

City of Fayetteville Staff Review Form

2022-0176

Legistar File ID

3/15/2022

City Council Meeting Date - Agenda Item Only  
N/A for Non-Agenda Item

Missy Cole

2/25/2022

HUMAN RESOURCES (120)

Submitted By

Submitted Date

Division / Department

Action Recommendation:

Staff recommends the City Council approve the 2022 proposed Merit Staff Pay Plan Structure which is recommended by the Johanson Group as a result of the 2021 Merit Staff Pay and Benefits Study. Staff recommends approval of a pay compression study.

Budget Impact:

Account Number

Fund

Project Number

Project Title

Budgeted Item? No

Current Budget

\$ -

Funds Obligated

\$ -

Current Balance

\$ -

Does item have a cost? No

Item Cost

\$ -

Budget Adjustment Attached? No

Budget Adjustment

\$ -

Remaining Budget

\$ -

V20210527

Purchase Order Number:

Previous Ordinance or Resolution #

Change Order Number:

Approval Date:

Original Contract Number:

Comments:



**MEETING OF MARCH 15, 2022**

**TO:** Mayor and City Council

**THRU:** Susan Norton, Chief of Staff

**FROM:** Missy Cole, HR Director

**DATE:** February 25, 2022

**SUBJECT:** **Acceptance of the Merit Staff Pay and Benefits Study, Approval of Proposed 2022 Merit Staff Pay Plan Structure and Approval of a Pay Compression Study**

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**RECOMMENDATION:**

Staff recommends the City Council approve the proposed 2022 Merit Staff Pay Plan Structure which is recommended by the Johanson Group as a result of the Merit Staff Pay and Benefits Study. Staff recommends approval of a merit staff pay compression study in 2022.

**BACKGROUND:**

On February 6, 2018, the City Council approved guidelines for future compensation studies. These guidelines defined the data sources, survey frequency and types of employee benefits to be evaluated. The City of Fayetteville currently conducts annual compensation and benefits studies, alternating between the City's two pay plans: Merit Staff Pay Plan and Uniformed Step Pay Plans.

**DISCUSSION:**

The Johanson Group's 2022 Merit Staff Pay and Benefits Study Report follows this staff memo. The Report provides a summary of the study and recommendations from the Johanson Group. The study recommendations from the Johanson Group are:

- Adoption of the 2022 Proposed Merit Staff Pay Plan Structure;
- Budget 5% merit pool for the 2022 merit staff pay adjustments;
- Initiate a pay compression study in May 2022;
- Continuation of current competitive employee benefits for merit staff personnel to meet the City's Total Rewards Compensation and Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings.

**BUDGET/STAFF IMPACT:**

A separate agenda item with Mayor Jordan's recommendation for the 2022 Employee Compensation Appropriation Authority and Merit Staff Pay Plan Structure Adjustment and Pay Compression Study will be presented to City Council for consideration.

**Attachments:** City of Fayetteville 2022 Merit Staff Pay and Benefits Study Report

February 25, 2022

To: The Honorable Mayor Lioneld Jordan  
Honorable Members of the City Council

From: Blair and Bruce Johanson, President and Vice-President

Subject: 2022 Merit Staff Pay and Benefits Study Report

Johanson Group is pleased to provide this Merit Staff Pay and Benefits study report. It is based on an analysis of merit staff position classifications, actual pay and pay range comparisons with competing municipalities in the City's primary labor market (Bentonville, Rogers and Springdale) and two benchmark cities (Jonesboro, AR and Lawrence, KS) located outside the Northwest Arkansas region. In addition, with City Council direction, we included pay and pay range comparisons with public and private organizations' data from published pay studies inclusive of the 2021 NOARK Wage and Benefits survey, DOL-BLS survey for the NWA Metro area, Compdata and CompAnalyst. This memo narrative summarizes the 2022 Merit Staff Pay and Benefits Study findings and recommendations.

#### **City Council Directives for Biennial Merit and Civil Service Pay and Benefits Studies**

- Total Rewards: Compensation & Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings
- Study Data Sources include: Market Area Cities (Bentonville, Rogers, Springdale, Jonesboro and Lawrence, KS) and published compensation and benefits studies: 2021 NOARK Wage and Benefits survey, DOL-BLS survey for the NWA Metro area, Compdata and CompAnalyst
- Evaluation of Employee Benefit Options – Five major prevalent benefits: Retirement, Medical/Dental, Time Off, Shift/On-Call Pay, and Tuition Reimbursement
- Frequency of surveys – Every other year (Civil Service-odd years and Merit-even years)
- Financially sustainable structures for step & merit pay plans
- Apples to apples comparison on step and merit range mins and maxes

#### **DISCUSSION OF THE MERIT STAFF PAY PLAN STRUCTURE**

The merit staff pay grade structure was established and implemented on March 27, 2017 and revised on January 11, 2021. The 2022 merit staff pay study is based on 98 benchmark positions that were recommended by the members of the City's executive leadership team. The selected benchmark positions represent a cross-section among the City's merit staff pay plan grades. The study included average hourly pay rates and average hourly pay range minimums, midpoints and

maximums by each benchmarked job title. In addition, average pay range spreads by job title were studied.

### **Actual Average Hourly Pay by Job Title**

As part of the market compensation study, Johanson Group asked the market study municipalities to provide average hourly pay rates by job title. Johanson Group obtained the same information from the published pay studies as requested for the merit staff pay study. The Fayetteville merit staff employees' average pay for the 98 benchmark positions is below the market pay average by -0.25%. The study summary actual pay variance appears in Appendix 2 and the detailed market pay study worksheets for each of the 98 individual benchmark job titles are located in Appendix 5.

### **Pay Range Comparisons by Job Title**

In addition to average hourly pay, the market study municipalities submitted average hourly pay range minimums, midpoints and maximums for the 98 benchmarked positions. The Fayetteville merit staff employees' pay grade range minimums, midpoints and maximums for the 98 benchmark positions are below the market pay range averages by -1.46%, -5.01% and -2.26% respectively. The study summary of pay range minimum, midpoint and maximum variance percentages appears in Appendix 2, and the detailed market study pay range worksheets for each of the 98 individual benchmark job titles are in Appendix 5. It is our recommendation that the City increase its current merit staff pay plan structure by 5.01%. With this proposed market pay adjustment, the City's merit staff pay plan structure will maintain its market competitiveness until the next review in 2024. This equates to a 2.505% annual adjustment for the merit staff pay plan structure from the last survey report (2020).

### **Market Pay Study for Employee Pay Increases for 2022**

The City of Fayetteville has budgeted 4% of its current annual base wages for merit staff pay adjustments during the past several years. This has been a merit staff competitive pay positioning and retention tool for the City of Fayetteville. A market pay study for employee pay increases for 2022 is a one page summary document found in Appendix 2. A recommendation for a budgeted 5% merit pool for 2022 merit staff pay increases is based on the findings summarized in the Appendix 2 document.

### **Pay Compression Study**

A pay compression study will be conducted in May 2022 to evaluate the pay grade relationship between positions impacted by the upward movement of some positions based on the market pay study results and the pay for new hires compared to existing employees by job title.

## **DISCUSSION OF THE EXTERNAL PREVALENT MARKET BENEFITS STUDY**

### **Retirement Plan**

The City of Fayetteville has adopted and continues to offer a 401(a) retirement plan for its merit staff employees. The City contributes 12% of an employee's annual base salary; and merit staff employees can contribute 3% to 13% of their respective annual base salaries. This compares to the market benefit study for retirement plans where the average city employer's annual base salary

percentage contribution is 9.33% and the average employee annual base salary contribution is 4.5%. The City of Fayetteville's merit staff retirement plan annual contribution exceeds the market average by 2.67% as noted in Appendix 2.

### **Medical and Dental Plans**

The City of Fayetteville offers several medical health insurance plan options, and the most popular plan is the High Deductible Health Plan (HDHP) with Health Savings Account contributions made by the City. The City of Fayetteville's cost share of the HDHP insurance monthly premiums and annual HSA contributions for its employees exceed the market. The City of Fayetteville offers dental and the dental insurance premiums are paid by employees. The City's HDHP with a Health Savings Account contribution creates a positive total rewards outcome for employees based on monthly employee cost share of health care insurance premiums, annual employee deductibles and out of pocket expenses as compared to market health care benefit averages as displayed in Appendix 7.

The City of Fayetteville's employee wellness plan is competitive by offering annual health assessments, flu shots, Hep B shots, well-being day, individual health coaching and wellness incentives. The five municipal cities in the merit staff benefits study offer various wellness components, but their plans are not as comprehensive as the plan offerings provided under the City's current wellness plan program.

### **Time Off Plans**

Merit staff employees' annual time off plans inclusive of holidays, vacation days, sick days and personal days are competitive with market study averages except for annual sick day accrual. The City offers 12 annual holidays, accrual for 10 to 26 annual vacation days, accrual for 12 annual sick days and 2 personal days. The market average for accrued annual sick days is 13.8 days. Market study averages for time off plans are displayed on page 2 of Appendix 2. The City of Rogers is offering a Paid Time Off Plan (combined vacation, sick and personal) to newly hired employees. Existing employees are grandfathered in the City's current vacation, sick days and personal days plan.

### **Tuition Reimbursement Plans**

Only one of the five market study municipalities offers a tuition reimbursement plan. The City of Bentonville offers a tuition reimbursement plan with an annual maximum benefit of \$1,500. If the City of Fayetteville decides to offer a tuition reimbursement plan in the near future, it is our recommendation to include an annual maximum benefit level as offered in the City of Bentonville's plan.

### **Shift/On-Call Pay**

The merit staff pay study included questions about shift differential pay and on-call pay. The five market study municipalities do not offer shift differential pay for merit staff positions based on their survey responses. The 2021 NOARK study with a higher weighting of manufacturing companies has average hourly shift differentials ranging from \$0.59 to \$0.71. The market average for On-Call pay is \$15 as compared to \$18.03 per day for the City of Fayetteville.

## RECOMMENDATIONS FOR THE MERIT STAFF PAY AND BENEFITS STUDY

- Adoption of the 2022 Proposed Merit Staff Pay Plan Structure
- Budget 5% merit pool for the 2022 merit staff pay adjustments
- Complete a pay compression study in May 2022
- Continuation of current competitive employee benefits for merit staff personnel to meet the City's Total Rewards Compensation and Benefits Philosophy – Competitive base pay to attract applicants within the City's market recruitment area and retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings

### List of Appendices:

2022 Merit Staff Pay and Benefits Study Report Cover Page

Appendix 1: City Council Direction for Future Pay and Benefits Studies: Merit Positions

Appendix 2: Pay and Benefits Study Summary of Findings and Recommendations

Appendix 3: Geographical Compensation Differential Percentage and GCD Multiplier

Appendix 4: Proposed 2022 Merit Staff Pay Plan – Hourly and Salary Ranges by Pay Grade

Appendix 5: Individual Pay Study Worksheets for 98 Benchmark Position Titles

Appendix 6: Rolled-up Pay Study Variances Analysis Worksheet for All 98 Position Titles

Appendix 7: Consolidated Benefits Study Summary Worksheets

Johanson Group would be pleased to answer any questions you have concerning this report and the recommendations for the 2022 Merit Staff Pay and Benefits Study.

It has been a pleasure working with the City's Human Resources team, Administration, Chiefs and Department Directors on the 2022 Merit Staff Pay and Benefits Study.

Sincerely,

A handwritten signature in cursive script that reads "Blair Johanson".

Blair Johanson  
President, Johanson Group  
Phone: 479-521-2697  
[www.johansongroup.net](http://www.johansongroup.net)

# CITY OF FAYETTEVILLE

## 2022 MERIT STAFF PAY AND BENEFITS STUDY REPORT

February 25, 2022

PRESENTED TO:  
The Honorable Mayor Lioneld Jordan  
Honorable Members of the City Council

PRESENTED BY:  
Blair and Bruce Johanson  
President and Vice President

johanson | group

MANAGEMENT CONSULTING SERVICES  
2928 McKee Circle, Ste 123  
Fayetteville, AR 72703  
479.521.2697

# **APPENDIX 1**

## **2022 Merit Staff Base Pay and Benefits Study City Council – Future Pay and Benefits Studies**

- ***Total Rewards: Comp. & Benefits Philosophy***
  - *Competitive base pay to attract applicants within the City's market recruitment area*
  - *Retain competent employees by leading market recruitment area with total rewards (base pay and benefit) offerings*
- ***Study Market Area: Bentonville, Rogers, Springdale, Jonesboro and Lawrence; NOARK Study, DOL, Compdata & CompAnalyst***
- ***Evaluation of Employee Benefit Options – 5 major benefits***
  - *Retirement Plan, Medical/Dental, Time Off Plans, Shift/On-call Pay and Education Reimbursement Plans*
- ***Frequency of surveys – Every other year (Civil Service-odd years and Merit-even years)***
- ***Financially sustainable structures for step & merit pay plans***
- ***Apples to apples on step and merit range mins and maxes***



## APPENDIX 2 (Page 1)

### City of Fayetteville

#### Merit Staff Pay and Benefits Study 2022

#### Pay and Benefits Study Summary of Findings and Recommendations

February 2022

The market pay study overall variances for actual pay and pay range minimums, midpoints, and maximums based on 98 benchmark positions are noted below.

	Market Actual Pay Avg.	Market Average Pay Range Min.	Market Average Pay Range Mid.	Market Average Pay Range Max.
<b>Overall</b>	<b>-0.25%</b>	<b>-1.46%</b>	<b>-5.01%</b>	<b>-2.26%</b>

Current Merit Positions Pay Structure based on 2020 survey data.

Pay structure adjustment based on current pay structure grade midpoint values for 98 benchmark positions compared to market average pay range midpoints.

**Merit Staff Positions Pay Structure Adjustment for 2022 Pay Plan:** **5.01%**

#### Market Pay Study Employee Pay Increases for 2022

**Bentonville:** 5.9% COLA

**Rogers:** 4% COLA and 1% Merit

**Springdale:** Pay Step Plan Structure Adjustment of 8.28% for 2022. Historically, the 8.28% increase is spread over three years (2019 to 2022) or an average per year adjustment of 2.76% - No step increase for 2022. Current pay step schedule averages 2.5% per step.

**Jonesboro:** Minimum of 4% increase for all employees in 2022. Addressing pay compression in the lower pay grades (107 to 110) average adjustment 6.9%. New minimum starting rate will be \$14 per hour. Current pay step schedule has 2% steps.

**Lawrence:** 2% COLA – Several articles about budgeting issues for the City.

**NW Arkansas – Public and Private Organizations:** Anticipated average pay increase percentage budget range for public and private organizations in Northwest Arkansas will be between 4% to 5% based on our work with several clients.

## APPENDIX 2 (Page 2)

### 2022 Anticipated Inflation

Calendar	GMT	Reference	Actual	Previous	Consensus	TE Forecast
2021-12-10	01:30 PM	Nov	4.9%	4.6%	4.9%	4.9%
2022-01-12	01:30 PM	Dec	7.0%	6.8%	7.0%	7.1%
2022-02-10	01:30 PM	Jan	7.5%	7.0%	7.3%	7.1%
2022-03-10	01:30 PM	Feb		7.5%		7.7%

Sources: U.S. Bureau of Labor Statistics and Trading Economics.

**Recommendation for 2022 Merit Staff Pool: 5.00%**

### Benefits Study Results

#### Retirement Plans

Market Study Employer Average Match	Market Study Employee Average Contribution	Fayetteville Employer Match	Fayetteville Employee Contribution
9.33%	4.8%	12%	3 – 13%

#### Employee Medical Premium Expense Comparison

	Market Avg.	FYV HDHP	Variance
Employee Only	19%	14%	
	\$89/Mo.	\$53/Mo.	\$36/Mo.
Employee & Spouse	25%	15%	
	\$221/Mo.	\$120/Mo.	\$101/Mo.
Employee & Child(ren)	23%	15%	
	\$174/Mo.	\$91/Mo.	\$83/Mo.
Employee & Family	25%	15%	
	\$322/Mo.	\$169/Mo.	\$153/Mo.

#### Employee Deductible and Out of Pocket Expense Comparison

	Market OOP – HSA\$	OOP-HSA\$	Variance
Individual	\$3,406	\$2,150	\$1,256
Family	\$6,773	\$4,120	\$2,653

## APPENDIX 2 (Page 3)

### Time-off Plans

	Market Annual Accrued or Offered Days	Fayetteville - Days
Holidays	10.7	12
Vacation Days	10.2 – 22.7	10 - 26
Sick Days	14.2	12
Personal Days	1.2	2/yr.

### Wellness Plans

City of Fayetteville's wellness plan is competitive with market study offerings.

### Tuition Reimbursement

Bentonville: \$1,500 maximum per year - Other study cities do not offer tuition reimbursement plans.

### Shift/On Call Pay

Only NOARK Study information on Shift Pay: Average range from \$0.59 to \$0.71 per hour.

On Call Pay: \$15/day for market pay study cities and \$18.03/day for City of Fayetteville.

## APPENDIX 3

<b>2021 Geographical Salary Comparison</b> <b>Administrative Assistant - Average Fayetteville Salary = \$36,700</b>									
	CompAnalyst	DOL AR & DOL KS	Salary.com	Pay/Scale	CNN	ERI	Overall Average	Geographic Compensation Differential	GCD Multiplier
Fayetteville	\$36,700	\$36,498	\$38,406	\$35,911	\$35,500	\$36,620	\$36,606	1.00	1.00
Bentonville	\$36,700	\$36,498	\$38,102	\$35,911	\$35,500	\$36,620	\$36,555	1.00	1.00
Rogers	\$36,700	\$36,498	\$38,178	\$35,911	\$35,500	\$36,620	\$36,568	1.00	1.00
Springdale	\$36,700	\$36,498	\$38,406	\$35,911	\$35,500	\$36,620	\$36,606	1.00	1.00
Jonesboro	\$37,300	\$31,742	\$38,814	\$33,436	\$34,435	\$35,536	\$35,211	0.96	1.04
Lawrence	\$39,500	\$38,724	\$40,082	\$37,987	\$40,186	\$37,727	\$39,034	1.06	0.94

**APPENDIX 4**
**COMBINED PAY PLAN GRIDS**
**PROPOSED MERIT STAFF PAY PLAN EFFECTIVE DATE 4/4/2022**

Annualized amounts are based on hourly rates.

GRADE/DESC		HOURS	HOURLY RATE			ANNUALIZED		
			MIN	MARKET	MAX	MIN	MARKET	MAX
MERIT EMPLOYEES								
J410	T1	2080	\$13.86	\$16.70	\$20.71	\$28,828.80	\$34,736.00	\$43,076.80
J411	T1	2080	\$15.21	\$18.32	\$22.72	\$31,636.80	\$38,105.60	\$47,257.60
J412	T1	2080	\$15.71	\$18.93	\$23.47	\$32,676.80	\$39,374.40	\$48,817.60
J413	T1	2080	\$16.72	\$20.15	\$24.99	\$34,777.60	\$41,912.00	\$51,979.20
J414	T1	2080	\$17.72	\$21.35	\$26.47	\$36,857.60	\$44,408.00	\$55,057.60
J415	T1	2080	\$18.73	\$22.57	\$27.99	\$38,958.40	\$46,945.60	\$58,219.20
J416	T1	2080	\$19.74	\$23.78	\$29.49	\$41,059.20	\$49,462.40	\$61,339.20
J417	T1	2080	\$20.74	\$24.99	\$30.99	\$43,139.20	\$51,979.20	\$64,459.20
J418	T1	2080	\$21.75	\$26.20	\$32.49	\$45,240.00	\$54,496.00	\$67,579.20
J419	T1	2080	\$22.75	\$27.41	\$33.99	\$47,320.00	\$57,012.80	\$70,699.20
J420	T1	2080	\$23.76	\$28.63	\$35.50	\$49,420.80	\$59,550.40	\$73,840.00
J421	T2	2080	\$23.80	\$28.67	\$35.55	\$49,504.00	\$59,633.60	\$73,944.00
J422	T2	2080	\$24.70	\$29.76	\$36.90	\$51,376.00	\$61,900.80	\$76,752.00
J423	T2	2080	\$25.66	\$30.91	\$38.33	\$53,372.80	\$64,292.80	\$79,726.40
J424	T2	2080	\$27.11	\$32.66	\$40.50	\$56,388.80	\$67,932.80	\$84,240.00
J425	T2	2080	\$29.03	\$34.97	\$43.36	\$60,382.40	\$72,737.60	\$90,188.80
J426	T2	2080	\$30.95	\$37.29	\$46.24	\$64,376.00	\$77,563.20	\$96,179.20
J427	T2	2080	\$32.87	\$39.60	\$49.10	\$68,369.60	\$82,368.00	\$102,128.00
J428	T2	2080	\$34.79	\$41.92	\$51.98	\$72,363.20	\$87,193.60	\$108,118.40
J429	T2	2080	\$36.71	\$44.23	\$54.85	\$76,356.80	\$91,998.40	\$114,088.00
J430	T2	2080	\$38.64	\$46.55	\$57.72	\$80,371.20	\$96,824.00	\$120,057.60
J431	T3	2080	\$38.45	\$46.32	\$57.44	\$79,976.00	\$96,345.60	\$119,475.20
J432	T3	2080	\$40.50	\$48.80	\$60.51	\$84,240.00	\$101,504.00	\$125,860.80
J433	T3	2080	\$42.56	\$51.28	\$63.59	\$88,524.80	\$106,662.40	\$132,267.20
J434	T3	2080	\$44.63	\$53.77	\$66.67	\$92,830.40	\$111,841.60	\$138,673.60
J435	T3	2080	\$46.68	\$56.24	\$69.74	\$97,094.40	\$116,979.20	\$145,059.20
J436	T3	2080	\$48.75	\$58.73	\$72.83	\$101,400.00	\$122,158.40	\$151,486.40
J437	T3	2080	\$50.80	\$61.21	\$75.90	\$105,664.00	\$127,316.80	\$157,872.00
J438	T3	2080	\$52.86	\$63.69	\$78.98	\$109,948.80	\$132,475.20	\$164,278.40
J439	T3	2080	\$54.92	\$66.17	\$82.05	\$114,233.60	\$137,633.60	\$170,664.00
J440	T3	2080	\$57.00	\$68.67	\$85.15	\$118,560.00	\$142,833.60	\$177,112.00
J441	T3	2080	\$59.05	\$71.15	\$88.23	\$122,824.00	\$147,992.00	\$183,518.40
J442	T3	2080	\$61.11	\$73.63	\$91.30	\$127,108.80	\$153,150.40	\$189,904.00
J443	T3	2080	\$63.72	\$76.77	\$95.19	\$132,537.60	\$159,681.60	\$197,995.20
FIRE STEP PAY PLAN EFFECTIVE 12-27-2021 (2912 hours)								
F232	Firefighter	2912	\$13.54		\$19.53	\$39,428.48		\$56,871.36
F235	Driver	2912	\$15.90		\$21.99	\$46,300.80		\$64,034.88
F238	Captain	2912	\$20.55		\$28.52	\$59,841.60		\$83,050.24
F241	Battalion Chief	2912	\$25.78		\$34.27	\$75,071.36		\$99,794.24
POLICE STEP PAY PLAN EFFECTIVE 12-27-2021 (2080 hours)								
P330	Officer	2080	\$19.25		\$27.86	\$40,040.00		\$57,948.80
P332	Corporal	2080	\$23.25		\$32.89	\$48,360.00		\$68,411.20
P335	Sergeant	2080	\$27.64		\$36.85	\$57,491.20		\$76,648.00
P337	Lieutenant	2080	\$33.41		\$42.31	\$69,492.80		\$88,004.80

# APPENDIX 5

## Accountant - Payroll

### Job Description and Qualifications:

Upload electronic timekeeping data for payroll processing. Calculate and verify payroll for accuracy and print payroll checks. Verify direct deposit file and other wire transfers. Verify and send documentation to wire recipients.

Education						FLSA				
H.S. Diploma//GED A.A.Degree						Non-Exempt				
Related Experience						Supervisory Position				
5 years or 2 years with AA Degree						Non-Supervisory				
Management Experience						Department				
						Accounting (320)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$25.85	\$20.57	\$25.72	\$30.86	\$25.85	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$21.50	\$16.86	\$21.07	\$25.29	\$22.36	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$25.68	\$20.72	\$25.90	\$32.37	\$25.68	\$20.72	\$25.90	\$32.37	56.23%
Springdale, AR	Match	\$29.64	\$19.42	\$24.48	\$29.13	\$29.64	\$19.42	\$24.48	\$29.13	50.00%
Lawrence, KS	Match	\$29.34	\$22.19	\$27.18	\$32.17	\$27.58	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$25.20	\$19.02	\$23.77	\$28.52	\$25.20	\$19.02	\$23.77	\$28.52	49.95%
NOARK 2021	Match	\$24.60	\$20.47	\$25.59	\$30.53	\$24.60	\$20.47	\$25.59	\$30.53	49.15%
<b>AVERAGES</b>		<b>\$25.97</b>	<b>\$19.89</b>	<b>\$24.82</b>	<b>\$29.84</b>	<b>\$25.84</b>	<b>\$19.80</b>	<b>\$24.70</b>	<b>\$29.71</b>	<b>50.05%</b>
City of Fayetteville						\$27.73	\$18.80	\$22.65	\$28.09	49.41%
						\$ Difference	\$1.89	-\$1.00	-\$2.05	-\$1.62
						% Difference	6.80%	-5.31%	-9.06%	-5.76%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD)										

## APPENDIX 5

### Accounting Clerk - Payables

Job Description and Qualifications:										
Perform all aspects of accounts payable. Process purchase order and P-card payments, print checks, balance accounts, maintain A/P files and vendor accounts and manage 1099's.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Non-Supervisory				
Management Experience						Department				
						Accounting (320)				
Certificates & Licenses										
Notary										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.85	\$17.20	\$21.50	\$25.80	\$17.85	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$18.81	\$16.10	\$20.13	\$24.15	\$19.56	\$16.74	\$20.94	\$25.12	50.06%
Rogers, AR	Match	\$18.33	\$16.31	\$20.39	\$25.49	\$18.33	\$16.31	\$20.39	\$25.49	56.28%
Springdale, AR	Match	\$23.18	\$16.83	\$21.04	\$25.24	\$23.18	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Match	\$20.73	\$18.34	\$22.46	\$26.59	\$19.49	\$17.24	\$21.11	\$24.99	44.95%
DOL-NWA	Match	\$20.67	\$17.62	\$22.02	\$26.42	\$20.67	\$17.62	\$22.02	\$26.42	49.94%
NOARK 2021	Match	\$20.92	\$18.08	\$22.72	\$27.69	\$20.92	\$18.08	\$22.72	\$27.69	53.15%
<b>AVERAGES</b>		<b>\$20.07</b>	<b>\$17.21</b>	<b>\$21.47</b>	<b>\$25.91</b>	<b>\$20.00</b>	<b>\$17.15</b>	<b>\$21.39</b>	<b>\$25.82</b>	<b>50.60%</b>
<b>City of Fayetteville</b>						<b>\$19.84</b>	<b>\$17.84</b>	<b>\$21.49</b>	<b>\$26.65</b>	<b>49.38%</b>
						<b>\$ Difference</b>	<b>\$0.16</b>	<b>\$0.69</b>	<b>\$0.10</b>	<b>\$0.83</b>
						<b>% Difference</b>	<b>-0.81%</b>	<b>3.89%</b>	<b>0.47%</b>	<b>3.11%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Accounting Director

Job Description and Qualifications:										
Responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive Hourly financial report and overseeing the external audit.										
Education						FLSA				
B.S./B.A Degree in Accounting or Business Administration						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Accounting (320)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$39.74	\$36.40	\$49.19	\$61.98	\$39.74	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$43.08	\$37.56	\$46.95	\$56.33	\$44.80	\$39.06	\$48.83	\$58.58	49.97%
Rogers, AR	Match	\$50.76	\$38.89	\$48.62	\$60.77	\$50.76	\$38.89	\$48.62	\$60.77	56.26%
Springdale, AR	Match	\$55.38	\$35.40	\$44.26	\$53.11	\$55.38	\$35.40	\$44.26	\$53.11	50.03%
Lawrence, KS	Match	\$56.25	\$42.24	\$51.75	\$61.26	\$52.88	\$39.71	\$48.65	\$57.58	45.00%
CompAnalyst	Match	\$62.21	\$49.04	\$61.30	\$73.56	\$62.21	\$49.04	\$61.30	\$73.56	50.00%
CompData	Match	\$59.10	\$46.59	\$58.24	\$69.89	\$59.10	\$46.59	\$58.24	\$69.89	50.01%
DOL-NWA	Match	\$56.35	\$41.94	\$52.42	\$62.90	\$56.35	\$41.94	\$52.42	\$62.90	49.98%
NOARK 2021	Match	\$51.53	\$43.17	\$55.11	\$67.49	\$51.53	\$43.17	\$55.11	\$67.49	56.34%
AVERAGES		\$52.71	\$41.25	\$51.98	\$63.03	\$52.53	\$41.13	\$51.85	\$62.87	52.85%
City of Fayetteville						\$55.69	\$40.53	\$48.83	\$60.55	49.40%
						\$ Difference	\$3.16	-\$0.60	-\$3.02	-\$2.32
						% Difference	5.68%	-1.49%	-6.18%	-3.84%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Accounting Mgr-Payroll+Pension

Job Description and Qualifications:										
Oversee payroll, accounts receivable and travel and training. Responsible for electronic timekeeping system maintenance and update requirements.										
Education						FLSA				
B.S./B.A Degree in Accounting or Finance						Exempt				
Related Experience						Supervisory Position				
4 years						Supervisory Position				
Management Experience						Department				
2 years						Accounting (320)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$36.46	\$30.12	\$40.70	\$51.28	\$36.46	\$30.12	\$40.70	\$51.28	70.25%
Jonesboro, AR	Match	\$34.48	\$29.11	\$36.38	\$43.66	\$35.86	\$30.27	\$37.84	\$45.41	50.02%
Rogers, AR	Match	\$38.07	\$32.28	\$40.35	\$50.44	\$38.07	\$32.28	\$40.35	\$50.44	56.26%
Springdale, AR	Match	\$35.89	\$30.22	\$37.78	\$45.33	\$35.89	\$30.22	\$37.78	\$45.33	50.00%
Lawrence, KS	Match	\$41.76	\$33.68	\$41.26	\$48.84	\$39.25	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$48.80	\$38.58	\$48.22	\$57.86	\$48.80	\$38.58	\$48.22	\$57.86	49.97%
CompData	Match	\$46.36	\$36.65	\$45.81	\$54.97	\$46.36	\$36.65	\$45.81	\$54.97	49.99%
DOL-NWA	Match	\$40.83	\$34.94	\$43.68	\$52.42	\$40.83	\$34.94	\$43.68	\$52.42	50.03%
NOARK 2021	Match	\$41.89	\$34.82	\$43.54	\$53.91	\$41.89	\$34.82	\$43.54	\$53.91	54.82%
<b>AVERAGES</b>		<b>\$40.50</b>	<b>\$33.38</b>	<b>\$41.97</b>	<b>\$50.97</b>	<b>\$40.38</b>	<b>\$33.28</b>	<b>\$41.86</b>	<b>\$50.84</b>	<b>52.74%</b>
<b>City of Fayetteville</b>						<b>\$36.56</b>	<b>\$33.13</b>	<b>\$39.92</b>	<b>\$49.50</b>	<b>49.41%</b>
<b>\$ Difference</b>						<b>-\$3.82</b>	<b>-\$0.15</b>	<b>-\$1.94</b>	<b>-\$1.34</b>	
<b>% Difference</b>						<b>-10.45%</b>	<b>-0.46%</b>	<b>-4.85%</b>	<b>-2.70%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Animal Services Officer

Job Description and Qualifications:										
Enforce state and local laws pertaining to animals. Issue citations to violators and effectively manage difficult situations. Investigate animal cruelty and bite cases. Prepare investigative reports.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
6-12 months of animal handling experience						Non-Supervisory				
Management Experience						Department				
						Animal Services (330)				
Certificates & Licenses										
Animal Cruelty Investigations Euthanasia, Chemical Capture and Bite Stick										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.11	\$16.08	\$20.10	\$24.12	\$17.11	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$15.80	\$15.07	\$18.84	\$22.60	\$16.43	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$15.98	\$15.21	\$19.01	\$23.76	\$15.98	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$15.92	\$15.10	\$18.88	\$22.65	\$15.92	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$19.85	\$18.34	\$22.46	\$26.59	\$18.66	\$17.24	\$21.11	\$24.99	44.95%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	No Match									
<b>AVERAGES</b>		<b>\$17.49</b>	<b>\$15.98</b>	<b>\$19.89</b>	<b>\$23.97</b>	<b>\$17.40</b>	<b>\$15.89</b>	<b>\$19.79</b>	<b>\$23.85</b>	<b>50.07%</b>
City of Fayetteville						\$17.88	\$15.93	\$19.19	\$23.80	49.40%
						\$ Difference	\$0.48	\$0.04	-\$0.60	-\$0.05
						% Difference	2.69%	0.24%	-3.14%	-0.20%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Assistant Fire Chief

