

Mayor Lioneld Jordan
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

Ward 1 Position 1 – Adella Gray
Ward 1 Position 2 – Sarah Marsh
Ward 2 Position 1 – Mark Kinion
Ward 2 Position 2 – Matthew Petty
Ward 3 Position 1 – Justin Tennant
Ward 3 Position 2 – Martin W. Schoppmeyer, Jr.
Ward 4 Position 1 – Rhonda Adams
Ward 4 Position 2 – Alan T. Long

**Final Agenda
City of Fayetteville Arkansas
City Council Meeting
March 05, 2013**

A meeting of the Fayetteville City Council will be held on March 05, 2013 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Call to Order

Roll Call

Pledge of Allegiance

Mayor's Announcements, Proclamations and Recognitions:

City Council Meeting Presentations, Reports and Discussion Items:

Agenda Additions:

A. Consent:

1. Approval of the February 19, 2013 City Council meeting minutes. **APPROVED**
2. **2013 Overlay/Sidewalk Projects:** A resolution approving the Transportation Division Overlay/Sidewalk Projects list for 2013.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 37-13

3. **Transportation Bond Trail Improvements:** A resolution approving a budget adjustment in the total amount of \$4,296.00 recognizing unappropriated bond monies for trail improvements.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 38-13

4. **Ozarks Electric Cooperative Corporation Easement:** A resolution authorizing the transfer of an easement interest to Ozarks Electric Cooperative Corporation on certain city-owned property near the Noland Wastewater Treatment Facility to provide for a relocation of electrical utility service.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 39-13

5. **Bid #13-16 Scurlock Industries:** A resolution awarding Bid #13-16 and authorizing the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the total amount of \$71,404.71 for the construction of a trail tunnel for the TSA LA GI Trail, and approving a five percent (5%) project contingency.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 40-13

6. **Mahler Property Donation:** A resolution authorizing acceptance of a donation of 1.21 acres of property from Lori and Alex Mahler near Cato Springs Road to be utilized for the future Cato Springs Trail Trailhead.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 41-13

7. **Garland Avenue Widening and Improvement Project:** A resolution approving a settlement agreement with Glen David Wilson, Trustee, Timothy Hinkle, Trustee, and Linda Hinkle regarding condemnation litigation filed as part of the N. Garland Avenue Widening and Improvement Project.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 42-13

B. Unfinished Business:

1. **McClelland Consulting Engineers:** A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00. *This resolution was tabled at the February 19, 2013 City Council meeting to the March 5, 2013 City Council meeting.*

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 43-13

C. New Business:

1. **Senate Bill 101 Opposition:** A resolution to express the City Council's opposition to Senate Bill 101, The Video Services Act, and to request our Senators and Representatives and all Arkansas Legislators to reject this unfair and unneeded bill.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 44-13

2. **Senate Bill 367 Opposition:** A resolution to oppose Senate Bill 367's endangering all of Fayetteville's development regulations.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 45-13

3. **Avfuel Corporation Contract:** An ordinance waiving the requirements of formal competitive bidding and approving a contract with Avfuel Corporation to provide interim aviation fuel and refueler trucks to the Fayetteville Executive Airport for a period not to exceed ninety (90) days, pending a permanent competitively solicited and awarded contract.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 5566

4. **Kum & Go Land Sale Proceeds:** A resolution stating the intent of the City Council of the City of Fayetteville to use the majority of the proceeds from the land sale to Kum & Go, LC for improvements to the remaining city-owned property and adjacent neighborhoods.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 46-13

5. **Planning Commission Compensation:** A resolution to request the Administration to resume paying monthly compensation to the Fayetteville Planning Commissioners.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 47-13

6. **VAC 13-4298 (1253 W. Showroom Dr./Fiat of Fayetteville):** An ordinance approving VAC 13-4298 submitted by Crafton Tull and Associates for property located at 1253 West Showroom Drive to vacate an utility easement, a total of 0.08 acres.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 5567

7. **Illinois River Watershed Partnership:** An ordinance waiving the requirement for bids by applying §34.23(F) Purchases and Contracts Not in Excess of \$20,000.00 of the Fayetteville Code of Ordinances and approving a contract with the Illinois River Watershed Partnership in the amount of \$10,000.00 for watershed education and planning services.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 5568

- 8. Regional Urban Stormwater Education Program:** An ordinance waiving the requirements of formal competitive bidding and approving a Memorandum of Understanding with the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 5569

- 9. Amend Chapter 166 Development:** An ordinance amending subsection 166.04(l)(ii)(f) of Chapter 166 Development of the Unified Development Code to change the dedication ratios related to Parkland Dedications.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 5570

- 10. Wedington Corridor Neighborhood Master Plan:** A resolution to adopt the Wedington Corridor Neighborhood Master Plan vision document and illustrative master plan.

TABLED TO THE MARCH 19, 2013 CITY COUNCIL MEETING

- 11. Employee Compensation Adjustment for 2013:** A resolution approving a budget adjustment in the amount of \$1,330,000.00 to facilitate city-wide employee compensation adjustments for 2013, and approving Police and Fire Pay Plan Grids.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 48-13

D. City Council Agenda Session Presentations:

- 1. Tyson Building Demolition Plan Discussion – David Jurgens and Paul Becker**

E. City Council Tours:

- 1. April 8, 2013 5:00 PM**
Westside Wastewater Treatment Plant
- 2. May 6, 2013 5:00 PM**
Noland Wastewater Treatment Plant and Biosolids Management Site

F. Announcements:

Adjournment: 8:10 p.m.

NOTICE TO MEMBERS OF THE AUDIENCE

All interested persons may address the City Council on agenda items of New and Old Business. Please wait for the Mayor to request public comment and then come to the podium, give your name, address, and comments about the agenda item. Please address only the Mayor. Questions are usually answered by the Mayor, Aldermen or Staff after the public comment period is over. Please keep your comments brief and respectful. Each person is only allowed one turn at the microphone for discussion of an agenda item.

All cell phones must be silenced and may not be used within the City Council Chambers.

Below is a portion of the **Rules of Order and Procedure of the Fayetteville City Council** pertaining to City Council meetings:

Agenda additions. A new item which is requested to be added to the agenda at a City Council meeting should only be considered if it requires immediate City Council consideration and if the normal agenda setting process is not practical. The City Council may only place such new item on the City Council meeting's agenda by suspending the rules by two-thirds vote. Such agenda addition shall be heard prior to the Consent Agenda.

Consent Agenda. Consent Agenda items shall be read by the Mayor and voted upon as a group without discussion by the City Council. If an Alderman wishes to comment upon or discuss a Consent Agenda item, that item shall be removed and considered immediately after the Consent Agenda has been voted upon.

Old business and new business.

Presentations by staff and applicants. Agenda items shall be introduced by the Mayor and, if an ordinance, read by the City Attorney. City staff shall then present a report. An agenda applicant (city contractor, rezoning or development applicant, etc.) may present its proposal only during this presentation period, but may be recalled by an alderman later to answer questions. Staff and applicants may use electronic visual aids in a City Council meeting as part of their presentation.

Public comments. Public comment shall be allowed for all members of the audience on all items of old and new business and subjects of public hearings. No electronic visual aid presentations shall be allowed, but the public may submit photos, petitions, etc. to be distributed to the City Council. If a member of the public wishes for the City Clerk to distribute materials to the City Council before its meeting, such materials should be supplied to the City Clerk office no later than 9:00 a.m. on the day of the City Council meeting. Any member of the public shall first state his or her name and address, followed by a concise statement of the person's position on the question under discussion. Repetitive comments should be avoided; this applies to comments made previously either to the City Council or to the Planning Commission when those Planning Commission minutes have been provided to the Aldermen. All remarks shall be addressed to the Mayor or the City Council as a whole and not to any particular member of the City Council. No person other than the Aldermen and the person having the floor shall be permitted to enter into any discussions without permission of the Mayor. No questions shall be directed to an Alderman or city staff member except through the Mayor.

Courtesy and respect. All members of the public, all city staff and elected officials shall accord the utmost courtesy and respect to each other at all times. All shall refrain from rude or derogatory remarks, reflections as to integrity, abusive comments and statements about motives or personalities. Any member of the public who violates these standards shall be ruled out of order by the Mayor, must immediately cease speaking and shall leave the podium.

Interpreters or TDD for hearing impaired are available for all City Council meetings, a 72 hour advance notice is required. For further information or to request an interpreter, please call 575-8330.

A copy of the complete City Council agenda is available at accessfayetteville.org or in the office of the City Clerk, 113 W. Mountain, Fayetteville, Arkansas.

City Council Meeting:

March 5, 2013

Adjourn: 8:10 p.m.

Subject:	Roll				
Aldermen Adams Absent	Schoppmeyer	✓			
	Adams	Absent			
	Long	✓			
	Gray	✓			
	Marsh	✓			
	Kinion	✓			
	Petty	✓			
	Tennant	✓			
	Mayor Jordan	✓			

Subject:					
Motion To:					
Motion By:					
Seconded:					
	Schoppmeyer				
	Adams				
	Long				
	Gray				
	Marsh				
	Kinion				
	Petty				
	Tennant				
	Mayor Jordan				

Subject:	Consent				
Motion To:		Approve			
Motion By:		Tennant			
Seconded:		Kinion			
<u>Minutes</u> <u>Approved</u> <u>Passed</u> 37-13 thru 42-13	Schoppmeyer	✓			
	Adams	absent			
	Long	✓			
	Gray	✓			
	Marsh	✓			
	Kinion	✓			
	Petty	✓			
	Tennant	✓			
	Mayor Jordan				

7-0

Subject:					
Motion To:					
Motion By:					
Seconded:					
	Schoppmeyer				
	Adams				
	Long				
	Gray				
	Marsh				
	Kinion				
	Petty				
	Tennant				
	Mayor Jordan				

Subject:	McClelland Consulting Engineers				
Motion To:		Approve			
Motion By:		Gray			
Seconded:		Petty			
B. 1 Unfinished Business <i>Passed</i> 43-13	Schoppmeyer	✓			
	Adams	Absent			
	Long	✓			
	Gray	✓			
	Marsh	✓			
	Kinion	✓			
	Petty	✓			
	Tennant	✓			
	Mayor Jordan				

7-0

Subject:					
Motion To:					
Motion By:					
Seconded:					
	Schoppmeyer				
	Adams				
	Long				
	Gray				
	Marsh				
	Kinion				
	Petty				
	Tennant				
	Mayor Jordan				

Subject:	Senate Bill 101 Opposition				
Motion To:		<i>Approve</i>			
Motion By:		<i>Petty</i>			
Seconded:		<i>Gray</i>			
C. 1 New Business <i>passed</i> 44-13	Schoppmeyer	<i>✓</i>			
	Adams	<i>absent</i>			
	Long	<i>✓</i>			
	Gray	<i>✓</i>			
	Marsh	<i>✓</i>			
	Kinion	<i>✓</i>			
	Petty	<i>✓</i>			
	Tennant	<i>✓</i>			
	Mayor Jordan				

7-0

Subject:	Senate Bill 367 Opposition				
Motion To:		<i>Approve</i>			
Motion By:		<i>Petty</i>			
Seconded:		<i>Marsh</i>			
C. 2 New Business <i>passed</i> 45-13	Schoppmeyer	<i>✓</i>			
	Adams	<i>absent</i>			
	Long	<i>✓</i>			
	Gray	<i>✓</i>			
	Marsh	<i>✓</i>			
	Kinion	<i>✓</i>			
	Petty	<i>✓</i>			
	Tennant	<i>✓</i>			
	Mayor Jordan				

7-0

Subject:		Avfuel Corporation Contract			
Motion To:		2nd Read	3rd Read	Pass	
Motion By:		Gray	Long		
Seconded:		Long	Tennant		
C. 3 New Business <u>passed</u> 5566	Schoppmeyer	✓	✓	✓	
	Adams	Absent	Absent	absent	
	Long	✓	✓	✓	
	Gray	✓	✓	✓	
	Marsh	✓	✓	✓	
	Kinion	✓	✓	✓	
	Petty	Absent during the vote.	absent during the vote.	Absent during the vote.	
	Tennant	✓	✓	✓	
	Mayor Jordan				

6-0

6-0

6-0

Subject:		Kum & Go Land Sale Proceeds			
Motion To:		Amend	Amend Remove Section 1	Pass	
Motion By:			Long	Long	
Seconded:			Petty	Petty	
C. 4 New Business <u>passed as amended</u> 46-13	Schoppmeyer		✓	✓	
	Adams		absent	absent	
	Long		✓	✓	
	Gray		✓	✓	
	Marsh		✓	✓	
	Kinion		✓	✓	
	Petty		✓	✓	
	Tennant		✓	✓	
	Mayor Jordan				

7-0

7-0

Subject:		Planning Commission Compensation			
Motion To:		Amend to 4375	Pass		
Motion By:		Long	Tennant		
Seconded:		Petty	Marsh		
C. 5 New Business passed as Amended 47-13	Schoppmeyer	✓	✓		
	Adams	Absent	Absent		
	Long	✓	✓		
	Gray	✓	✓		
	Marsh	✓	✓		
	Kinion	✓	✓		
	Petty	✓	✓		
	Tennant	✓	✓		
	Mayor Jordan				

7-0

7-0

Subject:		VAC 13-4298 (1253 W. Showroom Dr./Fiat of Fayetteville)			
Motion To:		2nd Read	3rd Read	Pass	
Motion By:		Gray	Gray		
Seconded:		Long	Kinion		
C. 6 New Business 5567	Schoppmeyer	✓	✓	✓	
	Adams	Absent	Absent	Absent	
	Long	✓	✓	✓	
	Gray	✓	✓	✓	
	Marsh	✓	✓	✓	
	Kinion	✓	✓	✓	
	Petty	✓	✓	✓	
	Tennant	✓	✓	✓	
	Mayor Jordan				

