services Supervisor | Good | \$39,488 | \$49,273 | \$59,058 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Utility Billing Supervisor | Good | \$39,998 | \$51,657 | \$63,315 | 58.3% | <input type="checkbox"/> | | |
| City of St. Joseph | Revenue Manager | Good | \$44,035 | \$53,325 | \$62,616 | 42.2% | <input type="checkbox"/> | | |
| City of Bentonville | Billing and Collections Manager | Good | \$48,027 | \$64,844 | \$81,661 | 70.0% | <input type="checkbox"/> | | |
| City of Columbia | Manager - Rates/Fiscal Planning | Good | \$54,167 | \$66,455 | \$78,743 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Utility Customer Services Manager | Good | \$70,213 | \$87,766 | \$105,319 | 50.0% | <input checked="" type="checkbox"/> | | |
| Average | | | \$43,364 | \$55,227 | \$67,091 | 54.7% | | | |

City of Fayetteville

Billing and Collections Manager

\$ Difference \$50,325 **\$63,511** **\$76,696** **\$2.4%**

% Difference 13.8% **13.0%** **12.5%**

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

BUILDING MAINTENANCE SUPERVISOR

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

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|--------------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Maintenance Foreman | Good | \$21,296 | \$26,710 | \$32,124 | 50.8% | <input type="checkbox"/> | | |
| City of St. Joseph | Maintenance Technician | Good | \$30,427 | \$36,847 | \$43,266 | 42.2% | <input type="checkbox"/> | | |
| City of Springfield | Building Maintenance Team Leader | Good | \$30,618 | \$37,191 | \$43,763 | 42.9% | <input type="checkbox"/> | | |
| State of Arkansas | Building and Grounds Coordinator | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Skilled Trades Supervisor | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Building Maintenance Supervisor | Good | \$33,863 | \$42,330 | \$50,796 | 50.0% | <input type="checkbox"/> | | |
| City of Manhattan | Building Maintenance Supervisor | Good | \$36,317 | \$46,873 | \$57,429 | 58.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Central Building Services Supervisor | Good | \$38,834 | \$49,511 | \$60,187 | 55.0% | <input type="checkbox"/> | | |
| City of Columbia | Building and Grounds Supervisor | Good | \$40,552 | \$49,787 | \$59,022 | 45.5% | <input type="checkbox"/> | | |
| City of Joplin | Facilities Maintenance Supervisor | Good | \$40,966 | \$51,406 | \$61,845 | 51.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Facility Maintenance Supervisor | Good | \$43,597 | \$51,990 | \$60,382 | 38.5% | <input type="checkbox"/> | | |
| City of Conway | Physical Plant Director | Good | \$45,704 | \$45,704 | \$45,704 | 0.0% | <input type="checkbox"/> | | |
| NOARK | Maintenance Manager | Identic | \$46,386 | \$60,773 | \$75,160 | 62.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Facilities Maintenance Director | Good | \$47,076 | \$58,846 | \$70,615 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Building & Structures Manager | Good | \$55,478 | \$69,225 | \$82,972 | 49.6% | <input type="checkbox"/> | | |
| City of Edmond | Facility Maintenance Superintendent | Good | \$56,200 | \$70,250 | \$84,299 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Facility Maintenance Superintendent | Good | \$67,891 | \$82,280 | \$96,668 | 42.4% | <input type="checkbox"/> | | |
| 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
% Difference 5.7% 7.1% 7.9%

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

CHIEF OF STAFF

Descrip

Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|---------------------------------------|-------|-----------------|------------------|------------------|-------------|--------------------------|---------|------------|
| City of Jonesboro | Chief Operations Officer | Good | \$57,677 | \$72,097 | \$86,516 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Assistant City Manager | Good | \$70,843 | \$88,630 | \$106,417 | 50.2% | <input type="checkbox"/> | | |
| City of Columbia | Deputy City Manager | Good | \$76,003 | \$118,354 | \$160,705 | 111.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Deputy City Manager | Good | \$84,578 | \$107,488 | \$130,398 | 54.2% | <input type="checkbox"/> | | |
| City of Edmond | Assistant City Manager/Administration | Good | \$100,240 | \$125,300 | \$150,360 | 50.0% | <input type="checkbox"/> | | |
| Average | | | \$77,868 | \$102,374 | \$126,879 | | | | 62.9% |

City of Fayetteville

Chief of Staff

\$ Difference \$78,071 \$98,526 \$118,980 **52.4%**
% Difference 0.3% -3.9% -6.6%

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

CITY ATTORNEY

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-------------------------|---------|-----------------|-----------------|------------------|--------------|-------------------------------------|---------|-----------------|
| City of Joplin | City Attorney | Good | | | | | <input checked="" type="checkbox"/> | | \$83,046 |
| City of St. Joseph | City Attorney | Good | | | | | <input type="checkbox"/> | | \$92,261 |
| State of Arkansas | Managing Attorney | Good | \$57,914 | \$75,436 | \$92,958 | 60.5% | <input type="checkbox"/> | | |
| City of Bentonville | Staff Attorney | Good | \$70,595 | \$95,275 | \$119,954 | 69.9% | <input type="checkbox"/> | | |
| City of Midwest City | City Attorney | Good | \$75,253 | \$88,049 | \$100,846 | 34.0% | <input type="checkbox"/> | | |
| City of Columbia | City Counselor | Good | \$76,003 | \$118,354 | \$160,705 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | City Attorney | Good | \$77,943 | \$97,257 | \$116,571 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | City Attorney | Good | \$78,160 | \$98,909 | \$119,658 | 53.1% | <input type="checkbox"/> | | |
| City of Conway | City Attorney (Elected) | Good | \$85,480 | \$85,480 | \$85,480 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | City Attorney | Good | \$85,800 | \$111,228 | \$136,656 | 59.3% | <input checked="" type="checkbox"/> | | |
| City of Norman | City Attorney | Identic | \$96,703 | \$117,197 | \$137,690 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of Rogers | City Attorney | Good | \$107,203 | \$107,203 | \$107,203 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$81,105 | \$99,439 | \$117,772 | 45.2% | | | \$87,654 |

City of Fayetteville

City Attorney

\$ Difference (\$6,752) (\$5,605) (\$4,458)
% Difference -9.1% -6.0% -3.9%

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

CITY ENGINEER

Descrip

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.

Quals

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 experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Driver's License.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|---------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of St. Joseph | City Engineer | Good | \$44,035 | \$53,325 | \$62,616 | 42.2% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Engineer Supervisor | Good | \$45,377 | \$61,708 | \$78,038 | 72.0% | <input type="checkbox"/> | | |
| City of Midwest City | City Engineer | Good | \$56,539 | \$70,036 | \$83,533 | 47.7% | <input type="checkbox"/> | | |
| City of Blue Springs | City Engineer | Good | \$56,793 | \$70,991 | \$85,188 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | City Engineer | Good | \$60,507 | \$81,692 | \$102,877 | 70.0% | <input type="checkbox"/> | | |
| City of Joplin | Engineering Manager | Good | \$60,815 | \$76,319 | \$91,822 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Stillwater | City Engineer | Good | \$61,360 | \$74,454 | \$87,547 | 42.7% | <input checked="" type="checkbox"/> | | |
| City of College Station | City Engineer | Good | \$61,427 | \$76,834 | \$92,240 | 50.2% | <input type="checkbox"/> | | |
| City of Springfield | Principal Engineer | Good | \$63,388 | \$74,963 | \$86,538 | 36.5% | <input type="checkbox"/> | | |
| City of O'Fallon | City Engineer | Good | \$64,771 | \$77,220 | \$89,669 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | City Engineer | Good | \$66,081 | \$76,149 | \$86,216 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Public Works Director/City Engineer | Good | \$68,278 | \$85,347 | \$102,416 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | City Engineer | Identic | \$69,592 | \$86,837 | \$104,081 | 49.6% | <input type="checkbox"/> | | |
| City of Lee's Summit | City Engineer | Identic | \$69,641 | \$88,115 | \$106,590 | 53.1% | <input type="checkbox"/> | | |
| City of Manhattan | City Engineer | Good | \$70,782 | \$91,676 | \$112,570 | 59.0% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Director of Engineering | Good | \$78,220 | \$97,775 | \$117,330 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | City Engineer/Street Department Director | Good | \$81,151 | \$81,151 | \$81,151 | 0.0% | <input type="checkbox"/> | | |
| State of Arkansas | ABA State Engineer | Good | \$85,536 | \$96,228 | \$106,919 | 25.0% | <input type="checkbox"/> | | |
| City of Norman | City Engineer | Good | \$88,719 | \$107,522 | \$126,324 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$65,948 | \$80,439 | \$94,930 | 43.9% | | | |

City of Fayetteville

City Engineer

\$ Difference \$67,441

% Difference 2.2%

\$ Difference \$1,493

% Difference 5.5%

\$ Difference \$4,671

% Difference 7.6%

\$ Difference \$102,779

% Difference 52.4%

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

CODE COMPLIANCE OFFICER

Descrip

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..

Quals

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.

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Springdale | Code Enforcement Officer | Good | \$25,307 | \$31,634 | \$37,960 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Codes Inspector | Good | \$26,151 | \$32,689 | \$39,227 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Code Officer I | Good | \$26,400 | \$33,678 | \$40,955 | 55.1% | <input type="checkbox"/> | | |
| City of Jonesboro | Code Enforcement Officer | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Code Enforcement Officer | Good | \$27,979 | \$31,896 | \$35,812 | 28.0% | <input type="checkbox"/> | | |
| City of College Station | Code Enforcement Officer | Good | \$28,538 | \$35,704 | \$42,869 | 50.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Neighborhood Services Officer | Good | \$32,835 | \$41,588 | \$50,342 | 53.3% | <input type="checkbox"/> | | |
| City of Manhattan | Code Services Officer | Good | \$34,299 | \$44,294 | \$54,288 | 58.3% | <input type="checkbox"/> | | |
| City of Columbia | Code Enforcement Specialist | Good | \$35,100 | \$43,114 | \$51,128 | 45.7% | <input type="checkbox"/> | | |
| City of Edmond | Code Inspector | Good | \$35,180 | \$43,975 | \$52,770 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Code Enforcement Officer | Identic | \$35,357 | \$44,044 | \$52,730 | 49.1% | <input type="checkbox"/> | | |
| City of Rogers | Code Officer | Good | \$36,296 | \$38,948 | \$41,600 | 14.6% | <input type="checkbox"/> | | |
| City of Norman | Code Compliance Inspector | Good | \$36,703 | \$44,481 | \$52,259 | 42.4% | <input type="checkbox"/> | | |
| City of Bentonville | Code Enforcement Officer | Good | \$38,085 | \$47,601 | \$57,117 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Code Compliance Investigator | Good | \$41,621 | \$49,463 | \$57,304 | 37.7% | <input type="checkbox"/> | | |
| City of O'Fallon | Multi-Discipline Inspector | Good | \$43,597 | \$51,990 | \$60,382 | 38.5% | <input type="checkbox"/> | | |
| Average | | | \$32,626 | \$39,956 | \$47,285 | 44.9% | | | |

City of Fayetteville

Code Compliance Officer

S Difference (\$3,202) (\$2,823) (\$2,443)

% Difference -10.9% -7.6% -5.4%

S Difference \$29,424 \$37,133 \$44,842 **52.4%**

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

CREW LEADER

Descrip 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.

Quals 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Foreman I | Good | \$19,305 | \$24,184 | \$29,064 | 50.6% | <input type="checkbox"/> | | |
| State of Arkansas | Maintenance Supervisor | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Crew Leader | Good | \$29,931 | \$35,943 | \$41,954 | 40.2% | <input type="checkbox"/> | | |
| City of Jonesboro | Crew Leader - Parks | Good | \$30,514 | \$38,142 | \$45,770 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Team Leader | Good | \$30,618 | \$37,191 | \$43,763 | 42.9% | <input type="checkbox"/> | | |
| University of Arkansas | Construction/Maintenance Coordinator | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Work Leader | Good | \$32,029 | \$38,787 | \$45,544 | 42.2% | <input type="checkbox"/> | | |
| City of Bentonville | Crew Leader - Street | Good | \$35,256 | \$44,065 | \$52,874 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Lead Maintenance Worker | Good | \$35,686 | \$45,348 | \$55,010 | 54.2% | <input type="checkbox"/> | | |
| City of Stillwater | Crew Chief (Various) | Good | \$36,026 | \$43,711 | \$51,397 | 42.7% | <input type="checkbox"/> | | |
| City of O'Fallon | Crew Leader | Good | \$38,334 | \$45,687 | \$53,040 | 38.4% | <input type="checkbox"/> | | |
| City of Rogers | Foreman - Street | Good | \$38,480 | \$45,198 | \$51,917 | 34.9% | <input type="checkbox"/> | | |
| City of Norman | Crew Chief | Good | \$42,021 | \$50,926 | \$59,831 | 42.4% | <input type="checkbox"/> | | |
| City of Conway | Assistant Street Superintendent - Construction | Good | \$42,524 | \$47,157 | \$51,790 | 21.8% | <input type="checkbox"/> | | |
| City of Florissant | Class A Foreman | Good | \$49,649 | \$57,210 | \$64,771 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$34,689 | \$42,569 | \$50,448 | 45.4% | | | |

City of Fayetteville Crew Leader

S Difference (\$5,265) (\$5,436) (\$5,606)

% Difference -17.9% -14.6% -12.5%

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

CUSTODIAN

Descrip 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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|----------------------------------|---------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Caretaker | Good | \$15,993 | \$19,985 | \$23,976 | 49.9% | <input type="checkbox"/> | | |
| State of Arkansas | Institutional Services Assistant | Good | \$16,288 | \$21,403 | \$26,517 | 62.8% | <input type="checkbox"/> | | |
| University of Arkansas | Institutional Service Assistant | Good | \$17,667 | \$22,092 | \$26,517 | 50.1% | <input type="checkbox"/> | | |
| City of Springfield | Custodian | Good | \$18,574 | \$23,088 | \$27,602 | 48.6% | <input type="checkbox"/> | | |
| NOARK | Janitor / Custodian | Good | \$19,400 | \$23,834 | \$28,268 | 45.7% | <input type="checkbox"/> | | |
| City of Conway | Custodian | Good | \$19,691 | \$22,008 | \$24,325 | 23.5% | <input type="checkbox"/> | | |
| City of Joplin | Custodial Worker | Good | \$20,518 | \$25,151 | \$29,784 | 45.2% | <input type="checkbox"/> | | |
| City of Edmond | Custodian | Identic | \$21,167 | \$26,459 | \$31,751 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Custodian | Identic | \$21,370 | \$26,010 | \$30,649 | 43.4% | <input type="checkbox"/> | | |
| City of Midwest City | Janitor | Good | \$21,818 | \$27,833 | \$33,847 | 55.1% | <input type="checkbox"/> | | |
| City of Stillwater | Community Center Custodian | Good | \$21,819 | \$26,447 | \$31,075 | 42.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Custodian | Good | \$21,901 | \$27,376 | \$32,851 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Custodian | Good | \$22,194 | \$27,259 | \$32,323 | 45.6% | <input type="checkbox"/> | | |
| City of Springdale | Custodian | Good | \$24,005 | \$30,006 | \$36,008 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Custodian | Identic | \$24,611 | \$24,803 | \$24,996 | 1.6% | <input type="checkbox"/> | | |
| City of Manhattan | Custodian | Good | \$25,064 | \$32,371 | \$39,478 | 57.5% | <input type="checkbox"/> | | |
| City of Rogers | Custodian | Good | \$25,397 | \$27,102 | \$28,808 | 13.4% | <input type="checkbox"/> | | |
| City of Lee's Summit | Custodian | Good | \$25,777 | \$32,327 | \$38,877 | 50.8% | <input type="checkbox"/> | | |
| City of O'Fallon | Custodian | Identic | \$27,747 | \$33,083 | \$38,418 | 38.5% | <input type="checkbox"/> | | |
| City of Florissant | Custodian | Identic | \$28,038 | \$32,302 | \$36,566 | 30.4% | <input type="checkbox"/> | | |
| City of Lawrence | Custodian II | Identic | \$28,107 | \$35,072 | \$42,036 | 49.6% | <input type="checkbox"/> | | |
| City of Blue Springs | Maintenance Worker | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Custodial Services Coordinator | Good | \$32,360 | \$39,219 | \$46,077 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$22,957 | \$27,859 | \$32,761 | 42.7% | | | |