Job Description and Qualifications:										
Oversee administrative or operational services and emergency activities of the Fire Department. Assist the Fire Chief in the development of standards and technical progression for officers and firefighters.										
Education						FLSA				
H.S. Diploma or GED						Exempt				
Related Experience						Supervisory Position				
10 years						Supervisory Position				
Management Experience						Department				
Battalion Chief 2 years						Fire Department (700)				
Certificates & Licenses										
National Incident Management System, Firefighter and EMT										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$50.27	\$40.85	\$50.74	\$60.63	\$50.27	\$40.85	\$50.74	\$60.63	48.42%
Jonesboro, AR	Match	\$43.50	\$40.21	\$42.67	\$45.12	\$45.24	\$41.82	\$44.38	\$46.92	12.20%
Rogers, AR	Match	\$50.01	\$41.10	\$51.37	\$64.21	\$50.01	\$41.10	\$51.37	\$64.21	56.23%
Springdale, AR	Match	\$49.57	\$37.18	\$46.47	\$55.76	\$49.57	\$37.18	\$46.47	\$55.76	49.97%
Lawrence, KS	Match	\$53.86	\$46.57	\$56.35	\$66.13	\$50.63	\$43.78	\$52.97	\$62.16	41.98%
CompAnalyst	Match	\$54.07	\$40.26	\$50.33	\$60.40	\$54.07	\$40.26	\$50.33	\$60.40	50.02%
CompData	Match	\$51.37	\$38.25	\$47.81	\$57.37	\$51.37	\$38.25	\$47.81	\$57.37	49.99%
DOL-NWA	Match	\$50.62	\$38.95	\$48.69	\$58.43	\$50.62	\$38.95	\$48.69	\$58.43	50.01%
NOARK 2021	No Match									
<b>AVERAGES</b>		<b>\$50.41</b>	<b>\$40.42</b>	<b>\$49.30</b>	<b>\$58.51</b>	<b>\$50.22</b>	<b>\$40.27</b>	<b>\$49.10</b>	<b>\$58.24</b>	<b>44.60%</b>
City of Fayetteville						<b>\$52.90</b>	<b>\$40.53</b>	<b>\$48.83</b>	<b>\$60.55</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$2.68</b>	<b>\$0.26</b>	<b>-\$0.27</b>	<b>\$2.32</b>
						<b>% Difference</b>	<b>5.06%</b>	<b>0.63%</b>	<b>-0.54%</b>	<b>3.82%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Assistant Water + Sewer Ops Mgr

Job Description and Qualifications:										
Assists in planning rehabilitation and preventive maintenance work. Estimates job costs for manpower and materials. Prepares bid specifications for outside vendors for projects or for materials and equipment. Assists in the planning, scheduling, developing and supervising an effective installation and maintenance program for the City's water and sewer system.										
Education						FLSA				
High School Plus Specialized Schooling						Exempt				
Related Experience						Supervisory Position				
5 Years						Yes				
Management Experience						Department				
12-18 Months						Water & Sewer (160)				
Certificates & Licenses										
Must possess a valid drivers license; ability to obtain a Class A CDL preferred. Must obtain a Grade IV Water distribution license and a Class III Wastewater Treatment Operator license within 2 years of hire.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$36.60	\$26.98	\$36.46	\$45.94	\$36.60	\$26.98	\$36.46	\$45.94	70.27%
Jonesboro, AR	Match	\$37.38	\$31.29	\$39.33	\$47.35	\$38.88	\$32.54	\$40.90	\$49.24	51.32%
Rogers, AR	Match	\$37.09	\$30.09	\$37.61	\$47.02	\$37.09	\$30.09	\$37.61	\$47.02	56.26%
Springdale, AR	Match	\$37.58	\$31.31	\$39.14	\$46.97	\$37.58	\$31.31	\$39.14	\$46.97	50.02%
Lawrence, KS	Match	\$39.50	\$33.68	\$41.26	\$48.84	\$37.13	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$36.15	\$28.25	\$35.31	\$42.37	\$36.15	\$28.25	\$35.31	\$42.37	49.98%
CompData	Match	\$34.34	\$27.06	\$33.83	\$40.60	\$34.34	\$27.06	\$33.83	\$40.60	50.04%
DOL-NWA	Match	\$36.52	\$29.10	\$36.37	\$43.64	\$36.52	\$29.10	\$36.37	\$43.64	49.97%
NOARK 2021	Match	\$36.64	\$29.61	\$37.01	\$36.64	\$36.64	\$29.61	\$37.01	\$36.64	23.74%
AVERAGES		\$36.87	\$29.71	\$37.37	\$44.37	\$36.77	\$29.62	\$37.27	\$44.26	49.41%
City of Fayetteville						\$34.72	\$29.47	\$35.51	\$44.03	49.41%
						\$ Difference	-\$2.05	-\$0.15	-\$1.76	-\$0.23
						% Difference	-5.90%	-0.52%	-4.95%	-0.52%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Automotive Parts Specialist

Job Description and Qualifications:										
Maintain the inventory of automotive parts, supplies and materials for the fleet equipment storeroom. Identify competitive vendors, compare prices for cost-effectiveness, evaluate the quality and suitability of materials and supplies and recommend an appropriate vendor.										
Education						FLSA				
High School Plus Specialized Schooling						Non-Exempt				
Related Experience						Supervisory Position				
4 Years						No				
Management Experience						Department				
Not Required						Fleet (410)				
Certificates & Licenses										
Valid Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$19.82	\$18.33	\$22.91	\$27.49	\$19.82	\$18.33	\$22.91	\$27.49	49.97%
Jonesboro, AR	Match	\$20.02	\$16.86	\$21.07	\$25.29	\$20.82	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$24.34	\$18.51	\$23.14	\$28.93	\$24.34	\$18.51	\$23.14	\$28.93	56.29%
Springdale, AR	Match	\$20.91	\$18.56	\$23.20	\$27.84	\$20.91	\$18.56	\$23.20	\$27.84	50.00%
Lawrence, KS	Match	\$23.43	\$20.17	\$24.71	\$29.25	\$22.02	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$21.94	\$18.38	\$22.98	\$27.58	\$21.94	\$18.38	\$22.98	\$27.58	50.05%
NOARK 2021	Match	\$22.90	\$18.73	\$23.42	\$28.10	\$22.90	\$18.73	\$23.42	\$28.10	50.03%
<b>AVERAGES</b>		<b>\$21.91</b>	<b>\$18.51</b>	<b>\$23.06</b>	<b>\$27.78</b>	<b>\$21.82</b>	<b>\$18.43</b>	<b>\$22.97</b>	<b>\$27.68</b>	<b>50.19%</b>
City of Fayetteville						\$20.66	\$18.80	\$22.65	\$28.09	49.41%
\$ Difference						-\$1.16	\$0.37	-\$0.32	\$0.41	
% Difference						-5.62%	1.98%	-1.41%	1.47%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Backflow Prevention Tech

Job Description and Qualifications:										
Review plans, permit applications, drawings, and specifications for backflow code and ordinance violations on commercial, industrial, nonprofit, residential, and fire protection to ensure proper backflow protection.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						Non-Supervisory				
Management Experience						Department				
						Water & Sewer (160)				
Certificates & Licenses										
Arkansas Dept. of Health Backflow Testing and Repair Licenses within one year.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$23.59	\$20.57	\$25.71	\$30.85	\$23.59	\$20.57	\$25.71	\$30.85	49.98%
Jonesboro, AR	Match	\$21.78	\$16.83	\$21.25	\$25.66	\$22.65	\$17.50	\$22.10	\$26.69	52.51%
Rogers, AR	Match	\$24.52	\$18.04	\$22.56	\$28.20	\$24.52	\$18.04	\$22.56	\$28.20	56.32%
Springdale, AR	Match	\$23.50	\$19.97	\$24.96	\$29.96	\$23.50	\$19.97	\$24.96	\$29.96	50.03%
Lawrence, KS	Match	\$25.12	\$20.17	\$24.71	\$29.25	\$23.61	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	Match	\$20.68	\$17.19	\$20.80	\$24.57	\$20.68	\$17.19	\$20.80	\$24.57	42.93%
AVERAGES		\$22.78	\$18.40	\$22.86	\$27.51	\$22.69	\$18.33	\$22.77	\$27.41	49.55%
City of Fayetteville						\$23.72	\$15.93	\$19.19	\$23.80	49.40%
						\$ Difference	\$1.03	-\$2.40	-\$3.58	-\$3.61
						% Difference	4.34%	-15.04%	-18.68%	-15.15%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

## APPENDIX 5

### Benefits + Leave Administrator

Job Description and Qualifications:										
Day-to-day administration of health, dental, life and vision insurance. Responsible for administering short and long-term disability programs, 457 and 401a retirement savings plans, medical and dependent care, flexible spending accounts, HSA, AD&D and supplemental insurance plans. Provides new hire orientation.										
Education						FLSA				
H.S. Diploma B.S./B.A. in HR or related field preferred						Non-Exempt				
Related Experience						Supervisory Position				
5 years and 2 years of Benefits Adm. Experience						Non-Supervisory				
Management Experience						Department				
						Human Resources (390)				
Certificates & Licenses										
PHR or SHRM - CP desirable										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$25.85	\$20.57	\$25.72	\$30.86	\$25.85	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$23.88	\$18.55	\$23.18	\$27.82	\$24.84	\$19.29	\$24.11	\$28.93	49.97%
Rogers, AR	Match	\$23.21	\$20.72	\$25.90	\$32.37	\$23.21	\$20.72	\$25.90	\$32.37	56.23%
Springdale, AR	Match	\$24.72	\$20.29	\$25.36	\$30.43	\$24.72	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$25.01	\$22.19	\$27.18	\$32.17	\$23.51	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$25.36	\$20.16	\$25.20	\$30.24	\$25.36	\$20.16	\$25.20	\$30.24	50.00%
NOARK 2021	Match	\$25.09	\$20.58	\$25.72	\$30.86	\$25.09	\$20.58	\$25.72	\$30.86	49.95%
AVERAGES		\$24.73	\$20.44	\$25.47	\$30.68	\$24.65	\$20.35	\$25.37	\$30.56	50.16%
City of Fayetteville						\$25.00	\$20.71	\$24.95	\$30.94	49.40%
						\$ Difference	\$0.35	\$0.36	-\$0.42	\$0.38
						% Difference	1.38%	1.72%	-1.67%	1.22%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Budget Director

### Job Description and Qualifications:

Provide day to day management and coordination of the Budget and Research Division. Assure development of and timely completion of the Hourly budget, coordinating the effort with both internal and external personnel. Oversee the preparation of an Hourly Budget and Work Plan for the City.

Education						FLSA				
Bachelor's Degree in Accounting or related field.						Exempt				
Related Experience						Supervisory Position				
6 years						Yes				
Management Experience						Department				
5 years						Budget (325)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$55.56	\$36.40	\$49.19	\$61.98	\$55.56	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$43.08	\$37.56	\$46.95	\$56.33	\$44.80	\$39.06	\$48.83	\$58.58	49.97%
Rogers, AR	Match	\$50.76	\$38.89	\$48.62	\$60.77	\$50.76	\$38.89	\$48.62	\$60.77	56.26%
Springdale, AR	Match	\$55.38	\$35.40	\$44.26	\$53.11	\$55.38	\$35.40	\$44.26	\$53.11	50.03%
Lawrence, KS	Match	\$56.25	\$42.24	\$51.75	\$61.26	\$52.88	\$39.71	\$48.65	\$57.58	45.00%
CompAnalyst	Match	\$62.62	\$49.12	\$61.40	\$73.68	\$62.62	\$49.12	\$61.40	\$73.68	50.00%
CompData	Match	\$59.49	\$46.66	\$58.33	\$70.00	\$59.49	\$46.66	\$58.33	\$70.00	50.02%
DOL-NWA	Match	\$56.35	\$41.94	\$52.42	\$62.90	\$56.35	\$41.94	\$52.42	\$62.90	49.98%
NOARK 2021	Match	\$54.09	\$41.35	\$51.69	\$63.92	\$54.09	\$41.35	\$51.69	\$63.92	54.58%
<b>AVERAGES</b>		<b>\$54.84</b>	<b>\$41.06</b>	<b>\$51.62</b>	<b>\$62.66</b>	<b>\$54.66</b>	<b>\$40.95</b>	<b>\$51.49</b>	<b>\$62.50</b>	<b>52.64%</b>
City of Fayetteville						\$55.69	\$38.57	\$46.47	\$57.62	49.39%
						\$ Difference	\$1.03	-\$2.38	-\$5.02	-\$4.88
						% Difference	1.85%	-6.16%	-10.80%	-8.47%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD)										



# APPENDIX 5

## Business License Clerk

Job Description and Qualifications:										
Greet and interact with citizens and city employees, assist with needs and questions either in person or over the phone. Resolve a wide variety of situations that arise, either by researching and/or answering questions personally or forwarding to appropriate person. Review and accept business license applications; review applications for completeness and accuracy; calculate and collect applicable fees; prepare and issue receipts; forward applications to appropriate staff for review.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
1-6 Months						No				
Management Experience						Department				
Not Required						Planning (230)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$16.80	\$14.91	\$18.67	\$22.43	\$16.80	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.31	\$14.00	\$17.50	\$21.00	\$16.96	\$14.56	\$18.20	\$21.84	50.00%
Rogers, AR	Match	\$16.12	\$14.11	\$17.63	\$22.04	\$16.12	\$14.11	\$17.63	\$22.04	56.20%
Springdale, AR	Match	\$16.62	\$14.24	\$17.80	\$21.36	\$16.62	\$14.24	\$17.80	\$21.36	50.00%
Lawrence, KS	Match	\$16.51	\$16.68	\$20.42	\$24.17	\$15.52	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.18	\$14.43	\$18.04	\$21.65	\$17.18	\$14.43	\$18.04	\$21.65	50.03%
NOARK 2021	Match	\$16.68	\$13.98	\$17.13	\$20.67	\$16.68	\$13.98	\$17.13	\$20.67	47.85%
<b>AVERAGES</b>		<b>\$16.60</b>	<b>\$14.62</b>	<b>\$18.17</b>	<b>\$21.90</b>	<b>\$16.55</b>	<b>\$14.56</b>	<b>\$18.09</b>	<b>\$21.82</b>	<b>49.85%</b>
City of Fayetteville						\$16.65	\$14.48	\$17.45	\$21.64	49.45%
						\$ Difference	\$0.10	-\$0.08	-\$0.64	-\$0.18
						% Difference	0.57%	-0.54%	-3.69%	-0.81%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

## APPENDIX 5

### Business Systems Analyst

Job Description and Qualifications:										
Configure, customize, implement and provide application support for city departments. Serve as a liaison between I.T. staff and users. Consults with users concerning their information needs and system requirements to maximize data entry and reporting effi										
Education						FLSA				
B.S. / B.A. Degree I.T. Degree Preferred						Exempt				
Related Experience						Supervisory Position				
3 years						Non-Supervisory				
Management Experience						Department				
						Information Technologies (370)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$35.12	\$26.98	\$36.46	\$45.94	\$35.12	\$26.98	\$36.46	\$45.94	70.27%
Jonesboro, AR	Match	\$29.14	\$24.04	\$30.05	\$36.06	\$30.31	\$25.00	\$31.25	\$37.50	50.00%
Rogers, AR	Match	\$33.05	\$25.67	\$32.09	\$40.12	\$33.05	\$25.67	\$32.09	\$40.12	56.29%
Springdale, AR	Match	\$33.58	\$36.76	\$33.46	\$40.15	\$33.58	\$36.76	\$33.46	\$40.15	9.22%
Lawrence, KS	Match	\$36.55	\$30.07	\$36.84	\$43.60	\$34.36	\$28.27	\$34.63	\$40.98	44.96%
CompAnalyst	Match	\$34.13	\$27.00	\$33.75	\$40.50	\$34.13	\$27.00	\$33.75	\$40.50	50.00%
CompData	Match	\$32.42	\$25.65	\$32.06	\$38.47	\$32.42	\$25.65	\$32.06	\$38.47	49.98%
DOL-NWA	Match	\$38.28	\$29.80	\$37.25	\$44.70	\$38.28	\$29.80	\$37.25	\$44.70	50.00%
NOARK 2021	Match	\$33.85	\$27.94	\$34.90	\$42.14	\$33.85	\$27.94	\$34.90	\$42.14	50.82%
<b>AVERAGES</b>		<b>\$34.01</b>	<b>\$28.21</b>	<b>\$34.10</b>	<b>\$41.30</b>	<b>\$33.90</b>	<b>\$28.12</b>	<b>\$33.98</b>	<b>\$41.17</b>	<b>46.40%</b>
City of Fayetteville						\$33.14	\$27.64	\$33.30	\$41.29	49.38%
						\$ Difference	-\$0.76	-\$0.48	-\$0.68	\$0.12
						% Difference	-2.29%	-1.73%	-2.05%	0.30%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## CAD Drafter

Job Description and Qualifications:										
Responsible for the drafting and preparation of construction plans for water/sewer, street and drainage improvements, exhibits, misc. maps and other documents as required. Prepare construction and miscellaneous drawings as required.										
Education						FLSA				
2 Years College						Non-Exempt				
Related Experience						Supervisory Position				
2 Years College						No				
Management Experience						Department				
Not Required						Engineering (110)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$25.48	\$18.43	\$24.77	\$27.65	\$25.48	\$18.43	\$24.77	\$27.65	50.03%
Jonesboro, AR	Match	\$24.62	\$17.70	\$22.13	\$26.55	\$25.60	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$25.43	\$19.62	\$24.52	\$30.65	\$25.43	\$19.62	\$24.52	\$30.65	56.22%
Springdale, AR	Match	\$26.45	\$18.56	\$23.20	\$27.84	\$26.45	\$18.56	\$23.20	\$27.84	50.00%
Lawrence, KS	Match	\$27.75	\$22.19	\$27.18	\$32.17	\$26.09	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$27.91	\$21.16	\$26.45	\$31.74	\$27.91	\$21.16	\$26.45	\$31.74	50.00%
NOARK 2021	Match	\$24.06	\$19.14	\$23.92	\$28.70	\$24.06	\$19.14	\$23.92	\$28.70	49.95%
<b>AVERAGES</b>		<b>\$25.96</b>	<b>\$19.54</b>	<b>\$24.60</b>	<b>\$29.33</b>	<b>\$25.86</b>	<b>\$19.45</b>	<b>\$24.49</b>	<b>\$29.20</b>	<b>50.12%</b>
City of Fayetteville						\$26.68	\$19.75	\$23.80	\$29.51	49.42%
						\$ Difference	\$0.82	\$0.30	-\$0.69	\$0.31
						% Difference	3.07%	1.50%	-2.90%	1.04%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Chief Financial Officer

Job Description and Qualifications:										
Ensure compliance with accounting and finance administrative principles, practice and policies, laws, regulations and reporting requirements pertaining to municipal finance. Create and develop long-range financial planning, provide financial forecasts and										
Education						FLSA				
Bachelor's Degree in Accounting or related field. Master's or MBA preferred						Exempt				
Related Experience						Supervisory Position				
9 years						Supervisory Position				
Management Experience						Department				
8 years						Mayor/Executive (500)				
Certificates & Licenses										
Preferred: CPA, CPFO, CGFM, CFA, CIA or CPM										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$65.91	\$45.82	\$61.93	\$78.03	\$65.91	\$45.82	\$61.93	\$78.03	70.30%
Jonesboro, AR	Match	\$60.93	\$44.32	\$55.39	\$66.47	\$63.37	\$46.09	\$57.61	\$69.13	49.99%
Rogers, AR	Match	\$63.45	\$49.91	\$62.39	\$77.98	\$63.45	\$49.91	\$62.39	\$77.98	56.24%
Springdale, AR	Match	\$62.46	\$45.77	\$57.22	\$68.66	\$62.46	\$45.77	\$57.22	\$68.66	50.01%
Lawrence, KS	Above	\$70.31	\$66.74	\$80.09	\$93.44	\$66.09	\$62.74	\$75.28	\$87.83	39.99%
CompAnalyst	Match	\$74.50	\$54.62	\$68.27	\$81.92	\$74.50	\$54.62	\$68.27	\$81.92	49.98%
CompData	Match	\$70.78	\$51.89	\$64.86	\$77.83	\$70.78	\$51.89	\$64.86	\$77.83	49.99%
DOL-NWA	Match	\$74.24	\$53.25	\$66.56	\$79.87	\$74.24	\$53.25	\$66.56	\$79.87	49.99%
NOARK 2021	Match	\$72.02	\$49.64	\$63.04	\$76.86	\$72.02	\$49.64	\$63.04	\$76.86	54.83%
<b>AVERAGES</b>		<b>\$68.29</b>	<b>\$51.33</b>	<b>\$64.42</b>	<b>\$77.90</b>	<b>\$68.09</b>	<b>\$51.08</b>	<b>\$64.13</b>	<b>\$77.57</b>	<b>51.85%</b>
<b>City of Fayetteville</b>						<b>\$71.09</b>	<b>\$48.38</b>	<b>\$58.29</b>	<b>\$72.28</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$3.00</b>	<b>-\$2.70</b>	<b>-\$5.84</b>	<b>-\$5.29</b>
						<b>% Difference</b>	<b>4.22%</b>	<b>-5.58%</b>	<b>-10.02%</b>	<b>-7.32%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Chief Of Staff

Job Description and Qualifications:										
Functions as the Chief Operating Officer for the City. Performs a variety of executive level duties to coordinate the administrative and operational activities of the Mayor. Responsible for providing executive oversight ensuring the policy directives fro										
<b>Education</b>						<b>FLSA</b>				
B.S. / B.S. in Public or Business Administration						Exempt				
<b>Related Experience</b>						<b>Supervisory Position</b>				
5 years CEO or COO						Supervisory Position				
<b>Management Experience</b>						<b>Department</b>				
5 years						Mayor/Executive (500)				
<b>Certificates &amp; Licenses</b>										
Mayor/Council form of government experience										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Below	\$60.85	\$42.73	\$57.71	\$72.68	\$60.85	\$42.73	\$57.71	\$72.68	70.09%
Jonesboro, AR	Match	\$60.00	\$48.03	\$60.04	\$72.04	\$62.40	\$49.95	\$62.44	\$74.92	49.99%
Rogers, AR	Match	\$65.27	\$49.91	\$62.39	\$77.98	\$65.27	\$49.91	\$62.39	\$77.98	56.24%
Springdale, AR	Match	\$62.46	\$45.77	\$57.22	\$68.66	\$62.46	\$45.77	\$57.22	\$68.66	50.01%
Lawrence, KS	Above	\$77.02	\$73.41	\$88.09	\$102.78	\$72.40	\$69.01	\$82.80	\$96.61	39.99%
CompAnalyst	Match	\$73.63	\$57.19	\$71.49	\$85.79	\$73.63	\$57.19	\$71.49	\$85.79	50.01%
CompData	Match	\$69.95	\$54.34	\$67.92	\$81.50	\$69.95	\$54.34	\$67.92	\$81.50	49.98%
DOL-NWA	Match	\$71.13	\$55.98	\$69.97	\$83.96	\$71.13	\$55.98	\$69.97	\$83.96	49.98%
NOARK 2021	Match	\$69.50	\$52.12	\$66.19	\$80.70	\$69.50	\$52.12	\$66.19	\$80.70	54.83%
<b>AVERAGES</b>		<b>\$67.76</b>	<b>\$53.28</b>	<b>\$66.78</b>	<b>\$80.68</b>	<b>\$67.51</b>	<b>\$53.00</b>	<b>\$66.46</b>	<b>\$80.31</b>	<b>51.53%</b>
<b>City of Fayetteville</b>						<b>\$65.06</b>	<b>\$52.30</b>	<b>\$63.01</b>	<b>\$78.13</b>	<b>49.39%</b>
<b>\$ Difference</b>						<b>-\$2.45</b>	<b>-\$0.70</b>	<b>-\$3.45</b>	<b>-\$2.18</b>	
<b>% Difference</b>						<b>-3.77%</b>	<b>-1.34%</b>	<b>-5.47%</b>	<b>-2.79%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## City Attorney

Job Description and Qualifications:										
Advise the City Council, Mayor and Senior City Staff about the legality and constitutionality of proposed actions, ordinances and resolutions. Defend the City in litigation and prepare ordinances and resolutions.										
Education						FLSA				
Juris Doctorate						Exempt				
Related Experience						Supervisory Position				
						Supervisory Position				
Management Experience						Department				
						City Attorney (530)				
Certificates & Licenses										
Arkansas Law License Admission to AR Bar and practice in Federal Courts										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$74.18	\$48.96	\$66.17	\$83.37	\$74.18	\$48.96	\$66.17	\$83.37	70.28%
Jonesboro, AR	Match	\$51.55	\$48.03	\$60.04	\$72.04	\$53.61	\$49.95	\$62.44	\$74.92	49.99%
Rogers, AR	Match	\$64.68	\$52.11	\$65.14	\$81.42	\$64.68	\$52.11	\$65.14	\$81.42	56.25%
Springdale, AR	Match	\$64.38	\$45.77	\$57.22	\$68.66	\$64.38	\$45.77	\$57.22	\$68.66	50.01%
Lawrence, KS	Above	\$79.51	\$73.41	\$88.09	\$102.78	\$74.74	\$69.01	\$82.80	\$96.61	39.99%
CompAnalyst	Match	\$66.54	\$53.38	\$66.73	\$80.08	\$66.54	\$53.38	\$66.73	\$80.08	50.02%
CompData	Match	\$63.21	\$50.71	\$63.39	\$76.07	\$63.21	\$50.71	\$63.39	\$76.07	50.01%
DOL-NWA	Match	\$64.26	\$53.69	\$67.11	\$80.53	\$64.26	\$53.69	\$67.11	\$80.53	49.99%
NOARK 2021	No Match									
<b>AVERAGES</b>		<b>\$66.04</b>	<b>\$53.26</b>	<b>\$66.74</b>	<b>\$80.62</b>	<b>\$65.70</b>	<b>\$52.95</b>	<b>\$66.38</b>	<b>\$80.21</b>	<b>51.48%</b>
<b>City of Fayetteville</b>						<b>\$62.34</b>	<b>\$52.30</b>	<b>\$63.01</b>	<b>\$78.13</b>	<b>49.39%</b>
<b>\$ Difference</b>						<b>-\$3.36</b>	<b>-\$0.65</b>	<b>-\$3.37</b>	<b>-\$2.08</b>	
<b>% Difference</b>						<b>-5.39%</b>	<b>-1.24%</b>	<b>-5.34%</b>	<b>-2.66%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## City Clerk-Treasurer

Job Description and Qualifications:										
Act as the official records custodian for the City by ensuring the safekeeping and management of the City's records, contracts, releases, resolutions and ordinances. Responsible for the coordination of elections with various governmental agencies. Serve										
Education						FLSA				
A.A, Degree preferred						Exempt				
Related Experience						Supervisory Position				
4 years of office administration						Supervisory Position				
Management Experience						Department				
						City Clerk (550)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$44.47	\$36.40	\$49.19	\$61.98	\$44.47	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$39.43	\$32.49	\$40.61	\$48.73	\$41.01	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Match	\$41.27	\$36.69	\$45.86	\$57.33	\$41.27	\$36.69	\$45.86	\$57.33	56.26%
Springdale, AR	Match	\$49.23	\$37.13	\$46.42	\$55.70	\$49.23	\$37.13	\$46.42	\$55.70	50.01%
Lawrence, KS	Match	\$54.50	\$37.72	\$46.21	\$54.69	\$51.23	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$46.31	\$37.81	\$47.26	\$56.71	\$46.31	\$37.81	\$47.26	\$56.71	49.99%
CompData	Match	\$43.99	\$35.91	\$44.89	\$53.87	\$43.99	\$35.91	\$44.89	\$53.87	50.01%
DOL-NWA	Match	\$44.91	\$38.61	\$48.26	\$57.91	\$44.91	\$38.61	\$48.26	\$57.91	49.99%
NOARK 2021	Match	\$44.32	\$36.89	\$46.07	\$55.87	\$44.32	\$36.89	\$46.07	\$55.87	51.45%
<b>AVERAGES</b>		<b>\$45.38</b>	<b>\$36.63</b>	<b>\$46.09</b>	<b>\$55.87</b>	<b>\$45.19</b>	<b>\$36.52</b>	<b>\$45.96</b>	<b>\$55.72</b>	<b>52.56%</b>
City of Fayetteville						<b>\$44.94</b>	<b>\$38.57</b>	<b>\$46.47</b>	<b>\$57.62</b>	<b>49.39%</b>
						<b>\$ Difference</b>	<b>-\$0.25</b>	<b>\$2.05</b>	<b>\$0.51</b>	<b>\$1.90</b>
						<b>% Difference</b>	<b>-0.56%</b>	<b>5.31%</b>	<b>1.10%</b>	<b>3.30%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## City Prosecutor

Job Description and Qualifications:										
Review trial docket and assign cases. Negotiate plea offers with defense bar. Oversee docket in regard to flow and trial settings. Prepare and manage cases to be tried. Try cases set in District Court and County Circuit Court.										
Education						FLSA				
Juris Doctorate						Exempt				
Related Experience						Supervisory Position				
5 years						Yes				
Management Experience						Department				
5 years						Prosecuting Attorney (560)				
Certificates & Licenses										
Arkansas Law License Admission to AR Bar and practice in City/County Courts										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$53.44	\$39.54	\$53.44	\$67.33	\$53.44	\$39.54	\$53.44	\$67.33	70.28%
Jonesboro, AR	Match	\$46.91	\$32.49	\$40.61	\$57.62	\$48.79	\$33.79	\$42.23	\$59.92	77.33%
Rogers, AR	Match	\$53.90	\$38.89	\$48.62	\$60.77	\$53.90	\$38.89	\$48.62	\$60.77	56.26%
Springdale, AR	Match	\$52.28	\$37.13	\$46.42	\$55.70	\$52.28	\$37.13	\$46.42	\$55.70	50.01%
Lawrence, KS	Match	\$54.69	\$37.72	\$46.21	\$54.69	\$51.41	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$52.50	\$39.74	\$49.67	\$59.60	\$52.50	\$39.74	\$49.67	\$59.60	49.97%
CompData	Match	\$49.88	\$37.75	\$47.19	\$56.63	\$49.88	\$37.75	\$47.19	\$56.63	50.01%
DOL-NWA	Match	\$53.50	\$41.02	\$51.28	\$61.54	\$53.50	\$41.02	\$51.28	\$61.54	50.02%
NOARK 2021	No Match									
AVERAGES		\$52.14	\$38.04	\$47.93	\$59.24	\$51.96	\$37.92	\$47.79	\$59.11	55.91%
City of Fayetteville						\$56.79	\$38.57	\$46.47	\$57.62	49.39%
						\$ Difference	\$4.83	\$0.66	-\$1.32	-\$1.49
						% Difference	8.50%	1.70%	-2.83%	-2.59%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Communicatns+Marketing Director

Job Description and Qualifications:										
Guide and develop the communications, marketing and volunteer services department. Oversee the Media Services division, content management for the City's internet and intranet websites and community outreach and information efforts. Provide administration										
Education						FLSA				
Bachelor's Degree in related field. Master's preferred						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Mayor/Executive (500)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$47.82	\$36.40	\$49.19	\$61.98	\$47.82	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$47.00	\$35.87	\$44.83	\$53.80	\$48.88	\$37.30	\$46.62	\$55.95	50.00%
Rogers, AR	Match	\$47.19	\$38.89	\$48.62	\$60.77	\$47.19	\$38.89	\$48.62	\$60.77	56.26%
Springdale, AR	Match	\$47.13	\$38.86	\$48.58	\$58.29	\$47.13	\$38.86	\$48.58	\$58.29	50.00%
Lawrence, KS	Match	\$51.69	\$48.16	\$59.00	\$69.83	\$48.59	\$45.27	\$55.46	\$65.64	45.00%
CompAnalyst	Match	\$59.75	\$47.26	\$59.08	\$70.90	\$59.75	\$47.26	\$59.08	\$70.90	50.02%
CompData	Match	\$56.76	\$44.90	\$56.13	\$67.36	\$56.76	\$44.90	\$56.13	\$67.36	50.02%
DOL-NWA	Match	\$48.35	\$40.71	\$50.89	\$61.07	\$48.35	\$40.71	\$50.89	\$61.07	50.01%
NOARK 2021	Match	\$51.84	\$42.33	\$54.08	\$65.50	\$51.84	\$42.33	\$54.08	\$65.50	54.74%
<b>AVERAGES</b>		<b>\$50.84</b>	<b>\$41.49</b>	<b>\$52.27</b>	<b>\$63.28</b>	<b>\$50.70</b>	<b>\$41.32</b>	<b>\$52.07</b>	<b>\$63.05</b>	<b>52.58%</b>
<b>City of Fayetteville</b>						<b>\$47.51</b>	<b>\$40.53</b>	<b>\$48.83</b>	<b>\$60.55</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>-\$3.19</b>	<b>-\$0.79</b>	<b>-\$3.24</b>	<b>-\$2.50</b>	
<b>% Difference</b>						<b>-6.72%</b>	<b>-1.96%</b>	<b>-6.64%</b>	<b>-4.13%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Communications Project Manager