7-0

7-0

7-0

Subject: Illinois River Watershed Partnership					
Motion To:		2nd Read	3rd Read	Pass	
Motion By:		Kinion	Tennant		
Seconded:		Marsh	Long		
C. 7 New Business <u>passed</u> 5568	Schoppmeyer	✓	✓	✓	
	Adams	absent	absent	absent	
	Long	✓	✓	✓	
	Gray	✓	✓	✓	
	Marsh	✓	✓	✓	
	Kinion	✓	✓	✓	
	Petty	✓	✓	✓	
	Tennant	✓	✓	✓	
	Mayor Jordan				
		7-0	7-0	7-0	

Subject: Regional Urban Stormwater Education Program					
Motion To:		2nd Read	3rd Read	Pass	
Motion By:		Kinion	Gray		
Seconded:		Gray	Tennant		
C. 8 New Business <u>passed</u> 5569	Schoppmeyer	✓	✓	✓	
	Adams	absent	absent	absent	
	Long	✓	✓	✓	
	Gray	✓	✓	✓	
	Marsh	✓	✓	✓	
	Kinion	✓	✓	✓	
	Petty	✓	✓	✓	
	Tennant	✓	✓	✓	
	Mayor Jordan				
		7-0	7-0	7-0	

Subject:		Amend Chapter 166 Development			
Motion To:		2nd Read	3rd Read	Pass	
Motion By:		Kinion	Kinion		
Seconded:		Long	Tennant		
C. 9 New Business <u>passed</u> 5570	Schoppmeyer	✓	✓	✓	
	Adams	Absent	absent	absent	
	Long	✓	✓	✓	
	Gray	✓	✓	✓	
	Marsh	✓	✓	✓	
	Kinion	✓	✓	✓	
	Petty	absent during the vote	✓	✓	
	Tennant	✓	✓	✓	
	Mayor Jordan				
		6-0	7-0	7-0	

Subject:		Wedington Corridor Neighborhood Master Plan			
Motion To:		Table to March 19, 2013			
Motion By:		Long			
Seconded:		Marsh			
C. 10 New Business <u>Tabled to March 19, 2013</u>	Schoppmeyer	✓			
	Adams	absent			
	Long	✓			
	Gray	✓			
	Marsh	✓			
	Kinion	✓			
	Petty	✓			
	Tennant	✓			
	Mayor Jordan				
		7-0			

Subject:	Employee Compensation Adjustment for 2013				
Motion To:		<i>Pass</i>			
Motion By:		<i>Petty</i>			
Seconded:		<i>Marsh</i>			
C. 11 New Business <i>passed</i> 48-13	Schoppmeyer	<i>✓</i>			
	Adams	<i>absent</i>			
	Long	<i>✓</i>			
	Gray	<i>✓</i>			
	Marsh	<i>✓</i>			
	Kinion	<i>✓</i>			
	Petty	<i>✓</i>			
	Tennant	<i>✓</i>			
	Mayor Jordan				

7-0

Subject:					
Motion To:					
Motion By:					
Seconded:					
	Schoppmeyer				
	Adams				
	Long				
	Gray				
	Marsh				
	Kinion				
	Petty				
	Tennant				
	Mayor Jordan				



Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

TO: Mayor Jordan

THRU: Sondra Smith, City Clerk

FROM: Kit Williams, City Attorney

DATE: March 6, 2013

RE: Resolutions and Ordinances prepared by the City Attorney's Office and passed at the City Council meeting of March 5, 2013

- 1. 2013 Overlay/Sidewalk Projects:** A resolution approving the Transportation Division Overlay/Sidewalk Projects list for 2013.
- 2. Transportation Bond Trail Improvements:** A resolution approving a budget adjustment in the total amount of \$4,296.00 recognizing unappropriated bond monies for trail improvements.
- 3. Ozarks Electric Cooperative Corporation Easement:** A resolution authorizing the transfer of an easement interest to Ozarks Electric Cooperative Corporation on certain city-owned property near the Noland Wastewater Treatment Facility to provide for a relocation of electrical utility service.
- 4. Bid #13-16 Scurlock Industries:** A resolution awarding Bid #13-16 and authorizing the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the total amount of \$71,404.71 for the construction of a trail tunnel for the TSA LA GI Trail, and approving a 5% project contingency.
- 5. Mahler Property Donation:** A resolution authorizing acceptance of a donation of 1.21 acres of property from Lori and Alex Mahler near Cato Springs Road to be utilized for the future Cato Springs Trail Trailhead.

6. **Garland Avenue Widening and Improvement Project:** A resolution approving a settlement agreement with Glen David Wilson, Trustee, Timothy Hinkle, Trustee, and Linda Hinkle regarding condemnation litigation filed as part of the N. Garland Avenue Widening and Improvement Project.
7. **McClelland Consulting Engineers:** A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00.
8. **Opposition to Senate Bill 101:** A resolution to express the City Council's opposition to Senate Bill 101, the Video Services Act, and to request our Senators and Representatives and all Arkansas legislators to reject this unfair and unneeded bill.
9. **Opposition to Senate Bill 367:** A resolution to oppose Senate Bill 367's endangering all of Fayetteville's development regulations.
10. **Avfuel Corporation Contract:** An ordinance waiving the requirements of formal competitive bidding and approving a contract with Avfuel Corporation to provide interim aviation fuel and refueler trucks to the Fayetteville Executive Airport for a period not to exceed 90 days pending a permanent competitively solicited and awarded contract.
11. **Kum & Go Land Sale Proceeds:** A resolution to request the administration develop a site plan, identify connectivity, evaluate repurposing of portions of the factory and ensure at least 75% of the non-hazardous demolition waste be recycled or reused for the old Tyson factory site.
12. **Compensation for Planning Commissioners:** A resolution to request the Administration resume paying monthly compensation to the Fayetteville Planning Commissioners.
13. **Illinois River Watershed Partnership:** An ordinance waiving the requirement for bids by applying §34.23(F) Purchases and Contracts Not in Excess of \$20,000.00 of the Fayetteville Code of Ordinances and approving a contract with the Illinois River Watershed Partnership in the amount of \$10,000.00 for watershed education and planning services.

14. Regional Urban Stormwater Education Program: An ordinance waiving the requirements of formal competitive bidding and approving a Memorandum of Understanding with the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

15. Amend Chapter 166 Development: An ordinance amending §166.04(l)(ii)(f) of Chapter 166 **Development** of the Unified Development Code to change the dedication ratios related to Parkland Dedications.

16. 2013 Employee Compensation: A resolution approving a budget adjustment in the amount of \$1,330,000.00 to facilitate city-wide employee compensation adjustments for 2013, and approving police and fire pay plan grids.

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City Council Meeting
March 05, 2013**

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Roll Call

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8. **Regional Urban Stormwater Education Program:** An ordinance waiving the requirements of formal competitive bidding and approving a Memorandum of Understanding with the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.
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All cell phones must be silenced and may not be used within the City Council Chambers.

Below is a portion of the **Rules of Order and Procedure of the Fayetteville City Council** pertaining to City Council meetings:

Agenda additions. A new item which is requested to be added to the agenda at a City Council meeting should only be considered if it requires immediate City Council consideration and if the normal agenda setting process is not practical. The City Council may only place such new item on the City Council meeting's agenda by suspending the rules by two-thirds vote. Such agenda addition shall be heard prior to the Consent Agenda.

Consent Agenda. Consent Agenda items shall be read by the Mayor and voted upon as a group without discussion by the City Council. If an Alderman wishes to comment upon or discuss a Consent Agenda item, that item shall be removed and considered immediately after the Consent Agenda has been voted upon.

Old business and new business.

Presentations by staff and applicants. Agenda items shall be introduced by the Mayor and, if an ordinance, read by the City Attorney. City staff shall then present a report. An agenda applicant (city contractor, rezoning or development applicant, etc.) may present its proposal only during this presentation period, but may be recalled by an alderman later to answer questions. Staff and applicants may use electronic visual aids in a City Council meeting as part of their presentation.

Public comments. Public comment shall be allowed for all members of the audience on all items of old and new business and subjects of public hearings. No electronic visual aid presentations shall be allowed, but the public may submit photos, petitions, etc. to be distributed to the City Council. If a member of the public wishes for the City Clerk to distribute materials to the City Council before its meeting, such materials should be supplied to the City Clerk office no later than 9:00 a.m. on the day of the City Council meeting. Any member of the public shall first state his or her name and address, followed by a concise statement of the person's position on the question under discussion. Repetitive comments should be avoided; this applies to comments made previously either to the City Council or to the Planning Commission when those Planning Commission minutes have been provided to the Aldermen. All remarks shall be addressed to the Mayor or the City Council as a whole and not to any particular member of the City Council. No person other than the Aldermen and the person having the floor shall be permitted to enter into any discussions without permission of the Mayor. No questions shall be directed to an Alderman or city staff member except through the Mayor.

Courtesy and respect. All members of the public, all city staff and elected officials shall accord the utmost courtesy and respect to each other at all times. All shall refrain from rude or derogatory remarks, reflections as to integrity, abusive comments and statements about motives or personalities. Any member of the public who violates these standards shall be ruled out of order by the Mayor, must immediately cease speaking and shall leave the podium.

Interpreters or TDD for hearing impaired are available for all City Council meetings, a 72 hour advance notice is required. For further information or to request an interpreter, please call 575-8330.

A copy of the complete City Council agenda is available at accessfayetteville.org or in the office of the City Clerk, 113 W. Mountain, Fayetteville, Arkansas.

B.1. Unfinished Business
McClelland Consulting Engineers



www.accessfayetteville.org

THE CITY OF FAYETTEVILLE, ARKANSAS
DEPARTMENT CORRESPONDENCE

CITY COUNCIL AGENDA MEMO

Council Meeting of February 19, 2013

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director

From: Chris Brown, City Engineer *CB*

Date: February 27, 2013

Subject: A Resolution approving an Agreement with McClelland Consulting Engineers, Inc. for professional services for the rehabilitation of the historic Maple Street Bridge and Lafayette Street Bridge in the amount of \$279,045.55 and approve a Budget Adjustment.

BACKGROUND:

This project is located in central Fayetteville on the east side of the University of Arkansas campus on Maple Street and Lafayette Street over a single track of the Arkansas & Missouri Railroad. It is the intention of the City of Fayetteville to restore both historic bridges to their original beauty and to thus set a high example for restoration for a municipality in Arkansas and the United States.

The following background is taken from the National Register of Historic Places Registration form for each bridge:

Maple Street Overpass

Significance

"Constructed in 1936, The Maple Street Overpass is associated with the *Arkansas Highway and Transportation Era* historic context and is of the open masonry substructure type. Constructed under the authority of the St. Louis-San Francisco Railroad, the Arkansas State Highway Commission and the United States Bureau of Public Roads, it was designed by Frederick Lutt Johann, the well-known bridge designer who did an assortment of other work in Arkansas. Given its intact condition it retains sufficient integrity to remain associated with its historic period and with the Lutt Johann Bridge Company that constructed it."

Description

"Located on Maple Street at the point where it crosses the (former) Frisco Railroad line, the Maple Street Overpass is of reinforced concrete construction and consists of a single deck span supported by an arched substructure that transfers the load to the approach abutments. It is approximately 60 feet in length and 25 feet in width at its widest point. Its abutment and pier material is reinforced concrete, and its deck material is

THE CITY OF FAYETTEVILLE, ARKANSAS

asphalt laid over reinforced concrete. A decorative Art Deco-style balustrade with original inset lighting fixtures borders the pedestrian sidewalk on either side of the deck.”

Listed individually on the National Register of Historic Places on 5/26/95, #WA0795.

Lafayette Street Overpass

Significance

“Constructed in 1938 by the contractor Ed. B. Mooney, Inc., the Lafayette Street Overpass is associated with the *Arkansas Highway and Transportation Era* historic context and is of the open masonry substructure type. Constructed under the authority of the St. Louis-San Francisco Railroad, the Arkansas State Highway Commission and the United States Bureau of Public Roads, its designer is not known. Given its intact condition it retains sufficient integrity to remain associated with its historic period, and stands as the best example of an Art Deco-influenced concrete bridge in Fayetteville.”

Description

“Located on Lafayette Street at the point where it crosses the (former) Frisco Railroad line, the Lafayette Street Overpass is of reinforced concrete construction and consists of a three-span deck resting upon by two reinforced concrete supports (or three connected piers each) placed to either side of the railroad tracks and solid concrete abutments beneath the approaches. It is approximately 120 feet in length and 30 feet in width at its widest point. Its abutment and pier material is reinforced concrete, and its deck material is asphalt laid over reinforced concrete. A decorative metal balustrade connects substantial concrete posts that feature original inset lighting fixtures, and the balustrade borders the pedestrian sidewalk on either side of the deck.”

Listed individually on the National Register of Historic Places on 5/26/95, #WA0239.

On February 16, 2011 in response to a letter from the City requesting federal funding for the Maple and Lafayette Street historic bridges, the City received a letter from the Arkansas State Highway and Transportation Department advising that the subject bridges qualify for funding from the Federal-aid Highway Bridge Replacement and Rehabilitation Program (HBRRP) to restore both bridges. The HBRRP utilizes 80% Federal-aid and 20% local matching funds with a limitation of \$1 million in Federal-aid available per project. In subsequent correspondence, the AHTD also confirmed that the two bridges may be combined into a single project for purposes of the program. The total estimate for rehabilitation of the two bridges (including deck replacement of the Maple Street bridge) is approximately \$1.4 million.