City of Fayetteville

Custodian

\$18,967

\$23,937

\$28,906

52.4%

\$ Difference (\$3,990)

% Difference -21.0%

(\$3,922)

-16.4%

(\$3,855)

-13.3%

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip 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 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 assuring that all paperwork is done accurately and in a timely manner. Processes impact fees.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| City of Blue Springs | Customer Service Clerk | Good | \$22,009 | \$27,511 | \$33,013 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Customer Service Representative | Good | \$22,630 | \$26,562 | \$30,493 | 34.7% | <input type="checkbox"/> | | |
| City of Midwest City | Utilities Service Clerk | Good | \$24,000 | \$30,616 | \$37,232 | 55.1% | <input type="checkbox"/> | | |
| State of Arkansas | DFA Service Representative | Good | \$24,065 | \$33,829 | \$43,592 | 81.1% | <input type="checkbox"/> | | |
| City of Columbia | Customer Representative I | Good | \$24,313 | \$29,714 | \$35,115 | 44.4% | <input type="checkbox"/> | | |
| City of Conway | Secretary/Customer Service Representative | Good | \$24,325 | \$27,800 | \$31,274 | 28.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Customer Services Representative | Good | \$24,602 | \$29,792 | \$34,983 | 42.2% | <input type="checkbox"/> | | |
| City of Edmond | Customer Service Representative I | Good | \$25,171 | \$31,464 | \$37,757 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Customer Service Utility Service Representative | Good | \$25,251 | \$30,638 | \$36,026 | 42.7% | <input type="checkbox"/> | | |
| City of Bentonville | Customer Account Representative I | Good | \$25,896 | \$32,386 | \$38,875 | 50.1% | <input type="checkbox"/> | | |
| City of Manhattan | Finance Clerk | Good | \$26,978 | \$34,746 | \$42,515 | 57.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Customer Service Representative I | Good | \$27,747 | \$33,083 | \$38,418 | 38.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | Customer Service Representative | Good | \$27,906 | \$35,113 | \$42,321 | 51.7% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support II | Good | \$28,107 | \$35,072 | \$42,036 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Customer Service Representative I | Good | \$28,801 | \$34,905 | \$41,009 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$25,227 | \$31,463 | \$37,700 | 49.4% | | | |

City of Fayetteville

Customer Service Representative I

\$ Difference \$23,055 \$29,095 \$35,135
% Difference (\$2,172) (\$2,368) (\$2,565)
 -9.4% -8.1% -7.3%

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

DEPUTY COURT CLERK

Description

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| NOARK | General Clerk I | Good | \$18,718 | \$23,489 | \$28,259 | 51.0% | <input type="checkbox"/> | | |
| City of Joplin | Court Clerk | Good | \$21,557 | \$26,427 | \$31,296 | 45.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Deputy Court Clerk | Good | \$22,009 | \$27,511 | \$33,013 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Deputy Court Clerk | Good | \$22,630 | \$26,562 | \$30,493 | 34.7% | <input type="checkbox"/> | | |
| City of Rogers | Deputy Court Clerk | Good | \$23,358 | \$25,771 | \$28,184 | 20.7% | <input type="checkbox"/> | | |
| City of Conway | Deputy Court Clerk | Good | \$24,325 | \$27,800 | \$31,274 | 28.6% | <input type="checkbox"/> | | |
| City of Springfield | Deputy Clerk of Municipal Court | Good | \$24,531 | \$30,102 | \$35,673 | 45.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Court Services Representative | Good | \$24,602 | \$29,792 | \$34,983 | 42.2% | <input type="checkbox"/> | | |
| City of Manhattan | Court Clerk I | Good | \$25,064 | \$32,271 | \$39,478 | 57.5% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Records Clerk | Good | \$25,251 | \$30,638 | \$36,026 | 42.7% | <input type="checkbox"/> | | |
| City of Lee's Summit | Deputy Court Clerk | Good | \$25,777 | \$32,327 | \$38,877 | 50.8% | <input type="checkbox"/> | | |
| City of Midwest City | Lead Clerk/Trainer | Good | \$26,400 | \$33,678 | \$40,955 | 55.1% | <input type="checkbox"/> | | |
| City of Springdale | Deputy Court Clerk | Good | \$26,609 | \$33,261 | \$39,914 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Court Case Administrative Specialist | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Deputy Court Clerk II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of O'Fallon | Assistant Court Clerk | Good | \$30,410 | \$36,244 | \$42,078 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | Assistant Court Clerk | Good | \$30,825 | \$35,526 | \$40,227 | 30.5% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Deputy Court Clerk I | Good | \$32,360 | \$39,219 | \$46,077 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$25,962 | \$31,665 | \$37,368 | 43.9% | | | |

City of Fayetteville

Deputy Court Clerk

| | | | | |
|----------------------|-----------|-----------|----------|--------------|
| \$ Difference | \$24,207 | \$30,550 | \$36,892 | 52.4% |
| % Difference | (\$1,755) | (\$1,115) | (\$476) | -1.3% |

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

DISPATCH MANAGER

Descrip

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.

Quals

High school diploma or GED plus specialized training and/or additional college courses five years of related experience and/or training; or equivalent 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 meet all NIMS Training requirements.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of St. Joseph | Sr Communications Operator | Good | \$30,202 | \$36,575 | \$42,947 | 42.2% | <input type="checkbox"/> | | |
| City of Joplin | Public Safety Communications Supervisor | Good | \$32,003 | \$39,231 | \$46,458 | 45.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Dispatch Supervisor | Good | \$33,863 | \$42,330 | \$50,796 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Communications Supervisor | Good | \$38,834 | \$49,511 | \$60,187 | 55.0% | <input type="checkbox"/> | | |
| City of Springdale | Dispatch Supervisor | Good | \$40,281 | \$50,351 | \$60,421 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Telecommunicator Supervisor | Good | \$41,683 | \$49,307 | \$56,930 | 36.6% | <input type="checkbox"/> | | |
| City of Norman | Communications Supervisor | Good | \$46,636 | \$56,520 | \$66,403 | 42.4% | <input type="checkbox"/> | | |
| City of College Station | Communications Manager | Good | \$47,326 | \$57,920 | \$68,514 | 44.8% | <input type="checkbox"/> | | |
| City of Edmond | Central Communications Supervisor | Good | \$48,192 | \$60,240 | \$72,288 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | 911 Director | Good | \$55,027 | \$68,784 | \$82,540 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Director of Emergency Communications | Good | \$69,992 | \$80,017 | \$90,041 | 28.6% | <input type="checkbox"/> | | |
| Average | | | \$44,004 | \$53,707 | \$63,411 | 44.1% | | | |

City of Fayetteville

Dispatch Manager

| | | | |
|----------------------|-----------------|-----------------|-----------------|
| \$ Difference | \$8,837 | \$12,978 | \$17,119 |
| % Difference | 16.7% | 19.5% | 21.3% |
| | \$52,841 | \$66,686 | \$80,530 |
| | | | 52.4% |

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

DISPATCHER

Descrip

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.

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Dispatcher | Good | \$16,274 | \$21,877 | \$27,480 | 68.9% | <input type="checkbox"/> | | |
| State of Arkansas | HE Public Safety Dispatcher | Good | \$18,855 | \$25,425 | \$31,994 | 69.7% | <input type="checkbox"/> | | |
| University of Arkansas | HE Public Safety Dispatcher | Good | \$18,855 | \$25,425 | \$31,994 | 69.7% | <input type="checkbox"/> | | |
| City of Conway | Telecommunicator | Good | \$24,325 | \$27,800 | \$31,274 | 28.6% | <input type="checkbox"/> | | |
| City of Joplin | Public Safety Communications Operator | Good | \$25,002 | \$30,649 | \$36,295 | 45.2% | <input type="checkbox"/> | | |
| City of Stillwater | Police Dispatcher I | Good | \$26,000 | \$31,554 | \$37,107 | 42.7% | <input type="checkbox"/> | | |
| City of Rogers | Telecommunicator | Good | \$26,021 | \$33,925 | \$41,829 | 60.8% | <input type="checkbox"/> | | |
| City of Jonesboro | 911 Dispatcher | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Communications Operator | Identice | \$27,258 | \$33,009 | \$38,760 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | Communications Operator | Good | \$27,435 | \$32,906 | \$38,376 | 39.9% | <input type="checkbox"/> | | |
| City of Springdale | Dispatcher | Good | \$27,911 | \$34,889 | \$41,867 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | 911 Telecommunicator | Good | \$28,458 | \$34,370 | \$40,282 | 41.5% | <input type="checkbox"/> | | |
| City of Blue Springs | Dispatcher | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Telecommunicator | Good | \$28,579 | \$34,403 | \$40,227 | 40.8% | <input type="checkbox"/> | | |
| City of Columbia | EMG Telecommunicator I | Good | \$29,014 | \$35,660 | \$42,305 | 45.8% | <input type="checkbox"/> | | |
| City of Edmund | Communications Specialist I | Good | \$29,175 | \$36,469 | \$43,762 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Communications Specialist I | Good | \$31,914 | \$40,712 | \$49,510 | 55.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Communications Specialist | Good | \$32,835 | \$41,588 | \$50,342 | 53.3% | <input type="checkbox"/> | | |
| City of Norman | Communications Officer | Good | \$34,301 | \$41,572 | \$48,842 | 42.4% | <input type="checkbox"/> | | |
| City of Florissant | Dispatcher | Good | \$37,294 | \$42,983 | \$48,672 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Communications Officer | Good | \$38,605 | \$44,492 | \$50,378 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$27,769 | \$34,214 | \$40,660 | 46.4% | | | |

City of Fayetteville

| | | | | |
|----------------------|-----------|----------|----------|--------|
| Dispatcher | \$26,689 | \$33,681 | \$40,673 | \$2.4% |
| \$ Difference | (\$1,080) | (\$533) | \$13 | |
| % Difference | -4.0% | -1.6% | 0.0% | |

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

DISTRICT COURT ADMINISTRATOR

Descrip Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide 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. Acts as liaison between Judge and a variety of departments and agencies.

Quals 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 two years of management experience.

| Respondent | Matching Title | 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 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Court Clerk | Good | \$38,328 | \$47,909 | \$57,491 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Court Clerk | Good | \$38,617 | \$49,262 | \$59,907 | 55.1% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Clerk | Good | \$39,374 | \$47,767 | \$56,160 | 42.6% | <input type="checkbox"/> | | |
| City of St. Joseph | Municipal Court Administrator | Good | \$40,222 | \$48,708 | \$57,195 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | Court Operations Supervisor | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| City of Bentonville | Chief Court Clerk | Good | \$44,470 | \$60,029 | \$75,587 | 70.0% | <input type="checkbox"/> | | |
| City of Florissant | Court Clerk | Good | \$45,136 | \$52,010 | \$58,884 | 30.5% | <input type="checkbox"/> | | |
| City of Manhattan | County Services Officer | Good | \$46,093 | \$59,592 | \$73,091 | 58.6% | <input type="checkbox"/> | | |
| City of Lee's Summit | Court Administrator | Good | \$46,169 | \$59,245 | \$72,322 | 56.6% | <input type="checkbox"/> | | |
| City of Norman | Chief Deputy Court Clerk | Good | \$46,636 | \$56,520 | \$66,403 | 42.4% | <input type="checkbox"/> | | |
| City of Rogers | Chief Court Clerk | Good | \$47,403 | \$47,403 | \$47,403 | 0.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Court Administrator | Good | \$48,901 | \$58,313 | \$67,725 | 38.5% | <input type="checkbox"/> | | |
| City of Lawrence | Municipal Court Manager | Good | \$49,534 | \$61,808 | \$74,082 | 49.6% | <input type="checkbox"/> | | |
| City of Joplin | Municipal Court Administrator | Good | \$49,912 | \$62,636 | \$75,360 | 51.0% | <input type="checkbox"/> | | |
| City of Springfield | Municipal Court Administrator | Good | \$50,170 | \$59,551 | \$68,931 | 37.4% | <input type="checkbox"/> | | |
| City of Conway | District Court Clerk/Department Director | Good | \$54,574 | \$54,574 | \$54,574 | 0.0% | <input type="checkbox"/> | | |
| City of Edmond | Municipal Court Administrator | Good | \$62,205 | \$77,757 | \$93,308 | 50.0% | <input type="checkbox"/> | | |
| Average | | | \$45,937 | \$55,607 | \$65,278 | 42.1% | | | |

City of Fayetteville

District Court Administrator

\$ Difference (\$291)
% Difference -0.6%

\$ Difference \$69,565
% Difference 6.2%

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

EQUIPMENT MECHANIC I

Descrip

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.