Job Description and Qualifications:										
Work closely with the Director of Communications and the Communications Department staff to implement the city's communication goals and objectives, provide good customer service, strengthen community relations, and improve organizational communication.										
Education						FLSA				
Bachelor's Degree in related field.						Exempt				
Related Experience						Supervisory Position				
2 years						No				
Management Experience						Department				
2 years						Communications (501)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$27.71	\$22.82	\$28.53	\$34.23	\$27.71	\$22.82	\$28.53	\$34.23	50.00%
Jonesboro, AR	Match	\$27.30	\$22.35	\$27.94	\$33.52	\$28.39	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$28.09	\$21.82	\$27.27	\$34.09	\$28.09	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$27.24	\$22.01	\$27.52	\$33.02	\$27.24	\$22.01	\$27.52	\$33.02	50.02%
Lawrence, KS	Match	\$35.30	\$26.86	\$32.89	\$38.93	\$33.18	\$25.25	\$30.92	\$36.59	44.91%
CompAnalyst	Match	\$35.90	\$27.88	\$34.85	\$41.82	\$35.90	\$27.88	\$34.85	\$41.82	50.00%
CompData	Match	\$34.11	\$26.49	\$33.11	\$39.73	\$34.11	\$26.49	\$33.11	\$39.73	49.98%
DOL-NWA	Match	\$28.55	\$23.30	\$29.13	\$34.96	\$28.55	\$23.30	\$29.13	\$34.96	50.04%
NOARK 2021	Match	\$27.60	\$22.12	\$28.74	\$36.04	\$27.60	\$22.12	\$28.74	\$36.04	62.93%
AVERAGES		\$30.20	\$23.96	\$30.00	\$36.26	\$30.09	\$23.88	\$29.90	\$36.15	51.37%
City of Fayetteville						\$27.64	\$22.66	\$27.30	\$33.85	49.38%
						\$ Difference	-\$2.45	-\$1.22	-\$2.60	-\$2.30
						% Difference	-8.85%	-5.39%	-9.54%	-6.79%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Community Resrces Dir\_Eqty Ofer

Job Description and Qualifications:										
Provide day to day management and coordination of the Community Development programs (CDBG, SNAPs and/or other grants), Animal Services programs and the Equity Program. Develop and implement policies and procedures for the efficient operation of the Community Development and Animal Services programs, and the Equity Program.										
Education						FLSA				
4 Years College						Exempt				
Related Experience						Supervisory Position				
4 Years						Yes				
Management Experience						Department				
2 Years						Community Resources (310)				
Certificates & Licenses										
Valid Arkansas Drivers License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$43.05	\$30.12	\$40.70	\$51.28	\$43.05	\$30.12	\$40.70	\$51.28	70.25%
Jonesboro, AR	Match	\$34.13	\$27.42	\$34.27	\$41.13	\$35.50	\$28.52	\$35.64	\$42.78	50.00%
Rogers, AR	Match	\$39.13	\$36.69	\$45.86	\$57.33	\$39.13	\$36.69	\$45.86	\$57.33	56.26%
Springdale, AR	Match	\$38.79	\$31.99	\$39.96	\$47.92	\$38.79	\$31.99	\$39.96	\$47.92	49.80%
Lawrence, KS	Match	\$53.15	\$37.72	\$46.21	\$54.69	\$49.96	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$47.35	\$36.08	\$45.10	\$54.12	\$47.35	\$36.08	\$45.10	\$54.12	50.00%
CompData	Match	\$44.98	\$34.28	\$42.85	\$51.42	\$44.98	\$34.28	\$42.85	\$51.42	50.00%
DOL-NWA	Match	\$47.25	\$32.91	\$41.14	\$49.37	\$47.25	\$32.91	\$41.14	\$49.37	50.02%
NOARK 2021	Match	\$47.58	\$35.61	\$44.51	\$53.41	\$47.58	\$35.61	\$44.51	\$53.41	49.99%
<b>AVERAGES</b>		<b>\$43.93</b>	<b>\$33.65</b>	<b>\$42.29</b>	<b>\$51.19</b>	<b>\$43.73</b>	<b>\$33.52</b>	<b>\$42.13</b>	<b>\$51.00</b>	<b>52.17%</b>
<b>City of Fayetteville</b>						<b>\$46.17</b>	<b>\$31.30</b>	<b>\$37.71</b>	<b>\$46.76</b>	<b>49.39%</b>
						<b>\$ Difference</b>	<b>\$2.44</b>	<b>-\$2.22</b>	<b>-\$4.42</b>	<b>-\$4.24</b>
						<b>% Difference</b>	<b>5.28%</b>	<b>-7.09%</b>	<b>-11.73%</b>	<b>-9.08%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Crew Leader-Forestry

Job Description and Qualifications:										
Schedule forestry crew and equipment to manage current maintenance needs in the most efficient manner. Administer work order system through each team member in order to provide the most efficient tracking of personnel, vehicle, equipment and supplies. Supervisory responsibilities in accordance with the City's policies and applicable laws.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
5 Years						Yes				
Management Experience						Department				
Not Required						Parks (120)				
Certificates & Licenses										
Must possess a valid Arkansas Drivers License; must possess or be able to obtain a Class B CDL within 60 days.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.35	\$19.45	\$24.31	\$29.17	\$22.35	\$19.45	\$24.31	\$29.17	49.97%
Jonesboro, AR	Match	\$20.34	\$16.86	\$21.07	\$25.29	\$21.15	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$17.90	\$17.41	\$21.77	\$27.21	\$17.90	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$19.26	\$18.56	\$23.20	\$27.84	\$19.26	\$18.56	\$23.20	\$27.84	50.00%
Lawrence, KS	Match	\$22.75	\$20.17	\$24.71	\$29.25	\$21.39	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$20.05	\$18.22	\$22.78	\$27.34	\$20.05	\$18.22	\$22.78	\$27.34	50.05%
NOARK 2021	Match	\$19.34	\$18.42	\$23.03	\$27.64	\$19.34	\$18.42	\$23.03	\$27.64	50.05%
<b>AVERAGES</b>		<b>\$20.28</b>	<b>\$18.44</b>	<b>\$22.98</b>	<b>\$27.68</b>	<b>\$20.21</b>	<b>\$18.36</b>	<b>\$22.89</b>	<b>\$27.57</b>	<b>50.14%</b>
City of Fayetteville						\$17.84	\$17.84	\$21.49	\$26.65	49.38%
\$ Difference						-\$2.37	-\$0.52	-\$1.40	-\$0.92	
% Difference						-13.26%	-2.94%	-6.51%	-3.46%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Crew Leader II-Overlay Transpntn

Job Description and Qualifications:										
Supervise all materials, personnel and equipment required to complete assigned projects. Read and comprehend drawings of plans for streets, sidewalks, trails and drainage. Utilize transit to shoot and set grade. Field investigate problems and determine best course of action to resolve issues. Mill streets in preparation for asphalt overlay. Operate asphalt paver and screed in the process of placing an asphalt overlay on streets.										
Education						FLSA				
High School Plus Specialized Schooling						Non-Exempt				
Related Experience						Supervisory Position				
3 Years						Yes				
Management Experience						Department				
Not Required						Transportation (130)				
Certificates & Licenses										
Ability to obtain valid Commercial Drivers License Class A within 90 days of hire date.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.59	\$20.57	\$25.72	\$30.86	\$22.59	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$21.56	\$17.70	\$22.13	\$26.55	\$22.42	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$20.25	\$18.51	\$23.14	\$28.93	\$20.25	\$18.51	\$23.14	\$28.93	56.29%
Springdale, AR	Match	\$23.66	\$20.29	\$25.36	\$30.43	\$23.66	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$25.82	\$22.19	\$27.18	\$32.17	\$24.27	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$22.41	\$19.92	\$24.90	\$29.88	\$22.41	\$19.92	\$24.90	\$29.88	50.00%
NOARK 2021	Match	\$22.97	\$19.86	\$24.24	\$28.67	\$22.97	\$19.86	\$24.24	\$28.67	44.36%
<b>AVERAGES</b>		<b>\$22.75</b>	<b>\$19.86</b>	<b>\$24.67</b>	<b>\$29.64</b>	<b>\$22.65</b>	<b>\$19.77</b>	<b>\$24.56</b>	<b>\$29.52</b>	<b>49.27%</b>
City of Fayetteville						Vacant	\$18.80	\$22.65	\$28.09	49.41%
						\$ Difference	-\$0.97	-\$1.91	-\$1.43	
						% Difference	-5.18%	-8.44%	-5.08%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Crew Leader Water License

Job Description and Qualifications:										
Responsible for evaluating the condition of the sewer collection system, streets and other areas as needed. Make decisions on repairs needed, replacements, or types of rehab to be used. Generate a flow of work needed to maintain smooth operations.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
5 Years						Yes				
Management Experience						Department				
Not Required						Water & Sewer (160)				
Certificates & Licenses										
Must possess a valid drivers license and be able to obtain a Class A Commercial Drivers License with tanker endorsement within six months of employment. Must have minimum Grade 3 Water Distribution License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$23.16	\$21.69	\$27.12	\$32.54	\$23.16	\$21.69	\$27.12	\$32.54	50.02%
Jonesboro, AR	Match	\$22.77	\$17.70	\$22.13	\$26.55	\$23.68	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$22.59	\$20.42	\$25.52	\$31.90	\$22.59	\$20.42	\$25.52	\$31.90	56.22%
Springdale, AR	Match	\$25.95	\$22.36	\$27.95	\$33.54	\$25.95	\$22.36	\$27.95	\$33.54	50.00%
Lawrence, KS	Match	\$25.82	\$22.19	\$27.18	\$32.17	\$24.27	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$24.02	\$19.92	\$24.90	\$29.88	\$24.02	\$19.92	\$24.90	\$29.88	50.00%
NOARK 2021	Match	\$24.02	\$19.86	\$24.24	\$28.67	\$24.02	\$19.86	\$24.24	\$28.67	44.36%
<b>AVERAGES</b>		<b>\$24.05</b>	<b>\$20.59</b>	<b>\$25.58</b>	<b>\$30.75</b>	<b>\$23.96</b>	<b>\$20.50</b>	<b>\$25.47</b>	<b>\$30.63</b>	<b>49.37%</b>
City of Fayetteville						\$23.04	\$18.80	\$22.65	\$28.09	49.41%
\$ Difference						-\$0.92	-\$1.70	-\$2.82	-\$2.54	
% Difference						-3.97%	-9.06%	-12.46%	-9.03%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Crime Scene Technician

Job Description and Qualifications:										
Respond to major crime scenes (homicides, sexual assaults, armed robbery, property crimes, etc.), and any other crime scenes at the discretion of a supervisor.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						No				
Management Experience						Department				
						Police (650)				
Certificates & Licenses										
Certification as Law Enforcement Crime Scene Technician										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.69	\$19.67	\$24.39	\$29.11	\$22.69	\$19.67	\$24.39	\$29.11	47.99%
Jonesboro, AR	Match	\$20.30	\$17.70	\$22.13	\$26.55	\$21.11	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$24.32	\$19.62	\$24.52	\$30.65	\$24.32	\$19.62	\$24.52	\$30.65	56.22%
Springdale, AR	Match	\$23.07	\$18.56	\$23.20	\$27.84	\$23.07	\$18.56	\$23.20	\$27.84	50.00%
Lawrence, KS	Match	\$26.16	\$22.19	\$27.18	\$32.17	\$24.59	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$23.87	\$19.10	\$23.87	\$28.64	\$23.87	\$19.10	\$23.87	\$28.64	49.95%
NOARK 2021	No Match									
AVERAGES		\$23.40	\$19.47	\$24.22	\$29.16	\$23.28	\$19.37	\$24.09	\$29.02	49.79%
City of Fayetteville						\$22.50	\$19.75	\$23.80	\$29.51	49.42%
						\$ Difference	-\$0.78	\$0.38	-\$0.29	\$0.49
						% Difference	-3.44%	1.92%	-1.23%	1.68%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Customer Service Rep I

Job Description and Qualifications:										
Exhibit excellent customer service while assisting customers to set up new service, transfer service to new addresses, or disconnect service. Effectively present information and respond to questions from customers and the general public. Research and respond to difficult customer problems and complaints.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						Non-Supervisory				
Management Experience						Department				
						W/S Services - Office (420)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$15.65	\$14.91	\$18.67	\$22.43	\$15.65	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.53	\$15.07	\$18.84	\$22.60	\$17.19	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$16.95	\$15.73	\$19.66	\$24.85	\$16.95	\$15.73	\$19.66	\$24.85	57.98%
Springdale, AR	Match	\$17.50	\$15.97	\$19.96	\$23.95	\$17.50	\$15.97	\$19.96	\$23.95	49.97%
Lawrence, KS	Match	\$16.51	\$16.68	\$20.42	\$24.17	\$15.52	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$18.09	\$15.68	\$19.60	\$23.52	\$18.09	\$15.68	\$19.60	\$23.52	50.00%
NOARK 2021	Match	\$17.65	\$14.86	\$17.94	\$21.28	\$17.65	\$14.86	\$17.94	\$21.28	43.20%
<b>AVERAGES</b>		<b>\$16.98</b>	<b>\$15.56</b>	<b>\$19.30</b>	<b>\$23.26</b>	<b>\$16.94</b>	<b>\$15.50</b>	<b>\$19.23</b>	<b>\$23.18</b>	<b>49.54%</b>
<b>City of Fayetteville</b>						<b>\$16.80</b>	<b>\$15.93</b>	<b>\$19.19</b>	<b>\$23.80</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>-\$0.14</b>	<b>\$0.43</b>	<b>-\$0.04</b>	<b>\$0.62</b>
						<b>% Difference</b>	<b>-0.81%</b>	<b>2.70%</b>	<b>-0.21%</b>	<b>2.61%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Deputy Court Clerk

Job Description and Qualifications:										
Performs clerical work that involves the responsibility for money, data entry, filing and scheduling trial dates. Maintain records, prepare orders and arraignment reports.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						Non-Supervisory				
Management Experience						Department				
						District Court (380)				
Certificates & Licenses										
Bilingual abilities preferred Arkansas District Courts Clerk Association										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.75	\$17.20	\$21.50	\$25.80	\$17.75	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$22.33	\$16.10	\$20.13	\$24.15	\$23.22	\$16.74	\$20.94	\$25.12	50.06%
Rogers, AR	Match	\$19.86	\$17.41	\$21.77	\$27.21	\$19.86	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$20.60	\$16.83	\$21.04	\$25.24	\$20.60	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Match	\$22.13	\$20.17	\$24.71	\$29.25	\$20.80	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$21.92	\$17.18	\$21.48	\$25.78	\$21.92	\$17.18	\$21.48	\$25.78	50.06%
NOARK 2021	Match	\$22.08	\$17.66	\$22.08	\$26.50	\$22.08	\$17.66	\$22.08	\$26.50	50.06%
<b>AVERAGES</b>		<b>\$20.95</b>	<b>\$17.51</b>	<b>\$21.82</b>	<b>\$26.28</b>	<b>\$20.89</b>	<b>\$17.43</b>	<b>\$21.72</b>	<b>\$26.16</b>	<b>50.15%</b>
City of Fayetteville						\$21.29	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	\$0.40	\$0.41	-\$0.23	\$0.49
						% Difference	1.88%	2.32%	-1.07%	1.82%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Director of Economic Vitality

Job Description and Qualifications:										
Develop and oversee the City's vitality efforts including managing strategies, plans, programs and contractors to support new and existing businesses. Responsible for developing and overseeing business incentive programs.										
Education						FLSA				
Bachelor's Degree in related field. Master's preferred						Exempt				
Related Experience						Supervisory Position				
5 years						Yes				
Management Experience						Department				
3 years						Mayor/Executive (500)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$46.72	\$33.26	\$44.95	\$56.63	\$46.72	\$33.26	\$44.95	\$56.63	70.26%
Jonesboro, AR	Match	\$47.04	\$35.87	\$44.83	\$53.80	\$48.92	\$37.30	\$46.62	\$55.95	50.00%
Rogers, AR	Match	\$43.13	\$36.69	\$45.86	\$57.33	\$43.13	\$36.69	\$45.86	\$57.33	56.26%
Springdale, AR	Match	\$45.70	\$35.40	\$44.26	\$53.11	\$45.70	\$35.40	\$44.26	\$53.11	50.03%
Lawrence, KS	Match	\$44.51	\$37.72	\$46.21	\$54.69	\$41.84	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$51.00	\$38.42	\$48.03	\$57.64	\$51.00	\$38.42	\$48.03	\$57.64	50.03%
CompData	Match	\$48.45	\$36.50	\$45.63	\$54.76	\$48.45	\$36.50	\$45.63	\$54.76	50.03%
DOL-NWA	Match	\$49.56	\$36.74	\$45.93	\$55.12	\$49.56	\$36.74	\$45.93	\$55.12	50.03%
NOARK 2021	Match	\$44.39	\$35.27	\$44.53	\$54.35	\$44.39	\$35.27	\$44.53	\$54.35	54.10%
AVERAGES		\$46.72	\$36.21	\$45.58	\$55.27	\$46.63	\$36.12	\$45.47	\$55.14	52.69%
City of Fayetteville						\$47.64	\$36.61	\$44.11	\$54.70	49.41%
						\$ Difference	\$1.01	\$0.49	-\$1.36	-\$0.44
						% Difference	2.11%	1.35%	-3.09%	-0.81%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Dir Parks, Nat Res+Cult Affrs

Job Description and Qualifications:										
Oversee the Parks, Recreation, Natural Resources and Cultural Affairs Department including, recreational programs, park maintenance, horticulture, park planning and urban forestry. Develop, study and recommend actions to improve and provide high quality parks, services and recreation programs.										
Education						FLSA				
B.S. / B.A. in Parks and Recreation Management						Exempt				
Related Experience						Supervisory Position				
6 Years						Yes				
Management Experience						Department				
4 Years						Parks (120)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$60.56	\$42.73	\$27.71	\$72.68	\$60.56	\$42.73	\$27.71	\$72.68	70.09%
Jonesboro, AR	Below	\$37.26	\$32.49	\$40.61	\$48.73	\$38.75	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Match	\$60.04	\$45.50	\$56.88	\$71.10	\$60.04	\$45.50	\$56.88	\$71.10	56.26%
Springdale, AR	Match	\$55.38	\$38.86	\$48.58	\$58.29	\$55.38	\$38.86	\$48.58	\$58.29	50.00%
Lawrence, KS	Above	\$66.32	\$61.80	\$74.16	\$86.52	\$62.34	\$58.09	\$69.71	\$81.33	40.01%
CompAnalyst	Match	\$58.99	\$46.19	\$57.74	\$69.29	\$58.99	\$46.19	\$57.74	\$69.29	50.01%
CompData	Match	\$56.04	\$43.88	\$54.85	\$65.82	\$56.04	\$43.88	\$54.85	\$65.82	50.00%
DOL-NWA	Match	\$62.61	\$45.97	\$57.46	\$68.95	\$62.61	\$45.97	\$57.46	\$68.95	49.99%
NOARK 2021	Match	\$50.87	\$43.74	\$54.47	\$65.99	\$50.87	\$43.74	\$54.47	\$65.99	50.87%
<b>AVERAGES</b>		<b>\$56.45</b>	<b>\$44.57</b>	<b>\$52.50</b>	<b>\$67.49</b>	<b>\$56.18</b>	<b>\$44.31</b>	<b>\$52.18</b>	<b>\$67.13</b>	<b>51.51%</b>
<b>City of Fayetteville</b>						<b>\$55.53</b>	<b>\$46.42</b>	<b>\$55.93</b>	<b>\$69.35</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>-\$0.65</b>	<b>\$2.11</b>	<b>\$3.75</b>	<b>\$2.22</b>
						<b>% Difference</b>	<b>-1.16%</b>	<b>4.56%</b>	<b>6.70%</b>	<b>3.21%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Dispatch Manager

Job Description and Qualifications:										
Oversee the 24-hour operation of an emergency response central dispatch center. Oversees policies and procedures, training programs and a three site simulcast radio system. Manage special projects, draft RFPs, negotiate contracts as assigned.										
Education						FLSA				
H.S. Diploma						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Police - Dispatch (670)				
Certificates & Licenses										
ACIC Level I and II NIMS Training Requirements										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$38.91	\$27.42	\$35.18	\$42.94	\$38.91	\$27.42	\$35.18	\$42.94	56.60%
Jonesboro, AR	Match	\$28.09	\$22.35	\$27.94	\$33.52	\$29.21	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Below	\$31.17	\$27.88	\$34.85	\$43.56	\$31.17	\$27.88	\$34.85	\$43.56	56.24%
Springdale, AR	Below	\$33.59	\$26.76	\$33.46	\$40.15	\$33.59	\$26.76	\$33.46	\$40.15	50.04%
Lawrence, KS	Match	\$43.26	\$33.68	\$41.26	\$48.84	\$40.66	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$47.61	\$36.27	\$45.34	\$54.41	\$47.61	\$36.27	\$45.34	\$54.41	50.01%
CompData	Match	\$45.23	\$34.46	\$43.07	\$51.68	\$45.23	\$34.46	\$43.07	\$51.68	49.97%
DOL-NWA	Match	\$45.65	\$32.33	\$40.41	\$48.49	\$45.65	\$32.33	\$40.41	\$48.49	49.98%
NOARK 2021	Match	\$44.51	\$34.10	\$42.53	\$51.50	\$44.51	\$34.10	\$42.53	\$51.50	51.03%
AVERAGES		\$39.78	\$30.58	\$38.23	\$46.12	\$39.62	\$30.46	\$38.08	\$45.94	50.85%
City of Fayetteville						\$46.72	\$31.30	\$37.71	\$46.76	49.39%
						\$ Difference	\$7.10	\$0.84	-\$0.37	\$0.82
						% Difference	15.21%	2.69%	-0.97%	1.74%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Dispatch Shift Supervisor

Job Description and Qualifications:										
Monitor all dispatcher activity and ensure all calls and radio traffic are handled per policy in an efficient manner. Check call logs for spelling/grammatical errors and policy violations. Perform monthly quality assurance checks and review all call delay sheets to ensure the shift runs smoothly and efficiently. Update employees with new or changed policy/procedure information and answer any questions regarding current policies and procedures.										
Education						FLSA				
H.S. Diploma / GED and specialized training or additional classes						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Yes				
Management Experience						Department				
2 years						Dispatch (670)				
Certificates & Licenses										
ACIC Level I and II NIMS Training Requirements										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$24.35	\$22.03	\$27.25	\$32.46	\$24.35	\$22.03	\$27.25	\$32.46	47.34%
Jonesboro, AR	Match	\$27.07	\$21.08	\$26.35	\$31.62	\$28.15	\$21.92	\$27.40	\$32.88	50.00%
Rogers, AR	Match	\$27.49	\$23.47	\$29.34	\$36.67	\$27.49	\$23.47	\$29.34	\$36.67	56.24%
Springdale, AR	Match	\$25.71	\$20.29	\$25.36	\$30.43	\$25.71	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$29.75	\$24.41	\$29.90	\$35.39	\$27.97	\$22.95	\$28.11	\$33.27	44.97%
CompAnalyst	Match	\$34.95	\$28.22	\$35.27	\$42.32	\$34.95	\$28.22	\$35.27	\$42.32	49.96%
CompData	Match	\$33.20	\$26.81	\$33.51	\$40.21	\$33.20	\$26.81	\$33.51	\$40.21	49.98%
DOL-NWA	Match	\$28.52	\$21.67	\$27.09	\$32.51	\$28.52	\$21.67	\$27.09	\$32.51	50.02%
NOARK 2021	Match	\$27.43	\$21.50	\$26.83	\$32.46	\$27.43	\$21.50	\$26.83	\$32.46	50.98%
<b>AVERAGES</b>		<b>\$28.72</b>	<b>\$23.28</b>	<b>\$28.99</b>	<b>\$34.90</b>	<b>\$28.64</b>	<b>\$23.21</b>	<b>\$28.91</b>	<b>\$34.80</b>	<b>49.96%</b>
<b>City of Fayetteville</b>						<b>\$27.19</b>	<b>\$22.66</b>	<b>\$27.30</b>	<b>\$33.85</b>	<b>49.38%</b>
						<b>\$ Difference</b>	<b>-\$1.45</b>	<b>-\$0.55</b>	<b>-\$1.61</b>	<b>-\$0.95</b>
						<b>% Difference</b>	<b>-5.34%</b>	<b>-2.41%</b>	<b>-5.89%</b>	<b>-2.81%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Dispatcher I

Job Description and Qualifications:										
Operate complex communication equipment including a radio console, mobile and portable radio, satellite phone, recorder equipment, fire alarm panel, alerting systems, and other related equipment to dispatch Police, Fire and 911 calls. Monitor public safety radio and respond appropriately.										
Education						FLSA				
H.S. Diploma						Non-Exempt				
Related Experience						Supervisory Position				
1 year of Public Safety Dispatch						Non-Supervisory				
Management Experience						Department				
						Police - Dispatch (670)				
Certificates & Licenses										
ACIC Basic and Advanced Certification										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.84	\$17.84	\$17.84	\$17.84	\$17.84	\$17.84	\$17.84	\$17.84	0.00%
Jonesboro, AR	Match	\$16.23	\$15.07	\$18.84	\$22.60	\$16.88	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$20.11	\$15.21	\$19.01	\$23.76	\$20.11	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$18.05	\$16.83	\$21.04	\$25.24	\$18.05	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Above	\$24.85	\$20.17	\$24.71	\$29.25	\$23.36	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$18.07	\$17.34	\$21.68	\$26.02	\$18.07	\$17.34	\$21.68	\$26.02	50.06%
NOARK 2021	Match	\$19.18	\$18.12	\$22.66	\$27.19	\$19.18	\$18.12	\$22.66	\$27.19	50.06%
AVERAGES		\$19.19	\$17.23	\$20.83	\$24.56	\$19.07	\$17.14	\$20.72	\$24.44	42.58%
City of Fayetteville						\$17.96	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	-\$1.11	\$0.70	\$0.77	\$2.21
						% Difference	-6.18%	3.93%	3.58%	8.31%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

## APPENDIX 5

### District Court Administrator

Job Description and Qualifications:										
Oversee clerical support activities relating to the administration of legal processes and procedures. Maintain the Judge's calendar and prepare daily schedule. Act as a liaison between the Judge and a variety of departments and agencies.										
Education						FLSA				
H.S. Diploma or GED						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
2 years						District Court (380)				
Certificates & Licenses										
Notary preferred										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$43.89	\$30.12	\$40.70	\$51.28	\$43.89	\$30.12	\$40.70	\$51.28	70.25%
Jonesboro, AR	Match	\$41.15	\$32.49	\$40.61	\$48.73	\$42.80	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Below	\$32.10	\$25.67	\$32.09	\$40.12	\$32.10	\$25.67	\$32.09	\$40.12	56.29%
Springdale, AR	Below	\$37.40	\$30.22	\$37.78	\$45.33	\$37.40	\$30.22	\$37.78	\$45.33	50.00%
Lawrence, KS	Match	\$39.93	\$33.68	\$41.26	\$48.84	\$37.53	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$42.69	\$34.86	\$43.57	\$52.28	\$42.69	\$34.86	\$43.57	\$52.28	49.97%
CompData	Match	\$40.56	\$33.11	\$41.39	\$49.67	\$40.56	\$33.11	\$41.39	\$49.67	50.02%
DOL-NWA	Match	\$42.71	\$36.26	\$45.33	\$54.40	\$42.71	\$36.26	\$45.33	\$54.40	50.03%
NOARK 2021	Match	\$43.47	\$34.10	\$42.52	\$51.50	\$43.47	\$34.10	\$42.52	\$51.50	51.03%
<b>AVERAGES</b>		<b>\$40.43</b>	<b>\$32.28</b>	<b>\$40.58</b>	<b>\$49.13</b>	<b>\$40.35</b>	<b>\$32.20</b>	<b>\$40.49</b>	<b>\$49.02</b>	<b>52.24%</b>
City of Fayetteville						\$41.59	\$36.79	\$44.33	\$54.97	49.42%
						\$ Difference	\$1.24	\$4.59	\$3.84	\$5.95
						% Difference	2.98%	12.48%	8.67%	10.83%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Environmental Director

Job Description and Qualifications:										
Oversee operations and policy formulation for the City's sustainability and strategic planning. Directs the activities of the Sustainability Department including oversight of the Parking Division.										
Education						FLSA				
Bachelor's degree in Engineering, Urban Planning, Environmental Sciences						Exempt				
Related Experience						Supervisory Position				
5 years						Yes				
Management Experience						Department				
2 years						Sustainability/Parking (240)				
Certificates & Licenses										
Licensed Professional Engineer or equivalent preferred										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$48.75	\$37.97	\$51.32	\$64.66	\$48.75	\$37.97	\$51.32	\$64.66	70.29%
Jonesboro, AR	Match	\$46.52	\$37.56	\$46.95	\$56.33	\$48.38	\$39.06	\$48.83	\$58.58	49.97%
Rogers, AR	Match	\$51.23	\$41.10	\$51.37	\$64.21	\$51.23	\$41.10	\$51.37	\$64.21	56.23%
Springdale, AR	Match	\$48.66	\$43.25	\$54.06	\$64.87	\$48.66	\$43.25	\$54.06	\$64.87	49.99%
Lawrence, KS	Match	\$47.25	\$42.24	\$51.75	\$61.26	\$44.42	\$39.71	\$48.65	\$57.58	45.00%
CompAnalyst	Match	\$55.53	\$45.92	\$57.40	\$68.88	\$55.53	\$45.92	\$57.40	\$68.88	50.00%
CompData	Match	\$52.75	\$43.62	\$54.53	\$65.44	\$52.75	\$43.62	\$54.53	\$65.44	50.02%
DOL-NWA	Match	\$47.25	\$40.64	\$50.80	\$60.96	\$47.25	\$40.64	\$50.80	\$60.96	50.00%
NOARK 2021	Match	\$50.87	\$40.35	\$51.09	\$62.34	\$50.87	\$40.35	\$51.09	\$62.34	54.50%
<b>AVERAGES</b>		<b>\$49.87</b>	<b>\$41.41</b>	<b>\$52.14</b>	<b>\$63.22</b>	<b>\$49.76</b>	<b>\$41.29</b>	<b>\$52.01</b>	<b>\$63.06</b>	<b>52.72%</b>
<b>City of Fayetteville</b>						<b>\$47.29</b>	<b>\$42.50</b>	<b>\$51.20</b>	<b>\$63.49</b>	<b>49.39%</b>
						<b>\$ Difference</b>	<b>-\$2.47</b>	<b>\$1.21</b>	<b>-\$0.81</b>	<b>\$0.43</b>
						<b>% Difference</b>	<b>-5.22%</b>	<b>2.84%</b>	<b>-1.57%</b>	<b>0.68%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Equipment Mechanic II

Job Description and Qualifications:										
This position is a journeyman level mechanic position requiring training and experience on a variety of automotive, utility and construction equipment. Perform diagnostic procedures regular maintenance and major repairs and rebuilds.										
Education						FLSA				
H.S. Diploma or GED and specialize auto repair training						Non-Exempt				
Related Experience						Supervisory Position				
2 years						Non-Supervisory				
Management Experience						Department				
						Fleet (410)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$21.76	\$18.33	\$22.91	\$27.49	\$21.76	\$18.33	\$22.91	\$27.49	49.97%
Jonesboro, AR	Match	\$21.15	\$16.86	\$21.07	\$25.29	\$22.00	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$20.76	\$17.41	\$21.77	\$27.21	\$20.76	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$21.04	\$17.69	\$22.12	\$26.54	\$21.04	\$17.69	\$22.12	\$26.54	50.03%
Lawrence, KS	Match	\$23.47	\$20.17	\$24.71	\$29.25	\$22.06	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$22.33	\$17.90	\$22.38	\$26.86	\$22.33	\$17.90	\$22.38	\$26.86	50.06%
NOARK 2021	Match	\$22.34	\$18.10	\$22.40	\$27.22	\$22.34	\$18.10	\$22.40	\$27.22	50.39%
<b>AVERAGES</b>		<b>\$21.84</b>	<b>\$18.07</b>	<b>\$22.48</b>	<b>\$27.12</b>	<b>\$21.76</b>	<b>\$17.99</b>	<b>\$22.39</b>	<b>\$27.02</b>	<b>50.19%</b>
<b>City of Fayetteville</b>						<b>\$20.22</b>	<b>\$17.84</b>	<b>\$21.49</b>	<b>\$26.65</b>	<b>49.38%</b>
<b>\$ Difference</b>						<b>-\$1.54</b>	<b>-\$0.15</b>	<b>-\$0.90</b>	<b>-\$0.37</b>	
<b>% Difference</b>						<b>-7.60%</b>	<b>-0.83%</b>	<b>-4.18%</b>	<b>-1.38%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Field Ops Supv-Transportation