A request for Letters Of Interest was advertised on April 20, 2012 and the City received two valid responses on May 16th. On May 25th, a Selection Committee containing City Staff and one City Council Member convened and voted to request proposals from both firms. RFQ's were sent to both firms on July 3rd with a due date of July 27th.

On July 30, 2012, a selection committee consisting of City staff and Alderman Bobby Ferrell selected McClelland Consulting Engineers (MCE) of Fayetteville to provide these services, along with their bridge subconsultants Horner and Shifrin of St. Louis. Since that time, the City has been working with the AHTD and MCE to develop a contract acceptable to all parties.

PROPOSAL:

MCE has provided a proposed scope and fee in the amount of \$279,045.55. This contract will be paid based on hourly rates for work completed, up to the total contract amount. Members of City staff met with the citizen that expressed concern with the contract at the February 19th Council meeting, and changes to the contract resulting from that meeting have been made and are attached. These changes have been sent to the AHTD; as of the date of this memo, AHTD has not indicated whether or not the changes are acceptable.

This design project will provide for the rehabilitation of two historic bridges including repairing/replacing the retaining wall near the Lafayette Bridge only, repair/replace bridge railings, period lighting, deck surfacing, expansion joints, abutment bearings, deck drains, concrete fascia beams, concrete abutment backwalls, concrete sidewalk, and approach pavement. Storm drainage systems, relocated utility facilities, maintenance of traffic and other incidental systems and facilities will be designed and constructed as necessary.

This design agreement has allotted 9 (nine) months for completion, however, this time frame may be extended depending upon the review workload of the Arkansas State Highway and Transportation Department (AHTD). The consultant will prepare and submit final plans and specifications to the City which will be used by AHTD to advertise a separate construction project which will be administered solely by the AHTD.

All consultants, contractors and subcontractors on the project must comply with the National Park Service Secretary of the Interior Standards for Restoration and will be additionally under the direction, review and approval of the Arkansas Historic Preservation Program (AHPP), the State Historic Preservation Office (SHPO) and the National Historic Preservation Act of 1966 (NHPA) Section 106 review, to ensure that work performed on the two historic bridges is appropriate and will maintain the individual qualifying status of each property as it is listed on the National Register of Historic Places.

RECOMMENDATION:

Staff recommends City Council approval of the contract with McClelland Consulting Engineers, Inc. for providing the professional design services for the rehabilitation of the historic Maple Street Bridge and Lafayette Street Bridge, contingent upon AHTD approval.

BUDGET IMPACT:

This project is based on an Agreement Of Understanding with AHTD in which Federal Aid money will pay 80% of the contract amount and the City will pay 20%. These services will be funded either through the Transportation Bond Program or the CIP Program in an existing project set up for bridge cost sharing. The cost of these services will not exceed \$279,045.55, with the City's share being 20% or \$55,809.11.

AGREEMENT
FOR
ENGINEERING SERVICES
(LOCAL VERSION – COST PLUS FEE)

JOB NO. 040618
FEDERAL AID PROJECT ("FAP") NO. BRN-9142(29)
Maple St. & Lafayette St. Bridge Restoration
(Fayetteville)(S)
Washington County

Deleted: Rehab.

PREAMBLE

THIS AGREEMENT, entered into this ____ day of _____, 2013, by and between The City of Fayetteville, Arkansas("Owner"),and McClelland Consulting Engineers, Inc. ("Consultant"), a corporation existing under the laws of the State of Arkansas, with principal offices at 1810 North College Avenue, Fayetteville, Arkansas 72703 and 900 West Markham, Little Rock, Arkansas 72203.

WITNESSETH:

WHEREAS, the City of Fayetteville is planning to restore the historic Maple Street Bridge (Bridge Number 01940) and Lafayette Street Bridge (Bridge Number 01941), including related approach work in Fayetteville, Arkansas, and requires the professional services from McClelland Consulting Engineers, Inc. to perform a geotechnical evaluation, topographic survey, design, construction administration, and construction observation, and,

Deleted: rehabilitate

WHEREAS, the City of Fayetteville's forces are fully employed on other urgent work that prevents their early assignment to the aforementioned work; and,

WHEREAS, McClelland Consulting Engineers, Inc.'s staff is adequate and well qualified, and it has been determined that its current workload will permit completion of the project on schedule.

NOW THEREFORE, it is considered to be in the best public interest for the City of Fayetteville to obtain the assistance of McClelland Consulting Engineers, Inc.'s organization in connection with engineering services. In consideration of the faithful performance of each party of the mutual covenants and agreements set forth hereinafter, it is mutually agreed as follows:

1. PRELIMINARY MATTERS

- 1.1. "McClelland Consulting Engineers, Inc.'s Representative" shall be Daniel Barnes, P.E., until written notice is provided to the City of Fayetteville designating a new representative.
- 1.2. "Contract Ceiling Price." The Contract Ceiling Price for this Agreement is \$279,045.55
- 1.3. The Contract Ceiling Price is the maximum aggregate amount of all payments that the City of Fayetteville may become obligated to make under this Agreement. In no event, unless modified in writing, shall total payments by the City of Fayetteville under this Agreement exceed the Contract Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost, exceeding the Contract Ceiling Price. McClelland Consulting Engineers, Inc. additionally agrees that half cell potential tests, bridge deck replacement

design, and analysis of existing structures for bridge deck replacement will not be performed unless authorized by the City of Fayetteville.

- 1.4. "Contract Price" is aggregate amount of allowable costs and fees to be paid by the City of Fayetteville under this Agreement.
- 1.5. "Default" means the failure of McClelland Consulting Engineers, Inc. to perform any of the provisions of this Agreement. *Default includes, but is not limited to, failure to complete phases of the work according to schedule or failure to make progress in the work so as to endanger timely performance of this Agreement, failure to pay subcontractors in a timely manner, failure to comply with federal and state laws, and failure to comply with certifications made in or pursuant to this Agreement.*
- 1.6. "Department" or "AHTD" means the Arkansas State Highway and Transportation Department.
- 1.7. "DOT" means the United States Department of Transportation.
- 1.8. "FAR" means the Federal Acquisition Regulations, codified in 48 C.F.R.
- 1.9. "Fee" whether fixed or otherwise is a dollar amount that includes McClelland Consulting Engineers, Inc.'s profit on the job.
- 1.10. "FHWA" means the Federal Highway Administration.
- 1.11. "Indirect Cost Rate." The Indirect Cost Rate is defined in the provisions of 48 C.F.R. Part 31, and is also subject to any limitations contained herein. The Indirect Cost Rate for McClelland Consulting Engineers, Inc. under this Agreement shall be 184.34 percent. If applicable, the Indirect Cost Rate for each subcontractor shall be listed in Appendix B.
- 1.12. "Title I Services" are those services provided by McClelland Consulting Engineers, Inc. before the award of the contract for the construction of the Project, consisting primarily of engineering services for the planning or design of the Project.
- 1.13. "Title I Services Ceiling Price." The Title I Services Ceiling Price for this Agreement is \$250,044.26. The Title I Services Ceiling price is the maximum aggregate amount of all payments that the City of Fayetteville may become obligated to make under this Agreement for fees and costs related to Title I Services. In no event, unless modified in writing, shall total payments by the City of Fayetteville related to Title I Services exceed the Title I Services Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment for, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost related to, Title I Services exceeding the Title I Services Ceiling Price.
- 1.14. "Title II Multiplier" (if applicable) is the mark-up by which the fee and indirect costs associated with Title II services are calculated. The Title II Multiplier, which accounts for the fee and indirect costs, is multiplied by the salary rate, as shown on the Schedule of Salary Ranges, of the particular individual(s) performing the Title II services. The Title II Multiplier for the term of this Agreement is 3.18.
- 1.15. "Title II Services" are those services provided by McClelland Consulting Engineers, Inc. after the award of the contract for the construction of the Project, consisting primarily of engineering services during the construction of the Project.
- 1.16. "Title II Services Ceiling Price". The Title II Services Ceiling Price for this Agreement is \$29,001.29. The Title II Services Ceiling price is the maximum aggregate amount of

all payments that the City of Fayetteville may become obligated to make under this Agreement for fees and costs related to Title II Services. In no event, unless modified in writing, shall total payments by the City of Fayetteville related to Title II Services exceed the Title II Services Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment for, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost related to, Title II Services exceeding the Title II Services Ceiling Price.

2. TYPE OF AGREEMENT

- 2.1. This Agreement is a cost-plus-fixed-fee contract. McClelland Consulting Engineers, Inc. is being hired to perform professional engineering services in connection with the Project as set forth herein. In consideration for Title I services performed, the City of Fayetteville will reimburse McClelland Consulting Engineers, Inc. for allowable direct and indirect costs, as defined herein, and pay McClelland Consulting Engineers, Inc. a fixed fee. If Title II services are to be performed, the City of Fayetteville will reimburse McClelland Consulting Engineers, Inc. for allowable direct costs and also pay McClelland Consulting Engineers, Inc. an amount determined by multiplying the salary rate of the individual(s) performing the Title II services, as shown on the Schedule of Salary Ranges, by the Title II Multiplier.
- 2.2. The Project to be performed under this Agreement is a federally-assisted project and federal funds will be used, in part, to pay McClelland Consulting Engineers, Inc.. Therefore, notwithstanding any provision of this Agreement, all payments, costs, and expenditures are subject to the requirements and limitations of 48 C.F.R. Part 31, and McClelland Consulting Engineers, Inc. shall certify the accuracy of all invoices and requests for payment, along with supporting documentation and any information provided in determining the Indirect Cost Rates.

3. COSTS, FEES, AND PAYMENT

- 3.1. *Allowable costs.*
 - 3.1.1. Allowable costs are subject to the limitations, regulations, and cost principles and procedures in 48 C.F.R. Part 31, which are expressly incorporated into this Agreement by reference. For the purpose of reimbursing allowable costs (except as provided in subparagraph 2 below, with respect to pension, deferred profit sharing, and employee stock ownership plan contributions), the term *costs* includes only—
 - 3.1.1.1. Those recorded costs that, at the time of the request for reimbursement, McClelland Consulting Engineers, Inc. has paid by cash, check, or other form of actual payment for items or services purchased directly for the Agreement;
 - 3.1.1.2. When McClelland Consulting Engineers, Inc. is not delinquent in paying costs of contract performance in the ordinary course of business, costs incurred, but not necessarily paid, for—
 - Materials issued from McClelland Consulting Engineers, Inc.'s inventory and placed in the production process for use in its performance under this Agreement;
 - Direct labor;

- Direct travel;
 - Other direct in-house costs; and
 - Properly allocable and allowable indirect costs, as shown in the records maintained by McClelland Consulting Engineers, Inc. for purposes of obtaining reimbursement under government contracts; and
 - The amount of progress payments that have been paid to McClelland Consulting Engineers, Inc.'s subcontractors under similar cost standards.
- 3.1.2. McClelland Consulting Engineers, Inc.'s contributions to any pension or other post-retirement benefit, profit-sharing or employee stock ownership plan funds that are paid quarterly or more often may be included in indirect costs for payment purposes; *provided*, that McClelland Consulting Engineers, Inc. pays the contribution to the fund within 30 days after the close of the period covered. Payments made 30 days or more after the close of a period shall not be included until McClelland Consulting Engineers, Inc. actually makes the payment. Accrued costs for such contributions that are paid less often than quarterly shall be excluded from indirect costs for payment purposes until McClelland Consulting Engineers, Inc. actually makes the payment.
- 3.1.3. Notwithstanding the audit and adjustment of invoices or vouchers, allowable indirect costs under this Agreement shall be obtained by applying Indirect Cost Rates established in accordance with Subsection 3.3 below.
- 3.1.4. Any statements in specifications or other documents incorporated in this Agreement by reference designating performance of services or furnishing of materials at McClelland Consulting Engineers, Inc.'s expense or at no cost to the City of Fayetteville shall be disregarded for purposes of cost-reimbursement.
- 3.2. *Salaries.* The following schedule covers the classification of personnel and the salary ranges for all personnel anticipated to be assigned to this project by McClelland Consulting Engineers, Inc.:

3.2.1.1. SCHEDULE OF SALARY RANGES

<u>Labor Classification</u>	<u>Labor Rate Range</u>
Principal Engineer	\$41.27 - \$50.50
Project Engineer	\$25.84 - \$41.40
Engineering Technician	\$16.50 - \$30.00
Construction Observer	\$15.00 - \$31.25
Chief Draftsman	\$22.00 - \$25.00
Draftsman	\$15.38 - \$19.00
Survey Technician	\$17.00 - \$27.00
Registered Land Surveyor	\$21.50 - \$32.00
Field Survey (1-man or Rodman)	\$16.50 - \$24.00
Survey (2- man or Robotic) Crew	\$17.00 - \$27.00
Geotech Engineer	\$26.66 - \$41.40
Soils Lab Supervisor	\$16.25 - \$21.50
Soils Lab Technician	\$12.90 - \$15.25
Office Administration	\$14.50 - \$19.50
Clerical	\$10.50 - \$20.00

3.2.1.2. The City of Fayetteville shall reimburse McClelland Consulting Engineers, Inc. for overtime costs only when the overtime has been authorized in writing by the City of Fayetteville. When authorized, overtime shall be reimbursed at the rate of time and one-half for all nonexempt employees. Notwithstanding this provision, McClelland Consulting Engineers, Inc. must comply with all federal and state wage and hour laws and regulations, regardless whether the overtime is considered reimbursable under this Agreement.