Quals

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-----------|----------|----------|----------|-------------|--------------------------|---------|------------|
| City of Bossier City | Auto Mechanic I | Good | \$17,852 | \$22,342 | \$26,832 | 50.3% | <input type="checkbox"/> | | |
| City of Conway | Mechanic | Good | \$20,850 | \$24,325 | \$27,800 | 33.3% | <input type="checkbox"/> | | |
| State of Arkansas | Equipment Mechanic | Good | \$22,919 | \$31,955 | \$40,991 | 78.9% | <input type="checkbox"/> | | |
| University of Arkansas | Equipment Mechanic | Good | \$22,919 | \$31,955 | \$40,991 | 78.9% | <input type="checkbox"/> | | |
| City of Joplin | Automotive Service Worker | Good | \$23,795 | \$29,171 | \$34,547 | 45.2% | <input type="checkbox"/> | | |
| NOARK | Mechanic I | Good | \$25,045 | \$29,772 | \$34,499 | 37.7% | <input type="checkbox"/> | | |
| City of Springfield | Assistant Equipment Technician | Good | \$26,062 | \$31,793 | \$37,523 | 44.0% | <input type="checkbox"/> | | |
| City of Midwest City | Technician I | Good | \$26,400 | \$33,678 | \$40,955 | 55.1% | <input type="checkbox"/> | | |
| City of Jonesboro | Fleet Technician I | Good | \$27,864 | \$34,829 | \$41,794 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Auto Mechanic | Good | \$28,906 | \$35,005 | \$41,103 | 42.2% | <input type="checkbox"/> | | |
| City of Stillwater | Fleet Mechanic | Good | \$29,286 | \$35,537 | \$41,787 | 42.7% | <input type="checkbox"/> | | |
| City of College Station | Mechanic | Good | \$29,931 | \$35,943 | \$41,954 | 40.2% | <input type="checkbox"/> | | |
| City of Edmond | Mechanic I | Good | \$31,177 | \$38,971 | \$46,765 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Mechanic I | Identical | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Mechanic I | Good | \$32,531 | \$41,933 | \$51,334 | 57.8% | <input type="checkbox"/> | | |
| City of Bentonville | Mechanic - Parks | Good | \$32,656 | \$40,820 | \$48,984 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Mechanic I | Good | \$36,703 | \$44,481 | \$52,259 | 42.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Mechanic/Fleet Mechanic | Good | \$38,334 | \$45,687 | \$53,040 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$28,039 | \$34,860 | \$41,680 | 48.6% | | | |

City of Fayetteville

Equipment Mechanic I

\$ Difference \$25,418 \$32,077 \$38,736 **52.4%**
% Difference (\$2,621) (\$2,783) (\$2,944)
 -10.3% -8.7% -7.6%

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

EQUIPMENT MECHANIC II

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Bossier City | Auto Mechanic II | Good | \$18,751 | \$23,481 | \$28,212 | 50.5% | <input type="checkbox"/> | | |
| State of Arkansas | Auto/Diesel Mechanic | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Springdale | Mechanic | Good | \$25,307 | \$31,634 | \$37,960 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Automotive Mechanic | Good | \$27,594 | \$33,830 | \$40,065 | 45.2% | <input type="checkbox"/> | | |
| NOARK | Mechanic II | Good | \$28,780 | \$36,372 | \$43,964 | 52.8% | <input type="checkbox"/> | | |
| University of Arkansas | Skilled Tradesman | Good | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Mechanic | Good | \$29,931 | \$35,943 | \$41,954 | 40.2% | <input type="checkbox"/> | | |
| City of Jonesboro | Fleet Technician II | Good | \$30,514 | \$38,142 | \$45,770 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Heavy Equipment Technician | Good | \$30,618 | \$37,191 | \$43,763 | 42.9% | <input type="checkbox"/> | | |
| City of Blue Springs | Mechanic | Good | \$31,067 | \$38,834 | \$46,600 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Fleet Lead Mechanic | Good | \$31,075 | \$37,700 | \$44,325 | 42.6% | <input type="checkbox"/> | | |
| City of Columbia | Vehicle Mechanic | Good | \$31,899 | \$39,192 | \$46,484 | 45.7% | <input type="checkbox"/> | | |
| City of Midwest City | Lead Technician | Good | \$31,914 | \$40,712 | \$49,510 | 55.1% | <input type="checkbox"/> | | |
| City of St. Joseph | Master Mechanic | Good | \$32,209 | \$38,877 | \$45,544 | 41.4% | <input type="checkbox"/> | | |
| City of Conway | Senior Mechanic | Good | \$32,433 | \$37,066 | \$41,698 | 28.6% | <input type="checkbox"/> | | |
| City of Edmond | Mechanic II | Good | \$35,180 | \$43,975 | \$52,770 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Mechanic II | Identical | \$35,257 | \$43,994 | \$52,730 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Mechanic II | Good | \$38,085 | \$49,171 | \$60,258 | 58.2% | <input type="checkbox"/> | | |
| City of Bentonville | Mechanic - Street | Good | \$38,085 | \$47,601 | \$57,117 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Mechanic II | Good | \$39,272 | \$47,595 | \$55,918 | 42.4% | <input type="checkbox"/> | | |
| City of Florissant | Equipment Maintenance Mechanic | Good | \$41,038 | \$47,289 | \$53,539 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$31,597 | \$39,327 | \$47,057 | 48.9% | | | |

City of Fayetteville

Equipment Mechanic II

\$ Difference (\$2,173)
% Difference -7.4%

\$44,842
\$2,194
-5.9%

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Descrip

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.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Team Leader | Good | \$30,618 | \$37,191 | \$43,763 | 42.9% | <input type="checkbox"/> | | |
| City of Blue Springs | Streets Supervisor | Good | \$33,963 | \$42,380 | \$50,796 | 49.6% | <input type="checkbox"/> | | |
| City of Jonesboro | Street Maintenance Supervisor | Good | \$35,813 | \$44,767 | \$53,721 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Foreman | Good | \$35,859 | \$43,056 | \$50,253 | 40.1% | <input type="checkbox"/> | | |
| City of Joplin | Infrastructure Maintenance Supervisor | Good | \$38,990 | \$48,928 | \$58,865 | 51.0% | <input type="checkbox"/> | | |
| City of Springdale | Construction Supervisor | Good | \$40,281 | \$50,351 | \$60,421 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Senior Field Supervisor | Good | \$41,725 | \$50,528 | \$59,331 | 42.2% | <input type="checkbox"/> | | |
| City of Lee's Summit | Manager of Streets | Good | \$42,316 | \$54,125 | \$65,935 | 55.8% | <input type="checkbox"/> | | |
| City of O'Fallon | Street Maintenance Supervisor | Good | \$43,597 | \$51,990 | \$60,382 | 38.5% | <input type="checkbox"/> | | |
| City of Columbia | Transportation Supervisor | Good | \$44,656 | \$54,811 | \$64,965 | 45.5% | <input type="checkbox"/> | | |
| City of Conway | Street Superintendent | Good | \$53,752 | \$58,530 | \$63,308 | 17.8% | <input type="checkbox"/> | | |
| Average | | | \$40,143 | \$48,787 | \$57,431 | 43.1% | | | |

City of Fayetteville

Field Operations Supervisor - Transportation

| | | | |
|---------------------|------------------|------------------|------------------|
| S Difference | \$35,765 | \$45,136 | \$54,506 |
| % Difference | (\$4,378) | (\$3,651) | (\$2,925) |
| | -12.2% | -8.1% | -5.4% |

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, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These 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 independent pension boards of trustees.

Quals

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 education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------|---------|-----------------|-----------------|------------------|--------------|-------------------------------------|---------|------------|
| City of Joplin | Finance Director | Good | \$57,884 | \$72,640 | \$87,395 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Admin/Finance Services Director | Good | \$66,321 | \$82,902 | \$99,482 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Finance Director | Good | \$70,595 | \$95,275 | \$119,954 | 69.9% | <input type="checkbox"/> | | |
| City of Florissant | Finance Director | Good | \$71,468 | \$82,368 | \$93,267 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Chief Financial Officer | Good | \$73,578 | \$91,973 | \$110,367 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Finance Director | Identic | \$73,752 | \$94,239 | \$114,726 | 55.6% | <input checked="" type="checkbox"/> | | |
| City of Midwest City | Finance Director | Good | \$75,253 | \$88,049 | \$100,846 | 34.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Finance Director | Good | \$75,358 | \$89,846 | \$104,333 | 38.4% | <input type="checkbox"/> | | |
| City of Conway | Chief Financial Officer | Good | \$75,486 | \$75,486 | \$75,486 | 0.0% | <input type="checkbox"/> | | |
| City of Columbia | Director of Finance | Identic | \$76,003 | \$118,354 | \$160,705 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | Director of Finance | Good | \$77,813 | \$101,244 | \$124,675 | 60.2% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Finance Director | Identic | \$77,943 | \$97,257 | \$116,571 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Director of Finance | Good | \$78,160 | \$98,909 | \$119,658 | 53.1% | <input type="checkbox"/> | | |
| City of Edmond | Director of Finance | Identic | \$86,227 | \$107,784 | \$129,341 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Norman | Director of Finance | Good | \$90,549 | \$109,738 | \$128,927 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of College Station | Executive Director | Good | \$94,337 | \$120,232 | \$146,127 | 54.9% | <input type="checkbox"/> | | |
| City of Rogers | CFO/Treasurer | Good | \$102,669 | \$102,669 | \$102,669 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$77,847 | \$95,821 | \$113,796 | 46.2% | | | |

City of Fayetteville

Finance Director

\$78,071

\$98,526

\$118,980

52.4%

\$ Difference

% Difference

\$224

\$2,704

\$5,184

0.3%

2.7%

4.4%

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

FINANCIAL ANALYST - BUDGET

Descrip 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 education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPEO, CGFM, CFA, CIA or CPM.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--------------------------------|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Bossier City | Accountant II | Good | \$21,296 | \$26,710 | \$32,124 | 50.8% | <input type="checkbox"/> | | |
| City of Jonesboro | Budget Specialist | Good | \$27,864 | \$34,807 | \$41,749 | 49.8% | <input type="checkbox"/> | | |
| City of Conway | Payroll Officer I/Accountant | Good | \$31,274 | \$35,328 | \$39,382 | 25.9% | <input type="checkbox"/> | | |
| State of Arkansas | Budget Specialist | Good | \$32,249 | \$45,703 | \$59,157 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Revenue Collections Supervisor | Good | \$33,863 | \$42,330 | \$50,796 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Staff Accountant | Good | \$35,106 | \$44,784 | \$54,461 | 55.1% | <input type="checkbox"/> | | |
| City of Joplin | Financial Analyst | Good | \$35,323 | \$43,305 | \$51,287 | 45.2% | <input type="checkbox"/> | | |
| City of Manhattan | Budget Analyst | Good | \$38,085 | \$49,171 | \$60,258 | 58.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Financial Analyst | Good | \$38,212 | \$46,274 | \$54,336 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Financial Analyst | Good | \$38,834 | \$49,511 | \$60,187 | 55.0% | <input type="checkbox"/> | | |
| City of Columbia | Senior Rate Analyst | Good | \$40,552 | \$49,787 | \$59,022 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Financial Services Coordinator | Good | \$41,186 | \$51,483 | \$61,779 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Accountant | Good | \$44,470 | \$60,029 | \$75,587 | 70.0% | <input type="checkbox"/> | | |
| City of College Station | Budget & Management Analyst | Good | \$44,819 | \$54,878 | \$64,936 | 44.9% | <input type="checkbox"/> | | |
| NOARK | Financial Analyst | Good | \$47,934 | \$61,614 | \$75,293 | 57.1% | <input type="checkbox"/> | | |
| City of Stillwater | Budget Analyst | Good | \$49,899 | \$60,528 | \$71,157 | 42.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Financial Analyst | Good | \$51,563 | \$61,464 | \$71,365 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$38,384 | \$48,100 | \$57,816 | 50.6% | | | |

City of Fayetteville

Financial Analyst - Budget

| | | | | |
|----------------------|----------|----------|----------|--------------|
| \$ Difference | \$39,431 | \$49,762 | \$60,093 | 52.4% |
| % Difference | \$1,047 | \$1,662 | \$2,277 | 3.8% |
| | 2.7% | 3.3% | 3.8% | |

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

FINANCIAL COORDINATOR - PARKS AND REC

Descrip

Responsible for monitoring the department's purchasing, internal accounting, and work order system. Audits and approves P-card purchase requests and reconciliations for accuracy and compliance with policy. Prepares monthly budget performance reports and analyzes the results of these reports to identify the need for correcting journal entries or budget adjustments. Prepares correcting entries as needed. Prepares various revenue reports such as the Park Revenue report, HMR report, etc. Coordinates the development, management, and planning of the annual budget and work program for each program within 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|----------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | Fiscal Support Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III - P&R | Good | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| State of Arkansas | Fiscal Support Supervisor | Good | \$33,861 | \$47,988 | \$62,115 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | Admin. Support Supervisor | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| Average | | | \$33,204 | \$43,696 | \$54,189 | 63.2% | | | |

City of Fayetteville

Financial Coordinator - Parks and Rec

\$32,440 **\$40,940** **\$49,439** **52.4%**

\$ Difference (\$764) (\$2,757) (\$4,750)

% Difference -2.4% -6.7% -9.6%

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

GIS TECHNICIAN

Description: 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.

Quals: 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|-----------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| State of Arkansas | GIS Technician | Identical | \$29,251 | \$41,454 | \$53,657 | 83.4% | <input type="checkbox"/> | | |
| City of College Station | GIS Technician | Good | \$29,931 | \$36,785 | \$43,638 | 45.8% | <input type="checkbox"/> | | |
| City of Lee's Summit | GIS Technician | Good | \$30,250 | \$38,189 | \$46,128 | 52.5% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services GIS Technician | Good | \$31,075 | \$37,700 | \$44,325 | 42.6% | <input type="checkbox"/> | | |
| City of Columbia | GIS Technician | Good | \$31,899 | \$39,192 | \$46,484 | 45.7% | <input type="checkbox"/> | | |
| City of Midwest City | GIS Technician | Good | \$31,914 | \$40,712 | \$49,510 | 55.1% | <input type="checkbox"/> | | |
| City of Joplin | GIS Data Base Operator | Good | \$32,003 | \$39,231 | \$46,458 | 45.2% | <input type="checkbox"/> | | |
| City of Bentonville | GIS Technician II | Good | \$35,256 | \$44,065 | \$52,874 | 50.0% | <input type="checkbox"/> | | |
| City of Manhattan | GIS Technician | Good | \$36,317 | \$46,873 | \$57,429 | 58.1% | <input type="checkbox"/> | | |
| City of Blue Springs | GIS Coordinator | Good | \$36,911 | \$46,139 | \$55,366 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | GIS Coordinator | Good | \$39,127 | \$48,908 | \$58,689 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | GIS Analyst | Good | \$39,488 | \$49,273 | \$59,058 | 49.6% | <input type="checkbox"/> | | |
| City of Rogers | GIS/Mapping Technician | Good | \$39,728 | \$39,728 | \$39,728 | 0.0% | <input type="checkbox"/> | | |
| City of OFallon | GIS Technician | Good | \$40,976 | \$48,859 | \$56,742 | 38.5% | <input type="checkbox"/> | | |
| City of Springfield | GIS Analyst | Good | \$41,030 | \$49,122 | \$57,214 | 39.4% | <input type="checkbox"/> | | |
| City of Edmond | GIS Analyst I | Good | \$41,186 | \$51,483 | \$61,779 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | GIS Coordinator | Good | \$41,824 | \$47,373 | \$52,921 | 26.5% | <input type="checkbox"/> | | |
| City of Norman | GIS Analyst I | Good | \$46,636 | \$56,520 | \$66,403 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$36,378 | \$44,533 | \$52,689 | 44.8% | | | |

| City of Fayetteville | S Difference | % Difference |
|----------------------|--------------|--------------|
| GIS Technician | \$32,440 | -12.1% |
| | (\$3,938) | -8.8% |
| | \$49,439 | -6.6% |
| | (\$3,250) | |

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip

Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems 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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|------------------------------------|-------|----------|----------|-----------|-------------|--------|---------|------------|
| City of Rogers | IT Director | Good | | | | | | | \$79,165 |
| City of Bentonville | Systems Manager | Good | \$60,507 | \$81,692 | \$102,877 | 70.0% | | | |
| City of Jonesboro | Information Systems Director | Good | \$62,977 | \$78,721 | \$94,465 | 50.0% | | | |
| 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 | 50.0% | | | |
| City of Lee's Summit | Chief Technology Officer | Good | \$69,641 | \$88,116 | \$106,590 | 53.1% | | | |
| Average | | | \$65,579 | \$83,333 | \$101,087 | 54.1% | | | \$79,165 |

City of Fayetteville

Information Technology Director

\$61,171 \$77,198 \$93,224 **52.4%**

\$ Difference (\$6,408) (\$6,136) (\$7,863)

% Difference -7.2% -7.9% -8.4%

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Describe

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.