Job Description and Qualifications:										
Provide supervision of sidewalk, street, drainage and trail construction programs. Visit work sites to inspect work in progress and ensure projects are completed properly and according to schedule. Respond to citizen and service requests; make independent										
Education						FLSA				
H.S. Diploma / GED and specialized training or additional classes						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Supervisory Position				
Management Experience						Department				
1 year						Transportation (130)				
Certificates & Licenses										
Class "B" CDL										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$27.92	\$22.82	\$28.53	\$34.23	\$27.92	\$22.82	\$28.53	\$34.23	50.00%
Jonesboro, AR	Match	\$25.64	\$20.24	\$25.30	\$30.35	\$26.67	\$21.05	\$26.31	\$31.56	49.93%
Rogers, AR	Match	\$27.52	\$21.82	\$27.27	\$34.09	\$27.52	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$28.83	\$25.04	\$31.30	\$37.56	\$28.83	\$25.04	\$31.30	\$37.56	50.00%
Lawrence, KS	Above	\$33.77	\$26.86	\$32.89	\$38.93	\$31.74	\$25.25	\$30.92	\$36.59	44.91%
DOL-NWA	Match	\$30.73	\$23.02	\$28.77	\$34.52	\$30.73	\$23.02	\$28.77	\$34.52	49.96%
NOARK 2021	Match	\$26.33	\$21.99	\$27.24	\$32.52	\$26.33	\$21.99	\$27.24	\$32.52	47.89%
<b>AVERAGES</b>		<b>\$28.68</b>	<b>\$23.11</b>	<b>\$28.76</b>	<b>\$34.60</b>	<b>\$28.53</b>	<b>\$23.00</b>	<b>\$28.62</b>	<b>\$34.44</b>	<b>49.74%</b>
City of Fayetteville						\$27.51	\$21.66	\$26.10	\$32.36	49.40%
						\$ Difference	-\$1.02	-\$1.34	-\$2.52	-\$2.08
						% Difference	-3.72%	-6.18%	-9.66%	-6.42%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Field Service Representative

Job Description and Qualifications:										
Locate water and sewer underground utilities using utility maps and sensitive electronic equipment. Calculate distances to ensure exact locations; mark the location of utilities using locating equipment, paint and line tracers. Respond to emergency situations to give information and directions to contractors, City employees, and the general public to prevent further damage and lessen health and safety hazards.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						No				
Management Experience						Department				
1 year						W/S Services (160)				
Certificates & Licenses										
Grade 3 Water Distribution License, Arkansas Wastewater License Class 1										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$26.98	\$20.57	\$25.71	\$30.85	\$26.98	\$20.57	\$25.71	\$30.85	49.98%
Jonesboro, AR	Match	\$27.31	\$22.96	\$28.93	\$34.89	\$28.40	\$23.88	\$30.09	\$36.29	51.97%
Rogers, AR	Match	\$23.55	\$20.18	\$25.22	\$31.53	\$23.55	\$20.18	\$25.22	\$31.53	56.24%
Springdale, AR	Match	\$28.50	\$23.55	\$29.44	\$35.33	\$28.50	\$23.55	\$29.44	\$35.33	50.02%
Lawrence, KS	Match	\$25.12	\$22.19	\$27.18	\$32.17	\$23.61	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$26.61	\$20.28	\$25.35	\$30.42	\$26.61	\$20.28	\$25.35	\$30.42	50.00%
NOARK 2021	Match	\$24.02	\$19.86	\$24.24	\$28.67	\$24.02	\$19.86	\$24.24	\$28.67	44.36%
<b>AVERAGES</b>		<b>\$26.01</b>	<b>\$21.37</b>	<b>\$26.58</b>	<b>\$31.98</b>	<b>\$25.95</b>	<b>\$21.31</b>	<b>\$26.51</b>	<b>\$31.90</b>	<b>49.71%</b>
<b>City of Fayetteville</b>						<b>\$29.12</b>	<b>\$20.71</b>	<b>\$24.95</b>	<b>\$30.94</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$3.17</b>	<b>-\$0.60</b>	<b>-\$1.56</b>	<b>-\$0.96</b>
						<b>% Difference</b>	<b>10.88%</b>	<b>-2.90%</b>	<b>-6.27%</b>	<b>-3.12%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Financial Analyst-Fire

Job Description and Qualifications:										
Advise, consult, and assist with the development, management, and planning of the department's Hourly budget, and bidding/quotes. Prepare weekly, monthly, quarterly, and Hourly reports related to each division of the assigned Department and the department's operating and capital projects.										
Education						FLSA				
B.S. / B.A. in related field						Exempt				
Related Experience						Supervisory Position				
2 Years						Yes				
Management Experience						Department				
						Fire (700)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$28.06	\$21.70	\$27.12	\$32.54	\$28.06	\$21.70	\$27.12	\$32.54	49.95%
Jonesboro, AR	Match	\$28.19	\$22.35	\$27.94	\$33.52	\$29.32	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$27.36	\$21.82	\$27.27	\$34.09	\$27.36	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$30.18	\$23.74	\$29.68	\$35.61	\$30.18	\$23.74	\$29.68	\$35.61	50.00%
Lawrence, KS	Match	\$29.34	\$24.41	\$29.90	\$35.39	\$27.58	\$22.95	\$28.11	\$33.27	44.97%
CompAnalyst	Match	\$32.31	\$25.50	\$31.88	\$38.26	\$32.31	\$25.50	\$31.88	\$38.26	50.04%
CompData	Match	\$30.69	\$24.23	\$30.29	\$36.35	\$30.69	\$24.23	\$30.29	\$36.35	50.02%
DOL-NWA	Match	\$28.98	\$21.37	\$26.71	\$32.05	\$28.98	\$21.37	\$26.71	\$32.05	49.98%
NOARK 2021	Match	\$28.59	\$22.34	\$28.38	\$34.77	\$28.59	\$22.34	\$28.38	\$34.77	55.64%
<b>AVERAGES</b>		<b>\$29.30</b>	<b>\$23.05</b>	<b>\$28.80</b>	<b>\$34.73</b>	<b>\$29.23</b>	<b>\$22.99</b>	<b>\$28.72</b>	<b>\$34.64</b>	<b>50.71%</b>
<b>City of Fayetteville</b>						<b>\$30.30</b>	<b>\$22.66</b>	<b>\$27.30</b>	<b>\$33.85</b>	<b>49.38%</b>
						<b>\$ Difference</b>	<b>\$1.07</b>	<b>-\$0.33</b>	<b>-\$1.42</b>	<b>-\$0.79</b>
						<b>% Difference</b>	<b>3.53%</b>	<b>-1.45%</b>	<b>-5.21%</b>	<b>-2.35%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Fire Chief

Job Description and Qualifications:										
Manage the daily operations of the fire department. Develop internal policies and operating procedures to maintain high levels of efficiency and compliance.										
Education						FLSA				
B.S. / B.A. in related field						Exempt				
Related Experience						Supervisory Position				
11 years						Supervisory Position				
Management Experience						Department				
9 years						Fire Department (700)				
Certificates & Licenses										
Firefighter, Fire Management, Fire Executive Management and Incident Command										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$65.88	\$46.86	\$58.45	\$70.04	\$65.88	\$46.86	\$58.45	\$70.04	49.47%
Jonesboro, AR	Match	\$54.00	\$47.08	\$50.02	\$52.96	\$56.16	\$48.96	\$52.02	\$55.08	12.50%
Rogers, AR	Match	\$67.09	\$52.11	\$65.14	\$81.42	\$67.09	\$52.11	\$65.14	\$81.42	56.25%
Springdale, AR	Match	\$61.51	\$45.77	\$57.22	\$68.66	\$61.51	\$45.77	\$57.22	\$68.66	50.01%
Lawrence, KS	Above	\$69.74	\$66.74	\$80.09	\$93.44	\$65.56	\$62.74	\$75.28	\$87.83	39.99%
CompAnalyst	Match	\$64.88	\$48.32	\$60.40	\$72.48	\$64.88	\$48.32	\$60.40	\$72.48	50.00%
CompData	Match	\$61.64	\$45.90	\$57.38	\$68.86	\$61.64	\$45.90	\$57.38	\$68.86	50.02%
DOL-NWA	Match	\$55.23	\$46.74	\$58.43	\$70.12	\$55.23	\$46.74	\$58.43	\$70.12	50.02%
NOARK 2021	No Match									
<b>AVERAGES</b>		<b>\$62.50</b>	<b>\$49.94</b>	<b>\$60.89</b>	<b>\$72.25</b>	<b>\$62.24</b>	<b>\$49.68</b>	<b>\$60.54</b>	<b>\$71.81</b>	<b>44.56%</b>
<b>City of Fayetteville</b>						<b>\$54.70</b>	<b>\$48.38</b>	<b>\$58.29</b>	<b>\$72.28</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>-\$7.54</b>	<b>-\$1.29</b>	<b>-\$2.25</b>	<b>\$0.47</b>	
<b>% Difference</b>						<b>-13.79%</b>	<b>-2.68%</b>	<b>-3.86%</b>	<b>0.65%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Flight Line Ops Techn

Job Description and Qualifications:										
Monitor access to the terminal aircraft parking area and restrict access as may be appropriate. Moves aircraft in and out of hangars and on ramp areas using hand and motor-drive tugs. Parks, fuels and ties down/chocks aircraft; perform minor service such as airing tires on aircraft as needed.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
12-18 Months						No				
Management Experience						Department				
Not Required						Airport (520)				
Certificates & Licenses										
Must possess a valid drivers license.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$16.45	\$14.91	\$18.67	\$22.43	\$16.45	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.31	\$14.00	\$17.50	\$21.00	\$16.96	\$14.56	\$18.20	\$21.84	50.00%
Rogers, AR	Match	\$17.80	\$15.21	\$19.01	\$23.76	\$17.80	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$17.05	\$15.10	\$18.88	\$22.65	\$17.05	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$20.96	\$16.68	\$20.42	\$24.17	\$19.70	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.30	\$14.64	\$18.30	\$21.96	\$17.30	\$14.64	\$18.30	\$21.96	50.00%
NOARK 2021	Match	\$17.22	\$14.24	\$17.28	\$21.04	\$17.22	\$14.24	\$17.28	\$21.04	47.75%
<b>AVERAGES</b>		<b>\$17.58</b>	<b>\$14.97</b>	<b>\$18.58</b>	<b>\$22.43</b>	<b>\$17.50</b>	<b>\$14.91</b>	<b>\$18.50</b>	<b>\$22.34</b>	<b>49.89%</b>
City of Fayetteville						\$15.68	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	-\$1.82	\$0.05	-\$0.47	\$0.02
						% Difference	-11.59%	0.36%	-2.63%	0.08%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## GIS Analyst

Job Description and Qualifications:										
Develop and maintain maps and data downloader. This includes using and maintaining the ArcGIS server and ArcGIS online. Responsible for data collection and maintenance of all Public Works related infrastructure. Perform simple to complex spatial analysis										
Education						FLSA				
H.S. Diploma or GED Prefer B.S./ B.A. related field										
Related Experience						Supervisory Position				
5 years or 2 years with BS/BA						Non-Supervisory				
Management Experience						Department				
						Information Technologies (370)				
Certificates & Licenses										
Master's degree in GIS or related field and 2 years of experience										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$28.85	\$26.75	\$33.44	\$40.12	\$28.85	\$26.75	\$33.44	\$40.12	49.98%
Jonesboro, AR	Match	\$29.62	\$22.35	\$27.94	\$33.52	\$30.80	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$30.52	\$23.47	\$29.34	\$36.67	\$30.52	\$23.47	\$29.34	\$36.67	56.24%
Springdale, AR	Match	\$24.25	\$22.01	\$27.52	\$33.02	\$24.25	\$22.01	\$27.52	\$33.02	50.02%
Lawrence, KS	Match	\$28.41	\$26.86	\$32.49	\$38.93	\$26.71	\$25.25	\$30.54	\$36.59	44.91%
CompAnalyst	Match	\$32.07	\$24.65	\$30.81	\$36.97	\$32.07	\$24.65	\$30.81	\$36.97	49.98%
CompData	Match	\$30.47	\$23.42	\$29.27	\$35.12	\$30.47	\$23.42	\$29.27	\$35.12	49.96%
DOL-NWA	Match	\$30.62	\$23.84	\$29.80	\$35.76	\$30.62	\$23.84	\$29.80	\$35.76	50.00%
NOARK 2021	Match	\$29.57	\$23.62	\$29.51	\$35.81	\$29.57	\$23.62	\$29.51	\$35.81	51.61%
<b>AVERAGES</b>		<b>\$29.38</b>	<b>\$24.11</b>	<b>\$30.01</b>	<b>\$36.21</b>	<b>\$29.32</b>	<b>\$24.03</b>	<b>\$29.92</b>	<b>\$36.10</b>	<b>50.25%</b>
<b>City of Fayetteville</b>						<b>\$25.88</b>	<b>\$24.44</b>	<b>\$29.44</b>	<b>\$36.51</b>	<b>49.39%</b>
<b>\$ Difference</b>						<b>-\$3.44</b>	<b>\$0.41</b>	<b>-\$0.48</b>	<b>\$0.41</b>	
<b>% Difference</b>						<b>-13.28%</b>	<b>1.69%</b>	<b>-1.63%</b>	<b>1.12%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## GIS Manager

Job Description and Qualifications:										
Supervise the collection and assignment of addresses and other geographical information critical for E 911 dispatchers and other emergency service related geography. Manage the City's GIS website and mobile mapping applications. Supervise GIS modeling of City water, sewer and stormwater networks.										
Education						FLSA				
B.S./B.A Degree in GIS or related field						Exempt				
Related Experience						Supervisory Position				
5 years						Yes				
Management Experience						Department				
2 years						Information Technologies (370)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Below	\$40.47	\$29.00	\$36.25	\$43.49	\$40.47	\$29.00	\$36.25	\$43.49	49.97%
Jonesboro, AR	Match	\$38.03	\$30.80	\$38.50	\$46.20	\$39.55	\$32.03	\$40.04	\$48.05	50.02%
Rogers, AR	Match	\$40.90	\$32.28	\$40.35	\$50.44	\$40.90	\$32.28	\$40.35	\$50.44	56.26%
Springdale, AR	Match	\$37.99	\$28.49	\$35.62	\$42.74	\$37.99	\$28.49	\$35.62	\$42.74	50.02%
Lawrence, KS	Match	\$43.33	\$37.72	\$46.21	\$54.69	\$40.73	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$45.16	\$35.77	\$44.71	\$53.65	\$45.16	\$35.77	\$44.71	\$53.65	49.99%
CompData	Match	\$42.90	\$33.98	\$42.47	\$50.96	\$42.90	\$33.98	\$42.47	\$50.96	49.97%
DOL-NWA	Match	\$41.04	\$32.52	\$40.65	\$48.78	\$41.04	\$32.52	\$40.65	\$48.78	50.00%
NOARK 2021	Match	\$43.30	\$34.13	\$42.97	\$52.68	\$43.30	\$34.13	\$42.97	\$52.68	54.35%
<b>AVERAGES</b>		<b>\$41.46</b>	<b>\$32.74</b>	<b>\$40.86</b>	<b>\$49.29</b>	<b>\$41.34</b>	<b>\$32.63</b>	<b>\$40.72</b>	<b>\$49.13</b>	<b>50.58%</b>
<b>City of Fayetteville</b>						<b>\$41.65</b>	<b>\$33.13</b>	<b>\$39.92</b>	<b>\$49.50</b>	<b>49.41%</b>
<b>\$ Difference</b>						<b>\$0.31</b>	<b>\$0.50</b>	<b>-\$0.80</b>	<b>\$0.37</b>	
<b>% Difference</b>						<b>0.75%</b>	<b>1.51%</b>	<b>-2.01%</b>	<b>0.74%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## GIS Technician

Job Description and Qualifications:										
Develop and maintain an accurate and current pavement center-line database, land records system, address location system, water/sewer and storm water utility database and GIS information.										
Education						FLSA				
H.S. Diploma or GED and 2 Years College						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Non-Supervisory				
Management Experience						Department				
						Information Technologies (370)				
Certificates & Licenses										
Bachelor's Degree in GIS or related field and 1 year of experience										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$25.03	\$20.57	\$25.72	\$30.86	\$25.03	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$24.33	\$18.55	\$23.18	\$27.82	\$25.30	\$19.29	\$24.11	\$28.93	49.97%
Rogers, AR	Match	\$25.43	\$19.62	\$24.52	\$30.65	\$25.43	\$19.62	\$24.52	\$30.65	56.22%
Springdale, AR	Match	\$21.19	\$20.29	\$25.36	\$30.43	\$21.19	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$25.85	\$22.19	\$27.18	\$32.17	\$24.30	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$24.89	\$19.14	\$23.92	\$28.70	\$24.89	\$19.14	\$23.92	\$28.70	49.95%
NOARK 2021	Match	\$27.19	\$21.86	\$27.69	\$33.91	\$27.19	\$21.86	\$27.69	\$33.91	55.12%
<b>AVERAGES</b>		<b>\$24.84</b>	<b>\$20.32</b>	<b>\$25.37</b>	<b>\$30.65</b>	<b>\$24.76</b>	<b>\$20.23</b>	<b>\$25.27</b>	<b>\$30.53</b>	<b>50.90%</b>
City of Fayetteville						<b>\$28.78</b>	<b>\$19.75</b>	<b>\$23.80</b>	<b>\$29.51</b>	<b>49.42%</b>
						<b>\$ Difference</b>	<b>\$4.02</b>	<b>-\$0.48</b>	<b>-\$1.02</b>	
						<b>% Difference</b>	<b>13.96%</b>	<b>-2.44%</b>	<b>-6.16%</b>	<b>-3.46%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Horticultural Assistant II

Job Description and Qualifications:										
Assist with cultivation and care of flowers, plants, shrubs and trees on city public spaces. Assist with design of gardens and public spaces. Assist in selection and acquisition of appropriate plant materials for public spaces.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
3 years						No				
Management Experience						Department				
						Parks (120)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$16.45	\$14.91	\$18.67	\$22.43	\$16.45	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.30	\$14.66	\$18.32	\$21.99	\$16.95	\$15.25	\$19.05	\$22.87	49.97%
Rogers, AR	Match	\$17.89	\$14.66	\$18.32	\$23.27	\$17.89	\$14.66	\$18.32	\$23.27	58.73%
Springdale, AR	Match	\$15.29	\$14.24	\$17.80	\$21.36	\$15.29	\$14.24	\$17.80	\$21.36	50.00%
Lawrence, KS	Match	\$19.20	\$16.68	\$20.42	\$24.17	\$18.05	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$16.77	\$14.76	\$18.45	\$22.14	\$16.77	\$14.76	\$18.45	\$22.14	50.00%
NOARK 2021	Match	\$17.52	\$14.24	\$17.28	\$21.04	\$17.52	\$14.24	\$17.28	\$21.04	47.75%
<b>AVERAGES</b>		<b>\$17.06</b>	<b>\$14.88</b>	<b>\$18.47</b>	<b>\$22.34</b>	<b>\$16.99</b>	<b>\$14.82</b>	<b>\$18.39</b>	<b>\$22.26</b>	<b>50.21%</b>
City of Fayetteville						\$16.42	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	-\$0.57	\$0.14	-\$0.36	\$0.10
						% Difference	-3.46%	0.94%	-2.02%	0.44%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Human Resources Director

Job Description and Qualifications:										
Management and oversight for City's Human Resources Department. Creation and interpretation of the City's HR policies. HR Functional management of employee compensation, benefits, recruitment, retention, personnel records, EEOC charges, EEO compliance, FLSA, Employee Training, FMLA, Decimation laws and ADA.										
Education						FLSA				
Bachelor's Degree in HR Mgmt. or related field. Labor - Employment Law Degree Preferred						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Human Resources (390)				
Certificates & Licenses										
Professional HR Certification Desirable										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$50.34	\$36.40	\$49.19	\$61.98	\$50.34	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$38.92	\$34.18	\$42.72	\$51.27	\$40.48	\$35.55	\$44.43	\$53.32	49.99%
Rogers, AR	Match	\$51.21	\$43.30	\$54.12	\$67.65	\$51.21	\$43.30	\$54.12	\$67.65	56.24%
Springdale, AR	Match	\$47.90	\$37.13	\$46.42	\$55.70	\$47.90	\$37.13	\$46.42	\$55.70	50.01%
Lawrence, KS	Match	\$52.89	\$48.16	\$59.00	\$69.83	\$49.72	\$45.27	\$55.46	\$65.64	45.00%
CompAnalyst	Match	\$59.58	\$46.16	\$57.70	\$69.24	\$59.58	\$46.16	\$57.70	\$69.24	50.00%
CompData	Match	\$56.60	\$43.86	\$54.82	\$65.78	\$56.60	\$43.86	\$54.82	\$65.78	49.98%
DOL-NWA	Match	\$68.12	\$53.96	\$67.45	\$80.94	\$68.12	\$53.96	\$67.45	\$80.94	50.00%
NOARK 2021	Match	\$58.68	\$47.63	\$59.74	\$71.16	\$58.68	\$47.63	\$59.74	\$71.16	49.40%
<b>AVERAGES</b>		<b>\$53.80</b>	<b>\$43.42</b>	<b>\$54.57</b>	<b>\$65.95</b>	<b>\$53.63</b>	<b>\$43.25</b>	<b>\$54.37</b>	<b>\$65.71</b>	<b>51.93%</b>
City of Fayetteville						\$52.51	\$40.53	\$48.83	\$60.55	49.40%
						\$ Difference	-\$1.12	-\$2.72	-\$5.54	-\$5.16
						% Difference	-2.12%	-6.71%	-11.35%	-8.53%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Human Resources Generalist

Job Description and Qualifications:										
Participate in the development and implementation of HR goals, objectives, policies and priorities. Coordinate HR programs and activities including: performance management, compensation, employee development, employee relations and benefits.										
Education						FLSA				
Bachelor's Degree in HR Mgmt. or related field.						Exempt				
Related Experience						Supervisory Position				
5 years						No				
Management Experience						Department				
2 years						Human Resources (390)				
Certificates & Licenses										
PHR or SHRM-CP desirable.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$30.52	\$23.94	\$29.93	\$35.91	\$30.52	\$23.94	\$29.93	\$35.91	50.00%
Jonesboro, AR	Match	\$28.50	\$22.35	\$27.94	\$33.52	\$29.64	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$29.77	\$23.47	\$29.34	\$36.67	\$29.77	\$23.47	\$29.34	\$36.67	56.24%
Springdale, AR	Match	\$30.18	\$23.74	\$29.68	\$35.61	\$30.18	\$23.74	\$29.68	\$35.61	50.00%
Lawrence, KS	Match	\$30.87	\$30.07	\$36.84	\$43.60	\$29.02	\$28.27	\$34.63	\$40.98	44.96%
CompAnalyst	Match	\$31.85	\$24.27	\$30.34	\$36.41	\$31.85	\$24.27	\$30.34	\$36.41	50.02%
CompData	Match	\$30.26	\$23.06	\$28.82	\$34.58	\$30.26	\$23.06	\$28.82	\$34.58	49.96%
DOL-NWA	Match	\$30.42	\$24.84	\$31.05	\$37.26	\$30.42	\$24.84	\$31.05	\$37.26	50.00%
NOARK 2021	Match	\$27.92	\$23.13	\$28.39	\$34.01	\$27.92	\$23.13	\$28.39	\$34.01	47.04%
<b>AVERAGES</b>		<b>\$30.03</b>	<b>\$24.32</b>	<b>\$30.26</b>	<b>\$36.40</b>	<b>\$29.95</b>	<b>\$24.22</b>	<b>\$30.14</b>	<b>\$36.25</b>	<b>49.70%</b>
<b>City of Fayetteville</b>						<b>\$30.00</b>	<b>\$24.44</b>	<b>\$29.44</b>	<b>\$36.51</b>	<b>49.39%</b>
						<b>\$ Difference</b>	<b>\$0.05</b>	<b>\$0.22</b>	<b>-\$0.70</b>	<b>\$0.26</b>
						<b>% Difference</b>	<b>0.16%</b>	<b>0.91%</b>	<b>-2.37%</b>	<b>0.70%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Info Tech Director

Job Description and Qualifications:										
Responsible for day-to-day operations, maintenance, security and performance of the City's information technology infrastructure and applications, including GIS and Communications (telephony, VOIP, cell phones, wireless functionality).										
Education						FLSA				
B.S. / B.A. related field Prefer I.T. Degree						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Information Technologies (370)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$43.70	\$39.54	\$53.44	\$67.33	\$43.70	\$39.54	\$53.44	\$67.33	70.28%
Jonesboro, AR	Match	\$46.97	\$35.87	\$44.83	\$53.80	\$48.85	\$37.30	\$46.62	\$55.95	50.00%
Rogers, AR	Match	\$50.64	\$43.30	\$54.12	\$67.65	\$50.64	\$43.30	\$54.12	\$67.65	56.24%
Springdale, AR	Match	\$52.85	\$38.86	\$48.58	\$58.29	\$52.85	\$38.86	\$48.58	\$58.29	50.00%
Lawrence, KS	Above	\$67.79	\$56.18	\$68.82	\$81.46	\$63.72	\$52.81	\$64.69	\$76.57	44.99%
CompAnalyst	Match	\$63.51	\$50.70	\$63.37	\$76.04	\$63.51	\$50.70	\$63.37	\$76.04	49.98%
CompData	Match	\$60.33	\$48.16	\$60.20	\$72.24	\$60.33	\$48.16	\$60.20	\$72.24	50.00%
DOL-NWA	Match	\$70.17	\$53.46	\$66.83	\$80.20	\$70.17	\$53.46	\$66.83	\$80.20	50.02%
NOARK 2021	Match	\$54.88	\$42.02	\$52.94	\$64.22	\$54.88	\$42.02	\$52.94	\$64.22	52.83%
AVERAGES		\$56.76	\$45.34	\$57.01	\$69.03	\$56.52	\$45.13	\$56.75	\$68.72	52.28%
City of Fayetteville						\$55.91	\$42.50	\$51.20	\$63.49	49.39%
						\$ Difference	-\$0.61	-\$2.63	-\$5.55	-\$5.23
						% Difference	-1.09%	-6.18%	-10.85%	-8.24%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Inspector-Commercial+Res

Job Description and Qualifications:										
Review permit applications, drawings, and specifications for code and ordinance compliance. Inspect residential and commercial building during construction of new buildings, alternations, additions & repairs.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Non-Supervisory				
Management Experience						Department				
						Building Safety (220)				
Certificates & Licenses										
ICC Certification AR State Plumbing, Electrical and Mechanical Inspection Lics.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$27.54	\$20.57	\$25.72	\$30.86	\$27.54	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$21.03	\$16.86	\$21.07	\$25.29	\$21.87	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$22.71	\$19.62	\$24.52	\$30.65	\$22.71	\$19.62	\$24.52	\$30.65	56.22%
Springdale, AR	Below	\$18.35	\$16.83	\$21.04	\$25.24	\$18.35	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Match	\$31.44	\$24.41	\$29.90	\$35.39	\$29.55	\$22.95	\$28.11	\$33.27	44.97%
DOL-NWA	Match	\$22.62	\$17.82	\$22.28	\$26.74	\$22.62	\$17.82	\$22.28	\$26.74	50.06%
NOARK 2021	Match	\$22.97	\$19.86	\$24.24	\$28.67	\$22.97	\$19.86	\$24.24	\$28.67	44.36%
AVERAGES		\$23.81	\$19.42	\$24.11	\$28.98	\$23.66	\$19.31	\$23.97	\$28.82	49.23%
City of Fayetteville						\$21.96	\$19.75	\$23.80	\$29.51	49.42%
						\$ Difference	-\$1.70	\$0.44	-\$0.17	\$0.69
						% Difference	-7.73%	2.22%	-0.73%	2.34%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Internal Auditor

Job Description and Qualifications:										
The scope of internal audit encompasses the examination and evaluation of the adequacy and effectiveness of the City's governance, risk management process system of internal control structure and the quality of performance in carrying-out assigned respons										
Education						FLSA				
B.S. / B.A. Accounting , Finance or related field						Exempt				
Related Experience						Supervisory Position				
5 years with 2 years of Auditing						Non-Supervisory				
Management Experience						Department				
						Internal Audit (315)				
Certificates & Licenses										
Prefer one of the following: Certified Internal Auditor, Certified Information Systems Audit or Certified Fraud Ex										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$39.35	\$28.55	\$38.58	\$48.61	\$39.35	\$28.55	\$38.58	\$48.61	70.26%
Jonesboro, AR	Match	\$41.42	\$32.49	\$40.61	\$48.73	\$43.08	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Match	\$40.10	\$32.28	\$40.35	\$50.44	\$40.10	\$32.28	\$40.35	\$50.44	56.26%
Springdale, AR	Match	\$42.78	\$30.22	\$37.78	\$45.33	\$42.78	\$30.22	\$37.78	\$45.33	50.00%
Lawrence, KS	Match	\$41.78	\$33.68	\$41.26	\$48.84	\$39.27	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$42.55	\$32.42	\$40.53	\$48.64	\$42.55	\$32.42	\$40.53	\$48.64	50.03%
CompData	Match	\$40.42	\$30.80	\$38.50	\$46.20	\$40.42	\$30.80	\$38.50	\$46.20	50.00%
DOL-NWA	Match	\$40.83	\$29.12	\$36.40	\$43.68	\$40.83	\$29.12	\$36.40	\$43.68	50.00%
NOARK 2021	Match	\$43.54	\$34.82	\$41.89	\$53.09	\$43.54	\$34.82	\$41.89	\$53.09	52.47%
AVERAGES		\$41.42	\$31.60	\$39.54	\$48.17	\$41.32	\$31.52	\$39.45	\$48.06	52.50%
City of Fayetteville						\$42.54	\$31.30	\$37.71	\$46.76	49.39%
						\$ Difference	\$1.22	-\$0.22	-\$1.74	-\$1.30
						% Difference	2.86%	-0.70%	-4.61%	-2.79%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Lead Maint Worker Airport

Job Description and Qualifications:										
Responsible for ordering and maintaining all equipment and material used on a daily basis in the maintenance of a Part 139 Class IV Airport. Perform electrical, plumbing, HVAC, light construction and building maintenance functions and/or schedule outside vendors for work as needed.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
12-18 Months						No				
Management Experience						Department				
Not Required						Airport (520)				
Certificates & Licenses										
Must possess a valid Drivers license. Possess or be able to obtain within 120 days of hire a Commercial Drivers License Class B.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$20.82	\$16.08	\$20.10	\$24.12	\$20.82	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$18.70	\$15.07	\$18.84	\$22.60	\$19.45	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$21.86	\$17.41	\$21.77	\$27.21	\$21.86	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$21.91	\$15.97	\$19.96	\$23.95	\$21.91	\$15.97	\$19.96	\$23.95	49.97%
Lawrence, KS	Match	\$25.12	\$20.17	\$24.71	\$29.95	\$23.61	\$18.96	\$23.23	\$28.15	48.47%
DOL-NWA	Match	\$22.33	\$17.90	\$22.38	\$26.86	\$22.33	\$17.90	\$22.38	\$26.86	50.06%
NOARK 2021	Match	\$20.68	\$17.19	\$20.80	\$24.27	\$20.68	\$17.19	\$20.80	\$24.27	41.19%
<b>AVERAGES</b>		<b>\$21.63</b>	<b>\$17.11</b>	<b>\$21.22</b>	<b>\$25.57</b>	<b>\$21.52</b>	<b>\$17.03</b>	<b>\$21.12</b>	<b>\$25.44</b>	<b>49.40%</b>
<b>City of Fayetteville</b>						<b>\$22.03</b>	<b>\$15.93</b>	<b>\$19.19</b>	<b>\$23.80</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>\$0.51</b>	<b>-\$1.10</b>	<b>-\$1.93</b>	<b>-\$1.64</b>	
<b>% Difference</b>						<b>2.30%</b>	<b>-6.88%</b>	<b>-10.05%</b>	<b>-6.88%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## LR Plng-Specl Projects Mgr

Job Description and Qualifications:										
This position coordinates long range/project planning and implementation efforts including, but not limited to: master plans; neighborhood, corridor and other small area plans; intergovernmental agreements; revisions to land-use regulations; feasibility studies; redevelopment and enhancement projects; consultant agreements and scopes of work; citizen participation activities; and grant development and applications.										
Education						FLSA				
4 Years College						Non-Exempt				
Related Experience						Supervisory Position				
5 Years						Yes				
Management Experience						Department				
5 Years						Planning (230)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$46.72	\$33.26	\$44.95	\$56.63	\$46.72	\$33.26	\$44.95	\$56.63	70.26%
Jonesboro, AR	Match	\$46.37	\$32.49	\$40.61	\$48.73	\$48.22	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Match	\$43.13	\$36.69	\$45.86	\$57.33	\$43.13	\$36.69	\$45.86	\$57.33	56.26%
Springdale, AR	Match	\$44.59	\$35.40	\$44.26	\$53.11	\$44.59	\$35.40	\$44.26	\$53.11	50.03%
Lawrence, KS	Match	\$40.91	\$37.72	\$46.21	\$54.69	\$38.46	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$46.91	\$36.08	\$45.10	\$54.12	\$46.91	\$36.08	\$45.10	\$54.12	50.00%
CompData	Match	\$44.56	\$34.28	\$42.85	\$51.42	\$44.56	\$34.28	\$42.85	\$51.42	50.00%
DOL-NWA	Match	\$45.28	\$35.17	\$43.96	\$52.75	\$45.28	\$35.17	\$43.96	\$52.75	49.99%
NOARK 2021	Match	\$42.24	\$33.23	\$42.24	\$40.39	\$42.24	\$33.23	\$42.24	\$40.39	21.55%
<b>AVERAGES</b>		<b>\$44.52</b>	<b>\$34.92</b>	<b>\$44.00</b>	<b>\$52.13</b>	<b>\$44.46</b>	<b>\$34.82</b>	<b>\$43.88</b>	<b>\$51.98</b>	<b>49.30%</b>
<b>City of Fayetteville</b>						<b>\$43.70</b>	<b>\$36.79</b>	<b>\$44.33</b>	<b>\$54.97</b>	<b>49.42%</b>
						<b>\$ Difference</b>	<b>-\$0.76</b>	<b>\$1.97</b>	<b>\$0.45</b>	<b>\$2.99</b>
						<b>% Difference</b>	<b>-1.73%</b>	<b>5.36%</b>	<b>1.02%</b>	<b>5.44%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maint Worker II Facil.Mgmt.