3.3. *Indirect Cost Rates.*

- 3.3.1. Allowable indirect costs incurred by McClelland Consulting Engineers, Inc. shall also be reimbursed by the City of Fayetteville at the Indirect Cost Rate. The Indirect Cost Rate of McClelland Consulting Engineers, Inc. for this Agreement shall be the rate as set forth in subsection 1.11. If applicable, the Indirect Cost Rate for subcontractors shall be determined in the same manner and subject to the same limitations as McClelland Consulting Engineers, Inc., and shall be listed for each subcontractor identified in Appendix B. The Indirect Cost Rate, or any adjustment thereto, shall not change any monetary ceiling, contract obligation, or specific cost allowance, or disallowance provided for in this Agreement except as provided for in sections 3.3.4. and 3.3.5. The Indirect Cost Rate must reflect the allowable indirect costs pursuant to 48 C.F.R. Part 31 ("FAR").
- 3.3.2. In establishing the Indirect Cost Rate or proposing any adjustment thereto, McClelland Consulting Engineers, Inc. shall, upon request, submit to the City of Fayetteville, FHWA, or their representatives an audited indirect cost rate and supporting cost data in accordance with the requirements set forth in the current *Arkansas Highway & Transportation Department Indirect Cost Rate Audit Requirements*.
- 3.3.3. During the term of this Agreement, if an audit of a subsequent accounting period of McClelland Consulting Engineers, Inc. demonstrates that McClelland Consulting Engineers, Inc. has incurred allowable indirect costs at a different rate than the Indirect Cost Rate, the Indirect Cost Rate shall be adjusted. Any adjustment is subject to the audit and documentation requirements of the FAR and the current *Arkansas Highway & Transportation Department Indirect Cost Rate Audit Requirements*. Except in the case of a provisional Indirect Cost Rate, as provided in the following subparagraphs, or the disallowance of cost following a subsequent audit, any adjustment to the Indirect Cost Rate shall be effective only prospectively from the date that the adjustment is accepted.
- 3.3.4. In order to expedite some projects, when an audited indirect cost rate has not yet been submitted and approved, the City of Fayetteville may extend a temporary waiver and accept a provisional indirect cost rate. This provisional rate must be reviewed by, and receive a positive recommendation from the Arkansas Highway and Transportation Department's Chief Auditor. The provisional cost proposal must be accompanied by written assurance from an independent CPA that he/she has been engaged to audit the costs in accordance with the above requirements. The anticipated audit must be based on costs incurred in the most recently completed fiscal year for which the cost data is available, with the audit scheduled to begin within a reasonable time frame. If the date of the initial cost proposal is within the last quarter of the current fiscal year, the audit may be delayed until the current

fiscal year is closed and the final cost data is available. The written assurance from the CPA that he or she has been engaged to perform the audit at an appropriate time is still required.

- 3.3.5. Once an audited indirect cost rate is approved, the ceiling prices provided for in the initial agreement using the provisional indirect cost rate will be adjusted with a supplemental agreement to implement the resulting increase or decrease from revising the indirect cost rate, and all amounts paid McClelland Consulting Engineers, Inc. prior to receipt and acceptance of an audited indirect cost rate will be retroactively adjusted for changes in the indirect cost rate. However, no changes in hours, fixed fees, or other costs will be allowed as a result of applying the audited indirect cost rate.
- 3.4. *Fees.* The justification for the fees and costs is contained in Appendix A. In addition to reimbursement of the allowable costs as set forth above, the City of Fayetteville shall pay to McClelland Consulting Engineers, Inc. a fixed fee of \$7,844.18 for Title I Services. For Title II Services, if applicable, the City of Fayetteville shall reimburse McClelland Consulting Engineers, Inc. for allowable direct costs and also pay to McClelland Consulting Engineers, Inc. an amount determined by multiplying the salary rate of the individual(s) performing the Title II Services, as shown on the Schedule of Salary Ranges, by the Title II Multiplier. The Title II Multiplier shall account for all fees and indirect costs associated with Title II services.
- 3.5. *Invoices, Reimbursement, and Partial Payments.* Submission of invoices and payment of the fees shall be made as follows, unless modified by the written agreement of both parties:
- 3.5.1. Not more often than once per month, McClelland Consulting Engineers, Inc. shall submit to the City of Fayetteville, in such form and detail as the City of Fayetteville may require, an invoice or voucher supported by a statement of the claimed allowable costs for performing this Agreement, and estimates of the amount and value of the work accomplished under this Agreement. The invoices for costs and estimates for fees shall be supported by any data requested by the City of Fayetteville.
- 3.5.2. In making estimates for fee purposes, such estimates shall include only the amount and value of the work accomplished and performed by McClelland Consulting Engineers, Inc. under this Agreement which meets the standards of quality established under this Agreement. McClelland Consulting Engineers, Inc. shall submit with the estimates any supporting data required by the City of Fayetteville. At a minimum, the supporting data shall include a progress report in the form and number required by the City of Fayetteville.
- 3.5.3. Upon approval of the estimate by the City of Fayetteville, payment upon properly executed vouchers shall be made to McClelland Consulting Engineers, Inc., as soon as practicable, of 100 percent of the allowed costs, and of 90 percent of the approved amount of the estimated fee, less all previous payments. Notwithstanding any other provision of this Agreement, only costs and fees determined to be allowable by the City of Fayetteville in accordance with subpart 31.2 of the Federal Acquisition Regulations (FAR) in effect on the date of this Agreement and under the terms of this Agreement shall be reimbursed or paid.
- 3.5.4. Before final payment under the Agreement, and as a condition precedent thereto, McClelland Consulting Engineers, Inc. shall execute and deliver to the City of Fayetteville a release of all claims which are known or reasonably could have been known to exist against the City of Fayetteville arising under or by virtue of this Agreement, other than any claims that are specifically excepted by McClelland

Consulting Engineers, Inc. from the operation of the release in amounts stated in the release.

- 3.6. *Title I Services, Title II Services, and Contract Ceiling Prices.* The parties agree that aggregate payments under this Agreement, including all costs and fees, shall not exceed the Contract Ceiling Price. The parties further agree that aggregate payments for Title I services under this Agreement, including all costs and fees, shall not exceed the Title I Services Ceiling Price; and that aggregate payments for Title II services under this Agreement, including all costs and fees, shall not exceed the Title II Services Ceiling Price. No adjustment of the Indirect Cost Rate or the Title II Multiplier, claim, or dispute shall affect the limits imposed by these ceiling prices. No payment of costs or fees shall be made above these ceiling prices unless the Agreement is modified in writing.

3.7. *Final payment.*

- 3.7.1. McClelland Consulting Engineers, Inc. shall submit a completion invoice or voucher, designated as such, promptly upon completion of the work, but no later than forty-five (45) days (or longer, as the City of Fayetteville may approve in writing) after the completion date. Upon approval of the completion invoice or voucher, and upon McClelland Consulting Engineers, Inc.'s compliance with all terms of this Agreement, the City of Fayetteville shall promptly pay any balance of allowable costs and any retainage owed to McClelland Consulting Engineers, Inc.. After the release of said retainage McClelland Consulting Engineers, Inc. agrees that it will continue to provide consultation services to the City of Fayetteville as needed through supplemental agreement(s) with respect to the contracted services under this Agreement until all work is completed under both Title I and Title II.

- 3.7.2. McClelland Consulting Engineers, Inc. shall pay to the City of Fayetteville any refunds, rebates, credits, or other amounts (including interest, if any) accruing to or received by McClelland Consulting Engineers, Inc. or any assignee under this Agreement, to the extent that those amounts are properly allocable to costs for which McClelland Consulting Engineers, Inc. has been reimbursed by the City of Fayetteville. Reasonable expenses incurred by McClelland Consulting Engineers, Inc. for securing refunds, rebates, credits, or other amounts shall be allowable costs if approved by the City of Fayetteville. Before final payment under this Agreement, McClelland Consulting Engineers, Inc. and each assignee whose assignment is in effect at the time of final payment shall execute and deliver—

- An assignment to the City of Fayetteville, in form and substance satisfactory to the City of Fayetteville, of refunds, rebates, credits, or other amounts (including interest, if any) properly allocable to costs for which McClelland Consulting Engineers, Inc. has been reimbursed by the City of Fayetteville under this Agreement; and,
- A release discharging the City of Fayetteville, its officers, agents, and employees from all liabilities, obligations, and claims which were known or could reasonably have been known to exist arising out of or under this Agreement.

- 3.8. *City of Fayetteville's Right to Withhold Payment.* The City of Fayetteville may withhold payment to such extent as it deems necessary as a result of: (1) third party claims arising out of the services of McClelland Consulting Engineers, Inc. and made against the City of Fayetteville; (2) evidence of fraud, over-billing, or overpayment; (3) inclusion of non-allowable costs; (4) failure to make prompt payments to subcontractors in the time provided by this Agreement; (5) payment requests received including fees for unapproved subcontractors; and/or (6) McClelland Consulting Engineers, Inc.'s default or unsatisfactory performance of services. The withholding of payment under

this provision shall in no way relieve McClelland Consulting Engineers, Inc. of its obligation to continue to perform its services under this Agreement.

4. DISALLOWANCE OF COSTS

- 4.1. Notwithstanding any other clause of this Agreement, the City of Fayetteville may at any time issue to McClelland Consulting Engineers, Inc. a written notice of intent to disallow specified costs incurred or planned for incurrence under this Agreement that have been determined not to be allowable under the contract terms.
- 4.2. Failure to issue a notice under this Section shall not affect the City of Fayetteville's rights to take exception to incurred costs.
- 4.3. If a subsequent audit reveals that: (1) items not properly reimbursable have, in fact, been reimbursed as direct costs; or (2) that the Indirect Cost Rate contains items not properly reimbursable under the FAR; then, in the case of indirect costs, the Indirect Cost Rate shall be amended retroactively to reflect the actual allowable indirect costs incurred, and, in the case of both direct and indirect costs, the City of Fayetteville may offset, or McClelland Consulting Engineers, Inc. shall repay to City of Fayetteville, any overpayment.

5. RECORDS & AUDITS

- 5.1. *Records* includes books, documents, accounting procedures and practices, and other data, regardless of type and regardless of whether such items are in written form, in the form of computer data, or in any other form.
- 5.2. *Examination.* McClelland Consulting Engineers, Inc. shall maintain, and the City of Fayetteville, AHTD, FHWA, and their authorized representatives shall have the right to examine and audit all records and other evidence sufficient to reflect properly all costs (direct and indirect) claimed to have been incurred or anticipated to be incurred in performance of this Agreement. This right of examination shall also include examination and audit of any records considered, relied upon, or relating to the determination of the Indirect Cost Rate or any certification thereof, including any CPA audit relied upon to establish the rate. This right of examination shall also include inspection at all reasonable times of McClelland Consulting Engineers, Inc.'s offices and facilities, or parts of them, engaged in performing the Agreement.
- 5.3. *Supporting Data.* If McClelland Consulting Engineers, Inc. has been required to submit data in connection with any action relating to this Agreement, including the negotiation of or pre-negotiation audit of the Indirect Cost Rate, the negotiation of the Fee, request for cost reimbursement, request for payment, request for an adjustment, or assertion of a claim, the City of Fayetteville, AHTD, FHWA, or their authorized representatives, in order to evaluate the accuracy, completeness, and accuracy of the data, shall have the right to examine and audit all of McClelland Consulting Engineers, Inc.'s records, including computations and projections, related to—
 - The determination or certification of the Indirect Cost Rate, including any independent CPA audit or certification thereof;
 - Any proposal for the Agreement, subcontract, or modification;
 - Discussions conducted on the proposal(s), including those related to negotiating;

- Fees or allowable costs under the Agreement, subcontract, or modification;
 - Performance of the Agreement, subcontract or modification; or,
 - The amount and basis of any claim or dispute.
- 5.4. *Audit.* The City of Fayetteville, AHTD, FHWA, or their authorized representatives, shall have access to and the right to examine any of McClelland Consulting Engineers, Inc.'s records involving transactions related to this Agreement or a subcontract hereunder.
- 5.5. *Reports.* If McClelland Consulting Engineers, Inc. is required to furnish cost, funding, or performance reports, the City of Fayetteville, AHTD, FHWA, or their authorized representatives shall have the right to examine and audit the supporting records and materials, for the purpose of evaluating (1) the effectiveness of McClelland Consulting Engineers, Inc.'s policies and procedures to produce data compatible with the objectives of these reports and (2) the data reported.
- 5.6. *Availability.* McClelland Consulting Engineers, Inc. shall retain and make available at its office at all reasonable times the records, materials, and other evidence described in this Section and Section 28, Disputes and Claims, for examination, audit, or reproduction, until five years after final payment under this Agreement, or for any longer period required by statute or by other clauses of this Agreement. In addition—
- 5.6.1. If this Agreement is completely or partially terminated, the records relating to the work terminated shall be retained and made available for five years after the termination; and,
- 5.6.2. Records relating to any claim or dispute, or to litigation or the settlement of claims arising under or relating to this Agreement shall be retained and made available until after any such claims or litigation, including appeals, are finally resolved.
- 5.7. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.
- 5.8. *Freedom of Information Act.* City of Fayetteville contracts and documents prepared while performing City of Fayetteville contractual work are subject to the Arkansas Freedom of Information Act. If a Freedom of Information Act request is presented to the City of Fayetteville, McClelland Consulting Engineers, Inc. will do everything possible to provide the documents in a prompt and timely manner as prescribed in the Arkansas Freedom of Information Act (A.C.A. 25-19-101 et seq.) Only legally authorized photocopying costs pursuant to the FOIA may be assessed for this compliance.