Quals

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.

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Springdale | Building Inspector | Good | \$27,911 | \$34,889 | \$41,867 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Inspector | Good | \$29,188 | \$36,485 | \$43,782 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Inspector (Electrical, Building, Plumbing, Mechanical) | Good | \$30,202 | \$36,575 | \$42,947 | 42.2% | <input type="checkbox"/> | | |
| State of Arkansas | Construction Inspector | Good | \$30,713 | \$43,327 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Joplin | Building Inspector | Good | \$32,003 | \$39,231 | \$46,458 | 45.2% | <input type="checkbox"/> | | |
| City of College Station | Construction Inspector | Good | \$32,573 | \$39,136 | \$45,698 | 40.3% | <input type="checkbox"/> | | |
| City of Blue Springs | Building Inspector - CD | Good | \$33,863 | \$42,330 | \$50,796 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services Building Inspector II | Good | \$33,966 | \$41,205 | \$48,443 | 42.6% | <input type="checkbox"/> | | |
| City of Manhattan | Zoning Inspector I | Good | \$34,299 | \$44,294 | \$54,288 | 58.3% | <input type="checkbox"/> | | |
| City of Midwest City | Building/Housing Code Inspector | Good | \$35,106 | \$44,784 | \$54,461 | 55.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Building Inspector | Good | \$35,686 | \$45,348 | \$55,010 | 54.2% | <input type="checkbox"/> | | |
| City of Rogers | Inspector - Inspection | Good | \$36,130 | \$37,731 | \$39,333 | 8.9% | <input type="checkbox"/> | | |
| City of Columbia | Senior Building Inspector | Good | \$36,883 | \$45,259 | \$53,635 | 45.4% | <input type="checkbox"/> | | |
| City of Springfield | Building Inspector | Good | \$38,022 | \$45,334 | \$52,645 | 38.5% | <input type="checkbox"/> | | |
| City of Bentonville | Building Inspector | Good | \$38,085 | \$47,601 | \$57,117 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Building Inspector II | Identic | \$39,488 | \$49,273 | \$59,058 | 49.6% | <input type="checkbox"/> | | |
| City of Florissant | Multi Building Inspector | Good | \$41,038 | \$47,289 | \$53,539 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Multi-Discipline Inspector | Good | \$43,597 | \$51,990 | \$60,382 | 38.5% | <input type="checkbox"/> | | |
| City of Norman | Building Inspector | Good | \$49,902 | \$60,478 | \$71,053 | 42.4% | <input type="checkbox"/> | | |
| City of Conway | Code Enforcement Officer | Good | \$51,283 | \$55,263 | \$59,243 | 15.5% | <input type="checkbox"/> | | |
| Average | | | \$35,933 | \$43,762 | \$51,590 | 43.6% | | | |

City of Fayetteville

Inspector/Commercial & Residential

\$ Difference (\$3,493) (\$2,822) (\$2,151)
% Difference -10.8% -6.9% -4.4%

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

LEAD COURT CLERK

Descrip

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.

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 | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Blue Springs | Court Clerk | Good | \$26,151 | \$32,689 | \$39,227 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Deputy Court Clerk | Good | \$26,609 | \$33,261 | \$39,914 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Court Specialist | Good | \$27,102 | \$32,552 | \$38,002 | 40.2% | <input type="checkbox"/> | | |
| City of St. Joseph | Senior Court Representative | Good | \$27,258 | \$32,930 | \$38,601 | 41.6% | <input type="checkbox"/> | | |
| City of Manhattan | Court Clerk II | Good | \$28,226 | \$36,379 | \$44,533 | 57.8% | <input type="checkbox"/> | | |
| City of Stillwater | Municipal Court Deputy Court Clerk | Good | \$30,160 | \$36,598 | \$43,035 | 42.7% | <input type="checkbox"/> | | |
| City of Conway | Administrative Assistant II | Good | \$31,274 | \$35,328 | \$39,382 | 25.9% | <input type="checkbox"/> | | |
| City of Bentonville | Chief Deputy Court Clerk | Good | \$32,656 | \$40,820 | \$48,984 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Court Services Officer | Good | \$32,835 | \$41,588 | \$50,342 | 53.3% | <input type="checkbox"/> | | |
| City of Rogers | Chief Deputy Clerk | Good | \$34,653 | \$34,653 | \$34,653 | 0.0% | <input type="checkbox"/> | | |
| City of College Station | Customer Services Coord./Counts | Good | \$35,859 | \$43,056 | \$50,253 | 40.1% | <input type="checkbox"/> | | |
| City of Norman | Deputy Court Clerk II | Good | \$36,703 | \$44,481 | \$52,259 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$30,252 | \$36,424 | \$42,595 | 40.8% | | | |

City of Fayetteville

Lead Court Clerk

\$ Difference \$30,895 \$38,990 \$47,084 **52.4%**
% Difference 2.1% 6.6% 9.5%

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

MAINTENANCE WORKER II - PARKS

Descrip 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.

Quals 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 | Matching Title | 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 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Facilities Maintenance/Groundskeeper | Good | \$19,691 | \$22,008 | \$24,325 | 23.5% | <input type="checkbox"/> | | |
| City of College Station | Groundsworker | Good | \$20,010 | \$23,504 | \$26,998 | 34.9% | <input type="checkbox"/> | | |
| State of Arkansas | Maintenance Assistant | Good | \$20,788 | \$28,508 | \$36,227 | 74.3% | <input type="checkbox"/> | | |
| City of Joplin | Laborer I | Good | \$21,556 | \$26,426 | \$31,296 | 45.2% | <input type="checkbox"/> | | |
| City of Jonesboro | Park Maintenance Worker | Good | \$21,901 | \$27,376 | \$32,851 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Maintenance/Equipment Operator | Good | \$22,298 | \$25,823 | \$29,349 | 31.6% | <input type="checkbox"/> | | |
| City of Columbia | Maintenance Assistant I | Good | \$22,304 | \$27,174 | \$32,044 | 43.7% | <input type="checkbox"/> | | |
| City of Springfield | Maintenance Worker | Good | \$22,402 | \$27,477 | \$32,552 | 45.3% | <input type="checkbox"/> | | |
| City of Edmond | Park Maintenance Worker II | Good | \$23,169 | \$28,962 | \$34,754 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Equipment Operator I | Good | \$24,000 | \$30,616 | \$37,232 | 55.1% | <input type="checkbox"/> | | |
| City of Springdale | Parks Maintenance II | Good | \$24,005 | \$30,006 | \$36,008 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | PE & R Maintenance Worker II | Good | \$24,523 | \$29,754 | \$34,986 | 42.7% | <input type="checkbox"/> | | |
| University of Arkansas | Maintenance Worker Specialist | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Bentonville | Parks Maintenance Worker II | Good | \$25,896 | \$32,386 | \$38,875 | 50.1% | <input type="checkbox"/> | | |
| City of Norman | Maintenance Worker I | Good | \$27,171 | \$32,931 | \$38,690 | 42.4% | <input type="checkbox"/> | | |
| NOARK | Maintenance II | Good | \$27,206 | \$33,804 | \$40,402 | 48.5% | <input type="checkbox"/> | | |
| City of St. Joseph | Equipment Operator | Good | \$27,497 | \$33,298 | \$39,099 | 42.2% | <input type="checkbox"/> | | |
| City of Blue Springs | Maintenance Worker | Good | \$28,502 | \$35,627 | \$42,752 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Skilled Parks Specialist | Good | \$30,250 | \$38,189 | \$46,128 | 52.5% | <input type="checkbox"/> | | |
| City of Manhattan | Maintenance Worker II | Good | \$30,410 | \$39,187 | \$47,965 | 57.7% | <input type="checkbox"/> | | |
| City of Lawrence | Park & Facilities Maintenance II | Identical | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Fallon | Park Maintenance Worker | Good | \$33,051 | \$39,395 | \$45,739 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | Class B Laborer | Good | \$41,038 | \$47,289 | \$53,539 | 30.5% | <input type="checkbox"/> | | |
| Average | | | \$25,449 | \$31,470 | \$37,491 | 47.3% | | | |

City of Fayetteville
 Maintenance Worker II - Parks
\$ Difference \$26,390 (\$4,538) (\$5,080)
% Difference 52.4% -21.7% -19.3% -17.6%

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

MAINTENANCE WORKER III - WATER SEWER

Descrip

The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and 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 for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Joplin | Laborer II | Good | \$22,655 | \$27,774 | \$32,892 | 45.2% | <input type="checkbox"/> | | |
| City of Columbia | Maintenance Assistant II | Good | \$24,313 | \$29,714 | \$35,115 | 44.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Sewer Maintenance Laborer | Good | \$24,611 | \$29,803 | \$34,996 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | W/WW Systems Operator | Good | \$25,251 | \$29,734 | \$34,216 | 35.5% | <input type="checkbox"/> | | |
| City of Springfield | Sewer Repair Working Leader | Good | \$26,062 | \$31,793 | \$37,523 | 44.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Water Service Technician | Good | \$26,151 | \$32,689 | \$39,227 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Service Technician | Good | \$27,906 | \$35,113 | \$42,321 | 51.7% | <input type="checkbox"/> | | |
| City of Stillwater | Water Utilities Maintenance Worker II | Good | \$28,434 | \$34,497 | \$40,560 | 42.6% | <input type="checkbox"/> | | |
| City of Midwest City | Crew Leader I | Good | \$29,013 | \$37,010 | \$45,008 | 55.1% | <input type="checkbox"/> | | |
| City of Edmond | Utility Line Maintenance Worker III | Good | \$29,175 | \$36,469 | \$43,762 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | WW Collection Specialist III | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Manhattan | Maintenance Technician | Good | \$30,410 | \$39,187 | \$47,965 | 57.7% | <input type="checkbox"/> | | |
| City of Norman | Maintenance Worker II | Good | \$32,360 | \$39,219 | \$46,077 | 42.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Maintenance Worker | Good | \$33,051 | \$39,395 | \$45,739 | 38.4% | <input type="checkbox"/> | | |
| NOARK | Maintenance III | Good | \$33,198 | \$40,534 | \$47,870 | 41.2% | <input type="checkbox"/> | | |
| Average | | | \$28,083 | \$34,617 | \$41,151 | 46.5% | | | |

City of Fayetteville

Maintenance Worker III - Water Sewer

\$ Difference \$23,055 \$29,095 \$35,135 \$2.4%
% Difference (\$5,028) (\$5,522) (\$6,016)
 -21.8% -19.0% -17.1%

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 end loader and rollers.

Quals

High school diploma or GED and 18 months of related experience or training. Valid Driver's License and CDL - B.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| University of Arkansas | Heavy Equipment Operator | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| City of Rogers | Operator - Street | Good | \$22,214 | \$31,824 | \$41,434 | 86.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II - Street | Good | \$25,213 | \$31,517 | \$37,820 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Utility Maintenance Mechanic I | Good | \$25,393 | \$31,087 | \$36,781 | 44.8% | <input type="checkbox"/> | | |
| NOARK | Heavy Equipment Operator | Good | \$25,472 | \$32,029 | \$38,586 | 51.5% | <input type="checkbox"/> | | |
| City of Conway | Asphalt Construction Specialist | Good | \$26,637 | \$30,221 | \$33,804 | 26.9% | <input type="checkbox"/> | | |
| City of College Station | Equipment Operator Public Wrks. | Good | \$27,435 | \$32,906 | \$38,376 | 39.9% | <input type="checkbox"/> | | |
| City of Joplin | Heavy Equipment Operator | Good | \$27,594 | \$33,830 | \$40,065 | 45.2% | <input type="checkbox"/> | | |
| City of Springfield | Equipment Operator III | Good | \$27,706 | \$33,707 | \$39,707 | 43.3% | <input type="checkbox"/> | | |
| City of Stillwater | Street Equipment Operator II | Good | \$28,434 | \$34,497 | \$40,560 | 42.6% | <input type="checkbox"/> | | |
| City of Midwest City | Equipment Operator III | Good | \$29,013 | \$37,010 | \$45,008 | 55.1% | <input type="checkbox"/> | | |
| City of Bentonville | Heavy Equipment Operator II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Edmond | Heavy Equipment Operator | Good | \$31,177 | \$38,971 | \$46,765 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Equipment Operator IV | Good | \$32,029 | \$38,787 | \$45,544 | 42.2% | <input type="checkbox"/> | | |
| City of Manhattan | Equipment Operator | Good | \$32,531 | \$41,933 | \$51,334 | 57.8% | <input type="checkbox"/> | | |
| City of O'Fallon | Street Maintenance Worker | Good | \$33,051 | \$39,395 | \$45,739 | 38.4% | <input type="checkbox"/> | | |
| City of Norman | Heavy Equipment Operator | Good | \$36,703 | \$44,481 | \$52,259 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$28,390 | \$35,303 | \$42,216 | 48.7% | | | |

City of Fayetteville

Maintenance Worker IV - Asphalt

\$ Difference \$24,207 \$30,550 \$36,892 **52.4%**
% Difference (\$4,183) (\$4,753) (\$5,324)
 -17.3% -15.6% -14.4%

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

METER READER

Descrip 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.

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

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Stillwater | Customer Service Meter Reader | Good | \$23,816 | \$28,891 | \$33,966 | 42.6% | <input type="checkbox"/> | | |
| City of Midwest City | Meter Reader | Good | \$24,000 | \$30,616 | \$37,232 | 55.1% | <input type="checkbox"/> | | |
| City of Columbia | Meter Reader | Identical | \$24,313 | \$29,714 | \$35,115 | 44.4% | <input type="checkbox"/> | | |
| City of Edmond | Meter Reader | Identical | \$25,171 | \$31,464 | \$37,757 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Meter Reader | Good | \$25,777 | \$32,327 | \$38,877 | 50.8% | <input type="checkbox"/> | | |
| City of Manhattan | Water Service Worker I | Good | \$26,978 | \$34,746 | \$42,515 | 57.6% | <input type="checkbox"/> | | |
| City of Norman | Meter Reader | Identical | \$27,171 | \$32,931 | \$38,690 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Meter Reader | Identical | \$28,107 | \$35,072 | \$42,036 | 49.6% | <input type="checkbox"/> | | |
| City of Bentonville | Meter Reader II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| Average | | | \$25,606 | \$31,905 | \$38,203 | 49.2% | | | |

City of Fayetteville

Meter Reader

\$ Difference (\$1,399) **\$30,550** **\$36,892** **52.4%**
% Difference -5.8% -4.4% -3.6%

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

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.