Job Description and Qualifications:										
Respond to service calls for electrical, plumbing and HVAC repair. Perform general labor, grounds keeping activities and building maintenance functions. Provide carpentry, drywall and painting services as needed in the completion of remodels and other assignments.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
3 Years						No				
Management Experience						Department				
Not Required						Facilities Mgmt (350)				
Certificates & Licenses										
Valid Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$16.45	\$14.91	\$18.67	\$22.43	\$16.45	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$18.38	\$14.66	\$18.32	\$21.99	\$19.12	\$15.25	\$19.05	\$22.87	49.97%
Rogers, AR	Match	\$17.38	\$15.21	\$19.01	\$23.76	\$17.38	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$18.73	\$15.10	\$18.88	\$22.65	\$18.73	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$20.96	\$18.34	\$22.46	\$26.59	\$19.70	\$17.24	\$21.11	\$24.99	44.95%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	Match	\$19.10	\$15.23	\$19.04	\$22.85	\$19.10	\$15.23	\$19.04	\$22.85	50.03%
<b>AVERAGES</b>		<b>\$18.76</b>	<b>\$15.64</b>	<b>\$19.49</b>	<b>\$23.48</b>	<b>\$18.68</b>	<b>\$15.57</b>	<b>\$19.40</b>	<b>\$23.37</b>	<b>50.12%</b>
City of Fayetteville						\$19.00	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	\$0.32	-\$0.61	-\$1.37	-\$1.01
						% Difference	1.68%	-4.08%	-7.61%	-4.54%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker II Parks

Job Description and Qualifications:										
Respond to service calls for electrical, plumbing and HVAC repair. Perform general labor, grounds keeping activities and building maintenance functions. Provide carpentry, drywall and painting services as needed in the completion of remodels and other assignments.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
1-6 Months						No				
Management Experience						Department				
Not Required						Parks (120)				
Certificates & Licenses										
Valid Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$15.22	\$14.91	\$18.67	\$22.43	\$15.22	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.21	\$14.00	\$17.50	\$21.00	\$16.86	\$14.56	\$18.20	\$21.84	50.00%
Rogers, AR	Match	\$15.79	\$14.11	\$17.63	\$22.04	\$15.79	\$14.11	\$17.63	\$22.04	56.20%
Springdale, AR	Match	\$15.29	\$14.24	\$17.80	\$21.36	\$15.29	\$14.24	\$17.80	\$21.36	50.00%
Lawrence, KS	Match	\$17.90	\$15.44	\$18.91	\$22.39	\$16.83	\$14.51	\$17.78	\$21.05	45.07%
DOL-NWA	Match	\$14.97	\$12.56	\$15.70	\$18.84	\$14.97	\$12.56	\$15.70	\$18.84	50.00%
NOARK 2021	Match	\$15.41	\$12.99	\$16.49	\$20.22	\$15.41	\$12.99	\$16.49	\$20.22	55.66%
<b>AVERAGES</b>		<b>\$15.83</b>	<b>\$14.04</b>	<b>\$17.53</b>	<b>\$21.18</b>	<b>\$15.77</b>	<b>\$13.98</b>	<b>\$17.47</b>	<b>\$21.11</b>	<b>50.98%</b>
City of Fayetteville						\$14.33	\$13.20	\$15.90	\$19.72	49.39%
\$ Difference						-\$1.44	-\$0.78	-\$1.57	-\$1.39	
% Difference						-10.03%	-5.93%	-9.86%	-7.06%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker III Parks

Job Description and Qualifications:										
Perform various repairs and improvements as assigned using all types of equipment. Operate and maintain equipment. Assist as assigned in all aspects of the division including grounds maintenance, facilities maintenance, equipment maintenance, athletic field maintenance and urban forestry.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						No				
Management Experience						Department				
						Parks (120)				
Certificates & Licenses										
Obtain a CDL – A license within six (6) months of hire										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Above	\$19.28	\$16.08	\$20.10	\$24.12	\$19.28	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$16.70	\$14.66	\$18.32	\$21.99	\$17.37	\$15.25	\$19.05	\$22.87	49.97%
Rogers, AR	Match	\$16.59	\$14.66	\$18.32	\$23.27	\$16.59	\$14.66	\$18.32	\$23.27	58.73%
Springdale, AR	Match	\$15.92	\$15.10	\$18.88	\$22.65	\$15.92	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$19.40	\$16.68	\$20.42	\$24.17	\$18.24	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.63	\$14.30	\$17.88	\$21.46	\$17.63	\$14.30	\$17.88	\$21.46	50.07%
NOARK 2021	Match	\$17.52	\$14.24	\$17.28	\$21.04	\$17.52	\$14.24	\$17.28	\$21.04	47.75%
<b>AVERAGES</b>		<b>\$17.58</b>	<b>\$15.10</b>	<b>\$18.74</b>	<b>\$22.67</b>	<b>\$17.51</b>	<b>\$15.04</b>	<b>\$18.67</b>	<b>\$22.59</b>	<b>50.16%</b>
<b>City of Fayetteville</b>						<b>\$14.99</b>	<b>\$14.48</b>	<b>\$17.45</b>	<b>\$21.64</b>	<b>49.45%</b>
						<b>\$ Difference</b>	<b>-\$2.52</b>	<b>-\$0.56</b>	<b>-\$1.22</b>	<b>-\$0.95</b>
						<b>% Difference</b>	<b>-16.79%</b>	<b>-3.90%</b>	<b>-7.00%</b>	<b>-4.39%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker III Transptn

Job Description and Qualifications:										
Perform hand labor for asphalt, concrete or other material as needed. Operate concrete saws to make necessary cuts in order to continue work flow. Operate loaders, tree trimmers and other construction equipment as needed. Train on use of heavy equipment.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
						Non-Supervisory				
Management Experience						Department				
						Transportation (130)				
Certificates & Licenses										
Class "B" CDL										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.84	\$16.08	\$20.10	\$24.12	\$17.84	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$16.49	\$14.66	\$18.32	\$21.99	\$17.15	\$15.25	\$19.05	\$22.87	49.97%
Rogers, AR	Match	\$15.31	\$14.66	\$18.32	\$23.27	\$15.31	\$14.66	\$18.32	\$23.27	58.73%
Springdale, AR	Match	\$18.40	\$15.10	\$18.88	\$22.65	\$18.40	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$20.50	\$16.68	\$20.42	\$24.17	\$19.27	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.63	\$14.30	\$17.88	\$21.46	\$17.63	\$14.30	\$17.88	\$21.46	50.07%
NOARK 2021	Match	\$17.22	\$15.71	\$19.04	\$22.66	\$17.22	\$15.71	\$19.04	\$22.66	44.24%
<b>AVERAGES</b>		<b>\$17.63</b>	<b>\$15.31</b>	<b>\$18.99</b>	<b>\$22.90</b>	<b>\$17.55</b>	<b>\$15.25</b>	<b>\$18.92</b>	<b>\$22.82</b>	<b>49.61%</b>
<b>City of Fayetteville</b>						<b>\$15.41</b>	<b>\$14.48</b>	<b>\$17.45</b>	<b>\$21.64</b>	<b>49.45%</b>
						<b>\$ Difference</b>	<b>-\$2.14</b>	<b>-\$0.77</b>	<b>-\$1.47</b>	<b>-\$1.18</b>
						<b>% Difference</b>	<b>-13.86%</b>	<b>-5.35%</b>	<b>-8.44%</b>	<b>-5.46%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker III Water Sw

Job Description and Qualifications:										
Fix water and sewer leaks in order to keep the City's water lines intact and in good working order. Install mains for both water and sewer and install water and sewer taps. Maintain truck, equipment and related tools.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
6 months						Non-Supervisory				
Management Experience						Department				
						Water & Sewer (160)				
Certificates & Licenses										
Class A Commercial License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$20.02	\$19.07	\$23.28	\$27.48	\$20.02	\$19.07	\$23.28	\$27.48	44.10%
Jonesboro, AR	Match	\$16.72	\$15.11	\$19.13	\$23.13	\$17.39	\$15.71	\$19.90	\$24.06	53.15%
Rogers, AR	Match	\$15.91	\$16.53	\$20.66	\$25.83	\$15.91	\$16.53	\$20.66	\$25.83	56.26%
Springdale, AR	Match	\$20.80	\$16.39	\$20.49	\$24.59	\$20.80	\$16.39	\$20.49	\$24.59	50.03%
Lawrence, KS	Match	\$21.96	\$20.17	\$24.71	\$29.95	\$20.64	\$18.96	\$23.23	\$28.15	48.47%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	Match	\$20.68	\$17.19	\$20.80	\$24.27	\$20.68	\$17.19	\$20.80	\$24.27	41.19%
AVERAGES		\$19.48	\$17.22	\$21.30	\$25.62	\$19.39	\$17.13	\$21.20	\$25.49	48.83%
City of Fayetteville						\$15.95	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	-\$3.44	-\$2.17	-\$3.17	-\$3.13
						% Difference	-21.57%	-14.50%	-17.60%	-14.01%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker IV Asphalt

Job Description and Qualifications:										
Provide supervision of Maintenance III and other workers in the absence of the Crew Leader. Operate heavy equipment such as, dozer, gradall, backhoe, grader, bobcat skid loader, dump truck, front end loader and rollers. Operate specialized heavy equipment										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
18 months						Non-Supervisory				
Management Experience						Department				
						Transportation (130)				
Certificates & Licenses										
Class "B" CDL										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$18.92	\$17.20	\$21.50	\$25.80	\$18.92	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$18.45	\$15.07	\$18.84	\$22.60	\$19.19	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$17.52	\$16.31	\$20.39	\$25.49	\$17.52	\$16.31	\$20.39	\$25.49	56.28%
Springdale, AR	Match	\$15.97	\$15.97	\$19.96	\$23.95	\$15.97	\$15.97	\$19.96	\$23.95	49.97%
Lawrence, KS	Match	\$25.12	\$20.17	\$24.71	\$29.95	\$23.61	\$18.96	\$23.23	\$28.15	48.47%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	Match	\$20.68	\$17.19	\$20.80	\$24.27	\$20.68	\$17.19	\$20.80	\$24.27	41.19%
<b>AVERAGES</b>		<b>\$19.56</b>	<b>\$16.85</b>	<b>\$20.89</b>	<b>\$25.16</b>	<b>\$19.45</b>	<b>\$16.76</b>	<b>\$20.79</b>	<b>\$25.03</b>	<b>49.32%</b>
<b>City of Fayetteville</b>						<b>\$17.23</b>	<b>\$14.96</b>	<b>\$18.03</b>	<b>\$22.36</b>	<b>49.47%</b>
<b>\$ Difference</b>						<b>-\$2.22</b>	<b>-\$1.80</b>	<b>-\$2.76</b>	<b>-\$2.67</b>	
<b>% Difference</b>						<b>-12.91%</b>	<b>-12.06%</b>	<b>-15.31%</b>	<b>-11.95%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Maintenance Worker IV Parks

Job Description and Qualifications:										
Serve as a lead worker assisting in the supervision of a crew. Operate heavy construction equipment such as a backhoe, bobcat skid loader, dump truck and front end loader. Perform turf maintenance and mowing functions as needed.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
12-18 Months						No				
Management Experience						Department				
Not Required						Parks (120)				
Certificates & Licenses										
Must possess a valid Drivers License and have the ability to obtain a Class B CDL license within six (6) months of hire date.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$19.28	\$16.08	\$20.10	\$24.12	\$19.28	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$17.00	\$15.07	\$18.84	\$22.60	\$17.68	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$17.38	\$15.21	\$19.01	\$23.76	\$17.38	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$16.65	\$15.10	\$18.88	\$22.65	\$16.65	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$20.96	\$18.34	\$22.46	\$26.59	\$19.70	\$17.24	\$21.11	\$24.99	44.95%
DOL-NWA	Match	\$20.29	\$16.05	\$20.06	\$24.07	\$20.29	\$16.05	\$20.06	\$24.07	49.97%
NOARK 2021	Match	\$20.68	\$17.19	\$20.80	\$24.27	\$20.68	\$17.19	\$20.80	\$24.27	41.19%
<b>AVERAGES</b>		<b>\$18.89</b>	<b>\$16.15</b>	<b>\$20.02</b>	<b>\$24.01</b>	<b>\$18.81</b>	<b>\$16.08</b>	<b>\$19.94</b>	<b>\$23.91</b>	<b>48.71%</b>
City of Fayetteville						\$16.40	\$14.96	\$18.03	\$22.36	49.47%
\$ Difference						-\$2.41	-\$1.12	-\$1.91	-\$1.55	
% Difference						-14.69%	-7.47%	-10.57%	-6.93%	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Maint Worker IV Water-Sewer-Lic

Job Description and Qualifications:										
Assist Supervisor with the planning and preparation of jobs. Assist Supervisor in ensuring subordinates are working to their potential. Function as supervisor in the absence of the foreman.										
Education						FLSA				
H.S. Diploma or GED and specialize training						Non-Exempt				
Related Experience						Supervisory Position				
3 years						No				
Management Experience						Department				
						Water & Sewer (160)				
Certificates & Licenses										
Class III Water Distribution License and Arkansas Class I Wastewater License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$24.03	\$20.42	\$24.80	\$29.17	\$24.03	\$20.42	\$24.80	\$29.17	42.85%
Jonesboro, AR	Match	\$21.78	\$18.55	\$23.38	\$28.20	\$22.65	\$19.29	\$24.32	\$29.33	52.05%
Rogers, AR	Match	\$18.84	\$18.08	\$22.61	\$28.26	\$18.84	\$18.08	\$22.61	\$28.26	56.31%
Springdale, AR	Match	\$22.88	\$19.97	\$24.96	\$29.96	\$22.88	\$19.97	\$24.96	\$29.96	50.03%
Lawrence, KS	Match	\$25.12	\$20.17	\$24.71	\$29.95	\$23.61	\$18.96	\$23.23	\$28.15	48.47%
DOL-NWA	Match	\$21.84	\$16.60	\$20.75	\$24.90	\$21.84	\$16.60	\$20.75	\$24.90	50.00%
NOARK 2021	Match	\$21.23	\$17.88	\$22.35	\$26.82	\$21.23	\$17.88	\$22.35	\$26.82	50.00%
AVERAGES		\$22.25	\$18.81	\$23.37	\$28.18	\$22.15	\$18.74	\$23.29	\$28.08	49.84%
City of Fayetteville						\$17.56	\$15.93	\$19.19	\$23.80	49.40%
						\$ Difference	-\$4.59	-\$2.81	-\$4.10	-\$4.28
						% Difference	-26.16%	-17.66%	-21.36%	-18.00%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Meter Maintenance Technician

Job Description and Qualifications:										
Test meters and keep accurate data of each meter. Rebuild and make necessary repairs of meters after testing and failure of standard requirements. Install large commercial size meters. Connect high tech reading devices to meters in order to facilitate electronic data exchange.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						W & S - Meter (430)				
Certificates & Licenses										
Must possess a valid Drivers License. Ability to obtain certificates from various meter repair and testing seminars throughout time in the position.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.06	\$20.57	\$25.71	\$30.85	\$22.06	\$20.57	\$25.71	\$30.85	49.98%
Jonesboro, AR	Match	\$21.78	\$18.55	\$23.38	\$28.20	\$22.65	\$19.29	\$24.32	\$29.33	52.05%
Rogers, AR	Match	\$21.48	\$18.08	\$22.61	\$28.26	\$21.48	\$18.08	\$22.61	\$28.26	56.31%
Springdale, AR	Match	\$23.30	\$16.39	\$20.49	\$24.59	\$23.30	\$16.39	\$20.49	\$24.59	50.03%
Lawrence, KS	Match	\$21.83	\$20.17	\$24.71	\$29.95	\$20.52	\$18.96	\$23.23	\$28.15	48.47%
DOL-NWA	Match	\$21.84	\$16.60	\$20.75	\$24.90	\$21.84	\$16.60	\$20.75	\$24.90	50.00%
NOARK 2021	Match	\$21.23	\$17.88	\$22.35	\$26.82	\$21.23	\$17.88	\$22.35	\$26.82	50.00%
<b>AVERAGES</b>		<b>\$21.93</b>	<b>\$18.32</b>	<b>\$22.86</b>	<b>\$27.65</b>	<b>\$21.87</b>	<b>\$18.25</b>	<b>\$22.78</b>	<b>\$27.56</b>	<b>50.97%</b>
<b>City of Fayetteville</b>						<b>\$21.17</b>	<b>\$15.93</b>	<b>\$19.19</b>	<b>\$23.80</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>-\$0.70</b>	<b>-\$2.32</b>	<b>-\$3.59</b>	<b>-\$3.76</b>	
<b>% Difference</b>						<b>-3.30%</b>	<b>-14.58%</b>	<b>-18.71%</b>	<b>-15.79%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Meter Reader

Job Description and Qualifications:										
Responsible for reading water meters. Assist with turnons and turnoffs and perform minor meter maintenance. Assist with customer service related jobs such as connecting and disconnecting water meters.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
						Non-Supervisory				
Management Experience						Department				
						W/S Services – Meter (430)				
Certificates & Licenses										
Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$15.40	\$14.91	\$18.67	\$22.43	\$15.40	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.51	\$15.11	\$19.13	\$23.13	\$17.17	\$15.71	\$19.90	\$24.06	53.15%
Rogers, AR	Match	\$15.90	\$14.99	\$18.74	\$23.43	\$15.90	\$14.99	\$18.74	\$23.43	56.30%
Springdale, AR	Match	\$20.41	\$19.97	\$24.96	\$29.96	\$20.41	\$19.97	\$24.96	\$29.96	50.03%
Lawrence, KS	Match	\$18.51	\$16.68	\$20.42	\$24.17	\$17.40	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.63	\$14.30	\$17.88	\$21.46	\$17.63	\$14.30	\$17.88	\$21.46	50.07%
NOARK 2021	Match	\$17.22	\$15.72	\$19.04	\$22.66	\$17.22	\$15.72	\$19.04	\$22.66	44.15%
<b>AVERAGES</b>		<b>\$17.37</b>	<b>\$15.95</b>	<b>\$19.83</b>	<b>\$23.89</b>	<b>\$17.30</b>	<b>\$15.90</b>	<b>\$19.77</b>	<b>\$23.82</b>	<b>49.82%</b>
City of Fayetteville						\$15.67	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	-\$1.63	-\$0.94	-\$1.74	-\$1.46
						% Difference	-10.43%	-6.26%	-9.64%	-6.52%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Network Analyst

Job Description and Qualifications:										
Maintain and administer the Local Area Network (LAN) and Wide Area Network (WAN). Install and configure routing and switching devices. Administer and maintain the Voice Over IP (VoIP) Telephony system including upgrades, call handlers, adds, moves and changes, etc. Manage all wireless devices/services.										
Education						FLSA				
High School Plus Specialized Schooling						Exempt				
Related Experience						Supervisory Position				
7 Years						No				
Management Experience						Department				
Not Required						Information Technologies (370)				
Certificates & Licenses										
Must possess a valid Drivers license.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$33.80	\$26.75	\$33.44	\$40.12	\$33.80	\$26.75	\$33.44	\$40.12	49.98%
Jonesboro, AR	Match	\$29.41	\$24.04	\$30.05	\$36.06	\$30.59	\$25.00	\$31.25	\$37.50	50.00%
Rogers, AR	Match	\$34.09	\$25.67	\$32.09	\$40.12	\$34.09	\$25.67	\$32.09	\$40.12	56.29%
Springdale, AR	Match	\$27.48	\$26.76	\$33.46	\$40.15	\$27.48	\$26.76	\$33.46	\$40.15	50.04%
Lawrence, KS	Match	\$36.75	\$30.07	\$36.84	\$43.60	\$34.55	\$28.27	\$34.63	\$40.98	44.96%
CompAnalyst	Match	\$37.20	\$29.46	\$36.83	\$44.20	\$37.20	\$29.46	\$36.83	\$44.20	50.03%
CompData	Match	\$35.34	\$27.98	\$34.98	\$41.98	\$35.34	\$27.98	\$34.98	\$41.98	50.04%
DOL-NWA	Match	\$34.36	\$27.22	\$34.02	\$40.82	\$34.36	\$27.22	\$34.02	\$40.82	49.96%
NOARK 2021	Match	\$31.61	\$27.93	\$34.91	\$41.89	\$31.61	\$27.93	\$34.91	\$41.89	49.98%
<b>AVERAGES</b>		<b>\$33.34</b>	<b>\$27.32</b>	<b>\$34.07</b>	<b>\$40.99</b>	<b>\$33.22</b>	<b>\$27.23</b>	<b>\$33.96</b>	<b>\$40.86</b>	<b>50.08%</b>
<b>City of Fayetteville</b>						<b>\$31.97</b>	<b>\$25.81</b>	<b>\$31.10</b>	<b>\$38.56</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>-\$1.25</b>	<b>-\$1.42</b>	<b>-\$2.86</b>	<b>-\$2.30</b>
						<b>% Difference</b>	<b>-3.92%</b>	<b>-5.49%</b>	<b>-9.19%</b>	<b>-5.97%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Network Engineer

Job Description and Qualifications:										
Design, analyze, implement and maintain LAN/WAN systems for optimal data integrity, reliability and speed. Troubleshoot network, server, user management and other computer related problems.										
Education						FLSA				
H.S. Diploma B.S. / B.A. related field						Exempt				
Related Experience						Supervisory Position				
10 years or 5 years with BS/BA						Non-Supervisory				
Management Experience						Department				
						Information Technologies (370)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$38.75	\$26.98	\$36.46	\$45.94	\$38.75	\$26.98	\$36.46	\$45.94	70.27%
Jonesboro, AR	Match	\$35.61	\$27.42	\$34.27	\$41.13	\$37.03	\$28.52	\$35.64	\$42.78	50.00%
Rogers, AR	Match	\$39.34	\$32.28	\$40.35	\$50.44	\$39.34	\$32.28	\$40.35	\$50.44	56.26%
Springdale, AR	Match	\$40.17	\$28.49	\$35.62	\$42.74	\$40.17	\$28.49	\$35.62	\$42.74	50.02%
Lawrence, KS	Match	\$45.82	\$33.68	\$41.26	\$48.84	\$43.07	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$44.04	\$34.96	\$43.70	\$52.44	\$44.04	\$34.96	\$43.70	\$52.44	50.00%
CompData	Match	\$41.84	\$33.22	\$41.52	\$49.82	\$41.84	\$33.22	\$41.52	\$49.82	49.97%
DOL-NWA	Match	\$41.04	\$32.52	\$40.65	\$48.78	\$41.04	\$32.52	\$40.65	\$48.78	50.00%
NOARK 2021	Match	\$43.33	\$35.20	\$44.24	\$53.61	\$43.33	\$35.20	\$44.24	\$53.61	52.30%
<b>AVERAGES</b>		<b>\$41.10</b>	<b>\$31.64</b>	<b>\$39.79</b>	<b>\$48.19</b>	<b>\$40.96</b>	<b>\$31.54</b>	<b>\$39.66</b>	<b>\$48.05</b>	<b>52.37%</b>
City of Fayetteville						\$43.74	\$29.47	\$35.51	\$44.03	49.41%
						\$ Difference	\$2.78	-\$2.07	-\$4.15	-\$4.02
						% Difference	6.36%	-7.01%	-11.69%	-9.13%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Ops + Customer Relations Mgr

Job Description and Qualifications:										
Manage and coordinate clerks and technicians who provide permitting services. Responsible for managing an efficient and effective Business Registry and License Program. Process credit/debit card, cash and check payments for license fees.										
Education						FLSA				
4 Years College						Exempt				
Related Experience						Supervisory Position				
3 Years						Yes				
Management Experience						Department				
12-18 Months						Planning (230)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$29.39	\$22.82	\$28.53	\$34.23	\$29.39	\$22.82	\$28.53	\$34.23	50.00%
Jonesboro, AR	Match	\$26.96	\$22.35	\$27.94	\$33.52	\$28.04	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$29.99	\$23.47	\$29.34	\$36.67	\$29.99	\$23.47	\$29.34	\$36.67	56.24%
Springdale, AR	Match	\$28.90	\$22.88	\$28.60	\$34.32	\$28.90	\$22.88	\$28.60	\$34.32	50.00%
Lawrence, KS	Match	\$32.99	\$26.86	\$32.89	\$38.93	\$31.01	\$25.25	\$30.92	\$36.59	44.91%
CompAnalyst	Match	\$36.25	\$27.89	\$34.86	\$41.83	\$36.25	\$27.89	\$34.86	\$41.83	49.98%
CompData	Match	\$34.44	\$26.50	\$33.12	\$39.74	\$34.44	\$26.50	\$33.12	\$39.74	49.96%
DOL-NWA	Match	\$29.95	\$22.82	\$28.52	\$34.22	\$29.95	\$22.82	\$28.52	\$34.22	49.96%
NOARK 2021	Match	\$27.60	\$22.12	\$28.74	\$36.04	\$27.60	\$22.12	\$28.74	\$36.04	62.93%
AVERAGES		\$30.72	\$24.19	\$30.28	\$36.61	\$30.62	\$24.11	\$30.19	\$36.50	51.39%
City of Fayetteville						\$30.56	\$22.66	\$27.30	\$33.85	49.38%
						\$ Difference	-\$0.06	-\$1.45	-\$2.89	-\$2.65
						% Difference	-0.19%	-6.40%	-10.58%	-7.83%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Operations Assistant-Parks

Job Description and Qualifications:										
Maintain a current knowledge of park programs, special events and park amenities to provide information to callers and visitors. Staff the front office. Welcome and assist park patrons, participants and visitors. Manage the park reservation requests on the website by sending notification letters and answering questions in reference to the parks and City Park Ordinances.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						Parks (120)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$18.48	\$14.91	\$18.67	\$22.43	\$18.48	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$18.06	\$14.66	\$18.32	\$21.99	\$18.78	\$15.25	\$19.05	\$22.87	49.97%
Rogers, AR	Match	\$18.38	\$15.21	\$19.01	\$23.76	\$18.38	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$17.96	\$15.10	\$18.88	\$22.65	\$17.96	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$19.64	\$16.68	\$20.42	\$24.17	\$18.46	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$19.60	\$15.08	\$18.85	\$22.62	\$19.60	\$15.08	\$18.85	\$22.62	50.00%
NOARK 2021	Match	\$18.38	\$15.50	\$18.88	\$22.94	\$18.38	\$15.50	\$18.88	\$22.94	48.00%
<b>AVERAGES</b>		<b>\$18.64</b>	<b>\$15.31</b>	<b>\$19.00</b>	<b>\$22.94</b>	<b>\$18.58</b>	<b>\$15.25</b>	<b>\$18.93</b>	<b>\$22.86</b>	<b>49.90%</b>
City of Fayetteville						\$18.33	\$14.96	\$18.03	\$22.36	49.47%
						\$ Difference	-\$0.25	-\$0.29	-\$0.90	-\$0.50
						% Difference	-1.35%	-1.92%	-5.01%	-2.22%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Park Planning Superintendent

Job Description and Qualifications:										
Use independent judgment and creativity in the design and preparation of construction documents, specifications for park development and improvement projects ensuring compliance with all safety and ADA regulations, as well as other applicable City, County, State and Federal guidelines. Includes coordination with other City departments and divisions, utility companies and other agencies as necessary.										
Education						FLSA				
Bachelor's degree (B.A. or B.S.) in Civil Engineering or related field						Exempt				
Related Experience						Supervisory Position				
6 years						Yes				
Management Experience						Department				
2 years						Parks (120)				
Certificates & Licenses										
Arkansas Landscape Architect's license or Professional Engineer's license										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$34.41	\$26.98	\$36.46	\$45.94	\$34.41	\$26.98	\$36.46	\$45.94	70.27%
Jonesboro, AR	Match	\$36.44	\$29.11	\$36.38	\$43.66	\$37.90	\$30.27	\$37.84	\$45.41	50.02%
Rogers, AR	Match	\$36.24	\$27.88	\$34.85	\$43.56	\$36.24	\$27.88	\$34.85	\$43.56	56.24%
Springdale, AR	Match	\$35.66	\$28.49	\$35.62	\$42.74	\$35.66	\$28.49	\$35.62	\$42.74	50.02%
Lawrence, KS	Match	\$38.98	\$33.68	\$41.26	\$48.84	\$36.64	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$43.26	\$32.71	\$40.89	\$49.07	\$43.26	\$32.71	\$40.89	\$49.07	50.02%
CompData	Match	\$41.10	\$31.08	\$38.85	\$46.62	\$41.10	\$31.08	\$38.85	\$46.62	50.00%
DOL-NWA	Match	\$41.53	\$28.50	\$35.62	\$42.74	\$41.53	\$28.50	\$35.62	\$42.74	49.96%
NOARK 2021	Match	\$37.92	\$30.18	\$37.97	\$46.36	\$37.92	\$30.18	\$37.97	\$46.36	53.61%
<b>AVERAGES</b>		<b>\$38.39</b>	<b>\$29.85</b>	<b>\$37.54</b>	<b>\$45.50</b>	<b>\$38.30</b>	<b>\$29.75</b>	<b>\$37.43</b>	<b>\$45.37</b>	<b>52.51%</b>
<b>City of Fayetteville</b>						<b>\$41.29</b>	<b>\$29.47</b>	<b>\$35.51</b>	<b>\$44.03</b>	<b>49.41%</b>
						<b>\$ Difference</b>	<b>\$2.99</b>	<b>-\$0.28</b>	<b>-\$1.92</b>	<b>-\$1.34</b>
						<b>% Difference</b>	<b>7.25%</b>	<b>-0.95%</b>	<b>-5.41%</b>	<b>-3.05%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Parking Enforcement Officer

Job Description and Qualifications:										
Enforce laws, codes and city ordinance requirements for parking regulations. Inspect Downtown and Entertainment Districts for violations of various City codes including: parking regulations and compliance, residential parking ordinances, traffic regulations related to parking and pedestrian safety.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
1 year						No				
Management Experience						Department				
						Parking (450)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$18.25	\$17.20	\$21.50	\$25.80	\$18.25	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$20.63	\$16.10	\$20.13	\$24.15	\$21.46	\$16.74	\$20.94	\$25.12	50.06%
Rogers, AR	Match	\$19.64	\$15.21	\$19.01	\$23.76	\$19.64	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$20.69	\$16.83	\$21.04	\$25.24	\$20.69	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Match	\$19.33	\$16.68	\$20.42	\$24.17	\$18.17	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$21.56	\$17.42	\$21.78	\$26.14	\$21.56	\$17.42	\$21.78	\$26.14	50.06%
NOARK 2021	Match	\$20.61	\$16.63	\$21.35	\$26.02	\$20.61	\$16.63	\$21.35	\$26.02	56.46%
<b>AVERAGES</b>		<b>\$20.10</b>	<b>\$16.58</b>	<b>\$20.75</b>	<b>\$25.04</b>	<b>\$20.05</b>	<b>\$16.53</b>	<b>\$20.69</b>	<b>\$24.97</b>	<b>51.07%</b>
City of Fayetteville						\$19.69	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	-\$0.36	\$1.31	\$0.80	\$1.68
						% Difference	-1.85%	7.34%	3.74%	6.30%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Parks Maint Superintendent