6. DESCRIPTION OF THE PROJECT

- 6.1. The City of Fayetteville is planning to ~~restore~~ the historic Maple Street Bridge and Lafayette Street Bridge, including related approach work, and requires the professional services from McClelland Consulting Engineers, Inc. to perform a geotechnical evaluation, survey, environmental documentation, design, and engineering management services during construction.
- 6.2. ~~It is the intention of the City of Fayetteville to restore both historic bridges to their original beauty and to thus set a high example for restoration for a municipality in Arkansas and the United States.~~

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McClelland Consulting Engineers, Inc., and Horner & Shifrin, Inc. must comply with the National Park Service Secretary of the Interior Standards for Restorations and will be additionally under the direction, review and approval of the Arkansas Historic Preservation Program (AHPP), the State Historic Preservation Office (SHPO) and the National Historic Preservation Act of 1966 (NHPA) Section 106 review, to ensure that work performed on the two historic bridges is appropriate and will maintain the individual qualifying status of each property as it is listed on the National Register of Historic Places.

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7. INFORMATION AND TITLE I SERVICES TO BE PROVIDED BY MCCLELLAND CONSULTING ENGINEERS, INC.

7.1. Survey

- Complete a detailed topographic, property, and utility survey as needed for design of the improvements as listed in Paragraph 6.1. Elevation control will be established using AHTD elevation procedures.

7.2. Geotechnical Investigation

- Drill two borings adjacent to the rotated retaining wall located in the eastern approach of the Lafayette Street Bridge.
- Obtain samples of the soil strata.
- Obtain core samples of the underlying rock strata.
- Perform laboratory tests for moisture content, classifications, unit weights, unconfined compression tests.
- Interpret and evaluate geotechnical data for retaining wall design/rehabilitation and the pavement structure.
- Perform two pavement cores on each bridge approach (8 total cores) to determine existing pavement section.
- Take six concrete samples (cores) from each bridge deck and perform 30 chloride tests.
- Perform chain drag testing on each bridge deck. The City of Fayetteville will be responsible for the removal of the asphalt on the bridge decks.
- Complete Half-Cell Potential Test (2 Each if chloride content warrants).

7.3. Environmental Documentation

- Environmental Data Collection - Preliminary environmental data associated with the proposed project area will be collected and assessed for the social, economic, and environmental impacts area, including:
 1. Air Quality
 2. Noise Quality
 3. Hazardous Materials
 4. Wetlands and Stream Impacts
 5. Water Quality, including Public Drinking Supplies
 6. Farmland
 7. Land Use and Land Cover
 8. Terrestrial and Aquatic Communities
 9. Endangered Species
 10. Economic
 11. Community
 12. Relocations of Homes and Businesses
 13. Environmental Justice and Title VI
 14. Recreational Areas

15. Archeological and Historic Sites
16. Visual
17. Section 4(f)
18. Secondary and Cumulative Impacts

- Coordinate with relevant regulatory agencies as required (FEMA, USACOE, SHPO, ADEQ, USFWS and others) to resolve environmental issues and obtain permits.
- Environmental Constraints Map - All environmental data collected will be transferred to appropriately scaled aerial photographs to produce a map that indicates all known environmentally sensitive areas.
- Prepare environmental document, including cultural resources clearance (Section 106 review) from the State Historic Preservation Office. A Tier 3 Categorical Exclusion is likely the required documentation. Include location studies and Section 4(f) evaluations if necessary.
- Submit draft environmental document in electronic format for review by the City of Fayetteville and AHTD.
- Perform alterations necessary to respond to comments made in the City of Fayetteville's and AHTD's reviews.
- Submit final draft to the City of Fayetteville and AHTD for FHWA approval.
- Prepare designated number of copies of environmental document after FHWA approval and distribute as directed. An electronic copy of the approved environmental document in pdf form will be provided to the AHTD.

7.4. Design

- Prepare project design criteria, and submit to AHTD for review before preliminary design work to obtain design exemptions where necessary to retain the original elements and design. Design exemptions will be based on coordination with the State Historic Preservation Office (SHPO). AHTD Standard Specifications for Highway Construction will be used.
- Complete site visit for visual verification of previous bridge inspection.
- Develop an engineering design for the, roadway approach improvements and associated utility relocations, as needed. Submit design plans for review by the City of Fayetteville and AHTD at the 30%, 60%, and 90% stages. Submit an updated cost estimate with each design review, include costs for utilities, railroad permits, railroad personnel & equipment, etc at applicable.
 - Maple Street Bridge Design Scope
 - Complete approach design
 - Coordinate non city owned utility relocations
 - Design city owned utility relocations/extensions.
 - Lafayette Street Bridge Design Scope
 - Complete approach design
 - Coordinate non city owned utility relocations
 - Design city owned utility relocations/extensions
 - Replace or repair leaning wall at SW corner of approach using original plans to replicate existing wall – Take design from Horner and Shifrin, Inc and develop construction drawings,
- Prepare necessary exhibits, and attend all necessary public involvement meetings and public hearings (5 total).
- Coordinate design and construction with franchise utility companies' relocations to assure adequate space for all facilities and timely relocations.
- Coordinate with Railroad to obtain any permits necessary for the Contractor to perform the work.

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- Prepare final construction plans and specifications for the roadway approach improvements. Plans will be completed in both Microstation and AutoCAD formats.
- Provide right of way acquisition documents and engineering services required for acquisition of rights of way and easements if needed.
- Provide a final set of signed and sealed roadway approach improvement drawings to AHTD Bridge Division for record purposes.
- When requested, clarify and technical issues that may arise from contractors preparing a bid, and provide written documentation to assist in issuing addenda, as needed.

8. INFORMATION TO BE PROVIDED BY THE CITY OF FAYETTEVILLE

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- 8.1. The City of Fayetteville shall make available to McClelland Consulting Engineers, Inc. all technical data in the City of Fayetteville's possession, including laboratory tests, maps, surveys, borings, and other information required by McClelland Consulting Engineers, Inc. and relating to McClelland Consulting Engineers, Inc.'s work.

9. TITLE II SERVICES TO BE PROVIDED BY MCCLELLAND CONSULTING ENGINEERS, INC.

9.1. Survey Control

- McClelland Consulting Engineers, Inc. shall establish the survey control baseline(s) along with sufficient baseline control points and benchmarks at appropriate intervals along the project for use by the Contractor and McClelland Consulting Engineers, Inc. in performing verification surveys of construction layout. McClelland Consulting Engineers, Inc. shall (1) make and record such measurements as are necessary to calculate and document quantities for pay items; and (2) perform incidental engineering surveys as may be necessary to carry out the services covered by this agreement and to verify and confirm the accuracy of the Contractor's survey layout work. All survey work shall be performed under the supervision of a Surveyor registered in the State of Arkansas.

9.2. Engineering Management Services

- Review of shop drawings and submittals, as requested.
- Provide design related solutions to construction problems and issues that may arise during construction.
- Assist the City of Fayetteville in preparing for any litigation or other action that may arise as a result of the Project.
- McClelland Consulting Engineers, Inc. does not make any representation as to the legal sufficiency of contracts it helps to coordinate and the City of Fayetteville is solely responsible for determining that all contracts meet its legal requirements.
- Prepare the SWPPP documents and plans, and insure that all requirements of ADEQ and the City of Fayetteville are met.

10. COORDINATION WITH CITY OF FAYETTEVILLE

- 10.1. Throughout the Project, McClelland Consulting Engineers, Inc. shall hold **monthly** conferences, if needed, in Fayetteville, Arkansas, or such other location as designated by the City of Fayetteville, with representatives of the City of Fayetteville, the AHTD, and

the FHWA so that as the Project progresses, McClelland Consulting Engineers, Inc. shall have full benefit of the City of Fayetteville's knowledge of existing needs and facilities and be consistent with the City of Fayetteville's current policies and practices. The extent and character of the work to be done by McClelland Consulting Engineers, Inc. shall be subject to the general oversight and approval of the City of Fayetteville.

11. OFFICE LOCATION FOR REVIEW OF WORK

- 11.1. Review of the work as it progresses and all files and documents produced under this Agreement may be made by representatives of the City of Fayetteville, the AHTD, and the FHWA at the project office of McClelland Consulting Engineers, Inc. located in Fayetteville or Little Rock, Arkansas or at the regional offices of McClelland Consulting Engineers, Inc. located in N/A or McClelland Consulting Engineers, Inc.'s Arkansas office located at N/A.

12. ACCESS TO PROPERTY

- 12.1. McClelland Consulting Engineers, Inc.'s services to the City of Fayetteville may require entry upon private property. The City of Fayetteville will present or mail to private landowners a letter of introduction and explanation, describing the work, which shall be drafted by McClelland Consulting Engineers, Inc.. McClelland Consulting Engineers, Inc. will make reasonable attempts to notify resident landowners who are obvious and present when McClelland Consulting Engineers, Inc. is in the field. McClelland Consulting Engineers, Inc. is not expected to provide detailed contact with individual landowners. McClelland Consulting Engineers, Inc. is not expected to obtain entry by means other than the consent of the landowner. If McClelland Consulting Engineers, Inc. is denied entry to private property by the landowner, McClelland Consulting Engineers, Inc. will not enter the property. If denied entry to the property, McClelland Consulting Engineers, Inc. shall notify the City of Fayetteville and advise the City of Fayetteville of an alternate evaluation method if one is feasible. The City of Fayetteville shall decide on the course of action to obtain access to the property.

13. DELIVERABLES

- 13.1. Meeting minutes, correspondence, bi-weekly project estimates, materials testing reports, environmental documents, design submittals and survey data files for the project. At the close of the project, the records will be assembled in accordance with current City of Fayetteville and AHTD policies and submitted to the City of Fayetteville and AHTD for review and approval.

14. SUBCONTRACTING

- 14.1. Unless expressly disclosed in Appendix B, McClelland Consulting Engineers, Inc. may not subcontract any of the services to be provided herein without the express written approval of the City of Fayetteville. All subcontractors, including those listed in Appendix B, shall be bound by the terms of this Agreement. All subcontractors shall be subject to all contractual and legal restrictions concerning payment and determination of allowable costs, and subject to all disclosure and audit provisions contained herein and in any applicable federal or state law.
- 14.2. Unless the consent or approval specifically provides otherwise, neither consent by the City of Fayetteville to any subcontract nor approval of McClelland Consulting

Engineers, Inc.'s purchasing system shall constitute a determination (1) of the acceptability of any subcontract terms or conditions, (2) of the acceptability of any subcontract price or of any amount paid under any subcontract, or (3) to relieve McClelland Consulting Engineers, Inc. of any responsibility, obligation, or duty under this Agreement.

- 14.3. No subcontract placed under this Agreement shall provide for payment on a cost-plus-a-percentage-of-cost basis, and any fee payable under cost-reimbursement subcontracts shall not exceed the fee limitations of the FAR.
- 14.4. Furthermore, notwithstanding any other provision within this Agreement, no reimbursement or payment for any markup of the cost of any subcontract shall be considered by the City of Fayetteville without the express written agreement of the City of Fayetteville.
- 14.5. *Prompt Payment.* McClelland Consulting Engineers, Inc. shall pay subcontractors for satisfactory performance of their subcontracts within 30 days of receipt of each payment by the City of Fayetteville to McClelland Consulting Engineers, Inc.. Any retainage payments held by McClelland Consulting Engineers, Inc. must be returned to the subcontractor within 30 days after the subcontractor's work is completed. Failure to comply with this provision shall be considered a Default by McClelland Consulting Engineers, Inc.. If McClelland Consulting Engineers, Inc. fails to comply with this provision, in addition to any other rights or remedies provided under this Agreement, the City of Fayetteville, at its sole option and discretion, may:
 - make payments directly to the subcontractor and offset such payments, along with any administrative costs incurred by the City of Fayetteville, against reimbursements or payments otherwise due McClelland Consulting Engineers, Inc.;
 - notify any sureties; and/or,
 - withhold any or all reimbursements or payments otherwise due to McClelland Consulting Engineers, Inc. until McClelland Consulting Engineers, Inc. ensures that the subcontractors have been and will be promptly paid for work performed.
- 14.6. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.

15. RESPONSIBILITY OF MCCLELLAND CONSULTING ENGINEERS, INC.

- 15.1. Notwithstanding any review, approval, acceptance, or payment by the City of Fayetteville, McClelland Consulting Engineers, Inc. shall be responsible for the professional quality, technical accuracy, and the coordination of all designs, drawings, specifications, and other services furnished by McClelland Consulting Engineers, Inc. under this Agreement. McClelland Consulting Engineers, Inc. shall, without additional compensation, correct or revise any errors or deficiencies in its designs, drawings, specifications, and other services.
- 15.2. McClelland Consulting Engineers, Inc. shall demonstrate to the City of Fayetteville the presence and implementation of quality assurance in the performance of McClelland Consulting Engineers, Inc.'s work. McClelland Consulting Engineers, Inc. shall identify individual(s) responsible, as well as methods used to determine the completeness and accuracy of drawings, specifications, and cost estimates.