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-----------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Office Administrator | Good | \$24,531 | \$30,102 | \$35,673 | 45.4% | <input type="checkbox"/> | | |
| State of Arkansas | Park Office Manager | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| University of Arkansas | Administrative Support Supervisor | Good | \$26,531 | \$37,600 | \$48,669 | 83.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Executive Secretary | Good | \$27,258 | \$33,009 | \$38,760 | 42.2% | <input type="checkbox"/> | | |
| City of Stillwater | Electric Office Manager | Good | \$30,160 | \$36,598 | \$43,035 | 42.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Office Manager | Good | \$31,838 | \$39,798 | \$47,758 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Administrative Specialist | Good | \$32,835 | \$41,588 | \$50,342 | 53.3% | <input type="checkbox"/> | | |
| NOARK | Office Manager | Good | \$33,245 | \$41,739 | \$50,232 | 51.1% | <input type="checkbox"/> | | |
| City of Edmond | Administrative Supervisor | Good | \$37,182 | \$46,478 | \$55,773 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Administrative Technician IV | Good | \$38,071 | \$46,140 | \$54,208 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$30,692 | \$38,886 | \$47,080 | 53.4% | | | |

City of Fayetteville

Office Manager - Transportation

\$30,692 \$38,886 \$47,080

53.4%

\$ Difference \$203 \$103 \$4

% Difference 0.7% 0.3% 0.0%

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

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.

Quals 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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-----------------------------|---------|-----------------|-----------------|-----------------|--------------|--------|---------|------------|
| University of Arkansas | Parking Control Officer | Good | \$17,957 | \$24,008 | \$30,059 | 67.4% | | | |
| City of Stillwater | Parking Control Officer | Good | \$21,174 | \$25,667 | \$30,160 | 42.4% | | | |
| City of Joplin | Parking Monitor | Good | \$21,557 | \$26,427 | \$31,296 | 45.2% | | | |
| City of St. Joseph | Parking Control Technician | Good | \$22,358 | \$27,075 | \$31,793 | 42.2% | | | |
| City of Springfield | Traffic Services Officer | Good | \$22,714 | \$27,872 | \$33,030 | 45.4% | | | |
| City of Columbia | Parking Enforcement Agent | Good | \$24,313 | \$29,714 | \$35,115 | 44.4% | | | |
| City of Manhattan | Parking Control Officer | Good | \$25,064 | \$32,271 | \$39,478 | 57.5% | | | |
| City of Norman | Parking Service Officer | Good | \$27,171 | \$32,931 | \$38,690 | 42.4% | | | |
| City of Lee's Summit | Parking Control Officer | Good | \$27,906 | \$35,113 | \$42,321 | 51.7% | | | |
| City of Conway | Parking Enforcement Officer | Good | \$27,979 | \$31,896 | \$35,812 | 28.0% | | | |
| City of Lawrence | Parking Control Officer | Identic | \$28,107 | \$35,072 | \$42,036 | 49.6% | | | |
| Average | | | \$24,209 | \$29,822 | \$35,435 | 46.4% | | | |

City of Fayetteville
 Parking Enforcement Officer

\$ Difference (\$3,298)
% Difference -15.8%

\$ Difference (\$3,432)
% Difference -13.0%

\$ Difference (\$3,566)
% Difference -11.2%

\$ Difference (\$3,869)
% Difference -10.0%

\$ Difference (\$4,036)
% Difference -9.4%

\$ Difference (\$4,321)
% Difference -8.8%

\$ Difference (\$4,617)
% Difference -8.2%

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

PARKS MAINT SUPERINTENDENT

Descrip

The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes 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 and Rec Budget. Reports to the Director of Parks and Recreation.

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 equivalent combination of education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator within two years of employment.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| City of Jonesboro | Parks Maintenance Superintendent | Good | \$39,127 | \$48,908 | \$58,689 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Parks Maintenance Superintendent | Good | \$40,233 | \$50,291 | \$60,349 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Parks Maintenance Supervisor | Good | \$40,966 | \$51,406 | \$61,845 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of St. Joseph | Superintendent of Parks | Good | \$44,035 | \$53,325 | \$62,616 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Parks and Rec Maintenance Supervisor | Good | \$44,470 | \$60,029 | \$75,587 | 70.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Superintendent of Park Operations | Good | \$50,437 | \$64,933 | \$79,429 | 57.5% | <input checked="" type="checkbox"/> | | |
| City of College Station | Recreation Superintendent | Good | \$50,479 | \$61,854 | \$73,228 | 45.1% | <input type="checkbox"/> | | |
| City of Columbia | Park Development Superintendent | Good | \$51,617 | \$63,327 | \$75,036 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | Parks Superintendent | Good | \$53,144 | \$68,744 | \$84,344 | 58.7% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Parks Superintendent | Good | \$56,200 | \$70,250 | \$84,299 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Superintendent - Parks | Good | \$56,805 | \$56,805 | \$56,805 | 0.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Parks Superintendent | Good | \$56,846 | \$67,756 | \$78,666 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | Park Maintenance Superintendent | Good | \$60,070 | \$73,722 | \$87,374 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Assistant Parks & Recreation Director (Parks) | Good | \$62,136 | \$77,533 | \$92,929 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Parks Superintendent | Good | \$67,891 | \$82,280 | \$96,668 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$51,630 | \$63,411 | \$75,191 | 45.6% | | | |

City of Fayetteville

Parks Maintenance Superintendent

| | | | |
|---------------|----------|----------|--------------|
| \$50,325 | \$63,511 | \$76,696 | 52.4% |
| \$ Difference | \$100 | \$1,505 | |
| % Difference | 0.2% | 2.0% | |

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

PLANNER - CURRENT PLANNING

Descrip

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.

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 | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Springfield | Associate City Planner | Good | \$35,770 | \$42,825 | \$49,879 | 39.4% | <input type="checkbox"/> | | |
| City of Jonesboro | Sr Planner | Good | \$35,813 | \$44,767 | \$53,721 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Associate Planner | Good | \$36,911 | \$46,139 | \$55,366 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Planning Specialist/Cartographer | Good | \$37,650 | \$42,640 | \$47,629 | 26.5% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services Planner | Good | \$38,230 | \$46,374 | \$54,517 | 42.6% | <input type="checkbox"/> | | |
| City of Columbia | Planner | Good | \$38,644 | \$47,456 | \$56,268 | 45.6% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Planner | Good | \$38,834 | \$49,511 | \$60,187 | 55.0% | <input type="checkbox"/> | | |
| City of Joplin | Municipal Planner | Good | \$38,990 | \$48,928 | \$58,865 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Rogers | Planner I | Good | \$39,770 | \$39,770 | \$39,770 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | Planner I | Good | \$39,998 | \$51,657 | \$63,315 | 58.3% | <input checked="" type="checkbox"/> | | |
| City of Bentonville | Planner | Good | \$41,142 | \$51,418 | \$61,693 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Staff Planner | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| City of Norman | Planner I | Good | \$46,636 | \$56,520 | \$66,403 | 42.4% | <input type="checkbox"/> | | |
| City of Edmond | Planner | Good | \$48,192 | \$60,240 | \$72,288 | 50.0% | <input type="checkbox"/> | | |
| City of Lawrence | Planner II | Identical | \$49,534 | \$61,808 | \$74,082 | 49.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Plan Reviewer | Good | \$51,563 | \$61,463 | \$71,363 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$40,069 | \$48,819 | \$57,569 | 43.7% | | | |

City of Fayetteville

Planner - Current Planning

| | | | |
|----------------------|-----------|-----------|-----------|
| \$ Difference | \$35,765 | \$45,136 | \$54,506 |
| % Difference | (\$4,304) | (\$3,684) | (\$3,063) |
| | -12.0% | -8.2% | -5.6% |

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 statutes 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

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 experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, 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 Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|------------------------|-------------------------------|-----------|-----------------|-----------------|------------------|--------------|-------------------------------------|---------|-----------------|
| City of St. Joseph | Police Chief | Good | | | | | <input type="checkbox"/> | | \$93,183 |
| City of Joplin | Police Chief | Good | \$63,891 | \$80,179 | \$96,466 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Chief | Good | \$68,925 | \$86,157 | \$103,388 | 50.0% | <input type="checkbox"/> | | |
| City of Bentonville | Police Chief | Good | \$71,115 | \$92,446 | \$113,776 | 60.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Chief of Police | Identical | \$73,547 | \$91,934 | \$110,321 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Jonesboro | Chief of Police | Good | \$73,578 | \$91,973 | \$110,367 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Midwest City | Police Chief | Good | \$75,253 | \$88,049 | \$100,846 | 34.0% | <input type="checkbox"/> | | |
| City of Columbia | Police Chief | Identical | \$76,003 | \$118,354 | \$160,705 | 111.4% | <input checked="" type="checkbox"/> | | |
| City of Lawrence | Police Chief | Good | \$77,943 | \$97,257 | \$116,571 | 49.6% | <input type="checkbox"/> | | |
| City of Springfield | Police Chief | Good | \$78,160 | \$98,909 | \$119,658 | 53.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Chief of Police | Identical | \$79,113 | \$100,734 | \$122,354 | 54.7% | <input checked="" type="checkbox"/> | | |
| City of Conway | Police Chief | Good | \$82,020 | \$82,020 | \$82,020 | 0.0% | <input type="checkbox"/> | | |
| City of O'Fallon | Police Chief | Identical | \$83,304 | \$99,310 | \$115,315 | 38.4% | <input type="checkbox"/> | | |
| City of Edmond | Police Chief | Good | \$86,277 | \$107,809 | \$129,341 | 49.9% | <input checked="" type="checkbox"/> | | |
| City of Florissant | Police Chief | Good | \$86,486 | \$99,663 | \$112,840 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Norman | Police Chief | Identical | \$90,549 | \$109,738 | \$128,927 | 42.4% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Director of University Police | Good | \$93,354 | \$93,354 | \$93,354 | 0.0% | <input type="checkbox"/> | | |
| City of Rogers | Police Chief | Good | \$96,013 | \$96,013 | \$96,013 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$79,737 | \$96,112 | \$112,486 | 41.1% | | | \$93,183 |

City of Fayetteville

Police Chief

| | | | | |
|---------------------|-----------|-----------|-----------|--------------|
| S Difference | \$74,353 | \$93,834 | \$113,314 | 52.4% |
| % Difference | (\$5,384) | (\$2,278) | \$828 | |
| | -7.2% | -2.4% | 0.7% | |

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

PROSECUTING ATTORNEY

Descrip

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.

Quals

Juris Doctoral degree (J.D.) or equivalent and five years of litigation related experience and/or training. Must possess a valid Arkansas license to practice law.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|------------------------------|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of St. Joseph | City Prosecutor | Good | \$48,206 | \$58,377 | \$68,548 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Manhattan | City Prosecutor | Good | \$55,765 | \$72,145 | \$88,525 | 58.7% | <input checked="" type="checkbox"/> | | |
| City of Springdale | Deputy City Attorney | Good | \$55,905 | \$69,881 | \$83,857 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Prosecuting Attorney | Good | \$60,427 | \$76,994 | \$93,560 | 54.8% | <input type="checkbox"/> | | |
| City of Bentonville | Attorney | Good | \$60,507 | \$81,692 | \$102,877 | 70.0% | <input type="checkbox"/> | | |
| City of Columbia | Assistant City Counselor III | Good | \$62,623 | \$76,807 | \$90,990 | 45.3% | <input type="checkbox"/> | | |
| City of Springfield | Assistant City Attorney IV | Good | \$63,986 | \$83,483 | \$102,979 | 60.9% | <input type="checkbox"/> | | |
| City of Rogers | Deputy City Attorney | Good | \$70,824 | \$70,824 | \$70,824 | 0.0% | <input type="checkbox"/> | | |
| City of Norman | Assistant City Attorney II | Good | \$73,323 | \$88,862 | \$104,401 | 42.4% | <input type="checkbox"/> | | |
| Average | | | \$61,285 | \$75,451 | \$89,618 | 46.2% | | | |

City of Fayetteville

Prosecuting Attorney

\$ Difference \$6,156 11.3%
% Difference 9.1% 12.8%

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

PURCHASING AGENT

Descrip

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

Quals

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.

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Bossier City | Purchasing Agent | Good | \$30,356 | \$38,200 | \$46,044 | 51.7% | <input type="checkbox"/> | | |
| University of Arkansas | Buyer | Good | \$30,713 | \$43,527 | \$56,340 | 83.4% | <input type="checkbox"/> | | |
| City of Lawrence | Purchasing Specialist | Identical | \$35,257 | \$43,994 | \$52,730 | 49.6% | <input type="checkbox"/> | | |
| NOARK | Purchasing Agent/Buyer | Good | \$36,935 | \$48,014 | \$59,093 | 60.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Senior Procurement Officer | Good | \$38,834 | \$49,511 | \$60,187 | 55.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Purchasing Agent | Good | \$40,222 | \$48,708 | \$57,195 | 42.2% | <input type="checkbox"/> | | |
| City of O'Fallon | Purchasing Agent | Good | \$40,976 | \$48,859 | \$56,742 | 38.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Purchasing Manager | Good | \$41,777 | \$52,221 | \$62,664 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Buyer | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| City of Norman | Procurement Analyst | Good | \$43,586 | \$52,823 | \$62,060 | 42.4% | <input type="checkbox"/> | | |
| City of Bentonville | Purchasing Agent | Good | \$44,429 | \$55,526 | \$66,622 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Purchasing Agent | Good | \$46,654 | \$55,411 | \$64,168 | 37.5% | <input type="checkbox"/> | | |
| City of Edmond | Purchasing Manager | Good | \$48,192 | \$60,240 | \$72,288 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Purchasing Agent | Good | \$56,846 | \$69,736 | \$82,626 | 45.4% | <input type="checkbox"/> | | |
| Average | | | \$40,416 | \$50,662 | \$60,908 | 50.7% | | | |

City of Fayetteville

Purchasing Agent

| | | | |
|----------------------|-----------|-----------|-----------|
| \$ Difference | \$37,553 | \$47,392 | \$57,231 |
| % Difference | (\$2,863) | (\$3,270) | (\$3,677) |
| | -7.6% | -6.9% | -6.4% |

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

RECREATION SUPERINTENDENT

Descrip

The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the 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.