Job Description and Qualifications:										
Plan, administer and supervise maintenance operations of the Parks and Recreation Division. This work includes oversight of programs for ground maintenance, athletic fields, turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities and capital improvements.										
Education						FLSA				
B.S./B.A degree in related field						Exempt				
Related Experience						Supervisory Position				
4 years						Supervisory Position				
Management Experience						Department				
3 years						Parks (120)				
Certificates & Licenses										
National Playground Safety Inspection Certification										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$43.92	\$30.12	\$40.70	\$51.28	\$43.92	\$30.12	\$40.70	\$51.28	70.25%
Jonesboro, AR	Match	\$36.44	\$29.11	\$36.38	\$43.66	\$37.90	\$30.27	\$37.84	\$45.41	50.02%
Rogers, AR	Match	\$36.24	\$27.88	\$34.85	\$43.56	\$36.24	\$27.88	\$34.85	\$43.56	56.24%
Springdale, AR	Match	\$37.40	\$28.49	\$35.62	\$42.74	\$37.40	\$28.49	\$35.62	\$42.74	50.02%
Lawrence, KS	Match	\$42.18	\$33.68	\$41.26	\$48.84	\$39.65	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$43.26	\$32.71	\$40.89	\$49.07	\$43.26	\$32.71	\$40.89	\$49.07	50.02%
CompData	Match	\$41.10	\$31.08	\$38.85	\$46.62	\$41.10	\$31.08	\$38.85	\$46.62	50.00%
DOL-NWA	Match	\$41.53	\$28.50	\$35.62	\$42.74	\$41.53	\$28.50	\$35.62	\$42.74	49.96%
NOARK 2021	Match	\$39.86	\$30.18	\$37.97	\$46.36	\$39.86	\$30.18	\$37.97	\$46.36	53.61%
AVERAGES		\$40.21	\$30.19	\$38.02	\$46.10	\$40.10	\$30.10	\$37.90	\$45.97	52.72%
City of Fayetteville						\$43.70	\$29.47	\$35.51	\$44.03	49.41%
						\$ Difference	\$3.60	-\$0.63	-\$1.94	
						% Difference	8.25%	-2.13%	-6.74%	-4.40%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Permit Coordinator

Job Description and Qualifications:										
Primary responsibility for management and efficiency of the commercial and multi-review building permit program. Communicate with contractors and other customers the permit requirements for multi-review projects, verify that applications and attachments are complete and enter information into database.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
						Building Safety (220)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$18.25	\$17.20	\$21.50	\$25.80	\$18.25	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$17.50	\$15.07	\$18.84	\$22.60	\$18.20	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$18.38	\$15.21	\$19.01	\$23.76	\$18.38	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$21.19	\$15.97	\$19.96	\$23.95	\$21.19	\$15.97	\$19.96	\$23.95	49.97%
Lawrence, KS	Match	\$18.11	\$16.68	\$20.42	\$24.17	\$17.02	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$18.79	\$15.78	\$19.72	\$23.66	\$18.79	\$15.78	\$19.72	\$23.66	49.94%
NOARK 2021	Match	\$19.17	\$15.50	\$18.87	\$22.94	\$19.17	\$15.50	\$18.87	\$22.94	48.00%
<b>AVERAGES</b>		<b>\$18.77</b>	<b>\$15.92</b>	<b>\$19.76</b>	<b>\$23.84</b>	<b>\$18.71</b>	<b>\$15.86</b>	<b>\$19.69</b>	<b>\$23.76</b>	<b>49.83%</b>
City of Fayetteville						\$18.22	\$15.93	\$19.19	\$23.80	49.40%
						\$ Difference	-\$0.49	\$0.07	-\$0.50	\$0.04
						% Difference	-2.71%	0.45%	-2.61%	0.16%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Planner

Job Description and Qualifications:										
Prepare and present staff recommendations and reports regarding development within the City's jurisdiction at public meetings. Present projects to various committees, the Planning Commission and City Council. Conduct research on planning policy issues and best practices.										
Education						FLSA				
B.A. or B.S. in a related field						Exempt				
Related Experience						Supervisory Position				
1 year						Non-Supervisory				
Management Experience						Department				
						Planning (230)				
Certificates & Licenses										
AICP Certification preferred										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$24.41	\$21.70	\$27.12	\$32.54	\$24.41	\$21.70	\$27.12	\$32.54	49.95%
Jonesboro, AR	Match	\$20.63	\$18.55	\$23.18	\$27.82	\$21.46	\$19.29	\$24.11	\$28.93	49.97%
Rogers, AR	Match	\$22.28	\$19.62	\$24.52	\$30.65	\$22.28	\$19.62	\$24.52	\$30.65	56.22%
Springdale, AR	Match	\$23.80	\$21.15	\$26.44	\$31.72	\$23.80	\$21.15	\$26.44	\$31.72	49.98%
Lawrence, KS	Match	\$26.91	\$24.41	\$29.90	\$35.93	\$25.30	\$22.95	\$28.11	\$33.77	47.15%
DOL-NWA	Match	\$28.70	\$22.77	\$28.46	\$34.15	\$28.70	\$22.77	\$28.46	\$34.15	49.98%
NOARK 2021	Match	\$26.65	\$20.93	\$26.16	\$31.39	\$26.65	\$20.93	\$26.16	\$31.39	49.98%
AVERAGES		\$24.77	\$21.30	\$26.54	\$32.03	\$24.66	\$21.20	\$26.42	\$31.88	50.36%
City of Fayetteville						\$22.74	\$21.66	\$26.10	\$32.36	49.40%
						\$ Difference	-\$1.92	\$0.46	-\$0.32	\$0.48
						% Difference	-8.43%	2.12%	-1.22%	1.49%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Planning Technician

Job Description and Qualifications:										
Perform all functions of sign permit application process. Receive and monitor complaints regarding sign/zoning violations. Review and accept permit applications, calculating and collecting applicable fees, preparing and issuing receipts, and forwarding applications to appropriate staff for review and/or approval.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						Planning (230)				
Certificates & Licenses										
Valid Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Above	\$22.47	\$20.57	\$25.72	\$30.86	\$22.47	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$18.12	\$16.10	\$20.13	\$24.15	\$18.84	\$16.74	\$20.94	\$25.12	50.06%
Rogers, AR	Match	\$17.27	\$15.21	\$19.01	\$23.76	\$17.27	\$15.21	\$19.01	\$23.76	56.21%
Springdale, AR	Match	\$18.20	\$17.69	\$22.12	\$26.54	\$18.20	\$17.69	\$22.12	\$26.54	50.03%
Lawrence, KS	Match	\$23.10	\$22.19	\$27.18	\$32.17	\$21.71	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$22.34	\$17.36	\$21.70	\$26.04	\$22.34	\$17.36	\$21.70	\$26.04	50.00%
NOARK 2021	Match	\$18.29	\$15.36	\$19.20	\$23.04	\$18.29	\$15.36	\$19.20	\$23.04	50.00%
<b>AVERAGES</b>		<b>\$19.97</b>	<b>\$17.78</b>	<b>\$22.15</b>	<b>\$26.65</b>	<b>\$19.87</b>	<b>\$17.68</b>	<b>\$22.03</b>	<b>\$26.51</b>	<b>49.93%</b>
<b>City of Fayetteville</b>						<b>\$17.99</b>	<b>\$14.96</b>	<b>\$18.03</b>	<b>\$22.36</b>	<b>49.47%</b>
						<b>\$ Difference</b>	<b>-\$1.88</b>	<b>-\$2.72</b>	<b>-\$4.00</b>	<b>-\$4.15</b>
						<b>% Difference</b>	<b>-10.47%</b>	<b>-18.21%</b>	<b>-22.21%</b>	<b>-18.58%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Police Captain

Job Description and Qualifications:										
Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the City's Police Department. Assist the Deputy Chief in the planning, coordination, supervision, and evaluation of police department operations.										
Education						FLSA				
H.S. Diploma or GED						Exempt				
Related Experience						Supervisory Position				
9-10 years						Yes				
Management Experience						Department				
5 years						Police (600)				
Certificates & Licenses										
ACIC and NCIC										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$49.39	\$34.52	\$44.85	\$55.18	\$49.39	\$34.52	\$44.85	\$55.18	59.85%
Jonesboro, AR	Match	\$40.01	\$34.82	\$37.27	\$39.72	\$41.61	\$36.21	\$38.76	\$41.31	14.08%
Rogers, AR	Above	\$53.54	\$41.10	\$51.37	\$64.21	\$53.54	\$41.10	\$51.37	\$64.21	56.23%
Springdale, AR	Match	\$49.57	\$37.18	\$47.50	\$55.76	\$49.57	\$37.18	\$47.50	\$55.76	49.97%
Lawrence, KS	Match	\$54.95	\$46.99	\$57.56	\$68.13	\$51.65	\$44.17	\$54.11	\$64.04	44.99%
CompAnalyst	Match	\$50.58	\$38.54	\$48.17	\$57.80	\$50.58	\$38.54	\$48.17	\$57.80	49.97%
CompData	Match	\$48.05	\$36.61	\$45.76	\$54.91	\$48.05	\$36.61	\$45.76	\$54.91	49.99%
DOL-NWA	Match	\$48.42	\$35.46	\$44.33	\$53.20	\$48.42	\$35.46	\$44.33	\$53.20	50.03%
NOARK 2021	No Match									
<b>AVERAGES</b>		<b>\$49.31</b>	<b>\$38.15</b>	<b>\$47.10</b>	<b>\$56.11</b>	<b>\$49.10</b>	<b>\$37.97</b>	<b>\$46.86</b>	<b>\$55.80</b>	<b>46.95%</b>
City of Fayetteville						<b>\$48.95</b>	<b>\$36.79</b>	<b>\$44.33</b>	<b>\$54.97</b>	<b>49.42%</b>
						<b>\$ Difference</b>	<b>-\$0.15</b>	<b>-\$1.18</b>	<b>-\$2.53</b>	<b>-\$0.83</b>
						<b>% Difference</b>	<b>-0.31%</b>	<b>-3.22%</b>	<b>-5.70%</b>	<b>-1.51%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Police Chief

Job Description and Qualifications:										
Responsible for the operations of the Police Department to ensure effective enforcement of laws and ordinances.										
Education						FLSA				
B.S./B.A. Degree in Criminal Justice						Exempt				
Related Experience						Supervisory Position				
11 years						Supervisory Position				
Management Experience						Department				
9 years						Police Department (600)				
Certificates & Licenses										
Advanced Law Management or Executive Development School, FBI National Academy and Senior Management										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$54.64	\$43.34	\$56.34	\$69.33	\$54.64	\$43.34	\$56.34	\$69.33	59.97%
Jonesboro, AR	Match	\$54.00	\$47.86	\$50.41	\$52.96	\$56.16	\$49.77	\$52.43	\$55.08	10.67%
Rogers, AR	Match	\$66.18	\$52.11	\$65.14	\$81.42	\$66.18	\$52.11	\$65.14	\$81.42	56.25%
Springdale, AR	Match	\$61.51	\$45.77	\$57.22	\$68.66	\$61.51	\$45.77	\$57.22	\$68.66	50.01%
Lawrence, KS	Above	\$72.08	\$66.74	\$80.09	\$93.44	\$67.76	\$62.74	\$75.28	\$87.83	39.99%
CompAnalyst	Match	\$66.44	\$48.32	\$60.40	\$72.48	\$66.44	\$48.32	\$60.40	\$72.48	50.00%
CompData	Match	\$63.12	\$45.90	\$57.38	\$68.86	\$63.12	\$45.90	\$57.38	\$68.86	50.02%
DOL-NWA	Match	\$66.85	\$51.06	\$63.82	\$76.58	\$66.85	\$51.06	\$63.82	\$76.58	49.98%
NOARK 2021	No Match									
AVERAGES		\$63.10	\$50.14	\$61.35	\$72.97	\$62.83	\$49.88	\$61.00	\$72.53	45.42%
City of Fayetteville						\$63.39	\$48.38	\$58.29	\$72.28	49.40%
						\$ Difference	\$0.56	-\$1.50	-\$2.71	-\$0.25
						% Difference	0.88%	-3.09%	-4.65%	-0.35%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Police Support Specialist

Job Description and Qualifications:										
Effectively interview citizens (some are very upset), both in person and over the phone, to determine if a crime was committed. Document crimes against persons and/or property. Take photographs of evidence and collect evidence. Submit evidence as required. Transcribe and code report utilizing proper crime reporting protocol.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
<1 years						No				
Management Experience						Department				
						Pollice (650)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$16.09	\$14.91	\$18.67	\$22.43	\$16.09	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$16.31	\$14.00	\$17.50	\$21.00	\$16.96	\$14.56	\$18.20	\$21.84	50.00%
Rogers, AR	Match	\$17.33	\$14.11	\$17.63	\$22.04	\$17.33	\$14.11	\$17.63	\$22.04	56.20%
Springdale, AR	Match	\$19.33	\$14.24	\$17.80	\$21.36	\$19.33	\$14.24	\$17.80	\$21.36	50.00%
Lawrence, KS	Match	\$16.51	\$16.68	\$20.42	\$24.17	\$15.52	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$17.51	\$14.58	\$18.23	\$21.88	\$17.51	\$14.58	\$18.23	\$21.88	50.07%
NOARK 2021	Match	\$18.38	\$15.50	\$18.88	\$22.94	\$18.38	\$15.50	\$18.88	\$22.94	48.00%
<b>AVERAGES</b>		<b>\$17.35</b>	<b>\$14.86</b>	<b>\$18.45</b>	<b>\$22.26</b>	<b>\$17.30</b>	<b>\$14.80</b>	<b>\$18.37</b>	<b>\$22.17</b>	<b>49.85%</b>
<b>City of Fayetteville</b>						<b>\$17.56</b>	<b>\$16.87</b>	<b>\$20.33</b>	<b>\$25.21</b>	<b>49.44%</b>
						<b>\$ Difference</b>	<b>\$0.26</b>	<b>\$2.07</b>	<b>\$1.96</b>	<b>\$3.04</b>
						<b>% Difference</b>	<b>1.46%</b>	<b>12.29%</b>	<b>9.63%</b>	<b>12.05%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Project Coordinator-Utilities

Job Description and Qualifications:										
Maintain a current knowledge of all Utilities Department capital projects and subprojects, services, issues and community events to provide information to callers and visitors. Write Requests for Proposals, contracts and contract specifications for capital projects. Apply strict attention to detail in writing and reviewing such documents. Create forecasting spreadsheets to include formulas and trends; utilize this information to develop realistic timelines for capital projects.										
Education						FLSA				
4 Years College						Non-Exempt				
Related Experience						Supervisory Position				
4 Years						No				
Management Experience						Department				
1-6 Months						Water & Sewer (160)				
Certificates & Licenses										
Valid Driver's License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.85	\$19.45	\$24.31	\$29.17	\$22.85	\$19.45	\$24.31	\$29.17	49.97%
Jonesboro, AR	Match	\$25.29	\$20.53	\$25.89	\$31.24	\$26.30	\$21.35	\$26.93	\$32.49	52.18%
Rogers, AR	Match	\$25.63	\$19.74	\$24.68	\$30.84	\$25.63	\$19.74	\$24.68	\$30.84	56.23%
Springdale, AR	Match	\$22.75	\$19.97	\$24.96	\$29.96	\$22.75	\$19.97	\$24.96	\$29.96	50.03%
Lawrence, KS	Match	\$25.29	\$22.19	\$27.18	\$32.17	\$23.77	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$23.22	\$19.58	\$24.48	\$29.38	\$23.22	\$19.58	\$24.48	\$29.38	50.05%
NOARK 2021	Match	\$24.97	\$20.57	\$25.40	\$30.59	\$24.97	\$20.57	\$25.40	\$30.59	48.71%
<b>AVERAGES</b>		<b>\$24.29</b>	<b>\$20.29</b>	<b>\$25.27</b>	<b>\$30.48</b>	<b>\$24.21</b>	<b>\$20.22</b>	<b>\$25.19</b>	<b>\$30.38</b>	<b>50.28%</b>
City of Fayetteville						\$21.81	\$19.75	\$23.80	\$29.51	49.42%
						\$ Difference	-\$2.40	-\$0.47	-\$1.39	-\$0.87
						% Difference	-11.02%	-2.37%	-5.83%	-2.95%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Property-Evidence Manager

Job Description and Qualifications:										
Respond after hours to manage intake of large items, large quantities, or other items of evidence requiring special handling. Ensure an accurate chain of custody (both hard and electronic copy) that contains the signatures of all parties controlling the piece of property or evidence from intake to disposal.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
3 years						Yes				
Management Experience						Department				
2 years						Police (650)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$28.42	\$21.70	\$27.12	\$32.54	\$28.42	\$21.70	\$27.12	\$32.54	49.95%
Jonesboro, AR	Match	\$28.47	\$22.35	\$27.94	\$33.52	\$29.61	\$23.24	\$29.06	\$34.86	50.00%
Rogers, AR	Match	\$24.32	\$20.72	\$25.90	\$32.37	\$24.32	\$20.72	\$25.90	\$32.37	56.23%
Springdale, AR	Match	\$29.46	\$23.74	\$29.68	\$35.61	\$29.46	\$23.74	\$29.68	\$35.61	50.00%
Lawrence, KS	Match	\$31.40	\$24.41	\$29.90	\$35.39	\$29.52	\$22.95	\$28.11	\$33.27	44.97%
DOL-NWA	Match	\$28.52	\$20.67	\$25.84	\$31.01	\$28.52	\$20.67	\$25.84	\$31.01	50.02%
NOARK 2021	Match	\$28.50	\$21.50	\$26.83	\$32.46	\$28.50	\$21.50	\$26.83	\$32.46	50.98%
<b>AVERAGES</b>		<b>\$28.44</b>	<b>\$22.16</b>	<b>\$27.60</b>	<b>\$33.27</b>	<b>\$28.34</b>	<b>\$22.07</b>	<b>\$27.51</b>	<b>\$33.16</b>	<b>50.22%</b>
<b>City of Fayetteville</b>						<b>\$32.34</b>	<b>\$21.66</b>	<b>\$26.10</b>	<b>\$32.36</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>\$4.00</b>	<b>-\$0.41</b>	<b>-\$1.41</b>	<b>-\$0.80</b>	
<b>% Difference</b>						<b>12.38%</b>	<b>-1.91%</b>	<b>-5.39%</b>	<b>-2.47%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Public Works Director

Job Description and Qualifications:										
Responsible for management of in-house engineering design services consisting of surveying, drafting, design, bidding and construction management of public works projects for various divisions and departments. Evaluate the performance of assigned Public Works divisions and recommend changes to improve efficiency. Monitor the delivery of municipal services through assigned division heads to ensure that the Mayor and City Council's objectives, policies, and adopted Master Plans are followed.										
Education						FLSA				
Technical Degree						Exempt				
Related Experience						Supervisory Position				
9-10 Years						Yes				
Management Experience						Department				
7 Years						Public Works (101)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$67.45	\$45.82	\$61.92	\$78.02	\$67.45	\$45.82	\$61.92	\$78.02	70.27%
Jonesboro, AR	Match	\$62.15	\$44.32	\$55.39	\$66.47	\$64.64	\$46.09	\$57.61	\$69.13	49.99%
Rogers, AR	Match	\$58.04	\$43.53	\$54.42	\$68.02	\$58.04	\$43.53	\$54.42	\$68.02	56.26%
Springdale, AR	Match	\$57.55	\$42.32	\$52.90	\$63.47	\$57.55	\$42.32	\$52.90	\$63.47	49.98%
Lawrence, KS	Above	\$67.40	\$56.18	\$68.82	\$81.46	\$63.36	\$52.81	\$64.69	\$76.57	44.99%
CompAnalyst	Match	\$68.16	\$52.70	\$65.87	\$79.04	\$68.16	\$52.70	\$65.87	\$79.04	49.98%
CompData	Match	\$64.75	\$50.06	\$62.58	\$75.10	\$64.75	\$50.06	\$62.58	\$75.10	50.02%
DOL-NWA	Match	\$61.14	\$44.05	\$55.06	\$66.07	\$61.14	\$44.05	\$55.06	\$66.07	49.99%
NOARK 2021	Match	\$61.60	\$47.94	\$59.92	\$71.90	\$61.60	\$47.94	\$59.92	\$71.90	49.98%
<b>AVERAGES</b>		<b>\$63.14</b>	<b>\$47.44</b>	<b>\$59.65</b>	<b>\$72.17</b>	<b>\$62.97</b>	<b>\$47.26</b>	<b>\$59.44</b>	<b>\$71.92</b>	<b>52.20%</b>
City of Fayetteville						<b>\$64.56</b>	<b>\$46.42</b>	<b>\$55.93</b>	<b>\$69.35</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$1.59</b>	<b>-\$0.84</b>	<b>-\$3.51</b>	<b>-\$2.57</b>
						<b>% Difference</b>	<b>2.47%</b>	<b>-1.80%</b>	<b>-6.28%</b>	<b>-3.71%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## PW Projects Inspector

Job Description and Qualifications:										
Perform visual site inspections of construction projects. Perform pressure and leakage testing of waterlines. Perform low pressure air test on sanitary sewer mains and vacuum test manholes. Inspect Storm Water Management and Erosion Control. Inspect street subgrade preparation and compaction testing.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
4 years						No				
Management Experience						Department				
						Engineering (110)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.21	\$17.79	\$21.80	\$25.80	\$22.21	\$17.79	\$21.80	\$25.80	45.03%
Jonesboro, AR	Match	\$22.22	\$16.86	\$21.07	\$25.29	\$23.11	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$20.40	\$18.02	\$22.53	\$28.16	\$20.40	\$18.02	\$22.53	\$28.16	56.27%
Springdale, AR	Match	\$22.94	\$17.69	\$22.12	\$26.54	\$22.94	\$17.69	\$22.12	\$26.54	50.03%
Lawrence, KS	Match	\$23.48	\$20.17	\$24.71	\$29.25	\$22.07	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$22.62	\$17.82	\$22.28	\$26.74	\$22.62	\$17.82	\$22.28	\$26.74	50.06%
NOARK 2021	Match	\$22.07	\$17.01	\$21.84	\$26.89	\$22.07	\$17.01	\$21.84	\$26.89	58.08%
AVERAGES		\$22.28	\$17.91	\$22.34	\$26.95	\$22.20	\$17.83	\$22.24	\$26.85	50.56%
City of Fayetteville						\$22.49	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	\$0.29	\$0.01	-\$0.75	-\$0.20
						% Difference	1.28%	0.05%	-3.51%	-0.74%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Recreation Programs Manager

Job Description and Qualifications:										
Provide program and event management, customer service, general facility supervision of youth soccer programs, summer concert series and City pool. Plan and implement fall/spring youth soccer program.										
Education						FLSA				
H.S. Diploma or GED, BS/BA Degree in P & R Admin. Preferred						Non-Exempt				
Related Experience						Supervisory Position				
4 years						Supervisory Position				
Management Experience						Department				
						Parks (120)				
Certificates & Licenses										
Certified Pool Operator CPR and First Aid										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$24.07	\$22.82	\$28.53	\$34.23	\$24.07	\$22.82	\$28.53	\$34.23	50.00%
Jonesboro, AR	Match	\$26.25	\$21.08	\$26.35	\$31.62	\$27.30	\$21.92	\$27.40	\$32.88	50.00%
Rogers, AR	Match	\$25.68	\$21.82	\$27.27	\$34.09	\$25.68	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$24.92	\$22.01	\$27.52	\$33.02	\$24.92	\$22.01	\$27.52	\$33.02	50.02%
Lawrence, KS	Match	\$31.84	\$26.86	\$32.89	\$38.92	\$29.93	\$25.25	\$30.92	\$36.58	44.87%
DOL-NWA	Match	\$26.97	\$23.98	\$29.97	\$35.96	\$26.97	\$23.98	\$29.97	\$35.96	49.96%
NOARK 2021	Match	\$26.16	\$21.99	\$27.24	\$32.52	\$26.16	\$21.99	\$27.24	\$32.52	47.89%
<b>AVERAGES</b>		<b>\$26.56</b>	<b>\$22.94</b>	<b>\$28.54</b>	<b>\$34.34</b>	<b>\$26.43</b>	<b>\$22.83</b>	<b>\$28.41</b>	<b>\$34.18</b>	<b>49.75%</b>
City of Fayetteville						\$24.59	\$22.63	\$27.26	\$33.80	49.36%
						\$ Difference	-\$1.84	-\$0.20	-\$1.15	-\$0.38
						% Difference	-7.49%	-0.87%	-4.21%	-1.13%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Recreation Superintendent

Job Description and Qualifications:										
Responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for Parks and Recreation. Oversee recreation staff, programs and Community Center.										
Education						FLSA				
B.S./B.A degree in related field						Exempt				
Related Experience						Supervisory Position				
4 years						Supervisory Position				
Management Experience						Department				
3 years						Parks (120)				
Certificates & Licenses										
Certified Parks and Recreation Professional										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$34.41	\$26.98	\$36.46	\$45.94	\$34.41	\$26.98	\$36.46	\$45.94	70.27%
Jonesboro, AR	Match	\$33.53	\$27.42	\$34.27	\$41.13	\$34.87	\$28.52	\$35.64	\$42.78	50.00%
Rogers, AR	Match	\$36.24	\$27.88	\$34.85	\$43.56	\$36.24	\$27.88	\$34.85	\$43.56	56.24%
Springdale, AR	Match	\$32.42	\$28.49	\$35.62	\$42.74	\$32.42	\$28.49	\$35.62	\$42.74	50.02%
Lawrence, KS	Match	\$36.63	\$33.68	\$41.26	\$48.84	\$34.43	\$31.66	\$38.78	\$45.91	45.01%
CompAnalyst	Match	\$43.26	\$32.71	\$40.89	\$49.07	\$43.26	\$32.71	\$40.89	\$49.07	50.02%
CompData	Match	\$41.10	\$31.08	\$38.85	\$46.62	\$41.10	\$31.08	\$38.85	\$46.62	50.00%
DOL-NWA	Match	\$38.40	\$28.77	\$35.96	\$43.15	\$38.40	\$28.77	\$35.96	\$43.15	49.98%
NOARK 2021	Match	\$37.77	\$30.09	\$37.88	\$45.97	\$37.77	\$30.09	\$37.88	\$45.97	52.78%
<b>AVERAGES</b>		<b>\$37.08</b>	<b>\$29.68</b>	<b>\$37.34</b>	<b>\$45.22</b>	<b>\$36.99</b>	<b>\$29.58</b>	<b>\$37.21</b>	<b>\$45.08</b>	<b>52.43%</b>
<b>City of Fayetteville</b>						<b>\$42.83</b>	<b>\$29.47</b>	<b>\$35.51</b>	<b>\$44.03</b>	<b>49.41%</b>
						<b>\$ Difference</b>	<b>\$5.84</b>	<b>-\$0.11</b>	<b>-\$1.70</b>	<b>-\$1.05</b>
						<b>% Difference</b>	<b>13.64%</b>	<b>-0.36%</b>	<b>-4.80%</b>	<b>-2.39%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Recycling-Trash Collection Dir

Job Description and Qualifications:										
Oversee the operations of the Recycling and Trash Collection Division which includes collection, disposal, transfer, recycling and compost operations. Ensure division operations are in compliance with regulatory and legal requirements.										
Education						FLSA				
H.S. Diploma/ GED Associate's degree or B.S./B.A. degree						Exempt				
Related Experience						Supervisory Position				
8 years with HS; 6 years with AA; 4 years with BS/BA						Supervisory Position				
Management Experience						Department				
3 years						Solid Waste (140)				
Certificates & Licenses										
Solid Waste Facility Operators License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$50.71	\$36.40	\$49.19	\$61.98	\$50.71	\$36.40	\$49.19	\$61.98	70.27%
Jonesboro, AR	Match	\$41.83	\$32.49	\$40.61	\$48.73	\$43.50	\$33.79	\$42.23	\$50.68	49.99%
Rogers, AR	Match	\$47.62	\$36.69	\$45.86	\$57.33	\$47.62	\$36.69	\$45.86	\$57.33	56.26%
Springdale, AR	Match	\$52.12	\$35.40	\$44.26	\$53.11	\$52.12	\$35.40	\$44.26	\$53.11	50.03%
Lawrence, KS	Match	\$46.06	\$42.24	\$51.75	\$61.26	\$43.30	\$39.71	\$48.65	\$57.58	45.00%
CompAnalyst	Match	\$56.88	\$44.73	\$55.91	\$67.09	\$56.88	\$44.73	\$55.91	\$67.09	49.99%
CompData	Match	\$54.04	\$42.49	\$53.11	\$63.73	\$54.04	\$42.49	\$53.11	\$63.73	49.99%
DOL-NWA	Match	\$50.89	\$36.52	\$45.65	\$54.78	\$50.89	\$36.52	\$45.65	\$54.78	50.00%
NOARK 2021	Match	\$44.38	\$35.53	\$45.52	\$55.51	\$44.38	\$35.53	\$45.52	\$55.51	56.23%
<b>AVERAGES</b>		<b>\$49.39</b>	<b>\$38.05</b>	<b>\$47.98</b>	<b>\$58.17</b>	<b>\$49.27</b>	<b>\$37.92</b>	<b>\$47.82</b>	<b>\$57.98</b>	<b>52.90%</b>
<b>City of Fayetteville</b>						<b>\$53.12</b>	<b>\$36.79</b>	<b>\$44.33</b>	<b>\$54.97</b>	<b>49.42%</b>
<b>\$ Difference</b>						<b>\$3.85</b>	<b>-\$1.13</b>	<b>-\$3.49</b>	<b>-\$3.01</b>	
<b>% Difference</b>						<b>7.25%</b>	<b>-3.07%</b>	<b>-7.87%</b>	<b>-5.47%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Route Driver

Job Description and Qualifications:										
Operate a variety of equipment and trucks to assist in the day-to-day collection of trash and recycling on assigned routes. Perform pre and post trip inspections on a daily basis. Collect and separate recyclable items.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
1 year						Non-Supervisory				
Management Experience						Department				
						Solid Waste (140)				
Certificates & Licenses										
Class "B" CDL										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$19.89	\$16.08	\$20.10	\$24.12	\$19.89	\$16.08	\$20.10	\$24.12	50.00%
Jonesboro, AR	Match	\$18.45	\$15.07	\$18.84	\$22.60	\$19.19	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$20.25	\$16.31	\$20.39	\$25.49	\$20.25	\$16.31	\$20.39	\$25.49	56.28%
Springdale, AR	Match	\$19.13	\$15.10	\$18.88	\$22.65	\$19.13	\$15.10	\$18.88	\$22.65	50.00%
Lawrence, KS	Match	\$22.91	\$20.17	\$24.71	\$29.25	\$21.54	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$21.65	\$17.22	\$21.52	\$25.82	\$21.65	\$17.22	\$21.52	\$25.82	49.94%
NOARK 2021	Match	\$20.61	\$15.92	\$19.86	\$23.81	\$20.61	\$15.92	\$19.86	\$23.81	49.56%
<b>AVERAGES</b>		<b>\$20.41</b>	<b>\$16.55</b>	<b>\$20.61</b>	<b>\$24.82</b>	<b>\$20.32</b>	<b>\$16.47</b>	<b>\$20.51</b>	<b>\$24.70</b>	<b>50.00%</b>
<b>City of Fayetteville</b>						<b>\$20.14</b>	<b>\$15.93</b>	<b>\$19.19</b>	<b>\$23.80</b>	<b>49.40%</b>
<b>\$ Difference</b>						<b>-\$0.18</b>	<b>-\$0.54</b>	<b>-\$1.32</b>	<b>-\$0.90</b>	
<b>% Difference</b>						<b>-0.91%</b>	<b>-3.36%</b>	<b>-6.88%</b>	<b>-3.78%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Route Supervisor

Job Description and Qualifications:										
Responsible for supervising drivers, performing collection and processing duties. 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 of Fayetteville.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
						Yes				
Management Experience						Department				
						Solid Waste (140)				
Certificates & Licenses										
Must possess a valid Commercial Driver's License, class B.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.53	\$18.33	\$22.91	\$27.49	\$22.53	\$18.33	\$22.91	\$27.49	49.97%
Jonesboro, AR	Match	\$23.48	\$17.70	\$22.13	\$26.55	\$24.42	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$24.34	\$18.51	\$23.14	\$28.93	\$24.34	\$18.51	\$23.14	\$28.93	56.29%
Springdale, AR	Match	\$24.81	\$18.56	\$23.20	\$27.84	\$24.81	\$18.56	\$23.20	\$27.84	50.00%
Lawrence, KS	Match	\$25.66	\$22.19	\$27.18	\$32.17	\$24.12	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$25.34	\$20.07	\$25.09	\$30.11	\$25.34	\$20.07	\$25.09	\$30.11	50.02%
NOARK 2021	Match	\$24.97	\$20.57	\$25.40	\$30.59	\$24.97	\$20.57	\$25.40	\$30.59	48.71%
<b>AVERAGES</b>		<b>\$24.45</b>	<b>\$19.42</b>	<b>\$24.15</b>	<b>\$29.10</b>	<b>\$24.36</b>	<b>\$19.33</b>	<b>\$24.04</b>	<b>\$28.97</b>	<b>49.89%</b>
City of Fayetteville						\$24.58	\$18.80	\$22.65	\$28.09	49.41%
						\$ Difference	\$0.22	-\$0.53	-\$1.39	-\$0.88
						% Difference	0.89%	-2.82%	-6.16%	-3.14%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Senior Administrative Assistant