- 15.3. McClelland Consulting Engineers, Inc. further agrees that in its performance of work under this Agreement, it shall adhere to the requirements in the Design Standards of the AHTD and FHWA, which shall be incorporated herein by reference.
- 15.4. The City of Fayetteville shall have the right at any time and in its sole discretion to submit for review all or any portion of McClelland Consulting Engineers, Inc.'s work to consulting engineers engaged by the City of Fayetteville for that purpose. McClelland Consulting Engineers, Inc. shall fully cooperate with any such review.
- 15.5. McClelland Consulting Engineers, Inc. and any subcontractor shall employ qualified and competent personnel to perform the work under this Agreement.
- 15.6. Neither the City of Fayetteville's review, approval, or acceptance of, nor payment for, the services required under this Agreement shall be construed to operate as a waiver of any rights under this Agreement, or of any cause of action arising out of the performance of this Agreement. McClelland Consulting Engineers, Inc. shall be and remain liable to the City of Fayetteville for all damages to the City of Fayetteville caused by McClelland Consulting Engineers, Inc.'s negligent performance of any of the services furnished under this Agreement.
- 15.7. The rights and remedies of the City of Fayetteville provided under this Agreement are in addition to any other rights and remedies provided by law.
- 15.8. If McClelland Consulting Engineers, Inc. is comprised of more than one legal entity, each such entity shall be jointly and severally liable hereunder.

16. WARRANTY OF SERVICES

- 16.1. *Definitions. Acceptance*, as used in this Agreement, means the act of an authorized representative of the City of Fayetteville by which the City of Fayetteville approves specific services, as partial or complete performance of the Agreement. *Correction*, as used in this Agreement, means the elimination of a defect.
- 16.2. Notwithstanding inspection and acceptance by the City of Fayetteville or any provision concerning the conclusiveness thereof, McClelland Consulting Engineers, Inc. warrants that all services performed and work product under this Agreement will, at the time of acceptance, be free from defects in workmanship and conform to the requirements of this Agreement.
- 16.3. If McClelland Consulting Engineers, Inc. is required to correct or re-perform, it shall be at no cost to the City of Fayetteville, and any services corrected or re-performed by McClelland Consulting Engineers, Inc. shall be subject to this Section to the same extent as work initially performed. If McClelland Consulting Engineers, Inc. fails or refuses to correct or re-perform, the City of Fayetteville may, by contract or otherwise, correct or replace with similar services and charge to McClelland Consulting Engineers, Inc. the cost occasioned to the City of Fayetteville thereby, or make an equitable adjustment in the Contract Price.
- 16.4. If the City of Fayetteville does not require correction or re-performance, the City of Fayetteville shall make an equitable adjustment in the Contract Price.
- 16.5. Nothing within this Section shall constitute a waiver or exclusion of any other right or remedy that the City of Fayetteville may possess at law or under this Agreement.

17. TERM, COMMENCEMENT, AND COMPLETION

- 17.1. This Agreement shall commence on the effective date set forth above and remain in effect until the completion of McClelland Consulting Engineers, Inc.'s Scope of Services, as defined herein, to be completed within a period of nine (9) months, unless extended or terminated by the City of Fayetteville in accordance with this Agreement.
- 17.2. McClelland Consulting Engineers, Inc. shall begin work under the terms of this Agreement within ten (10) days of receiving written notice to proceed. [If services are to be performed in subsequent phases, then each phase shall be commenced upon the City of Fayetteville's approval of the previous phase. McClelland Consulting Engineers, Inc. shall not be entitled to any compensation or reimbursement for services performed in a phase unless and until it has received approval from the City of Fayetteville to proceed with such services.]
- 17.3. It is further agreed that time is of the essence in performance of this Agreement. McClelland Consulting Engineers, Inc. shall complete the work, or each phase, as scheduled, and the City of Fayetteville shall provide any required approval of the work or phase meeting the requirements contained herein in a reasonable and timely manner. The Project shall be completed as follows:

Topographic Survey	6 weeks from notice to proceed
Environmental Documentation	16 weeks from notice to proceed
Geotechnical Investigation	6 weeks from notice to proceed
Submit 30% Design for Review/Comment	13 weeks from notice to proceed
Submit 60% Design for Review/Comment	4 weeks from 30% approval
Submit 90% Design for Review/Comment	11 weeks from 60% approval
Submit 100% Design for Review/Approval	7 weeks from 90% approval

18. TERMINATION

- 18.1. The City of Fayetteville may terminate this Agreement in whole or, from time to time, in part, for the City of Fayetteville's convenience or because of the Default of McClelland Consulting Engineers, Inc..
- 18.2. The City of Fayetteville shall terminate this Agreement by delivering to McClelland Consulting Engineers, Inc. written notice of the termination.
- 18.3. Upon receipt of the notice, McClelland Consulting Engineers, Inc. shall:
- Immediately discontinue all services affected (unless the notice directs otherwise).
 - Deliver to the City of Fayetteville all data, drawings, specifications, reports, estimates, summaries, and other information and materials accumulated in performing this Agreement, whether completed or in process.
 - Terminate all subcontracts to the extent they relate to the work terminated.
 - In the sole discretion and option of the City of Fayetteville, and if and only if requested to do so, assign to the City of Fayetteville all right, title, and interest of McClelland Consulting Engineers, Inc. under the subcontracts terminated, in which case the City of Fayetteville shall have the right to settle any claim or dispute arising out of those subcontracts without waiver of any right or claim the City of Fayetteville may possess against McClelland Consulting Engineers, Inc..

- With approval or ratification by the City of Fayetteville, settle all outstanding liabilities arising from the termination of subcontracts, the cost of which would be allowable in whole or in part, under this Agreement.
 - Complete performance of any work not terminated.
 - Take any action that may be necessary, or that the City of Fayetteville may direct, for the protection and preservation of the property related to this Agreement which is in the possession of McClelland Consulting Engineers, Inc. and in which the City of Fayetteville has or may acquire an interest.
- 18.4. If the termination is for the convenience of the City of Fayetteville, the City of Fayetteville shall make an equitable adjustment in the Contract Price, subject to the Ceiling Prices and Funding Limitations provisions, *but shall allow no anticipated fee or profit on unperformed services.*
- 18.5. If the termination is for McClelland Consulting Engineers, Inc.'s Default, the City of Fayetteville may complete the work by contract or otherwise and McClelland Consulting Engineers, Inc. shall be liable for any reasonable and necessary additional cost incurred by the City of Fayetteville to the extent caused by McClelland Consulting Engineers, Inc.'s default.
- 18.6. Disputes and claims arising from termination of this Agreement shall be governed by Section 28, Claims and Disputes (48 CFR 31.205-42(e) (2)).
- 18.7. The rights and remedies of the City of Fayetteville provided in this Section are in addition to any other rights and remedies provided by law or under this Agreement, and shall not constitute a waiver of any other such right or remedy.

19. STOP WORK ORDERS

- 19.1. The City of Fayetteville may, at any time, by written order to McClelland Consulting Engineers, Inc., require McClelland Consulting Engineers, Inc. to stop all, or any part, of the work called for by this Agreement for a period of up to 90 days after the order is delivered to McClelland Consulting Engineers, Inc., and for any further period to which the parties may agree. Upon receipt of the order, McClelland Consulting Engineers, Inc. shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop work order is delivered to McClelland Consulting Engineers, Inc., or within any extension of that period to which the parties shall have agreed, the City of Fayetteville shall either—
- 19.1.1. Cancel the stop work order; or
- 19.1.2. Terminate the work pursuant to Section 18, Termination.
- 19.2. If a stop work order issued under this Section is canceled or the period of the order or any extension thereof expires, McClelland Consulting Engineers, Inc. shall resume work. The City of Fayetteville shall make an equitable adjustment in the delivery schedule or Contract Price, or both, and the Agreement shall be modified in writing accordingly, if—
- The stop work order was not issued because of McClelland Consulting Engineers, Inc.'s Default in its performance of its obligations under any part of this Agreement; and,

- The stop work order results in an increase in the time required for, or in McClelland Consulting Engineers, Inc.'s cost properly allocable to, the performance of any part of this Agreement; and,
- McClelland Consulting Engineers, Inc. provides Notice of Potential Claim pursuant to Section 28, Disputes and Claims.

20. CHANGES

- 20.1. The City of Fayetteville may at any time, by written order, and without notice to the sureties, if any, make changes within the general scope of this Agreement, including but not limited to: (1) drawings, designs, or specifications; (2) time of performance (i.e., hours of the day, days of the week, etc.); and (3) places of inspection, delivery, or acceptance.
- 20.2. If any such change causes an increase or decrease in the cost of, or the time required for, performance of any part of the work under this Agreement, whether or not changed by the order, the City of Fayetteville shall make an equitable adjustment in the (1) estimated cost, delivery or completion schedule, or both; (2) amount of any fee; and (3) other affected terms.
- 20.3. All claims and disputes shall be governed by the Section 28, Claims and Disputes. As provided in Section 28, McClelland Consulting Engineers, Inc. must provide written notice of its intention to make a claim for additional compensation before beginning the work on which the claim is based. If such notice is not given, McClelland Consulting Engineers, Inc. hereby agrees to waive any claim for such additional compensation.
- 20.4. Failure to agree to any adjustment shall be a dispute under Section 28, Disputes and Claims. *However, nothing in this Section or any other provision of this Agreement shall excuse McClelland Consulting Engineers, Inc. from proceeding with the Agreement as changed.*

21. OWNERSHIP OF DOCUMENTS & DATA

- 21.1. All project documents and data, regardless of form and including but not limited to original drawings, disks of CADD drawings, cross-sections, estimates, files, field notes, and data, shall be the property of the City of Fayetteville. McClelland Consulting Engineers, Inc. shall further provide all documents and data to the City of Fayetteville upon the City of Fayetteville's request. McClelland Consulting Engineers, Inc. may retain reproduced copies of drawings and other documents. In the event that any patent rights or copyrights are created in any of the documents, data compilations, or any other work product, the City of Fayetteville shall have an irrevocable license to use such documents, or data compilations, or work product.

22. PATENT AND COPYRIGHT INFRINGEMENT

- 22.1. McClelland Consulting Engineers, Inc. shall report to the City of Fayetteville, promptly and in reasonable written detail, each notice or claim of patent or copyright infringement based on the performance of this Agreement of which McClelland Consulting Engineers, Inc. has knowledge.
- 22.2. In the event of any claim or suit against the City of Fayetteville on account of any alleged patent or copyright infringement arising out of the performance of this

Agreement or out of the use of any supplies furnished or work or services performed under this Agreement, McClelland Consulting Engineers, Inc. shall furnish to the City of Fayetteville, when requested by the City of Fayetteville, all evidence and information in possession of McClelland Consulting Engineers, Inc. pertaining to such suit or claim. Such evidence and information shall be furnished at the expense of McClelland Consulting Engineers, Inc..

- 22.3. McClelland Consulting Engineers, Inc. agrees to include, and require inclusion of, the provisions of this Section in all subcontracts at any tier for supplies or services.
- 22.4. McClelland Consulting Engineers, Inc. shall indemnify the City of Fayetteville and its officers, agents, and employees against liability, including costs and attorneys' fees, for infringement of any United States patent or copyright arising from the manufacture or delivery of supplies, the performance of services, or the construction, alteration, modification, or repair of real property under this Agreement, or out of the use or disposal by or for the account of the City of Fayetteville of such supplies or construction work.
- 22.5. This indemnity shall not apply unless McClelland Consulting Engineers, Inc. shall have been informed within ten (10) business days following the City of Fayetteville's receipt of legal notice of any suit alleging such infringement and shall have been given such opportunity as is afforded by applicable laws, rules, or regulations to participate in its defense. Further, this indemnity shall not apply to (1) an infringement resulting from compliance with specific written instructions of the City of Fayetteville directing a change in the supplies to be delivered or in the materials or equipment to be used, or directing a manner of performance of the Agreement not normally used by McClelland Consulting Engineers, Inc., (2) an infringement resulting from addition to or change in supplies or components furnished or construction work performed that was made subsequent to delivery or performance, or (3) a claimed infringement that is unreasonably settled without the consent of McClelland Consulting Engineers, Inc., unless required by final decree of a court of competent jurisdiction.

23. BANKRUPTCY

- 23.1. In the event McClelland Consulting Engineers, Inc. enters into proceedings relating to bankruptcy, whether voluntary or involuntary, McClelland Consulting Engineers, Inc. agrees to furnish, by certified mail, written notice of the bankruptcy to the City of Fayetteville. This notice shall be furnished within five days of the initiation of the proceedings relating to bankruptcy filing. This notice shall include the date on which the bankruptcy petition was filed, the identity of the court in which the bankruptcy petition was filed, and a listing of AHTD job numbers and FAP numbers for all contracts with City of Fayetteville against which final payment has not been made. This obligation remains in effect until final payment under this Agreement.

24. FUNDING LIMITATIONS

- 24.1. The City of Fayetteville's obligations under this Agreement are contingent upon the availability of appropriated funds from which payments under the terms of this Agreement can be made in this and each subsequent fiscal year for the duration of the Agreement. No legal liability on the part of the City of Fayetteville of any kind whatsoever under this Agreement shall arise until funds are made available to the City of Fayetteville for performance of this Agreement, including those to be appropriated and provided by the State of Arkansas and those to be provided by the United States.

25. SUCCESSORS AND ASSIGNS

- 25.1. This Agreement shall be binding upon the parties and their successors and assigns, and except as expressly set forth herein, neither the City of Fayetteville nor McClelland Consulting Engineers, Inc. may assign, delegate, or transfer any benefit or obligation under this Agreement without the express written consent of the other party. Nothing herein shall be construed as a waiver of any immunity or as creating any personal liability on the part of any officer or agent of the City of Fayetteville or any other governmental entity either made a party to, or having any interest in, this Agreement.