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 equivalent combination of education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| State of Arkansas | Recreation Coordinator | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Bentonville | Recreation Program Supervisor | Good | \$38,126 | \$51,470 | \$64,813 | 70.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Recreation Superintendent | Good | \$40,233 | \$50,291 | \$60,349 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Recreation and Events Manager | Good | \$40,966 | \$51,406 | \$61,845 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Edmond | Recreation Program Manager | Good | \$44,189 | \$55,236 | \$66,283 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Recreation Superintendent | Good | \$45,489 | \$56,861 | \$68,233 | 50.0% | <input type="checkbox"/> | | |
| City of Midwest City | Park & Recreation Supervisor | Good | \$46,726 | \$57,881 | \$69,036 | 47.7% | <input type="checkbox"/> | | |
| City of Jonesboro | Assistant Parks and Recreation Director | Good | \$47,076 | \$58,846 | \$70,615 | 50.0% | <input checked="" type="checkbox"/> | | |
| City of Lee's Summit | Superintendent of Recreation Services | Good | \$50,437 | \$64,933 | \$79,429 | 57.5% | <input checked="" type="checkbox"/> | | |
| City of College Station | Recreation Superintendent | Good | \$50,479 | \$61,854 | \$73,228 | 45.1% | <input type="checkbox"/> | | |
| City of Conway | BF Programs Manager | Good | \$51,283 | \$55,263 | \$59,243 | 15.5% | <input type="checkbox"/> | | |
| City of Columbia | Superintendent of Recreation & Community Programs | Good | \$51,617 | \$63,327 | \$75,036 | 45.4% | <input type="checkbox"/> | | |
| City of Rogers | Program Director | Good | \$52,146 | \$52,146 | \$52,146 | 0.0% | <input type="checkbox"/> | | |
| City of Manhattan | Recreation Superintendent | Good | \$53,144 | \$68,744 | \$84,344 | 58.7% | <input checked="" type="checkbox"/> | | |
| City of Springfield | Superintendent of Recreation | Good | \$54,886 | \$65,149 | \$75,411 | 37.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Recreation Superintendent | Good | \$56,846 | \$67,756 | \$78,666 | 38.4% | <input type="checkbox"/> | | |
| City of Florissant | Assistant Parks Director | Good | \$66,081 | \$76,149 | \$86,216 | 30.5% | <input checked="" type="checkbox"/> | | |
| City of Norman | Parks Superintendent | Good | \$67,891 | \$82,280 | \$96,668 | 42.4% | <input checked="" type="checkbox"/> | | |
| Average | | | \$49,049 | \$59,744 | \$70,439 | 43.6% | | | |

City of Fayetteville

Recreation Superintendent

\$ Difference \$73,043
% Difference 52.4%

\$ Difference \$742
% Difference 1.2%

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

ROUTE DRIVER

Descrip 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.

Quals High school diploma or GED; or one year of related experience and/or training. Must possess a valid Commercial Driver's License, Class B.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|--------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| City of Midwest City | Route Serviceperson | Good | \$24,000 | \$30,616 | \$37,232 | 55.1% | <input type="checkbox"/> | | |
| City of Bentonville | Sanitation Worker | Good | \$25,896 | \$32,386 | \$38,875 | 50.1% | <input type="checkbox"/> | | |
| City of Columbia | Refuse Collector II | Good | \$26,528 | \$32,531 | \$38,534 | 45.3% | <input type="checkbox"/> | | |
| City of Jonesboro | Equipment Operator II | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of Conway | Sanitation CDL | Good | \$26,637 | \$30,221 | \$33,804 | 26.9% | <input type="checkbox"/> | | |
| City of Edmond | Solid Waste Truck Driver | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| City of Norman | Sanitation Worker II | Good | \$32,360 | \$39,219 | \$46,077 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Solid Waste Operator | Good | \$35,257 | \$43,994 | \$52,730 | 49.6% | <input type="checkbox"/> | | |
| City of O'Fallon | Service Route Operator | Good | \$35,693 | \$42,547 | \$49,400 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$28,898 | \$35,406 | \$41,913 | 45.0% | | | |

City of Fayetteville

Route Driver

\$ Difference (\$2,209) (\$1,725) (\$1,240)
% Difference -8.3% -5.1% -3.0%

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

SECRETARY - PROSECUTOR OFFICE

Descrip

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.

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 Pay | Actual Pay |
|-------------------------|-------------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Receptionist | Good | \$14,528 | \$17,626 | \$20,724 | 42.6% | <input type="checkbox"/> | | |
| State of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| University of Arkansas | Administrative Specialist II | Good | \$21,827 | \$30,183 | \$38,538 | 76.6% | <input type="checkbox"/> | | |
| NOARK | Secretary | Good | \$22,086 | \$28,236 | \$34,385 | 55.7% | <input type="checkbox"/> | | |
| City of College Station | Legal Secretary | Good | \$22,630 | \$26,562 | \$30,493 | 34.7% | <input type="checkbox"/> | | |
| City of Joplin | Legal Secretary | Good | \$22,655 | \$27,774 | \$32,892 | 45.2% | <input type="checkbox"/> | | |
| City of Edmond | Administrative Specialist I | Good | \$23,169 | \$28,962 | \$34,754 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Administrative Technician (Various) | Good | \$23,816 | \$28,891 | \$33,966 | 42.6% | <input type="checkbox"/> | | |
| City of Blue Springs | Secretary | Good | \$23,990 | \$29,988 | \$35,985 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Secretary/Receptionist | Good | \$24,005 | \$30,006 | \$36,008 | 50.0% | <input type="checkbox"/> | | |
| City of Columbia | Administrative Support Assistant II | Good | \$24,313 | \$29,713 | \$35,113 | 44.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Secretary to City Prosecutor | Good | \$25,896 | \$31,359 | \$36,823 | 42.2% | <input type="checkbox"/> | | |
| City of Jonesboro | Legal Assistant - Secretary | Good | \$26,538 | \$33,173 | \$39,807 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Secretary | Good | \$27,906 | \$35,113 | \$42,321 | 51.7% | <input type="checkbox"/> | | |
| City of Norman | Administrative Technician II | Good | \$28,801 | \$34,905 | \$41,009 | 42.4% | <input type="checkbox"/> | | |
| City of Bentonville | Secretary II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Manhattan | Legal Secretary | Good | \$32,531 | \$41,933 | \$51,334 | 57.8% | <input type="checkbox"/> | | |
| City of Rogers | Receptionist - City Attorney | Good | \$32,531 | \$32,531 | \$32,531 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$25,302 | \$31,273 | \$37,245 | 47.2% | | | |

City of Fayetteville

Secretary - Prosecutor Office

\$ Difference (\$3,345) (\$3,564) (\$3,783)
% Difference -15.2% -12.9% -11.3%

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip

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

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Columbia | Customer Service Representative II | Good | \$26,528 | \$32,531 | \$38,534 | 45.3% | <input type="checkbox"/> | | |
| State of Arkansas | DFA Supervisor | Good | \$26,531 | \$37,600 | \$48,669 | 83.4% | <input type="checkbox"/> | | |
| City of Conway | Senior Customer Service Representative | Good | \$26,641 | \$30,695 | \$34,749 | 30.4% | <input type="checkbox"/> | | |
| City of Stillwater | Customer Service Lead Representative | Good | \$26,790 | \$32,510 | \$38,230 | 42.7% | <input type="checkbox"/> | | |
| City of Edmond | Customer Service Representative II | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Sr Customer Service Rep | Good | \$27,435 | \$32,906 | \$38,376 | 39.9% | <input type="checkbox"/> | | |
| City of Midwest City | Office Manager | Good | \$29,013 | \$37,010 | \$45,008 | 55.1% | <input type="checkbox"/> | | |
| City of Bentonville | Customer Account Representative III | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Customer Service Representative II | Good | \$32,360 | \$39,219 | \$46,077 | 42.4% | <input type="checkbox"/> | | |
| City of Florissant | Lead Permit Inspection Clerk | Good | \$33,904 | \$39,073 | \$44,241 | 30.5% | <input type="checkbox"/> | | |
| City of Manhattan | Administrative Supervisor | Good | \$43,992 | \$56,857 | \$69,722 | 58.5% | <input type="checkbox"/> | | |
| Average | | | \$30,171 | \$37,452 | \$44,732 | 48.3% | | | |

City of Fayetteville

Senior Customer Service Representative

\$ Difference \$26,689 \$33,681 \$40,673 \$2.4%

% Difference (\$3,482) (\$3,771) (\$4,059) -10.0%

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

SENIOR PLANNER - CURRENT PLANNING

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

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 | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Jonesboro | Senior Planner | Good | \$35,813 | \$44,767 | \$53,721 | 50.0% | <input type="checkbox"/> | | |
| City of Springdale | Planning Coordinator | Good | \$37,025 | \$46,281 | \$55,538 | 50.0% | <input type="checkbox"/> | | |
| City of Blue Springs | Principal Planner | Good | \$40,233 | \$50,291 | \$60,349 | 50.0% | <input type="checkbox"/> | | |
| City of Stillwater | Dev. Services Special Projects Planner | Good | \$40,560 | \$49,202 | \$57,845 | 42.6% | <input type="checkbox"/> | | |
| State of Arkansas | Chief Park Planner | Good | \$41,159 | \$56,915 | \$72,670 | 76.6% | <input type="checkbox"/> | | |
| City of Lee's Summit | Senior Planner | Good | \$42,316 | \$54,125 | \$65,935 | 55.8% | <input type="checkbox"/> | | |
| City of Springfield | Senior City Planner | Good | \$42,453 | \$50,452 | \$58,450 | 37.7% | <input type="checkbox"/> | | |
| City of St. Joseph | City Planner | Good | \$44,035 | \$53,325 | \$62,616 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | Sr. Planner | Good | \$47,326 | \$57,920 | \$68,514 | 44.8% | <input type="checkbox"/> | | |
| City of Columbia | Senior Planner | Good | \$49,173 | \$60,345 | \$71,517 | 45.4% | <input type="checkbox"/> | | |
| City of Manhattan | Senior Planner | Good | \$53,144 | \$68,744 | \$84,344 | 58.7% | <input type="checkbox"/> | | |
| City of Norman | Planner II | Good | \$53,894 | \$65,316 | \$76,737 | 42.4% | <input type="checkbox"/> | | |
| City of Lawrence | Senior Planner | Good | \$55,478 | \$69,225 | \$82,972 | 49.6% | <input type="checkbox"/> | | |
| City of Rogers | Senior Planner | Good | \$75,026 | \$75,026 | \$75,026 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$46,974 | \$57,281 | \$67,588 | 43.9% | | | |

City of Fayetteville

Senior Planner - Current Planning

\$ Difference (\$3,501) (\$2,418) (\$1,355)
% Difference -8.1% -4.4% -2.0%

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

SENIOR SECRETARY - PARKS AND REC

Description

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

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|---|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of Springfield | Administrative Assistant | Good | \$21,925 | \$27,002 | \$32,079 | 46.3% | <input type="checkbox"/> | | |
| City of Springdale | Secretary | Good | \$24,005 | \$30,006 | \$36,008 | 50.0% | <input type="checkbox"/> | | |
| City of Jonesboro | Administrative Assistant - Parks & Recreation | Good | \$25,213 | \$31,517 | \$37,820 | 50.0% | <input type="checkbox"/> | | |
| State of Arkansas | Administrative Specialist III | Good | \$25,268 | \$35,810 | \$46,351 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Administrative Secretary | Fair | \$26,151 | \$32,689 | \$39,227 | 50.0% | <input type="checkbox"/> | | |
| City of Rogers | Secretary - Parks | Good | \$26,458 | \$26,458 | \$26,458 | 0.0% | <input type="checkbox"/> | | |
| City of Edmond | Administrative Specialist II | Good | \$27,173 | \$33,966 | \$40,759 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | Executive Secretary | Good | \$27,258 | \$33,009 | \$38,760 | 42.2% | <input type="checkbox"/> | | |
| City of College Station | Staff Assistant | Good | \$27,435 | \$32,906 | \$38,376 | 39.9% | <input type="checkbox"/> | | |
| City of Columbia | Administrative Support Assistant III | Good | \$27,718 | \$34,047 | \$40,375 | 45.7% | <input type="checkbox"/> | | |
| City of Bentonville | Secretary II | Good | \$30,202 | \$37,773 | \$45,344 | 50.1% | <input type="checkbox"/> | | |
| City of Lee's Summit | Administrative Secretary | Good | \$30,250 | \$38,189 | \$46,128 | 52.5% | <input type="checkbox"/> | | |
| City of Manhattan | Administrative Assistant | Good | \$30,410 | \$39,187 | \$47,965 | 57.7% | <input type="checkbox"/> | | |
| City of Conway | Administrative Assistant II | Good | \$31,274 | \$35,328 | \$39,382 | 25.9% | <input type="checkbox"/> | | |
| City of Lawrence | Administrative Support III | Good | \$31,480 | \$39,280 | \$47,080 | 49.6% | <input type="checkbox"/> | | |
| City of Norman | Administrative Technician III | Good | \$33,566 | \$40,679 | \$47,792 | 42.4% | <input type="checkbox"/> | | |
| City of Florissant | Administrative Assistant | Good | \$33,904 | \$39,073 | \$44,241 | 30.5% | <input type="checkbox"/> | | |
| City of O'Fallon | Administrative Assistant | Good | \$35,693 | \$42,547 | \$49,400 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$28,632 | \$34,970 | \$41,308 | 44.3% | | | |

City of Fayetteville

Senior Secretary - Parks and Rec

| | | | | |
|----------------------|------------------|------------------|------------------|--------------|
| \$ Difference | \$24,207 | \$30,550 | \$36,892 | 52.4% |
| % Difference | (\$4,425) -18.3% | (\$4,421) -14.5% | (\$4,416) -12.0% | |

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

SHELTER ATTENDANT

Descrip Cleans, disinfects and maintains facility including; cages, walls and floors. Launderers 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.

Quals High school diploma or GED.

| Respondent | Matching Title | 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% | <input type="checkbox"/> | | |
| City of Rogers | Kennel Attendant | Good | \$16,994 | \$18,990 | \$20,987 | 23.5% | <input type="checkbox"/> | | |
| City of Conway | Kennel Technician | Good | \$19,691 | \$22,008 | \$24,325 | 23.5% | <input type="checkbox"/> | | |
| City of Jonesboro | Kennel Master | Good | \$21,901 | \$27,376 | \$32,851 | 50.0% | <input type="checkbox"/> | | |
| City of Joplin | Animal Warden I | Good | \$22,655 | \$27,774 | \$32,892 | 45.2% | <input type="checkbox"/> | | |
| City of Springdale | Animal Caretaker | Good | \$22,703 | \$28,379 | \$34,055 | 50.0% | <input type="checkbox"/> | | |
| City of Edmond | Animal Shelter Specialist | Good | \$23,169 | \$28,962 | \$34,754 | 50.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Shelter Attendant | Good | \$25,777 | \$32,327 | \$38,878 | 50.8% | <input type="checkbox"/> | | |
| City of Maanhattan | Animal Shelter Technician I | Good | \$26,978 | \$34,746 | \$42,515 | 57.6% | <input type="checkbox"/> | | |
| City of Norman | Kennel Attendant | Good | \$27,171 | \$32,931 | \$38,690 | 42.4% | <input type="checkbox"/> | | |
| City of St. Joseph | Animal Care Specialist | Good | \$27,497 | \$33,298 | \$39,099 | 42.2% | <input type="checkbox"/> | | |
| Average | | | \$22,846 | \$27,869 | \$32,892 | 44.0% | | | |

City of Fayetteville

Shelter Attendant

\$ Difference \$19,915 \$25,133 \$30,351 **\$2.4%**
% Difference (\$2,931) (\$2,736) (\$2,541) -8.4%
 -14.7% -10.9%

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

SOLID WASTE DIRECTOR

Descrip 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.