Job Description and Qualifications:										
The person in this position is the first person met by the public and employees as they enter the assigned City Department. The incumbent accordingly greets and assists the internal and external customers with courtesy and tact, and connects them with the other assigned City Department staff if needed to more fully assist in meeting the customers' needs. Maintain a current working knowledge of department projects, services, issues and community events to provide information to callers and visitors.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 years						No				
Management Experience						Department				
						Various				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$21.01	\$17.20	\$21.50	\$25.80	\$21.01	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$19.25	\$16.86	\$21.07	\$25.29	\$20.02	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$20.60	\$17.41	\$21.77	\$27.21	\$20.60	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$21.74	\$17.69	\$22.12	\$26.54	\$21.74	\$17.69	\$22.12	\$26.54	50.03%
Lawrence, KS	Match	\$24.20	\$20.17	\$24.71	\$29.25	\$22.75	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$22.73	\$17.82	\$22.28	\$26.74	\$22.73	\$17.82	\$22.28	\$26.74	50.06%
NOARK 2021	Match	\$21.42	\$18.51	\$23.14	\$28.03	\$21.42	\$18.51	\$23.14	\$28.03	51.43%
AVERAGES		\$21.56	\$17.95	\$22.37	\$26.98	\$21.47	\$17.87	\$22.28	\$26.87	50.35%
City of Fayetteville						\$21.48	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	\$0.01	-\$0.03	-\$0.79	-\$0.22
						% Difference	0.06%	-0.19%	-3.67%	-0.84%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Sr. Police Support Specialist

Job Description and Qualifications:										
Provide training for Police Support Specialist in all aspects of their job. Complete Weekly Observation Reports (WOR) to document trainee progress and recommend when a trainee completes, continues, or terminates from the training program. Provide leadership and mentor role on assigned shift. Provide excellent customer service with the ability to effectively de-escalate upset and/or angry citizens in a friendly manner in person and/or over the phone.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						Police - Civilian (650)				
Certificates & Licenses										
Ability to obtain ACIC Basic Certification within six months of hire and Advanced Certification within one year of hire.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$17.50	\$17.20	\$21.50	\$25.80	\$17.50	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$20.02	\$16.10	\$20.13	\$24.15	\$20.82	\$16.74	\$20.94	\$25.12	50.06%
Rogers, AR	Match	\$19.08	\$16.31	\$20.39	\$25.49	\$19.08	\$16.31	\$20.39	\$25.49	56.28%
Springdale, AR	Match	\$20.91	\$16.83	\$21.04	\$25.24	\$20.91	\$16.83	\$21.04	\$25.24	49.97%
Lawrence, KS	Match	\$21.03	\$20.17	\$24.71	\$29.25	\$19.77	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$19.29	\$16.20	\$20.25	\$24.30	\$19.29	\$16.20	\$20.25	\$24.30	50.00%
NOARK 2021	Match	\$20.35	\$17.59	\$21.98	\$26.38	\$20.35	\$17.59	\$21.98	\$26.38	49.97%
AVERAGES		\$19.74	\$17.20	\$21.43	\$25.80	\$19.67	\$17.12	\$21.33	\$25.69	50.07%
City of Fayetteville						\$20.80	\$18.80	\$22.55	\$28.09	49.41%
						\$ Difference	\$1.13	\$1.68	\$1.22	\$2.40
						% Difference	5.41%	8.94%	5.40%	8.54%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Shelter Attendant

Job Description and Qualifications:										
Maintain and clean animal shelter facility. Feed and socialize with animals. Perform first level examinations and assist public with animal adoptions. Assist with animal medical procedures.										
Education						FLSA				
H.S. Diploma or GED						Non-Exempt				
Related Experience						Supervisory Position				
						Non-Supervisory				
Management Experience						Department				
						Animal Services (330)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$14.84	\$13.83	\$17.29	\$20.74	\$14.84	\$13.83	\$17.29	\$20.74	49.96%
Jonesboro, AR	Match	\$13.54	\$14.00	\$17.50	\$21.00	\$14.08	\$14.56	\$18.20	\$21.84	50.00%
Rogers, AR	Match	\$14.64	\$13.01	\$16.26	\$20.32	\$14.64	\$13.01	\$16.26	\$20.32	56.19%
Springdale, AR	Match	\$14.88	\$14.24	\$17.80	\$21.36	\$14.88	\$14.24	\$17.80	\$21.36	50.00%
Lawrence, KS	Match	\$17.02	\$15.44	\$18.91	\$22.39	\$16.00	\$14.51	\$17.78	\$21.05	45.07%
DOL-NWA	Match	\$14.88	\$12.37	\$15.46	\$18.55	\$14.88	\$12.37	\$15.46	\$18.55	49.96%
NOARK 2021	Match	\$15.41	\$12.99	\$16.49	\$20.22	\$15.41	\$12.99	\$16.49	\$20.22	55.66%
<b>AVERAGES</b>		<b>\$15.03</b>	<b>\$13.70</b>	<b>\$17.10</b>	<b>\$20.65</b>	<b>\$14.96</b>	<b>\$13.64</b>	<b>\$17.04</b>	<b>\$20.58</b>	<b>50.85%</b>
City of Fayetteville						\$14.74	\$13.20	\$15.90	\$19.72	49.39%
						\$ Difference	-\$0.22	-\$0.44	-\$1.14	-\$0.86
						% Difference	-1.50%	-3.37%	-7.17%	-4.38%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Staff Engineer-Unlicensed

Job Description and Qualifications:										
Design the necessary modifications and/or new construction of public works including water, sewer, drainage and street projects within City, County, State and Federal guidelines, under the guidance of a Staff Engineer. This task requires frequently solving problems requiring engineering knowledge and skills.										
Education						FLSA				
Technical Degree						Non-Exempt				
Related Experience						Supervisory Position				
1-6 Months						No				
Management Experience						Department				
Not Required						Engineering (110)				
Certificates & Licenses										
Must possess a valid Drivers License. Must have, or be eligible to apply for, an Engineer Intern/Engineer-In-Training designation.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$24.50	\$21.70	\$27.12	\$32.54	\$24.50	\$21.70	\$27.12	\$32.54	49.95%
Jonesboro, AR	Match	\$26.06	\$20.24	\$25.30	\$30.35	\$27.10	\$21.05	\$26.31	\$31.56	49.93%
Rogers, AR	Match	\$26.43	\$21.82	\$27.27	\$34.09	\$26.43	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$26.73	\$22.01	\$27.52	\$33.02	\$26.73	\$22.01	\$27.52	\$33.02	50.02%
Lawrence, KS	Match	\$27.75	\$22.19	\$27.18	\$32.17	\$26.09	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$28.70	\$22.77	\$28.46	\$34.15	\$28.70	\$22.77	\$28.46	\$34.15	49.98%
NOARK 2021	Match	\$26.16	\$21.32	\$26.65	\$31.98	\$26.16	\$21.32	\$26.65	\$31.98	50.00%
<b>AVERAGES</b>		<b>\$26.62</b>	<b>\$21.72</b>	<b>\$27.07</b>	<b>\$32.61</b>	<b>\$26.53</b>	<b>\$21.65</b>	<b>\$26.98</b>	<b>\$32.51</b>	<b>50.19%</b>
City of Fayetteville						\$26.55	\$21.66	\$26.10	\$32.36	49.40%
						\$ Difference	\$0.02	\$0.01	-\$0.88	-\$0.15
						% Difference	0.08%	0.06%	-3.38%	-0.47%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Surveyor

Job Description and Qualifications:										
Coordinate with engineers, land agents, drafters, trail coordinator and other departments for construction staking and property boundary needs. Verify the accuracy of survey data including measurements and calculations conducted at survey sites.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
9-10 Years						Yes				
Management Experience						Department				
2 Years						Engineering (110)				
Certificates & Licenses										
Valid Drivers License. Must possess licensure as a State of Arkansas Registered Professional Surveyor, or have the ability to achieve reciprocal registration from another State within six months of hire date.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$30.20	\$25.07	\$31.34	\$37.60	\$30.20	\$25.07	\$31.34	\$37.60	49.98%
Jonesboro, AR	Match	\$31.93	\$25.73	\$32.16	\$38.59	\$33.21	\$26.76	\$33.45	\$40.13	49.96%
Rogers, AR	Match	\$30.53	\$25.56	\$31.95	\$39.94	\$30.53	\$25.56	\$31.95	\$39.94	56.26%
Springdale, AR	Match	\$30.93	\$25.04	\$31.30	\$37.56	\$30.93	\$25.04	\$31.30	\$37.56	50.00%
Lawrence, KS	Match	\$36.21	\$30.07	\$36.84	\$43.60	\$34.04	\$28.27	\$34.63	\$40.98	44.96%
CompAnalyst	Match	\$33.62	\$25.62	\$32.02	\$38.42	\$33.62	\$25.62	\$32.02	\$38.42	49.96%
CompData	Match	\$31.94	\$24.34	\$30.42	\$36.50	\$31.94	\$24.34	\$30.42	\$36.50	49.96%
DOL-NWA	Match	\$32.26	\$23.91	\$29.89	\$35.87	\$32.26	\$23.91	\$29.89	\$35.87	50.02%
NOARK 2021	Match	\$32.71	\$26.65	\$33.15	\$39.80	\$32.71	\$26.65	\$33.15	\$39.80	49.34%
<b>AVERAGES</b>		<b>\$32.26</b>	<b>\$25.78</b>	<b>\$32.12</b>	<b>\$38.65</b>	<b>\$32.16</b>	<b>\$25.69</b>	<b>\$32.02</b>	<b>\$38.53</b>	<b>49.99%</b>
<b>City of Fayetteville</b>						<b>\$36.25</b>	<b>\$25.81</b>	<b>\$31.10</b>	<b>\$38.56</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$4.09</b>	<b>\$0.12</b>	<b>-\$0.92</b>	<b>\$0.03</b>
						<b>% Difference</b>	<b>11.28%</b>	<b>0.46%</b>	<b>-2.95%</b>	<b>0.07%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Technical Support Specialist

Job Description and Qualifications:										
Perform installation and troubleshooting of personal computers, virtual computers, tablet devices, desktop software, and peripheral devices. Expertise on operations and applications of City standard P.C.'s.										
Education						FLSA				
H.S. Diploma B.S. / B.A. related field						Non-Exempt				
Related Experience						Supervisory Position				
5 years or 3 years with BS/BA						Non-Supervisory				
Management Experience						Department				
						Information Technologies (370)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$29.74	\$22.82	\$28.53	\$34.23	\$29.74	\$22.82	\$28.53	\$34.23	50.00%
Jonesboro, AR	Match	\$29.40	\$24.04	\$30.05	\$36.06	\$30.58	\$25.00	\$31.25	\$37.50	50.00%
Rogers, AR	Match	\$27.92	\$23.47	\$29.34	\$36.67	\$27.92	\$23.47	\$29.34	\$36.67	56.24%
Springdale, AR	Match	\$29.38	\$23.74	\$29.68	\$35.61	\$29.38	\$23.74	\$29.68	\$35.61	50.00%
Lawrence, KS	Match	\$30.88	\$26.86	\$32.89	\$38.93	\$29.03	\$25.25	\$30.92	\$36.59	44.91%
CompAnalyst	Match	\$31.70	\$24.89	\$31.11	\$37.33	\$31.70	\$24.89	\$31.11	\$37.33	49.98%
CompData	Match	\$30.12	\$23.64	\$29.55	\$35.46	\$30.12	\$23.64	\$29.55	\$35.46	50.00%
DOL-NWA	Match	\$30.76	\$23.73	\$29.66	\$35.59	\$30.76	\$23.73	\$29.66	\$35.59	49.98%
NOARK 2021	Match	\$29.59	\$23.51	\$29.38	\$35.26	\$29.59	\$23.51	\$29.38	\$35.26	49.98%
<b>AVERAGES</b>		<b>\$29.94</b>	<b>\$24.08</b>	<b>\$30.02</b>	<b>\$36.13</b>	<b>\$29.87</b>	<b>\$24.01</b>	<b>\$29.94</b>	<b>\$36.03</b>	<b>50.08%</b>
City of Fayetteville						\$29.20	\$24.44	\$29.44	\$36.51	49.39%
						\$ Difference	-\$0.67	\$0.43	-\$0.50	\$0.48
						% Difference	-2.29%	1.78%	-1.68%	1.32%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Traffic Signal and Signage Tech

Job Description and Qualifications:										
Perform construction and installation of new traffic signals such as laying conduit, drilling, erecting poles and arms, signal pole footings, installing wire, wiring poles and cabinets, setting pull boxes and assembling. Maintain and repair existing signals and signal equipment; such as camera detection systems, inductive loops and detectors, radio system, railroad pre-emption, fire/optical pre-emption, signal wiring, controllers, conflict monitors.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						Transportation (130)				
Certificates & Licenses										
Valid Drivers License. Must obtain IMSA Certifications, Work Zone Safety, Signs and Markings I, Traffic Signal I, Traffic Signal II certifications within 6 months of hire date.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$26.30	\$18.33	\$22.91	\$27.49	\$26.30	\$18.33	\$22.91	\$27.49	49.97%
Jonesboro, AR	Match	\$21.86	\$17.70	\$22.13	\$26.55	\$22.73	\$18.41	\$23.02	\$27.61	49.97%
Rogers, AR	Match	\$21.65	\$18.51	\$23.14	\$28.93	\$21.65	\$18.51	\$23.14	\$28.93	56.29%
Springdale, AR	Match	\$25.00	\$20.29	\$25.36	\$30.43	\$25.00	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$24.20	\$20.17	\$24.71	\$29.25	\$22.75	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$23.50	\$18.30	\$22.87	\$27.44	\$23.50	\$18.30	\$22.87	\$27.44	49.95%
NOARK 2021	Match	\$23.09	\$18.29	\$22.81	\$27.95	\$23.09	\$18.29	\$22.81	\$27.95	52.82%
<b>AVERAGES</b>		<b>\$23.66</b>	<b>\$18.80</b>	<b>\$23.42</b>	<b>\$28.29</b>	<b>\$23.57</b>	<b>\$18.73</b>	<b>\$23.33</b>	<b>\$28.19</b>	<b>50.55%</b>
<b>City of Fayetteville</b>						<b>\$22.35</b>	<b>\$18.80</b>	<b>\$22.65</b>	<b>\$28.09</b>	<b>49.41%</b>
\$ Difference						<b>-\$1.22</b>	<b>\$0.07</b>	<b>-\$0.68</b>	<b>-\$0.10</b>	
% Difference						<b>-5.48%</b>	<b>0.39%</b>	<b>-3.02%</b>	<b>-0.37%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										



# APPENDIX 5

## Transptn Facility Maint Worker

Job Description and Qualifications:										
Perform construction, maintenance, and repair on equipment and facilities (storage buildings, concrete silo, generators, and power equipment). Perform electrical, plumbing, metal, and carpentry work in Transportation facilities.										
Education						FLSA				
High School or Ged						Non-Exempt				
Related Experience						Supervisory Position				
3 Years						No				
Management Experience						Department				
Not Required						Transportation (130)				
Certificates & Licenses										
Valid Arkansas Class A CDL. Forklift Operators License.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$22.58	\$17.20	\$21.50	\$25.80	\$22.58	\$17.20	\$21.50	\$25.80	50.00%
Jonesboro, AR	Match	\$23.51	\$16.86	\$21.07	\$25.29	\$24.45	\$17.53	\$21.91	\$26.30	50.03%
Rogers, AR	Match	\$21.75	\$17.41	\$21.77	\$27.21	\$21.75	\$17.41	\$21.77	\$27.21	56.29%
Springdale, AR	Match	\$23.25	\$17.69	\$22.12	\$26.54	\$23.25	\$17.69	\$22.12	\$26.54	50.03%
Lawrence, KS	Match	\$24.74	\$20.17	\$24.71	\$29.25	\$23.26	\$18.96	\$23.23	\$27.50	45.04%
DOL-NWA	Match	\$23.33	\$17.66	\$22.07	\$26.48	\$23.33	\$17.66	\$22.07	\$26.48	49.94%
NOARK 2021	Match	\$22.34	\$18.10	\$22.40	\$27.22	\$22.34	\$18.10	\$22.40	\$27.22	50.39%
<b>AVERAGES</b>		<b>\$23.07</b>	<b>\$17.87</b>	<b>\$22.23</b>	<b>\$26.83</b>	<b>\$22.99</b>	<b>\$17.79</b>	<b>\$22.14</b>	<b>\$26.72</b>	<b>50.18%</b>
City of Fayetteville						\$23.21	\$17.84	\$21.49	\$26.65	49.38%
						\$ Difference	\$0.22	\$0.05	-\$0.65	-\$0.07
						% Difference	0.93%	0.26%	-3.04%	-0.27%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Urban Forester

Job Description and Qualifications:										
Evaluate trees on public property for condition or hazard rating as needed. Make decisions on pruning or removal and replacement. Inspect tree protection fencing, signs and other tree protection devices prior to site work commencing. Conduct periodic inspections to ensure development is occurring in accordance with approved plans and is in compliance with the tree preservation and protection ordinance. Conduct final inspections at project completion for compliance with the approved tree preservation plan and landscape plan and verify all sureties are in place before issuing final certificate of occupancy.										
Education						FLSA				
High School Plus Specialized Schooling						Exempt				
Related Experience						Supervisory Position				
8 Years						No				
Management Experience						Department				
Not Required						Parks (120)				
Certificates & Licenses										
Must possess a valid Drivers License. Must be a current Certified Arborist with the International Society of Arboriculture or have the ability to meet requirements and obtain certification within 1 year of hire. Municipal Specialist Certification preferred.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$26.49	\$20.57	\$25.72	\$30.86	\$26.49	\$20.57	\$25.72	\$30.86	50.02%
Jonesboro, AR	Match	\$25.42	\$20.24	\$25.30	\$30.35	\$26.44	\$21.05	\$26.31	\$31.56	49.93%
Rogers, AR	Match	\$26.51	\$21.82	\$27.27	\$34.09	\$26.51	\$21.82	\$27.27	\$34.09	56.23%
Springdale, AR	Match	\$26.78	\$21.15	\$26.44	\$31.72	\$26.78	\$21.15	\$26.44	\$31.72	49.98%
Lawrence, KS	Match	\$25.82	\$22.19	\$27.18	\$32.17	\$24.27	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$28.56	\$22.45	\$28.06	\$33.67	\$28.56	\$22.45	\$28.06	\$33.67	49.98%
NOARK 2021	Match	\$26.33	\$21.99	\$27.24	\$32.52	\$26.33	\$21.99	\$27.24	\$32.52	47.89%
<b>AVERAGES</b>		<b>\$26.56</b>	<b>\$21.49</b>	<b>\$26.74</b>	<b>\$32.20</b>	<b>\$26.48</b>	<b>\$21.41</b>	<b>\$26.66</b>	<b>\$32.09</b>	<b>49.88%</b>
<b>City of Fayetteville</b>						<b>\$26.79</b>	<b>\$21.66</b>	<b>\$26.10</b>	<b>\$32.36</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$0.31</b>	<b>\$0.25</b>	<b>-\$0.56</b>	<b>\$0.27</b>
						<b>% Difference</b>	<b>1.15%</b>	<b>1.14%</b>	<b>-2.13%</b>	<b>0.82%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Utilities Engineer

Job Description and Qualifications:										
Perform professional engineering work including but not limited to design, drafting, cost estimating, and developing contract documents, specifications and plans for various City departments including wastewater treatment and collection, water distribution and storage, emergency response and management, and items for other departments City-wide as needed. Design work includes design and inspection of facilities, specifications and submittals for compliance with City requirements and coordination of other engineering and operational functions, and regular field inspection of project sites.										
Education						FLSA				
Bachelor's degree (B.A. or B.S.) in Civil or Environmental Engineering. Master's degree preferred						Exempt				
Related Experience						Supervisory Position				
9-10 years						Yes				
Management Experience						Department				
5 years						Water & Sewer (160)				
Certificates & Licenses										
Professional Engineering License										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$43.83	\$33.26	\$44.95	\$56.63	\$43.83	\$33.26	\$44.95	\$56.63	70.26%
Jonesboro, AR	Match	\$41.63	\$34.63	\$43.53	\$52.41	\$43.30	\$36.02	\$45.27	\$54.51	51.33%
Rogers, AR	Match	\$45.99	\$41.00	\$51.25	\$64.06	\$45.99	\$41.00	\$51.25	\$64.06	56.24%
Springdale, AR	Match	\$41.86	\$38.47	\$48.09	\$57.71	\$41.86	\$38.47	\$48.09	\$57.71	50.01%
Lawrence, KS	Match	\$41.16	\$37.72	\$46.21	\$54.69	\$38.69	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$46.91	\$36.45	\$45.56	\$54.67	\$46.91	\$36.45	\$45.56	\$54.67	49.99%
CompData	Match	\$44.56	\$34.62	\$43.28	\$51.94	\$44.56	\$34.62	\$43.28	\$51.94	50.03%
DOL-NWA	Match	\$46.99	\$35.77	\$44.71	\$53.65	\$46.99	\$35.77	\$44.71	\$53.65	49.99%
NOARK 2021	Match	\$44.38	\$35.53	\$45.52	\$55.51	\$44.38	\$35.53	\$45.52	\$55.51	56.23%
<b>AVERAGES</b>		<b>\$44.15</b>	<b>\$36.38</b>	<b>\$45.90</b>	<b>\$55.70</b>	<b>\$44.06</b>	<b>\$36.29</b>	<b>\$45.79</b>	<b>\$55.57</b>	<b>53.13%</b>
<b>City of Fayetteville</b>						<b>\$44.89</b>	<b>\$36.74</b>	<b>\$44.33</b>	<b>\$54.97</b>	<b>49.62%</b>
						<b>\$ Difference</b>	<b>\$0.83</b>	<b>\$0.45</b>	<b>-\$1.46</b>	<b>-\$0.60</b>
						<b>% Difference</b>	<b>1.86%</b>	<b>1.23%</b>	<b>-3.28%</b>	<b>-1.08%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Utils Financial Services Mgr

Job Description and Qualifications:										
Responsible for periodic utility billing for water, sewer, recycling and trash and storm water utilities. Responsible for daily updates of all the City's web based payments, including parking, water, business licenses and accounts receivable. Coordinate with meter operations to create cyclical utility billing/penalty/cutoff calendars. Set yearly sewer averages. Provide information for the rate study development process for water and sewer utility rates.										
Education						FLSA				
Associate's degree Prefer B.S. / B.A. Accounting and Finance						Exempt				
Related Experience						Supervisory Position				
5 Years						Yes				
Management Experience						Department				
3 Years						W & S - Office (420)				
Certificates & Licenses										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Below	\$42.80	\$30.12	\$40.70	\$51.28	\$42.80	\$30.12	\$40.70	\$51.28	70.25%
Jonesboro, AR	Match	\$41.19	\$34.63	\$43.53	\$52.41	\$42.84	\$36.02	\$45.27	\$54.51	51.33%
Rogers, AR	Match	\$45.14	\$41.42	\$51.77	\$64.72	\$45.14	\$41.42	\$51.77	\$64.72	56.25%
Springdale, AR	Match	\$43.22	\$31.31	\$39.14	\$46.97	\$43.22	\$31.31	\$39.14	\$46.97	50.02%
Lawrence, KS	Match	\$50.96	\$37.72	\$46.21	\$54.69	\$47.90	\$35.46	\$43.44	\$51.41	44.98%
CompAnalyst	Match	\$45.02	\$34.30	\$42.88	\$51.46	\$45.02	\$34.30	\$42.88	\$51.46	50.03%
CompData	Match	\$42.77	\$32.59	\$40.74	\$48.89	\$42.77	\$32.59	\$40.74	\$48.89	50.02%
DOL-NWA	Match	\$44.91	\$34.94	\$43.68	\$52.42	\$44.91	\$34.94	\$43.68	\$52.42	50.03%
NOARK 2021	Match	\$49.17	\$37.59	\$49.23	\$60.88	\$49.17	\$37.59	\$49.23	\$60.88	61.96%
<b>AVERAGES</b>		<b>\$45.02</b>	<b>\$34.96</b>	<b>\$44.21</b>	<b>\$53.75</b>	<b>\$44.86</b>	<b>\$34.86</b>	<b>\$44.09</b>	<b>\$53.62</b>	<b>53.80%</b>
<b>City of Fayetteville</b>						<b>\$47.25</b>	<b>\$34.96</b>	<b>\$42.12</b>	<b>\$52.23</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$2.39</b>	<b>\$0.10</b>	<b>-\$1.97</b>	<b>-\$1.39</b>
						<b>% Difference</b>	<b>5.05%</b>	<b>0.28%</b>	<b>-4.69%</b>	<b>-2.65%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Warehouse Supervisor

Job Description and Qualifications:										
Responsible for reviewing bids and quotes as well as purchasing parts, supplies and equipment necessary to maintain efficient and effective operations of the Water & Sewer warehouse inventory system.										
Education						FLSA				
H.S. Diploma or GED and specialize training						Non-Exempt				
Related Experience						Supervisory Position				
2 years						Yes				
Management Experience						Department				
1 year						Water & Sewer (160)				
Certificates & Licenses										
Water License Grade III – Distribution and Wastewater License Class I.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$23.10	\$19.45	\$24.31	\$29.17	\$23.10	\$19.45	\$24.31	\$29.17	49.97%
Jonesboro, AR	Match	\$23.29	\$18.55	\$23.18	\$27.82	\$24.22	\$19.29	\$24.11	\$28.93	49.97%
Rogers, AR	Match	\$24.32	\$20.72	\$25.90	\$32.37	\$24.32	\$20.72	\$25.90	\$32.37	56.23%
Springdale, AR	Match	\$23.48	\$20.29	\$25.36	\$30.43	\$23.48	\$20.29	\$25.36	\$30.43	49.98%
Lawrence, KS	Match	\$26.05	\$22.19	\$27.18	\$32.17	\$24.49	\$20.86	\$25.55	\$30.24	44.97%
DOL-NWA	Match	\$27.08	\$20.07	\$25.09	\$30.11	\$27.08	\$20.07	\$25.09	\$30.11	50.02%
NOARK 2021	Match	\$23.57	\$20.04	\$25.05	\$30.06	\$23.57	\$20.04	\$25.05	\$30.06	50.00%
<b>AVERAGES</b>		<b>\$24.41</b>	<b>\$20.19</b>	<b>\$25.15</b>	<b>\$30.30</b>	<b>\$24.32</b>	<b>\$20.10</b>	<b>\$25.05</b>	<b>\$30.19</b>	<b>50.16%</b>
City of Fayetteville						\$22.78	\$20.71	\$24.95	\$30.94	49.40%
						\$ Difference	-\$1.54	-\$0.10	\$0.75	
						% Difference	-6.77%	2.93%	-0.41%	2.43%
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Water Sewer Operations Clerk

Job Description and Qualifications:										
Responsible for providing clerical, administrative and secretarial support by assisting the department manager and other personnel by planning and organizing the day to day operations of the office. Respond to city and public calls to the division, perform crew and field service representative dispatching, process Arkansas One Call requests.										
Education						FLSA				
High School or GED						Non-Exempt				
Related Experience						Supervisory Position				
2 Years						No				
Management Experience						Department				
Not Required						Water & Sewer (160)				
Certificates & Licenses										
Must possess a valid Arkansas Driver's License.										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$18.35	\$14.91	\$18.67	\$22.43	\$18.35	\$14.91	\$18.67	\$22.43	50.44%
Jonesboro, AR	Match	\$18.00	\$15.07	\$18.84	\$22.60	\$18.72	\$15.67	\$19.59	\$23.50	49.97%
Rogers, AR	Match	\$20.57	\$14.69	\$18.37	\$22.96	\$20.57	\$14.69	\$18.37	\$22.96	56.30%
Springdale, AR	Match	\$21.00	\$15.20	\$19.00	\$22.80	\$21.00	\$15.20	\$19.00	\$22.80	50.00%
Lawrence, KS	Match	\$19.64	\$16.68	\$20.42	\$24.17	\$18.46	\$15.68	\$19.19	\$22.72	44.90%
DOL-NWA	Match	\$19.72	\$15.03	\$18.79	\$22.55	\$19.72	\$15.03	\$18.79	\$22.55	50.03%
NOARK 2021	Match	\$18.38	\$15.50	\$18.88	\$22.94	\$18.38	\$15.50	\$18.88	\$22.94	48.00%
<b>AVERAGES</b>		<b>\$19.38</b>	<b>\$15.30</b>	<b>\$19.00</b>	<b>\$22.92</b>	<b>\$19.31</b>	<b>\$15.24</b>	<b>\$18.93</b>	<b>\$22.84</b>	<b>49.89%</b>
<b>City of Fayetteville</b>						<b>\$18.29</b>	<b>\$14.96</b>	<b>\$18.03</b>	<b>\$22.36</b>	<b>49.47%</b>
\$ Difference						<b>-\$1.02</b>	<b>-\$0.28</b>	<b>-\$0.90</b>	<b>-\$0.48</b>	
% Difference						<b>-5.60%</b>	<b>-1.87%</b>	<b>-4.98%</b>	<b>-2.16%</b>	
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

# APPENDIX 5

## Water Sewer Field Maint Supv

Job Description and Qualifications:										
Responsible for overseeing water and sewer field operations. Prepare labor, material, time and equipment estimates for work performed in the area of assignment. Interact with utilities, public agencies and City departments in response to inquiries and complaints.										
Education						FLSA				
H.S. Diploma or GED and specialize training						Exempt				
Related Experience						Supervisory Position				
5 years						Supervisory Position				
Management Experience						Department				
3 years						Water & Sewer (160)				
Certificates & Licenses										
Commercial Driver's License with Tank Endorsement, Water Distribution IV and Class I Sewer										
CITY	Job Match	Average Hourly Salary	Salary Range			Geo Adjusted Hourly Salary	Geo Adjusted Salary Range			Range Width
			Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum	
Bentonville, AR	Match	\$31.63	\$28.99	\$36.24	\$43.49	\$31.63	\$28.99	\$36.24	\$43.49	50.02%
Jonesboro, AR	Match	\$33.89	\$28.19	\$35.48	\$42.75	\$35.25	\$29.32	\$36.90	\$44.46	51.64%
Rogers, AR	Match	\$29.85	\$25.56	\$31.95	\$39.94	\$29.85	\$25.56	\$31.95	\$39.94	56.26%
Springdale, AR	Match	\$32.85	\$25.94	\$32.43	\$38.91	\$32.85	\$25.94	\$32.43	\$38.91	50.00%
Lawrence, KS	Match	\$33.87	\$26.86	\$32.89	\$38.93	\$31.84	\$25.25	\$30.92	\$36.59	44.91%
CompAnalyst	Match	\$33.56	\$26.81	\$33.51	\$40.21	\$33.56	\$26.81	\$33.51	\$40.21	49.98%
CompData	Match	\$31.88	\$25.46	\$31.83	\$38.20	\$31.88	\$25.46	\$31.83	\$38.20	50.04%
DOL-NWA	Match	\$32.51	\$25.01	\$31.26	\$37.51	\$32.51	\$25.01	\$31.26	\$37.51	49.98%
NOARK 2021	Match	\$31.60	\$26.02	\$32.52	\$39.02	\$31.60	\$26.02	\$32.52	\$39.02	49.96%
<b>AVERAGES</b>		<b>\$32.40</b>	<b>\$26.54</b>	<b>\$33.12</b>	<b>\$39.88</b>	<b>\$32.33</b>	<b>\$26.48</b>	<b>\$33.06</b>	<b>\$39.81</b>	<b>50.33%</b>
<b>City of Fayetteville</b>						<b>\$33.67</b>	<b>\$23.52</b>	<b>\$28.34</b>	<b>\$35.14</b>	<b>49.40%</b>
						<b>\$ Difference</b>	<b>\$1.34</b>	<b>-\$2.96</b>	<b>-\$4.72</b>	<b>-\$4.67</b>
						<b>% Difference</b>	<b>3.98%</b>	<b>-12.60%</b>	<b>-16.66%</b>	<b>-13.30%</b>
Market Average Hourly Rates and Market Average Range Minimums, Midpoints and Maximums adjusted for Geographic Compensation Differential (GCD).										