26. INDEMNITY AND RESPONSIBILITY FOR CLAIMS AND LIABILITY

- 26.1. *Indemnity.* McClelland Consulting Engineers, Inc. shall hold harmless and indemnify the City of Fayetteville and the AHTD, their officers, employees, and agents, from and for all claims and liabilities stemming from any wrongful (whether negligent, reckless, or intentional) acts or omissions on the part of McClelland Consulting Engineers, Inc. and its subcontractors, and their agents and employees.
- 26.2. *No Personal Liability.* No director, officer, manager, employee, agent, assign, or representative of the City of Fayetteville or the AHTD shall be liable to McClelland Consulting Engineers, Inc. in a personal or individual capacity under any term of this Agreement, because of any breach thereof, or for any act or omission in its execution or performance.
- 26.3. *Independent Contractor Relationship.* The parties intend that McClelland Consulting Engineers, Inc. shall be an independent contractor of the City of Fayetteville and that McClelland Consulting Engineers, Inc. shall be liable for any act or omission of McClelland Consulting Engineers, Inc. or its agents, employees, or subcontractors arising under or occurring during the performance of this Agreement. No act or direction of the City of Fayetteville shall be deemed to be an exercise of supervision or control of McClelland Consulting Engineers, Inc.'s performance.

27. INSURANCE

- 27.1. *Professional Liability Insurance Coverage.* McClelland Consulting Engineers, Inc. shall maintain at all times during the performance of services under this Agreement professional liability insurance coverage for errors, omissions, and negligent acts arising out of the performance of this Agreement in an amount per claim of not less than five (5) times the original Contract Ceiling Price or \$1,000,000, whichever is less. Such insurance shall extend to McClelland Consulting Engineers, Inc. and to its legal representatives in the event of death, dissolution, or bankruptcy, and shall cover the errors, omissions, or negligent acts of McClelland Consulting Engineers, Inc.'s subcontractors, agents, and employees. Such insurance shall extend to any errors, omissions, and negligent acts in the performance of services under this Agreement committed by McClelland Consulting Engineers, Inc. or alleged to have been committed by McClelland Consulting Engineers, Inc. or any person for whom McClelland Consulting Engineers, Inc. is legally responsible.
- 27.2. *Deductible.* McClelland Consulting Engineers, Inc. may maintain a professional liability insurance policy with a deductible clause in an amount approved by the City of Fayetteville if, in the judgment and opinion of the City of Fayetteville, McClelland Consulting Engineers, Inc.'s financial resources are sufficient to adequately cover

possible liability in the amount of the deductible. McClelland Consulting Engineers, Inc. shall submit promptly to the City of Fayetteville, upon request as often as quarterly, detailed financial statements and any other information requested by the City of Fayetteville to reasonably determine whether or not McClelland Consulting Engineers, Inc.'s financial resources are sufficient to adequately cover possible liability in the amount of the deductible.

- 27.3. *Worker's Compensation Insurance.* McClelland Consulting Engineers, Inc. shall at all times during the Term of this Agreement maintain Worker's Compensation and Employers Liability Insurance as required under Arkansas law.
- 27.4. *General Liability Insurance.* McClelland Consulting Engineers, Inc. shall at all times during the term of this Agreement maintain comprehensive general liability insurance coverage for bodily injury and property damage in the combined single limit of \$1,000,000, and comprehensive automobile liability insurance coverage for bodily injury and property damage in the combined single limit of \$1,000,000, which shall cover all owned, hired, and non-owned vehicles. McClelland Consulting Engineers, Inc.'s insurance coverage shall also cover restoration of plans, drawings, field notes, and other documents in the event of their loss or destruction while in the custody of McClelland Consulting Engineers, Inc..
- 27.5. *Insurance Policies and Certificates.* McClelland Consulting Engineers, Inc. shall provide the City of Fayetteville upon request copies of its insurance policies and evidence satisfactory to the City of Fayetteville concerning the effectiveness and the specific terms of the insurance. Prior to the execution of this Agreement, McClelland Consulting Engineers, Inc. shall furnish to the City of Fayetteville certificates of insurance reflecting policies in force, and it shall also provide certificates evidencing all renewals of any expiring insurance policy required hereunder within thirty (30) days of the expiration thereof. McClelland Consulting Engineers, Inc.'s failure to provide and continue in force and effect any insurance required under this Article shall be deemed a Default for which City of Fayetteville, in its sole discretion, may terminate this Agreement immediately or on such other terms as it sees fit.
- 27.6. *Additional Insurance Requirements.* All insurance maintained by McClelland Consulting Engineers, Inc. pursuant to this Section shall be written by insurance companies licensed to do business in Arkansas, in form and substance satisfactory to the City of Fayetteville, and shall provide that the insurance will not be subject to cancellation, termination, or change during its term except upon thirty (30) days prior written notice to the City of Fayetteville.
- 27.7. *Duration of Insurance Obligations.* McClelland Consulting Engineers, Inc. shall maintain its professional insurance coverage required under this Agreement in force and effect for a period not less than five years after the final acceptance of the project or the completion of McClelland Consulting Engineers, Inc.'s services under this Agreement, whichever comes later. Comprehensive General Liability Insurance Coverage required under this Agreement shall be in full force and effect until the final acceptance or the completion of McClelland Consulting Engineers, Inc.'s services, whichever comes later. All other insurance shall be maintained in full force and effect until final acceptance of the project or completion of McClelland Consulting Engineers, Inc.'s services, whichever comes first.
- 27.8. *McClelland Consulting Engineers, Inc.'s Insurance Primary.* All insurance policies maintained by McClelland Consulting Engineers, Inc. pursuant to this Agreement shall provide that McClelland Consulting Engineers, Inc.'s insurance shall be primary and the City of Fayetteville's own insurance shall be non-contributing.

- 27.9. *Additional Insured.* All liability insurance policies, except the professional liability policy, maintained by McClelland Consulting Engineers, Inc. pursuant to this Agreement shall be endorsed to include the City of Fayetteville, its officers, directors, managers, employees, agents, assigns and representatives, individually and collectively, as additional insured, and all property damage insurance shall be endorsed with a waiver of subrogation by the insurer as to the City of Fayetteville.

28. DISPUTES AND CLAIMS

- 28.1. *Notice of Potential Claim.* Whenever a McClelland Consulting Engineers, Inc. deems that any additional compensation is due, McClelland Consulting Engineers, Inc. shall notify the City of Fayetteville in writing of its intention to make a claim for additional compensation ("Notice of Potential Claim") **before beginning the work that gives rise to the claim.**
- 28.2. *Time & Manner for Submitting Claim.* All disputes and claims shall first be submitted in writing to the City of Fayetteville within 45 calendar days after the completion or termination date. **McClelland Consulting Engineers, Inc. hereby agrees that the failure to submit the dispute or claim to the City of Fayetteville prior to 45 calendar days after the completion or termination date shall constitute a waiver of the dispute or claim.**
- 28.3. *Form.* All disputes and claims must be submitted in writing and in sufficient detail to permit the City of Fayetteville to determine the basis for entitlement and the actual allowable costs incurred. Each claim must contain:
- A detailed factual statement of the claim providing all necessary dates, locations, and items of work affected by the claim;
 - The date the actions resulting in the claim occurred or conditions resulting in the claim became evident;
 - A copy of the "Notice of Potential Claim";
 - The name, title, and activity of each City of Fayetteville's employee knowledgeable about facts that gave rise to such claim;
 - The name, title, and activity of each McClelland Consulting Engineers, Inc., Subcontractor, or employee knowledgeable about the facts that gave rise to the claim;
 - The specific provisions of the Agreement that support the claim and a statement why such provisions support the claim;
 - The identification and substance of any relevant documents, things, or oral communications related to the claim;
 - A statement whether the claim is based on provisions of the Agreement or an alleged breach of the Agreement;
 - If an extension of time is sought, the specific number of days sought and the basis for the extension;

- The amount of additional compensation sought and a specific cost breakdown of the amount claimed; and,
 - Any other information or documents that are relevant to the claim.
- 28.4. *Decision and Appeal.* The decision of the City of Fayetteville shall be final and conclusive.
- 28.5. *Continued Performance.* Pending final resolution of a dispute or claim, unless the City of Fayetteville has terminated this Agreement pursuant to Section 18 or issued a stop work order pursuant to Section 19, McClelland Consulting Engineers, Inc. shall proceed diligently with the performance of this Agreement in accordance with the City of Fayetteville's decisions.
- 28.6. The rights and remedies of the City of Fayetteville provided in this Section are in addition to any other rights and remedies provided by law or under this Agreement, and shall not constitute a waiver of any other such right or remedy. If the City of Fayetteville decides the facts justify the action, the City of Fayetteville may, at its sole option and discretion, receive and act upon a proposal, dispute, or claim submitted at any time before final payment under this Agreement.

29. COVENANT AGAINST CONTINGENCY FEES

- 29.1. McClelland Consulting Engineers, Inc. warrants that no person or agency has been employed or retained to solicit or obtain this Agreement upon an agreement or understanding for a contingent fee, except a bona fide employee or agency. For breach or violation of this warranty, the City of Fayetteville shall have the right to annul this Agreement without liability or, in its discretion, to deduct from the Contract Price or consideration, or otherwise recover, the full amount of the contingent fee.
- 29.2. *Bona fide agency*, as used in this Section, means an established commercial or selling agency, maintained by McClelland Consulting Engineers, Inc. for the purpose of securing business, that neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds itself out as being able to obtain any government contract or contracts through improper influence.
- 29.3. *Bona fide employee*, as used in this Section, means a person, employed by McClelland Consulting Engineers, Inc. and subject to McClelland Consulting Engineers, Inc.'s supervision and control as to time, place, and manner of performance, who neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds out as being able to obtain any government contract or contracts through improper influence.
- 29.4. *Contingent fee*, as used in this Section, means any commission, percentage, brokerage, or other fee that is contingent upon the success that a person or concern has in securing a government contract.
- 29.5. *Improper influence*, as used in this Section, means any influence that induces or tends to induce a government employee or officer to give consideration or to act regarding a government contract on any basis other than the merits of the matter.

30. TITLE VI ASSURANCES (NONDISCRIMINATION)

During the performance of this Agreement, McClelland Consulting Engineers, Inc., for itself, successors, and assigns, certifies and agrees as follows:

- 30.1. *Compliance with Regulations.* McClelland Consulting Engineers, Inc. shall comply with the Regulations relative to Title VI (Nondiscrimination in Federally-assisted programs of the Department of Transportation and its operating elements, especially Title 49, Code of Federal Regulations, Part 21 and 23 Code of Federal Regulations, as amended, and hereinafter referred to as the Regulations). These regulations are herein incorporated by reference and made a part of this Agreement. Title VI provides that the recipients of Federal financial assistance will maintain and implement a policy of nondiscrimination in which no person shall, on the basis of race, color, national origin, sex, age, or disability, be excluded from participation in, denied the benefits of, or subject to discrimination under any program or activity by recipients of Federal financial assistance or their assignees and successors in interest.
- 30.2. *Nondiscrimination.* McClelland Consulting Engineers, Inc., with regard to the work performed by it during the term of this Agreement, shall not discriminate on the basis of race, color, national origin, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. McClelland Consulting Engineers, Inc. shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the agreement covers a program set forth in Appendix B of the USDOT Regulations.
- 30.3. *Solicitations for Subcontracts, Including Procurements of Material & Equipment.* In all solicitations, either by competitive bidding or negotiation, made by McClelland Consulting Engineers, Inc. for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by McClelland Consulting Engineers, Inc. of McClelland Consulting Engineers, Inc.'s obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, sex, age, or disability.
- 30.4. *Information and Reports.* McClelland Consulting Engineers, Inc. shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities by the City of Fayetteville, the AHTD, or the USDOT and its Affiliated Modes to be pertinent to ascertain compliance with such regulations or directives. Where any information required of McClelland Consulting Engineers, Inc. is in the exclusive possession of another who fails or refuses to furnish this information, McClelland Consulting Engineers, Inc. shall so certify to the City of Fayetteville, the AHTD or the FHWA, as appropriate, and shall set forth what efforts it has made by McClelland Consulting Engineers, Inc. to obtain the information.
- 30.5. *Sanctions for Noncompliance.* In the event of McClelland Consulting Engineers, Inc.'s noncompliance with the nondiscrimination provisions of this Agreement, the City of Fayetteville shall impose such contract sanctions as it, the AHTD, or the USDOT and its Affiliated Modes may determine to be appropriate, including but not limited to, withholding of payments to McClelland Consulting Engineers, Inc. under the Agreement until McClelland Consulting Engineers, Inc. complies with the provisions and cancellation, termination, or suspension of the Agreement, in whole or in part.
- 30.6. *Incorporation of Provisions.* McClelland Consulting Engineers, Inc. shall include the terms and conditions of this section in every subcontract including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. McClelland Consulting Engineers, Inc. shall take such action

with respect to any subcontract or procurement as the City of Fayetteville, the AHTD, or USDOT and its Affiliated Modes may direct as a means of enforcing these terms and conditions, including sanctions for noncompliance; *provided*, however that, in the event McClelland Consulting Engineers, Inc. becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of any direction, McClelland Consulting Engineers, Inc. may request the City of Fayetteville to enter into the litigation to protect the interests of the State and litigation to protect the interest of the United States.