Quals 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) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|---------------------|---------------------------------------|-----------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| City of St. Joseph | Superintendent of Solid Waste | Good | \$48,206 | \$58,377 | \$68,548 | 42.2% | <input type="checkbox"/> | | |
| City of Lawrence | Solid Waste Division Manager | Identical | \$55,478 | \$69,225 | \$82,972 | 49.6% | <input type="checkbox"/> | | |
| City of Columbia | Solid Waste Manager | Good | \$56,846 | \$69,736 | \$82,626 | 45.4% | <input type="checkbox"/> | | |
| City of O'Fallon | Environmental Services Superintendent | Good | \$59,488 | \$70,918 | \$82,347 | 38.4% | <input type="checkbox"/> | | |
| City of Edmond | Solid Waste Superintendent | Good | \$62,205 | \$77,757 | \$93,308 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Superintendent of Solid Waste | Good | \$63,388 | \$74,963 | \$86,538 | 36.5% | <input type="checkbox"/> | | |
| City of Conway | Sanitation Director | Good | \$67,489 | \$67,489 | \$67,489 | 0.0% | <input type="checkbox"/> | | |
| Average | | | \$59,014 | \$69,781 | \$80,547 | 36.5% | | | |

City of Fayetteville

Solid Waste Director

S Difference \$61,171 \$77,198 \$93,224
% Difference 3.5% 9.6% 13.6%

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

STAFF ENGINEER

Descrip

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

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|----------------------|-----------------------------------|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| City of Joplin | Civil Engineer | Good | \$43,039 | \$54,010 | \$64,981 | 51.0% | <input checked="" type="checkbox"/> | | |
| City of Florissant | Chief Engineer | Good | \$43,229 | \$45,471 | \$47,713 | 10.4% | <input checked="" type="checkbox"/> | | |
| State of Arkansas | Engineer PE | Good | \$45,377 | \$61,708 | \$78,038 | 72.0% | <input checked="" type="checkbox"/> | | |
| City of Conway | Staff Engineer | Good | \$51,163 | \$57,201 | \$63,238 | 23.6% | <input type="checkbox"/> | | |
| City of Midwest City | Assistant City Engineer | Good | \$51,399 | \$63,669 | \$75,939 | 47.7% | <input type="checkbox"/> | | |
| City of Stillwater | Dev Services Development Engineer | Good | \$52,936 | \$64,220 | \$75,504 | 42.6% | <input type="checkbox"/> | | |
| City of Springfield | Professional Engineer | Good | \$53,180 | \$63,124 | \$73,067 | 37.4% | <input type="checkbox"/> | | |
| City of Springdale | Staff Engineer | Good | \$53,301 | \$66,626 | \$79,952 | 50.0% | <input type="checkbox"/> | | |
| City of St. Joseph | City Engineer | Good | \$53,519 | \$64,811 | \$76,102 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Norman | Staff Engineer | Good | \$53,894 | \$65,316 | \$76,737 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Engineer II | Good | \$54,090 | \$66,379 | \$78,668 | 45.4% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Engineer/Project Manager | Good | \$54,184 | \$64,605 | \$75,026 | 38.5% | <input type="checkbox"/> | | |
| City of Lee's Summit | City Traffic Engineer | Good | \$55,172 | \$71,257 | \$87,343 | 58.3% | <input checked="" type="checkbox"/> | | |
| NOARK | Engineer II | Good | \$59,944 | \$75,936 | \$91,928 | 53.4% | <input type="checkbox"/> | | |
| City of Bentonville | City Engineer | Good | \$60,507 | \$81,692 | \$102,877 | 70.0% | <input type="checkbox"/> | | |
| City of Rogers | Project Engineer | Good | \$69,160 | \$69,160 | \$69,160 | 0.0% | <input type="checkbox"/> | | |
| City of Edmond | Senior Civil Engineer | Good | \$70,213 | \$87,766 | \$105,319 | 50.0% | <input checked="" type="checkbox"/> | | |
| Average | | | \$54,371 | \$66,056 | \$77,741 | 43.0% | | | |

City of Fayetteville

Staff Engineer

| | | | | |
|----------------------|----------|----------|----------|--------------|
| \$ Difference | \$55,483 | \$70,020 | \$84,557 | 52.4% |
| % Difference | \$1,112 | \$3,964 | \$6,816 | 8.1% |
| | 2.0% | 5.7% | 8.1% | |

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Description

The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides 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 in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

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.

| Respondent | Matching Title | Match | Min | Mid | Max | Range Width | Exempt | Avg Pay | Actual Pay |
|-------------------------|--|-------|-----------------|-----------------|-----------------|--------------|-------------------------------------|---------|------------|
| State of Arkansas | Water Use and Resource Specialist | Good | \$31,339 | \$43,674 | \$60,009 | 91.5% | <input checked="" type="checkbox"/> | | |
| University of Arkansas | Skilled Trades Foreman | Good | \$32,249 | \$43,703 | \$59,157 | 83.4% | <input type="checkbox"/> | | |
| City of Blue Springs | Waste Water Supervisor | Good | \$33,863 | \$42,330 | \$50,796 | 50.0% | <input type="checkbox"/> | | |
| City of Springfield | Maintenance Supervisor | Good | \$34,570 | \$43,088 | \$51,605 | 49.3% | <input type="checkbox"/> | | |
| City of St. Joseph | Sewer Maintenance Supervisor | Good | \$39,149 | \$47,409 | \$55,668 | 42.2% | <input checked="" type="checkbox"/> | | |
| City of Columbia | Wastewater Operations Supervisor | Good | \$40,552 | \$49,787 | \$59,022 | 45.5% | <input checked="" type="checkbox"/> | | |
| City of Stillwater | Water Distribution Supervisor | Good | \$40,560 | \$49,202 | \$57,845 | 42.6% | <input type="checkbox"/> | | |
| City of Edmond | Utility Services Coordinator | Good | \$41,186 | \$51,483 | \$61,779 | 50.0% | <input type="checkbox"/> | | |
| City of College Station | Maintenance Supervisor | Good | \$42,205 | \$51,707 | \$61,209 | 45.0% | <input type="checkbox"/> | | |
| City of Lee's Summit | Operations Supervisor - Water Operations | Good | \$42,316 | \$54,125 | \$65,935 | 55.8% | <input type="checkbox"/> | | |
| City of Lawrence | Utilities Manager | Good | \$44,227 | \$55,186 | \$66,145 | 49.6% | <input type="checkbox"/> | | |
| City of Bentonville | Assistant Water Department Manager | Good | \$44,470 | \$60,029 | \$75,587 | 70.0% | <input type="checkbox"/> | | |
| City of Midwest City | Wastewater & Water Supervisor | Good | \$46,726 | \$57,881 | \$69,036 | 47.7% | <input type="checkbox"/> | | |
| City of Manhattan | Utility Superintendent | Good | \$50,502 | \$65,302 | \$80,101 | 58.6% | <input checked="" type="checkbox"/> | | |
| City of Norman | Utilities Supervisor | Good | \$53,894 | \$65,316 | \$76,737 | 42.4% | <input checked="" type="checkbox"/> | | |
| City of O'Fallon | Water Sewer Assistant Manager | Good | \$64,771 | \$77,220 | \$89,669 | 38.4% | <input type="checkbox"/> | | |
| Average | | | \$42,661 | \$53,840 | \$65,019 | 52.4% | | | |

City of Fayetteville

Water Sewer Field Maintenance Supervisor

| | | | |
|----------------------|------------------|------------------|------------------|
| \$ Difference | \$37,553 | \$47,392 | \$57,231 |
| % Difference | (\$5,108) | (\$6,448) | (\$7,788) |
| | -13.6% | -13.6% | -13.6% |

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 | \$ 12,742 | \$ 13,263 | \$ 13,784 | \$ 14,305 | \$ 14,826 | \$ 15,347 |
| 40 HR WK RT RATE | \$ 14,922 | \$ 15,651 | \$ 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 | \$ 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 | \$ 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 | \$ 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 |

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 | \$ 42,613 | \$ 44,165 | \$ 45,716 |
| | Hourly | 16.013 | 16.758 | 17.504 | 18.250 | 18.996 | 19.741 | 20.487 | 21.233 | 21.979 |
| Police Corporal | Annualized | \$ 41,378 | \$ 43,053 | \$ 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 | \$ 47,408 | \$ 49,418 | \$ 51,428 | \$ 53,437 | \$ 55,447 | \$ 57,457 | \$ 59,466 |
| | Hourly | 20.860 | 21.826 | 22.792 | 23.759 | 24.725 | 25.691 | 26.657 | 27.623 | 28.590 |
| Police Lieutenant | Annualized | \$ 47,839 | \$ 50,054 | \$ 52,270 | \$ 54,485 | \$ 56,700 | \$ 58,916 | \$ 61,131 | \$ 63,346 | \$ 65,562 |
| | Hourly | 23.000 | 24.065 | 25.130 | 26.195 | 27.260 | 28.325 | 29.390 | 30.455 | 31.520 |

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

| | | |
|-----------------------|-------------|-------------|
| | Minimum Pay | Maximum Pay |
| POLICE CAPTAIN | \$ 55,377 | \$ 78,460 |

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

City of Fayetteville
Job Titles and Grades

| CURRENT MERIT PAY PLAN | | | | | |
|-------------------------------|---|------------------|----------------|---------------|----------------|
| JOB CODE | JOB TITLE | JOB GRADE | MINIMUM | MARKET | MAXIMUM |
| 427 | MAINTENANCE WORKER I PARKS | 101 | \$ 18,064 | \$ 21,677 | \$ 27,529 |
| 102 | MAINTENANCE WORKER I TRANSPORTATION | 101 | \$ 18,064 | \$ 21,677 | \$ 27,529 |
| 498 | POLICE CLERK IMAGING | 101 | \$ 18,064 | \$ 21,677 | \$ 27,529 |
| 93 | CUSTODIAN | 102 | \$ 18,967 | \$ 22,760 | \$ 28,906 |
| 437 | CUSTODIAN-SOLID WASTE | 102 | \$ 18,967 | \$ 22,760 | \$ 28,906 |
| 507 | RECORDS CLERK | 102 | \$ 18,967 | \$ 22,760 | \$ 28,906 |
| 87 | CLERK TYPIST | 103 | \$ 19,915 | \$ 23,898 | \$ 30,351 |
| 219 | HORTICULTURAL ASST I | 103 | \$ 19,915 | \$ 23,898 | \$ 30,351 |
| 193 | SHELTER ATTENDANT | 103 | \$ 19,915 | \$ 23,898 | \$ 30,351 |
| 424 | MAINTENANCE WORKER II PARKS | 104 | \$ 20,911 | \$ 25,093 | \$ 31,869 |
| 103 | MAINTENANCE WORKER II TRANSPORTATION | 104 | \$ 20,911 | \$ 25,093 | \$ 31,869 |
| 34 | PARKING ENFORCEMENT OFFICER | 104 | \$ 20,911 | \$ 25,093 | \$ 31,869 |
| 475 | SCALE HOUSE ATTENDANT | 104 | \$ 20,911 | \$ 25,093 | \$ 31,869 |
| 511 | AIRPORT CUSTOMER SERVICE REPRESENTATIVE | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 173 | BUILDING MAINTENANCE WORKER I | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 151 | EQUIPMENT MAINTENANCE WORKER | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 186 | INSPECTIONS CLERK | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 165 | PERMIT CLERK | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 446 | SECRETARY PROSECUTOR OFFICE | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 421 | SECRETARY SOLID WASTE | 105 | \$ 21,957 | \$ 26,348 | \$ 33,462 |
| 74 | ACCOUNTING CLERK - CASH | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 356 | ACCOUNTING CLERK - DATA ENTRY | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 136 | CUSTOMER SERVICE REPRESENTATIVE I | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 452 | MAINTENANCE WORKER III PARKING | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 436 | MAINTENANCE WORKER III PARKS | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 104 | MAINTENANCE WORKER III TRANSPORTATION | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 434 | MAINTENANCE WORKER III WATER SEWER | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 383 | PERMIT TECHNICIAN | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 63 | POLICE CLERK | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 176 | TRANSCRIPTIONIST | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 505 | URBAN FORESTRY SECRETARY | 106 | \$ 23,055 | \$ 27,665 | \$ 35,135 |
| 404 | AIRPORT ADMINISTRATIVE ASSISTANT | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 95 | AIRPORT MAINTENANCE WORKER III | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 477 | ANIMAL SVCS SR SECRETARY | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 504 | COMMERCIAL PERMIT COORDINATOR | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 384 | CUSTOMER SERVICE REPRESENTATIVE II | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 86 | DEPUTY COURT CLERK | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 500 | DEVELOPMENT COORDINATOR | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 358 | ENGINEERING SERVICES COORDINATOR | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 463 | FIRE ADMINISTRATIVE SECRETARY | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 42 | FLEET OPERATIONS CLERK | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 315 | HORTICULTURAL ASST II | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 306 | HOT CHECK PROGRAM CLERK | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 101 | LEGAL ASSISTANT | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 430 | MAINTENANCE WORKER IV ASPHALT | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 431 | MAINTENANCE WORKER IV CONCRETE | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 432 | MAINTENANCE WORKER IV DRAINAGE | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 428 | MAINTENANCE WORKER IV PARKS | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 433 | MAINTENANCE WORKER IV RIGHT OF WAY | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 451 | MAINTENANCE WORKER IV TRAILS | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |

City of Fayetteville
Job Titles and Grades

| JOB CODE | JOB TITLE | JOB 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 | \$ 29,049 | \$ 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 | \$ 29,049 | \$ 36,892 |
| 476 | YRCC RECREATION PROGRAM ASSISTANT II | 107 | \$ 24,207 | \$ 29,049 | \$ 36,892 |
| 346 | ACCOUNT CLERK PARKING | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 261 | ACCOUNTING CLERK - RECEIVABLE | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 98 | BUILDING MAINTENANCE WORKER II | 108 | \$ 25,418 | \$ 30,501 | \$ 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 | \$ 30,501 | \$ 38,736 |
| 124 | MAINTENANCE WORKER IV WATER SEWER LICENSED | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 125 | METER MAINTENANCE TECHNICIAN | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 161 | OPERATIONS ASSISTANT | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 415 | PLANNING TECH CURRENT PLANNING | 108 | \$ 25,418 | \$ 30,501 | \$ 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 | \$ 30,501 | \$ 38,736 |
| 144 | PURCHASING TECHNICIAN | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 501 | RECREATION COORDINATOR | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 503 | RESIDENTIAL PERMIT COORDINATOR | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 469 | UTILITIES PROJECT COORDINATOR | 108 | \$ 25,418 | \$ 30,501 | \$ 38,736 |
| 440 | WAREHOUSE ATTENDANT WATER SEWER | 108 | \$ 25,418 | \$ 30,501 | \$ 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 | \$ 32,026 | \$ 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 | \$ 32,026 | \$ 40,673 |
| 417 | FLEET OPERATIONS ADMINISTRATIVE ASSISTANT | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 281 | ROUTE DRIVER | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 251 | SENIOR CUSTOMER SERVICE REPRESENTATIVE | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 76 | SENIOR LEGAL ASSISTANT | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 368 | SR POLICE SUPPORT SPECIALIST | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 126 | TRAFFIC TECHNICIAN | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 256 | VETERINARY ASSISTANT | 109 | \$ 26,689 | \$ 32,026 | \$ 40,673 |
| 71 | BILLING AND COLLECTIONS COORDINATOR | 110 | \$ 28,023 | \$ 33,628 | \$ 42,707 |
| 485 | DESIGNER | 110 | \$ 28,023 | \$ 33,628 | \$ 42,707 |
| 491 | RECYCLING ATTENDANT | 110 | \$ 28,023 | \$ 33,628 | \$ 42,707 |
| 385 | RELIEF DRIVER | 110 | \$ 28,023 | \$ 33,628 | \$ 42,707 |
| 506 | SENIOR CLERK-CODIFIER | 110 | \$ 28,023 | \$ 33,628 | \$ 42,707 |
| 72 | ACCOUNTING CLERK - PAYABLES | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 372 | ADMINISTRATIVE ASSISTANT MAYOR'S OFFICE | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 300 | ADMINISTRATIVE-ASST COMMUNITY RESOURCES | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 321 | BENEFITS ADMINISTRATOR | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 134 | CODE COMPLIANCE OFFICER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |

City of Fayetteville
Job Titles and Grades

| JOB CODE | JOB TITLE | JOB GRADE | MINIMUM | MARKET | MAXIMUM |
|----------|---|-----------|-----------|-----------|-----------|
| 113 | CREW LEADER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 266 | CREW LEADER - ATHLETIC FIELDS | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 418 | CREW LEADER - SOLID WASTE | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 429 | CREW LEADER - TRANSPORTATION | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 405 | CREW LEADER- AIRPORT MAINTENANCE | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 406 | CREW LEADER- FORESTRY SERVICES | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 407 | CREW LEADER-GROUNDS MAINTENANCE | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 298 | CRIME SCENE TECHNICIAN | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 277 | DEPUTY CITY CLERK | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 387 | DISPATCHER II | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 224 | DOCUMENT MANAGEMENT MANAGER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 7 | EQUIPMENT MECHANIC II | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 467 | HELP DESK ANALYST | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 457 | HUMAN RESOURCES ASSISTANT | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 381 | LAND SURVEY TECHNICIAN | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 396 | LIFE SAFETY EDUCATION SPECIALIST | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 289 | PARK FACILITIES MNT WKR | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 111 | PW PROJECTS INSPECTOR | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 282 | RECREATION PROGRAMS MANAGER SOCCER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 426 | RECREATION PROGRAMS MANAGER SOFTBALL | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 490 | RECREATION PROGRAMS MGR YOUTH SFTBL & CAMPS | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 502 | REDEVELOPMENT OFFICER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 468 | TRANSPORTATION FACILITY MAINTENANCE WORKER | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 201 | YRCC DIRECTOR | 111 | \$ 29,424 | \$ 35,309 | \$ 44,842 |
| 73 | ACCOUNTANT - PAYROLL | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 483 | ANIMAL SERVICES PROGRAMS ADMINISTRATOR | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 479 | ANIMAL SERVICES PROGRAMS MANAGER | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 403 | AUTOMOTIVE PARTS SPECIALIST | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 250 | BACKFLOW PREVENTION OPER ASST | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 89 | COURT SERVICES OFFICER | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 246 | CREW LEADER - BUILDING MAINTENANCE | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 245 | CREW LEADER - BUILDING SERVICES | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 489 | CREW LEADER II | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 391 | CREWLEADER WATER/LICENSE | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 388 | DISPATCHER III | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 61 | EQUIPMENT MECHANIC III | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 206 | INSPECTOR/RESIDENTIAL | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 172 | LEAD COURT CLERK | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 114 | METER OPERATIONS ASSISTANT | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 471 | OFFICE MANAGER DEV SVCS | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 438 | OFFICE MANAGER SOLID WASTE | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 303 | OFFICE MANAGER TRANSPORTATION | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 459 | OFFICE MANAGER- WATER/SEWER | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 318 | SOLID WASTE COMMERCIAL REPRESENTATIVE | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 67 | TRAFFIC SIGNAL TECHNICIAN | 112 | \$ 30,895 | \$ 37,074 | \$ 47,084 |
| 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 | \$ 38,928 | \$ 49,439 |
| 3 | FIELD SERVICE REPRESENTATIVE | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |
| 28 | FINANCIAL COORDINATOR-AIRPORT | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |

City of Fayetteville
Job Titles and Grades

| JOB CODE | JOB TITLE | JOB GRADE | MINIMUM | MARKET | MAXIMUM |
|----------|--|-----------|-----------|-----------|-----------|
| 419 | FINANCIAL COORDINATOR-PARKS AND REC | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |
| 448 | FINANCIAL COORDINATOR-POLICE | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |
| 336 | FINANCIAL COORD-TRANSPORTATION | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |
| 510 | FLIGHT LINE OPERATIONS SUPERVISOR | 113 | \$ 32,440 | \$ 38,928 | \$ 49,439 |
| 257 | GIS TECHNICIAN | 113 | \$ 32,440 | \$ 38,928 | \$ 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 | \$ 40,874 | \$ 51,911 |
| 499 | DESIGN TECHNICIAN | 114 | \$ 34,062 | \$ 40,871 | \$ 51,911 |
| 195 | LAND AGENT I | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 203 | LEAD EQUIPMENT MECHANIC | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 240 | MAYOR'S OFFICE ADMINISTRATOR | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 478 | PROJECT COORDINATOR COM SVCS | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 179 | RECORDS COORDINATOR | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 481 | WARRANTY AND MATERIALS COORDINATOR | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 148 | WASTE REDUCTION COORDINATOR | 114 | \$ 34,062 | \$ 40,874 | \$ 51,911 |
| 442 | FIELD OPERATIONS SUPERVISOR - PARKING | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 337 | FIELD OPERATIONS SUPERVISOR - TRANSPORTATION | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 32 | HORTICULTURIST | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 328 | PARK PLANNER | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 414 | PLANNER- CURRENT PLANNING | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 40 | PLANNER- LONG RANGE | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 175 | PROPERTY/EVIDENCE MANAGER | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 488 | PW INSPECTION MANAGER | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 397 | SR CRIME SCENE TECH | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 508 | STAFF ENGINEER UNLICENSED | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 361 | URBAN FORESTER | 115 | \$ 35,765 | \$ 42,918 | \$ 54,506 |
| 123 | DISPATCH SHIFT SUPERVISOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 47 | FLEET OPERATIONS SUPERVISOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 196 | LAND AGENT II | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 41 | METER SERVICES SUPERVISOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 153 | OFFICE MANAGER - HOT CHECK ADMINISTRATOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 35 | PARKS MAINTENANCE SUPERVISOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 373 | PLANS EXAMINER- BUILDING OFFICIAL | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 400 | PURCHASING AGENT | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 110 | SOLID WASTE OPERATIONS SUPERVISOR | 116 | \$ 37,553 | \$ 45,064 | \$ 57,231 |
| 395 | SR FIELD OPERATIONS 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 | \$ 47,317 | \$ 60,093 |
| 155 | FINANCIAL ANALYST- BUSINESS OFFICE | 117 | \$ 39,431 | \$ 47,317 | \$ 60,093 |
| 167 | FIXED ASSETS/INVESTMENT COORDINATOR | 117 | \$ 39,431 | \$ 47,317 | \$ 60,093 |
| 376 | FLEET SERVICES SUPPORT MANAGER | 117 | \$ 39,431 | \$ 47,317 | \$ 60,093 |
| 264 | SURVEYOR | 117 | \$ 39,431 | \$ 47,317 | \$ 60,093 |
| 338 | SENIOR RESEARCH ANALYST | 118 | \$ 41,403 | \$ 49,683 | \$ 63,098 |
| 497 | TELEVISION CENTER MANAGER | 118 | \$ 41,403 | \$ 49,683 | \$ 63,098 |

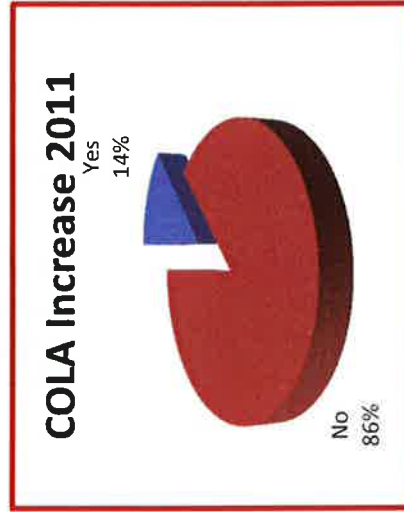
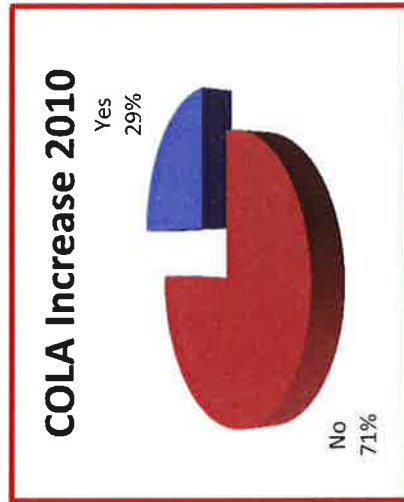
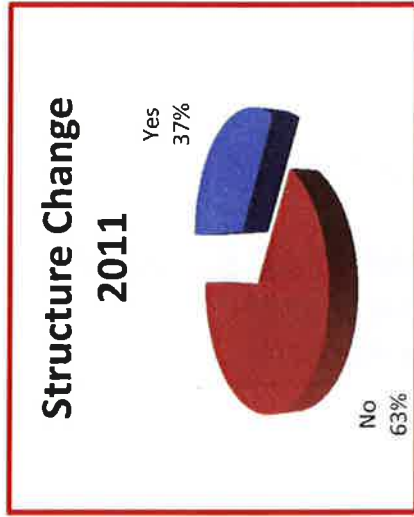
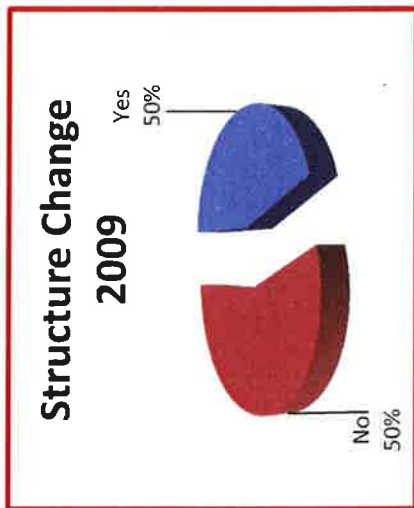
City of Fayetteville
Job Titles and Grades

| JOB CODE | JOB TITLE | JOB GRADE | MINIMUM | MARKET | MAXIMUM |
|----------|--|-----------|-----------|-----------|-----------|
| 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 | \$ 43,473 | \$ 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 | \$ 52,167 | \$ 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 | \$ 54,776 | \$ 69,565 |
| 354 | SYSTEMS ADMINSTRATOR | 120 | \$ 45,646 | \$ 54,776 | \$ 69,565 |
| 375 | TRAILS COORDINATOR | 120 | \$ 45,646 | \$ 54,776 | \$ 69,565 |
| 288 | NETWORK ENGINEER | 121 | \$ 47,929 | \$ 57,514 | \$ 73,043 |
| 486 | PARK PLANNING SUPT | 121 | \$ 47,929 | \$ 57,514 | \$ 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 | \$ 60,390 | \$ 76,696 |
| 314 | AIRPORT DIRECTOR | 122 | \$ 50,325 | \$ 60,390 | \$ 76,696 |
| 23 | ANIMAL SERVICES SUPERINTENDENT | 122 | \$ 50,325 | \$ 60,390 | \$ 76,696 |
| 455 | ASSISTANT TRANSPORTATION MANAGER | 122 | \$ 50,325 | \$ 60,390 | \$ 76,696 |
| 394 | ASSISTANT WATER/SEWER OPERATIONS MANAGER | 122 | \$ 50,325 | \$ 60,390 | \$ 76,696 |
| 58 | BILLING AND COLLECTIONS MANAGER | 122 | \$ 50,325 | \$ 60,390 | \$ 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 | \$ 60,390 | \$ 76,696 |
| 327 | SUPPORT SERVICES MANAGER | 122 | \$ 50,325 | \$ 60,390 | \$ 76,696 |
| 473 | COMMUNICATIONS AND MARKETING DIRECTOR | 123 | \$ 52,841 | \$ 63,410 | \$ 80,530 |
| 84 | COMMUNITY SERVICES DIRECTOR | 123 | \$ 52,841 | \$ 63,410 | \$ 80,530 |
| 493 | DIRECTOR OF INTERNAL CONSULTING | 123 | \$ 52,841 | \$ 63,410 | \$ 80,530 |
| 88 | DISPATCH MANAGER | 123 | \$ 52,841 | \$ 63,410 | \$ 80,530 |
| 85 | INTERNAL AUDITOR | 123 | \$ 52,841 | \$ 63,410 | \$ 80,530 |
| 390 | SENIOR HR OFFICER | 124 | \$ 55,483 | \$ 66,580 | \$ 84,557 |
| 90 | STAFF ENGINEER | 124 | \$ 55,483 | \$ 66,580 | \$ 84,557 |
| 435 | STAFF ENGINEER WATER AND WASTEWATER | 124 | \$ 55,483 | \$ 66,580 | \$ 84,557 |
| 268 | VETERINARIAN | 124 | \$ 55,483 | \$ 66,580 | \$ 84,557 |
| 470 | CONSTRUCTION AND CONTRACT MANAGER | 125 | \$ 58,258 | \$ 69,909 | \$ 88,785 |
| 492 | DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING | 125 | \$ 58,258 | \$ 69,909 | \$ 88,785 |
| 15 | ACCOUNTING DIRECTOR | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 154 | ASSISTANT CITY ATTORNEY | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 367 | ASST CITY ENGINEER | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 267 | BUDGET DIRECTOR | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 287 | DEPUTY CITY PROSECUTOR | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 20 | FLEET OPERATIONS SUPERINTENDENT | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |
| 45 | HUMAN RESOURCES DIRECTOR | 126 | \$ 61,171 | \$ 73,405 | \$ 93,224 |

APPENDIX 7.0

SUPPLEMENTAL SURVEY QUESTIONS AND DATA SUMMARY

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



City of Fayetteville, AR Supplemental Survey Summary



City of Fayetteville, AR Supplemental Survey Summary