APPENDIX 6

SCHEDULE AFTER 5.01% ADJUSTMENT

Salary Job Title	Grade	Average Market Annual Salary	Fayetteville Average Salary	Difference at Average	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	J410	\$15.77	\$14.33	-10.03%	\$13.98	\$13.86	-0.87%	\$17.47	\$16.70	-4.61%	\$21.11	\$20.71	-1.93%
SHELTER ATTENDANT	J410	\$14.96	\$14.74	-1.50%	\$13.64	\$13.86	1.59%	\$17.04	\$16.70	-2.04%	\$20.58	\$20.71	0.63%
BUSINESS LICENSE CLERK	J411	\$16.55	\$16.65	0.57%	\$14.56	\$15.21	4.27%	\$18.09	\$18.32	1.26%	\$21.82	\$22.72	3.96%
MAINTENANCE WORKER III PARKS	J411	\$17.51	\$14.99	-16.79%	\$15.04	\$15.21	1.12%	\$18.67	\$18.32	-1.91%	\$22.59	\$22.72	0.57%
MAINTENANCE WORKER III TRANSPORTATION	J411	\$17.55	\$15.41	-13.86%	\$15.25	\$15.21	-0.26%	\$18.92	\$18.32	-3.28%	\$22.82	\$22.72	-0.44%
FLIGHT LINE OPERATIONS TECHNICIAN	J412	\$17.50	\$15.68	-11.59%	\$14.91	\$15.71	5.09%	\$18.50	\$18.93	2.27%	\$22.34	\$23.47	4.81%
HORTICULTURAL ASSISTANT II	J412	\$16.99	\$16.42	-3.46%	\$14.82	\$15.71	5.67%	\$18.39	\$18.93	2.85%	\$22.26	\$23.47	5.16%
MAINTENANCE WORKER II FACILITIES MANAGEMENT	J412	\$18.68	\$19.00	1.68%	\$15.57	\$15.71	0.89%	\$19.40	\$18.93	-2.48%	\$23.37	\$23.47	0.43%
MAINTENANCE WORKER III WATER & SEWER	J412	\$19.39	\$15.95	-21.57%	\$17.13	\$15.71	-9.04%	\$21.20	\$18.93	-11.99%	\$25.49	\$23.47	-8.61%
MAINTENANCE WORKER IV ASPHALT	J412	\$19.45	\$17.23	-12.91%	\$16.76	\$15.71	-6.68%	\$20.79	\$18.93	-9.83%	\$25.03	\$23.47	-6.65%
MAINTENANCE WORKER IV PARKS	J412	\$18.81	\$16.40	-14.69%	\$16.08	\$15.71	-2.36%	\$19.94	\$18.93	-5.34%	\$23.91	\$23.47	-1.87%
METER READER	J412	\$17.30	\$15.67	-10.43%	\$15.90	\$15.71	-1.21%	\$19.77	\$18.93	-4.44%	\$23.82	\$23.47	-1.49%
OPERATIONS ASSISTANT - PARKS	J412	\$18.58	\$18.33	-1.35%	\$15.25	\$15.71	2.93%	\$18.93	\$18.93	0.00%	\$22.86	\$23.47	2.60%
PLANNING TECHNICIAN	J412	\$19.87	\$17.99	-10.47%	\$17.68	\$15.71	-12.54%	\$22.03	\$18.93	-16.38%	\$26.51	\$23.47	-12.95%
WATER & SEWER OPERATIONS CLERK	J412	\$19.31	\$18.29	-5.60%	\$15.24	\$15.71	2.99%	\$18.93	\$18.93	0.00%	\$22.84	\$23.47	2.68%
ANIMAL SERVICES OFFICER	J413	\$17.40	\$17.88	2.69%	\$15.89	\$16.72	4.96%	\$19.79	\$20.15	1.79%	\$23.85	\$24.99	4.56%
BACKFLOW PREVENTION TECHNICIAN	J413	\$22.69	\$23.72	4.34%	\$18.33	\$16.72	-9.63%	\$22.77	\$20.15	-13.00%	\$27.41	\$24.99	-9.68%
CUSTOMER SERVICE REPRESENTATIVE I	J413	\$16.94	\$16.80	-0.81%	\$15.50	\$16.72	7.30%	\$19.23	\$20.15	4.57%	\$23.18	\$24.99	7.24%
LEAD MAINTENANCE WORKER AIRPORT	J413	\$21.52	\$22.03	2.30%	\$17.03	\$16.72	-1.85%	\$21.12	\$20.15	-4.81%	\$25.44	\$24.99	-1.80%
MAINTENANCE WORKER IV WATER & SEWER LICENSED	J413	\$22.15	\$17.35	-26.16%	\$18.74	\$16.72	-12.08%	\$23.29	\$20.15	-15.58%	\$28.08	\$24.99	-12.36%
METER MAINTENANCE TECHNICIAN	J413	\$21.87	\$21.17	-3.30%	\$18.25	\$16.72	-9.15%	\$22.78	\$20.15	-13.05%	\$27.56	\$24.99	-10.28%
PERMIT COORDINATOR	J413	\$18.71	\$18.22	-2.71%	\$15.86	\$16.72	5.14%	\$19.69	\$20.15	2.28%	\$23.76	\$24.99	4.92%
ROUTE DRIVER	J413	\$20.32	\$20.14	-0.91%	\$16.47	\$16.72	1.50%	\$20.51	\$20.15	-1.79%	\$24.70	\$24.99	1.16%
POLICE SUPPORT SPECIALIST	J414	\$17.30	\$17.56	1.46%	\$14.80	\$17.72	16.48%	\$18.37	\$21.35	13.96%	\$22.17	\$26.47	16.24%
ACCOUNTING CLERK - PAYABLES	J415	\$20.00	\$19.84	-0.81%	\$17.15	\$18.73	8.44%	\$21.39	\$22.57	5.23%	\$25.82	\$27.99	7.75%
CREW LEADER - FORESTRY	J415	\$20.21	\$17.84	-13.26%	\$18.36	\$18.73	1.98%	\$22.89	\$22.57	-1.42%	\$27.57	\$27.99	1.50%
DEPUTY COURT CLERK	J415	\$20.89	\$21.29	1.88%	\$17.43	\$18.73	6.94%	\$21.72	\$22.57	3.77%	\$26.16	\$27.99	6.54%
DISPATCHER I	J415	\$19.07	\$17.96	-6.18%	\$17.14	\$18.73	8.49%	\$20.72	\$22.57	8.20%	\$24.44	\$27.99	12.68%
EQUIPMENT MECHANIC II	J415	\$21.76	\$20.22	-7.60%	\$17.99	\$18.73	3.95%	\$22.39	\$22.57	0.80%	\$27.02	\$27.99	3.47%
PARKING ENFORCEMENT OFFICER	J415	\$20.05	\$19.69	-1.85%	\$16.53	\$18.73	11.75%	\$20.69	\$22.57	8.33%	\$24.97	\$27.99	10.79%
PW PROJECTS INSPECTOR	J415	\$22.20	\$22.49	1.28%	\$17.83	\$18.73	4.81%	\$22.24	\$22.57	1.46%	\$26.85	\$27.99	4.07%
SENIOR ADMINISTRATIVE ASSISTANT	J415	\$21.47	\$21.48	0.06%	\$17.87	\$18.73	4.59%	\$22.28	\$22.57	1.28%	\$26.87	\$27.99	4.00%
TRANSPORTATION FACILITY MAINTENANCE WORKER	J415	\$22.99	\$23.21	0.93%	\$17.79	\$18.73	5.02%	\$22.14	\$22.57	1.91%	\$26.72	\$27.99	4.54%
ACCOUNTANT - PAYROLL	J416	\$25.84	\$27.73	6.80%	\$19.80	\$19.74	-0.30%	\$24.70	\$23.78	-3.87%	\$29.71	\$29.49	-0.75%
AUTOMOTIVE PARTS SPECIALIST	J416	\$21.82	\$20.66	-5.62%	\$18.43	\$19.74	6.64%	\$22.97	\$23.78	3.41%	\$27.68	\$29.49	6.14%
CREW LEADER II - OVERLAY TRANSPORTATION	J416	Vacant	-	-	\$19.77	\$19.74	-0.15%	\$24.56	\$23.78	-3.28%	\$29.52	\$29.49	-0.10%
CREW LEADER WATER LICENSE	J416	\$23.96	\$23.04	-3.97%	\$20.50	\$19.74	-3.85%	\$25.47	\$23.78	-7.11%	\$30.63	\$29.49	-3.87%
ROUTE SUPERVISOR	J416	\$24.36	\$24.58	0.89%	\$19.33	\$19.74	2.08%	\$24.04	\$23.78	-1.09%	\$28.97	\$29.49	1.76%
SENIOR POLICE SUPPORT SPECIALIST	J416	\$19.67	\$20.80	5.41%	\$17.12	\$19.74	13.27%	\$21.33	\$23.78	10.30%	\$25.69	\$29.49	12.89%
TRAFFIC SIGNAL AND SIGNAGE TECHNICIAN	J416	\$23.57	\$22.35	-5.48%	\$18.73	\$19.74	5.12%	\$23.33	\$23.78	1.89%	\$28.19	\$29.49	4.41%
CAD DRAFTER	J417	\$25.86	\$26.68	3.07%	\$19.45	\$20.74	6.22%	\$24.49	\$24.99	2.00%	\$29.20	\$30.99	5.78%
CRIME SCENE TECHNICIAN	J417	\$23.28	\$22.50	-3.44%	\$19.37	\$20.74	6.61%	\$24.09	\$24.99	3.60%	\$29.02	\$30.99	6.36%
GIS TECHNICIAN	J417	\$24.76	\$28.78	13.96%	\$20.23	\$20.74	2.46%	\$25.27	\$24.99	-1.12%	\$30.53	\$30.99	1.48%
INSPECTOR/COMMERCIAL & RESIDENTIAL	J417	\$23.66	\$21.96	-7.73%	\$19.31	\$20.74	6.89%	\$23.97	\$24.99	4.08%	\$28.82	\$30.99	7.00%
PROJECT COORDINATOR - UTILITIES	J417	\$24.21	\$21.81	-11.02%	\$20.22	\$20.74	2.51%	\$25.19	\$24.99	-0.80%	\$30.38	\$30.99	1.97%



APPENDIX 6

SCHEDULE AFTER 5.01% ADJUSTMENT

Salary Job Title	Grade	Average Market Annual Salary	Fayetteville Average Salary	Difference at Average	Average Market Min	Fayetteville Min	Difference at Min	Average Market Mid	Fayetteville Mid	Difference at Mid	Average Market Max	Fayetteville Max	Difference at Max
BENEFITS & LEAVE ADMINISTRATOR	J418	\$24.65	\$25.00	1.38%	\$20.35	\$21.75	6.44%	\$25.37	\$26.20	3.17%	\$30.56	\$32.49	5.94%
FIELD SERVICE REPRESENTATIVE	J418	\$25.95	\$29.12	10.88%	\$21.31	\$21.75	2.02%	\$26.51	\$26.20	-1.18%	\$31.90	\$32.49	1.82%
WAREHOUSE SUPERVISOR	J418	\$24.32	\$22.78	-6.77%	\$20.10	\$21.75	7.59%	\$25.05	\$26.20	4.39%	\$30.19	\$32.49	7.08%
FIELD OPERATIONS SUPERVISOR - TRANSPORTATION	J419	\$28.53	\$27.51	-3.72%	\$23.00	\$22.75	-1.10%	\$28.62	\$27.41	-4.41%	\$34.44	\$33.99	-1.32%
PLANNER	J419	\$24.66	\$22.74	-8.43%	\$21.20	\$22.75	6.81%	\$26.42	\$27.41	3.61%	\$31.88	\$33.99	6.21%
PROPERTY / EVIDENCE MANAGER	J419	\$28.34	\$32.34	12.38%	\$22.07	\$22.75	2.99%	\$27.51	\$27.41	-0.36%	\$33.16	\$33.99	2.44%
STAFF ENGINEER - UNLICENSED	J419	\$26.53	\$26.55	0.08%	\$21.65	\$22.75	4.84%	\$26.98	\$27.41	1.57%	\$32.51	\$33.99	4.35%
URBAN FORESTER	J419	\$26.48	\$26.79	1.15%	\$21.41	\$22.75	5.89%	\$26.66	\$27.41	2.74%	\$32.09	\$33.99	5.59%
RECREATION PROGRAMS MANAGER	J420	\$26.43	\$24.59	-7.49%	\$22.83	\$23.76	3.91%	\$28.41	\$28.63	0.77%	\$34.18	\$35.50	3.72%
COMMUNICATIONS PROJECT MANAGER	J421	\$30.09	\$27.64	-8.85%	\$23.88	\$23.80	-0.34%	\$29.90	\$28.67	-4.29%	\$36.15	\$35.55	-1.69%
DISPATCH SHIFT SUPERVISOR	J421	\$28.64	\$27.19	-5.34%	\$23.21	\$23.80	2.48%	\$28.91	\$28.67	-0.84%	\$34.80	\$35.55	2.11%
FINANCIAL ANALYST - FIRE	J421	\$29.23	\$30.30	3.53%	\$22.99	\$23.80	3.40%	\$28.72	\$28.67	-0.17%	\$34.64	\$35.55	2.56%
OPERATIONS & CUSTOMER RELATIONS MANAGER	J421	\$30.62	\$30.56	-0.19%	\$24.11	\$23.80	-1.30%	\$30.19	\$28.67	-5.30%	\$36.50	\$35.55	-2.67%
WATER & SEWER FIELD MAINTENANCE SUPERVISOR	J422	\$32.33	\$33.67	3.98%	\$26.48	\$24.70	-7.21%	\$33.06	\$29.76	-11.09%	\$39.81	\$36.90	-7.89%
GIS ANALYST	J423	\$29.32	\$25.88	-13.28%	\$24.03	\$25.66	6.35%	\$29.92	\$30.91	3.20%	\$36.10	\$38.33	5.82%
HUMAN RESOURCES GENERALIST	J423	\$29.95	\$30.00	0.16%	\$24.22	\$25.66	5.61%	\$30.14	\$30.91	2.49%	\$36.25	\$38.33	5.43%
TECHNICAL SUPPORT SPECIALIST	J423	\$29.87	\$29.20	-2.29%	\$24.01	\$25.66	6.43%	\$29.94	\$30.91	3.14%	\$36.03	\$38.33	6.00%
NETWORK ANALYST	J424	\$33.22	\$31.97	-3.92%	\$27.23	\$27.11	-0.44%	\$33.96	\$32.66	-3.98%	\$40.86	\$40.50	-0.89%
SURVEYOR	J424	\$32.16	\$36.25	11.28%	\$25.69	\$27.11	5.24%	\$32.02	\$32.66	1.96%	\$38.53	\$40.50	4.86%
BUSINESS SYSTEMS ANALYST	J425	\$33.90	\$33.14	-2.29%	\$28.12	\$29.03	3.13%	\$33.98	\$34.97	2.83%	\$41.17	\$43.36	5.05%
ASSISTANT WATER & SEWER OPERATIONS MANAGER	J426	\$36.77	\$34.72	-5.90%	\$29.62	\$30.95	4.30%	\$37.27	\$37.29	0.05%	\$44.26	\$46.24	4.28%
NETWORK ENGINEER	J426	\$40.96	\$43.74	6.36%	\$31.54	\$30.95	-1.91%	\$39.66	\$37.29	-6.36%	\$48.05	\$46.24	-3.91%
PARK PLANNING SUPERINTENDENT	J426	\$38.30	\$41.29	7.25%	\$29.75	\$30.95	3.88%	\$37.43	\$37.29	-0.38%	\$45.37	\$46.24	1.88%
PARKS MAINT SUPERINTENDENT	J426	\$40.10	\$43.70	8.25%	\$30.10	\$30.95	2.75%	\$37.90	\$37.29	-1.64%	\$45.97	\$46.24	0.58%
RECREATION SUPERINTENDENT	J426	\$36.99	\$42.83	13.64%	\$29.58	\$30.95	4.43%	\$37.21	\$37.29	0.21%	\$45.08	\$46.24	2.51%
COMMUNITY RESOURCES DIRECTOR/EQUITY OFFICER	J427	\$43.73	\$46.17	5.28%	\$33.52	\$32.87	-1.98%	\$42.13	\$39.60	-6.39%	\$51.00	\$49.10	-3.87%
DISPATCH MANAGER	J427	\$39.62	\$46.72	15.21%	\$30.46	\$32.87	7.33%	\$38.08	\$39.60	3.84%	\$45.94	\$49.10	6.44%
INTERNAL AUDITOR	J427	\$41.32	\$42.54	2.86%	\$31.52	\$32.87	4.11%	\$39.45	\$39.60	0.38%	\$48.06	\$49.10	2.12%
ACCOUNTING MANAGER - PAYROLL AND PENSION	J428	\$40.38	\$36.56	-10.45%	\$33.28	\$34.79	4.34%	\$41.86	\$41.92	0.14%	\$50.84	\$51.98	2.19%
GIS MANAGER	J428	\$41.34	\$41.65	0.75%	\$32.63	\$34.79	6.21%	\$40.72	\$41.92	2.86%	\$49.13	\$51.98	5.48%
UTILITIES FINANCIAL SERVICES MANAGER	J429	\$44.86	\$47.25	5.05%	\$34.86	\$36.71	5.04%	\$44.09	\$44.23	0.32%	\$53.62	\$54.85	2.24%
DISTRICT COURT ADMINISTRATOR	J430	\$40.35	\$41.59	2.98%	\$32.20	\$38.64	16.67%	\$40.49	\$46.55	13.02%	\$49.02	\$57.72	15.07%
LONG RANGE PLANNING/SPECIAL PROJECTS MANAGER	J430	\$44.46	\$43.70	-1.73%	\$34.82	\$38.64	9.89%	\$43.88	\$46.55	5.74%	\$51.98	\$57.72	9.94%
POLICE CAPTAIN	J430	\$49.10	\$48.95	-0.31%	\$37.97	\$38.64	1.73%	\$46.86	\$46.55	-0.67%	\$55.80	\$57.72	3.33%
RECYCLING & TRASH COLLECTION DIRECTOR	J430	\$49.27	\$53.12	7.25%	\$37.92	\$38.64	1.86%	\$47.82	\$46.55	-2.73%	\$57.98	\$57.72	-0.45%
UTILITIES ENGINEER	J430	\$44.06	\$44.89	1.86%	\$36.29	\$38.64	6.08%	\$45.79	\$46.55	1.63%	\$55.57	\$57.72	3.72%
DIRECTOR OF ECONOMIC VITALITY	J431	\$46.63	\$47.64	2.11%	\$36.12	\$38.45	6.06%	\$45.47	\$46.32	1.84%	\$55.14	\$57.44	4.00%
BUDGET DIRECTOR	J432	\$54.66	\$55.69	1.85%	\$40.95	\$40.50	-1.11%	\$51.49	\$48.80	-5.51%	\$62.50	\$60.51	-3.29%
CITY CLERK/TREASURER	J432	\$45.19	\$44.94	-0.56%	\$36.52	\$40.50	9.83%	\$45.96	\$48.80	5.82%	\$55.72	\$60.51	7.92%
CITY PROSECUTOR	J432	\$51.96	\$56.79	8.50%	\$37.92	\$40.50	6.37%	\$47.79	\$48.80	2.07%	\$59.11	\$60.51	2.31%
ACCOUNTING DIRECTOR	J433	\$52.53	\$55.69	5.68%	\$41.13	\$42.56	3.36%	\$51.85	\$51.28	-1.11%	\$62.87	\$63.59	1.13%
ASSISTANT FIRE CHIEF	J433	\$50.22	\$52.90	5.06%	\$40.27	\$42.56	5.38%	\$49.10	\$51.28	4.25%	\$58.24	\$63.59	8.41%
COMMUNICATIONS & MARKETING DIRECTOR	J433	\$50.70	\$47.51	-6.72%	\$41.32	\$42.56	2.91%	\$52.07	\$51.28	-1.54%	\$63.05	\$63.59	0.85%
HUMAN RESOURCES DIRECTOR	J433	\$53.63	\$52.51	-2.12%	\$43.25	\$42.56	-1.62%	\$54.37	\$51.28	-6.03%	\$65.71	\$63.59	-3.33%
ENVIRONMENTAL DIRECTOR	J434	\$49.76	\$47.29	-5.22%	\$41.29	\$44.63	7.48%	\$52.01	\$53.77	3.27%	\$63.06	\$66.67	5.41%

APPENDIX 6

SCHEDULE AFTER 5.01% ADJUSTMENT

Salary Job Title	Grade	Average Market Annual Salary	Fayetteville Average Salary	Difference at Average	Average Market Min	Fayetteville Min	Difference at Min	Average Market Mid	Fayetteville Mid	Difference at Mid	Average Market Max	Fayetteville Max	Difference at Max
INFORMATION TECHNOLOGIES DIRECTOR	J434	\$56.52	\$55.91	-1.09%	\$45.13	\$44.63	-1.12%	\$56.75	\$53.77	-5.54%	\$68.72	\$66.67	-3.07%
DIRECTOR OF PARKS, NATURAL RESOURCES & CULTURAL AFFAIRS	J436	\$56.18	\$55.53	-1.16%	\$44.31	\$48.75	9.11%	\$52.18	\$58.73	11.15%	\$67.13	\$72.83	7.83%
PUBLIC WORKS DIRECTOR	J436	\$62.97	\$64.56	2.47%	\$47.26	\$48.75	3.06%	\$59.44	\$58.73	-1.21%	\$71.92	\$72.83	1.25%
CHIEF FINANCIAL OFFICER	J437	\$68.09	\$71.09	4.22%	\$51.08	\$50.80	-0.55%	\$64.13	\$61.21	-4.77%	\$77.57	\$75.90	-2.20%
FIRE CHIEF	J437	\$62.24	\$54.70	-13.79%	\$49.68	\$50.80	2.20%	\$60.54	\$61.21	1.09%	\$71.81	\$75.90	5.39%
POLICE CHIEF	J437	\$62.83	\$63.39	0.88%	\$49.88	\$50.80	1.81%	\$61.00	\$61.21	0.34%	\$72.53	\$75.90	4.44%
CHIEF OF STAFF	J439	\$67.51	\$65.06	-3.77%	\$53.00	\$54.92	3.50%	\$66.46	\$66.17	-0.44%	\$80.31	\$82.05	2.12%
CITY ATTORNEY	J439	\$65.70	\$62.34	-5.39%	\$52.95	\$54.92	3.59%	\$66.38	\$66.17	-0.32%	\$80.21	\$82.05	2.24%
OVERALL AVERAGES		\$31.97	\$31.89	-0.25%	\$25.70	\$26.61	3.39%	\$32.06	\$32.05	0.00%	\$38.71	\$39.75	2.62%

## APPENDIX 7

CITY	RETIREMENT	MEDICAL & DENTAL PLANS						
	Retirement Plans For Merit Positions	Plan Offerings	Insurance Premium Cost Share % and \$	Deductibles	Out of Pocket	H.S.A. Contributions	Flexible Spending Account	Wellness Program
Fayetteville	401(a) City pays 12% and employee pays 3 to 10% plus voluntary 457 plan.	HDHP w/HSA (BCBS) is the most popular Medical Plan Option with 95% participation and Delta Dental	See Cost Shares Table	PPO Individual/ \$1,000 and Family/ \$2,000 HDHP Individual/ \$3,000 and Family/ \$6,000	PPO Individual/ \$3,000 and Family/ \$6,000 HDHP Individual/ \$3,000 and Family/ \$6,000	Employer Paid EE Only: \$850 EE/Family: \$1,880 HDHP Only	PPO: Medical, limited purpose dental/vision and dependent care. HDHP: H.S.A., limited purpose dental/vision and dependent care.	Annual Health Assessments; Flu Shots; Hep B shots; Wellbeing Day; Free City Gym; Individualized Health Coaching and Wellness Incentives
Bentonville	APERS: City pays 15.32% of gross wages and employee pays 5%, vested after 5 years of service plus vol. 457 plan.	Co-pay PPO (BCBS) and Delta Dental	See Cost Shares Table	PPO Individual/ \$1,000 and Family/ \$3,000 HDHP Individual/ \$3,000 and Family/ \$6,000	HDHP Individual/ \$3,000 Family/\$6,000	No	Medical reimbursement	Health Assessment Screening, Weight Control and Health Center Fees
Rogers	APERS: City pays 15.32% of gross wages and employee pays 5%, vested after 5 years of service plus voluntary 457 plan	Co-pay PPO (BCBS) and Delta Dental	See Cost Shares Table	PPO Individual/ \$750 and Family/\$1,500	PPO \$2,250 Individual/ Family/\$5,500	No		Voluntary Flu Shots. Some departments offer voluntary biometric screening.
Springdale	VOYA: City pay 6% of gross wages and employees pays 3%, vested after 5 years of service plus 457 plan.	Co-pay PPO, HDHP w/ HSA (BCBS) and Delta Dental	See Cost Shares Table	PPO \$1,000 HDHP \$2,800	PPO Individual/ \$2,000 and Family/ \$6,000 HDHP Individual/ \$2,800 and Family/ \$5,600	Employer Paid EE Only - \$1,016 EE/Spouse - \$2,032 EE/Child+ - \$1,831 EE/Family - \$2,797	Medical reimbursement and dependent care	Free Access to City Gym and Free Membership to Springdale Rec. Center
Jonesboro	Nest Egg 457-B City matched up to 5% plus voluntary 457-B Nationwide and Arkansas Diamond	Co-pay PPO (BCBS) and Delta Dental	See Cost Shares Table	PPO Individual/ \$750 and TOOP with Family/\$3,750	PPO Individual/ \$3,575 Family/\$10,725	No	Medical reimbursement and dependent care	Corporate Rate: \$38.50 Saint Bernard's Health & Wellness Center
Lawrence, KS	KPERS: City pays 9.61% of gross wages and employee pays 6% plus a voluntary 457 plan	HDHP and Co-pay plan with HRA (Aetna) and Delta Dental	See Cost Shares Table	HRA Individual/ \$1,750 and Family/\$3,500	PPO Individual/ \$4,000 Family/\$8,000	HRA Contributions by City: \$250 for Individual Deductible and \$500 for Family Deductible	Eligible health care and dependent care costs	Wellness Clinic for wellness and acute care visits. Annual Routine Physical. Immunizations. Annual Vision Exam and Dental Cleanings/Exams/X-rays, 2X per year. Additional \$800 for HRA contribution for meeting wellness goals.
NOARK Study Averages	80% 401(k) or 403(b) 17% Defined Benefit 12% Profit Sharing 1.5% - 12% 401(k) Contributions Average Contribution 4.74% Mode 4%	85% offer Medical and Dental Plan Coverages 83% are PPO plans	See Cost Shares Table	Survey Averages: PPO Individual/ \$1,985 and Family/ \$4,049	Average of \$4,812 for combination of Individuals and Families Range of \$1,000 to \$9,000	54% offer H.S.A or HRA plans	48% offer FSA's	58% Offer Wellness Programs Top Three Programs included Bio-metric Screenings, Smoking Cessation and Fitness Center Memberships.

## APPENDIX 7

CITY	TIME OFF PLANS FOR MERIT POSITIONS				SHIFT / ON CALL PAY		EDUCATION REIMBURSEMENT
	Holidays	Vacation Days	Sick Days	Personal Days	Shift Differentials	On-Call Pay	Tuition Reimbursement
Fayetteville	12	Years of Service - Days 1 year = 10 days/year After 5 = 15 days/year After 10 = 20 days/year After 20 = 25 days/year 20+ = 26 days/year	12/year	2/year	No	\$18.03 per day	No
Bentonville	12	1 year = 15 days/year After 5 = 18 days/year After 11 = 20 days/year 21-25 years = 22 to 24 days/yr	20/year	3/year	No	Non-uniformed \$15 per day	\$1,500 maximum per year with a passing grade of a "B" of better.
Rogers	11 plus birthday	Current Employees Years of Service - Days 1-5 = 10 days/year 5-10 = 15 days/year 10+ = 20 days/year	Current EEs 12/yr New EEs PTO Plan Years of Service - Days 1-5 = 17.88 days/year 5- 10 = 22.88 days/year 10- 15 = 27.88 days/year 15+ = 32.88 days/year	None	No	No	No
Springdale	12	Years of Service - Days 1 year = 10 days/year 2-10 = 15 days/year 11-19 = 20 days/year 20+ years = 25 days/year	20/year	None	No	\$15 per day for non-uniformed positions.	Student Paramedic pay \$2,000 per year
Jonesboro	11	Years of Service - Days 1-5 = 10 days/year 5-14 = 15 days/year 15+ = 20 days/year	12/year	None	No	Paid as overtime for non-uniformed positions.	No
Lawrence, KS	9	Years of Service - Days 1-5 = 12 days/year 6-10 = 16 days/year 11- 15 = 19 days/year 16- 20 = 22 days/year 21- 25 = 24 days/year 26+ = 25 days/year	12/year	2/year	No	On-call Pay: 1 hour per week night and 2 hours per weekend or holiday	No
NOARK Study Averages	Average of 9	83% Offer Vacation Days Ranging from 4 - 22 Days 43% Offer PTO Days Ranging from 13-24 Days	9/year	2/year Mode	Shift Pay Per Hour \$0.59 2nd Shift \$0.71 3rd Shift \$1.00 Saturdays \$1.00 Sundays	NR	73% Offer Education Reimbursement Plans

# APPENDIX 7

## Medical and Dental Cost Shares

MONTHLY MEDICAL PREMIUM COST SHARES															
		Bentonville HDHP*		Rogers		Springdale HDHP		Jonesboro		Lawrence, KS		NOARK Study		Fayetteville HDHP	
		%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
Employee Only	Employee	25%	\$131.72	9%	\$50.05	30%	\$98.48	29%	\$150.46	3%	\$21.67	18%	\$81.44	14%	\$52.60
	City	75%	\$395.12	91%	\$506.00	70%	\$229.80	71%	\$368.32	97%	\$762.34	82%	\$382.81	86%	\$321.56
Employee & Spouse	Employee					30%	\$196.75			13%	\$214.50	33%	\$251.65	15%	\$120.08
	City					70%	\$459.10			87%	\$1,468.50	67%	\$518.01	85%	\$686.88
Employee & Child(ren)	Employee			18%	\$138.15	30%	\$176.98			13%	\$197.17	30%	\$185.57	15%	\$90.96
	City			82%	\$629.00	70%	\$412.95			87%	\$1,326.82	70%	\$437.72	85%	\$520.32
Employee & Family	Employee	25%	\$354.90	19%	\$244.08	30%	\$270.53	29%	\$323.22	15%	\$361.83	33%	\$377.98	15%	\$168.62
	City	75%	\$1,064.68	81%	\$1,041.00	70%	\$631.22	71%	\$791.42	85%	\$2,060.18	67%	\$753.10	85%	\$964.56
DENTAL PREMIUM COST SHARES															
		Bentonville		Rogers		Springdale		Jonesboro		Lawrence, KS		NOARK Study		Fayetteville	
		%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
Employee Only	Employee	15%	\$4.46	100%	\$24.20	30%	\$9.12	0%	\$0.00	Combined with Medical Plan		52%	\$13.79	100%	\$27.50
	City	85%	\$25.28	0%	\$0.00	70%	\$21.29	100%	\$28.22			48%	\$12.95	0%	\$0.00
Employee & Spouse	Employee					30%	\$19.03					61%	\$32.09	100%	\$54.98
	City					70%	\$44.41					39%	\$20.78	0%	\$0.00
Employee & Child(ren)	Employee			100%	\$45.98	30%	\$17.11					67%	\$36.45	100%	\$63.24
	City			0%	\$0.00	70%	\$39.93					33%	\$17.88	0%	\$0.00
Employee & Family	Employee	15%	\$11.56	100%	\$61.33	30%	\$29.07	68%	\$61.64			64%	\$53.36	100%	\$98.10
	City	85%	\$65.54	0%	\$0.00	70%	\$67.84	32%	\$28.22			36%	\$29.87	0%	\$0.00

A majority of the Fayetteville City employees have selected the HDHP Plan with \$3,000 and \$6,000 Annual Out of Pocket Limits.

2021 Premium Numbers for City of Bentonville\*

Employee Medical Premium Expense Comparison				Market Average Fayetteville				Fayetteville HDHP Fayetteville HSA Contribution			
	Market Avg.	FYV HDHP	Variance		OOP	OOP-HSA\$	Variance		%	\$	\$
Employee Only	19%	14%		Individual	\$3,406	\$2,150	\$1,256	Employee Only	14%	\$52.60	\$0.00
	\$89/Mo.	\$53/Mo.	\$36/Mo.	Family	\$6,773	\$4,120	\$2,653	City	86%	\$321.56	\$70.80
Employee & Spouse	25%	15%						Employee + Spouse	15%	\$120.08	\$0.00
	\$221/Mo.	\$120/Mo.	\$101/Mo.					City	85%	\$686.88	\$106.66
Employee & Child(ren)	23%	15%						Employee + Child(ren)	15%	\$90.96	\$0.00
	\$174/Mo.	\$91/Mo.	\$83/Mo.					City	85%	\$520.32	\$132.50
Employee & Family	25%	15%						Employee + Family	15%	\$168.62	\$0.00
	\$322/Mo.	\$169/Mo.	\$153/Mo.					City	85%	\$964.56	\$156.66