31. DBE CLAUSE

- 31.1. McClelland Consulting Engineers, Inc. or subcontractor shall not discriminate on the basis of race, color, national origin, sex, age, religion, or disability in the performance of this Agreement. McClelland Consulting Engineers, Inc. shall comply with the applicable requirements of 49 C.F.R. Part 26 and perform any actions necessary to maintain compliance in the award and administration of DOT-assisted contracts. Failure by McClelland Consulting Engineers, Inc. to comply with or perform these requirements is a material breach of this Agreement, which may result in the cancellation, termination, or suspension of this Agreement in whole or in part, or such other remedy that the City of Fayetteville may determine appropriate.
- 31.2. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.

32. TITLE II OF THE AMERICANS WITH DISABILITIES ACT (NONDISCRIMINATION)

- 32.1. McClelland Consulting Engineers, Inc. will comply with the provisions of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, Title VI of the Civil Rights Act of 1964, FHWA Federal Aid Project Guidance, and any other Federal, State, and/or local laws, rules and/or regulations.
- 32.2. McClelland Consulting Engineers, Inc., during the term of this Agreement, shall not discriminate on the basis of race, color, sex, national origin, age, religion or disability, in admission or access to and treatment in programs and activities associated with this Agreement, or in the selection and retention of subcontractors, including procurement of material and leases of equipment. McClelland Consulting Engineers, Inc. shall not participate either directly or indirectly in any discrimination prohibited by the Regulations, including employment practices.
- 32.3. In accordance with Section 504 regulations 49 C.F.R. Part 27.15, the City of Fayetteville's Notice of Nondiscrimination is required in any bulletins, announcements, handbooks, pamphlets, brochures, and any other publications associated with this Agreement that are made available to the public, program participants, applicants or employees.

33. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS

- 33.1. McClelland Consulting Engineers, Inc. certifies, to the best of its knowledge and belief, that—
- 33.1.1. McClelland Consulting Engineers, Inc. and any of its Principals—

- 33.1.1.1. Are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any federal or state agency;
 - 33.1.1.2. Have not, within a 3-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) contract or subcontract; violation of federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
 - 33.1.1.3. Are not presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in Subsection 33.1.1.2; and,
 - 33.1.1.4. McClelland Consulting Engineers, Inc. has not within a 3-year period preceding this offer, had one or more contracts terminated for default by any federal or state agency.
- 33.2. *Principals*, for the purposes of this certification, means officers; directors; City of Fayetteville; partners; and, persons having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a subsidiary, division, or business segment, and similar positions). This certification concerns a matter within the jurisdiction of an agency of the United States and the making of a false, fictitious, or fraudulent certification may render the maker subject to prosecution under Section 1001, Title 18, United States Code, as well as any other applicable federal and state laws.
- 33.3. McClelland Consulting Engineers, Inc. shall provide immediate written notice to the City of Fayetteville if, at any time prior to contract award, McClelland Consulting Engineers, Inc. learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
- 33.4. The certification in Subsection 33.1 is a material representation of fact upon which reliance was placed when making award. If it is later determined that McClelland Consulting Engineers, Inc. knowingly rendered an erroneous certification, the City of Fayetteville may terminate the contract resulting from this solicitation for default in addition to any other remedies available to the City of Fayetteville.

34. MISCELLANEOUS

- 34.1. *General Compliance with Laws.* McClelland Consulting Engineers, Inc. shall comply with all Federal, State, and local laws, regulations, and ordinances applicable to the work, including but not limited to, the Americans with Disabilities Act and Occupational Safety and Health Act as amended.
- 34.2. *Registered Professional Engineer's Endorsement.* All plans, specifications, estimates, and engineering data provided by McClelland Consulting Engineers, Inc. shall be endorsed and recommended by an authorized representative of McClelland Consulting Engineers, Inc., who shall be a registered Professional Engineer licensed in the State of Arkansas.
- 34.3. *Choice of Law.* This Agreement shall be governed by the laws of the State of Arkansas without consideration of its choice of law provisions.

- 34.4. *Choice of Forum.* McClelland Consulting Engineers, Inc. agrees that any cause of action stemming from or related to this Agreement, including but not limited to disputes or claims arising under this Agreement, for acts or omissions in the performance, suspension, or termination of this Agreement, whether sounding in contract or tort, equity or law, may only be brought in the appropriate forum within State of Arkansas.
- 34.5. *No Waiver of Immunity.* The City of Fayetteville expressly does not waive any defense of immunity that it may possess under either federal or state law, and no provision in this Agreement shall be construed to constitute such a waiver in whole or in part.
- 34.6. *Conflicts Between Laws, Regulations, and Provisions.* In the event of conflicting provisions of law, the interpretation shall be governed by the following in this order, from most controlling to least: Federal law and regulations, State law and regulations, Department and FHWA Design Standards, and this Agreement.
- 34.7. *Severability.* If any term or condition of this Agreement shall be held invalid, illegal, or unenforceable by a court of competent jurisdiction, all remaining terms of this Agreement shall remain valid and enforceable unless one or both of the parties would be materially prejudiced.
- 34.8. *No-Waiver.* The failure of the City of Fayetteville to strictly enforce any term of this Agreement shall not be construed as a waiver of the City of Fayetteville's right to require McClelland Consulting Engineers, Inc.'s subsequent performance of the same or similar obligation or duty.
- 34.9. *Modification and Merger.* This written Agreement and any provisions incorporated by reference reflect the entire agreement of the parties and may be modified only by the express written agreement of both parties.

35. CERTIFICATION OF AUTHORIZED REPRESENTATIVES

- 35.1. This Agreement and the certifications contained herein or attached hereto constitute the whole Agreement of the parties, and each party certifies that this Agreement and any attached certification have been executed by their duly authorized representatives.

36. NOTICE

36.1. All notices, approvals, requests, consents, or other communications required or permitted under this Agreement shall be addressed to either the City of Fayetteville's Representative or McClelland Consulting Engineers, Inc.'s Representative, and mailed or hand-delivered to:

36.1.1. To the City of Fayetteville's Representative:

City of Fayetteville
113 West Mountain
Fayetteville, AR 72701

36.1.2. To McClelland Consulting Engineers, Inc.:

McClelland Consulting Engineers, Inc.
1810 North College Avenue
P.O. Box 1229
Fayetteville, AR 72703/72702-1229

IN WITNESS WHEREOF, the parties execute this Agreement, to be effective upon the date set out above.

McClelland Consulting Engineers, Inc.

City of Fayetteville, Arkansas

BY: _____
Name

BY: _____
Name

Title

Title

APPENDICES

APPENDIX A	JUSTIFICATION OF FEES AND COSTS
APPENDIX B	SUBCONTRACTS – Horner & Shifrin, Inc.
APPENDIX C	STANDARD CERTIFICATIONS
APPENDIX D	GENERAL AND DETAILED SCOPE OF WORK FOR CONTROL SURVEYS, DESIGN SURVEYS, AND LAND SURVEYS –

APPENDIX C
C-1

State Job No. 040618
Federal Aid Project No. BRN-9142(29)

CERTIFICATION OF MCCLELLAND CONSULTING ENGINEERS, INC.

I hereby certify that I, Daniel Barnes, am the President, Fayetteville, Office and duly authorized representative of the firm of McClelland Consulting Engineers, Inc. whose headquarters address is 900 West Markham, Little Rock, AR 72201 and that neither I nor the above firm I here represent has:

- (a) employed or retained for a commission, brokerage, contingent fee, or other considerations, any firm or person (other than a bona fide employee working solely for me) to solicit or secure this contract,
- (b) agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the contract, or
- (c) paid or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me) any fee contribution, donation or consideration of any kind for, or in connection with, procuring or carrying out the contract;
- (d) included any costs which are not expressly allowable under the cost principles of the FAR of 48 CFR 31, whether direct or indirect. All known material transactions or events that have occurred affecting the firm's ownership, organization and indirect cost rates have been disclosed.

except as here expressly stated (if any):

I acknowledge that this certificate is to be furnished to the Arkansas State Highway and Transportation Department and the Federal Highway Administration, U.S. Department of Transportation, in connection with this contract involving participation of Federal Aid Highway Funds, and is subject to applicable State and Federal laws, both criminal and civil.

Furthermore, as a recipient of Federal Aid Highway Funds, I certify and hereby agree to the conditions of Title VI Assurances as outlined in Section 31 of this Agreement and shall insert the Notice of Nondiscrimination Statement as shown below in all solicitation of work or procurement of materials or equipment.

NOTICE OF NONDISCRIMINATION STATEMENT

The Firm of McClelland Consulting Engineers, Inc. ("Consultant"), complies with all civil rights provisions of federal statutes and related authorities that prohibited discrimination in programs and activities receiving federal financial assistance. Therefore, McClelland Consulting Engineers, Inc. does not discriminate on the basis of race, sex, color, age, national origin, or disability, in the admission, access to and treatment in McClelland Consulting Engineers, Inc.'s programs and activities, as well as McClelland Consulting Engineers, Inc.'s hiring or employment practices. Complaints of alleged discrimination and inquiries regarding McClelland Consulting Engineers, Inc.'s nondiscrimination policies may be directed to Andrea McGhee(ADA/504/Title VI Coordinator), P.O. Box 34087 Little Rock, AR 72203, 501-376-4522. (Voice/TTY 711), or , the following email address: amcghee@mcclelland-engrs.com.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.

Authorized Firm Representative

Date

APPENDIX C
C-3

State Job No. 040618
Federal Aid Project No. BRN-9142(29)

CERTIFICATION OF CITY OF FAYETTEVILLE, ARKANSAS

I hereby certify that I am the Mayor of the City of Fayetteville, Arkansas and that the aforementioned consulting firm or its representative has not been required, directly or indirectly as an express or implied condition in connection with obtaining or carrying out this contract to:

- (a) employ or retain, or agree to employ or retain, any firm or person, or
- (b) pay, or agree to pay, to any firm, person, or organization, any fee contributions donation, or consideration of any kind:

except as here expressly stated (if any):

I acknowledge that this certificate is to be furnished to the Arkansas Highway and Transportation Department and the Federal Highway Administration, U.S. Department of Transportation, in connection with this contract involving participation of Federal-Aid Highway Funds, and is subject to applicable State and Federal laws, both criminal and civil.

Date

Mayor, City of Fayetteville, Arkansas

APPENDIX B

SUBCONSULTANT AGREEMENT

JOB NO. 040618

Maple St. & Lafayette St. Bridge Restoration
FEDERAL AID PROJECT ("FAP") NO. BRN-9142(29)

Deleted: Rehab

1. SUBCONSULTANT AGREEMENT

- 1.1. The services to be performed under this Subconsultant Agreement will be performed in connection with the Agreement for Engineering Services ("Prime Agreement") between McClelland Consulting Engineers, Inc. and the City of Fayetteville, Arkansas ("Owner") for Job No. 040618, dated _____, _____. McClelland Consulting Engineers, Inc. ("Consultant") and Horner & Shifrin, Inc. ("Subconsultant") hereby agree that Horner & Shifrin, Inc. shall perform the professional and related services as described herein. In consideration for the performance of the professional services McClelland Consulting Engineers, Inc. agrees to compensate (and reimburse, if applicable) Horner & Shifrin, Inc. in the manner and at the rate(s) provided herein.
- 1.2. The definitions of the Prime Agreement, and its provisions relating to the obligations, duties, and rights of subcontractors, *or which are otherwise required to be inserted into any subcontracting agreements*, are deemed to be part of, and are hereby incorporated by reference into, this Subconsultant Agreement and made binding upon Horner & Shifrin, Inc.

2. DESCRIPTION OF PROJECT AND SERVICES TO BE PROVIDED

Title 1 Services:

2.1 Design

- Prepare project design criteria and submit to AHTD for review before preliminary design work, to obtain design exemptions where necessary to retain the original elements and design. Design exemptions will be based on coordination with the State Historic Preservation Office (SHPO). AHTD Standard Specifications for Highway Construction will be used.
- Complete site visit for visual verification of previous bridge inspection.
- Comply with any requirements to maintain historical integrity of the structures.
- Develop an engineering design for the bridge restoration. Submit design plans for review by the City of Fayetteville and AHTD at the 30%, 60%, and 90% stages. Submit an updated cost estimate with each design review.
 - Maple Street Bridge Design Scope
 - Replace overlay
 - Replace deck drains
 - Repair superstructure and substructure concrete
 - Replace sidewalk
 - Replace only damaged sections of bridge rail using original plans to replicate original sections.
 - If testing indicates and the City of Fayetteville authorizes, provide plans for replacement of the slab, including an analysis of construction loads
 - Replace light fixtures at rail end posts using original plans to replicate original fixtures

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- Complete load rating analysis for new slab (if applicable and authorized by the City of Fayetteville) and additional load of sidewalk/railing/overlay
- Lafayette Street Bridge Design Scope
 - Replace overlay
 - Replace expansion joints
 - Replace abutment bearings
 - Repair superstructure and substructure concrete
 - Replace sidewalk
 - Replace only damaged sections of bridge rail using original plans to replicate original sections.
 - Replace light fixtures at rail end posts using original plans to replicate original fixtures. If testing indicates, provide plans for replacement of the superstructure, including an analysis of construction loads
 - Complete load rating analysis for new slab (if applicable and the City of Fayetteville Authorizes) and additional load of sidewalk/railing/overlay
 - Replace or repair leaning wall at SW corner of approach using original plans to replicate existing wall – design completed by Horner and Shifrin, Inc. and construction drawings to be completed by McClelland Consulting Engineers, Inc.
 - If testing indicates and the City of Fayetteville authorizes, provide plans for replacement of the slab, including an analysis of construction loads.

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Title 2 Services:

2.2 Engineering Management Services

- Review of shop drawings and submittals, as requested.
- Provide design related solutions to construction problems and issues that may arise during construction.

3. COSTS, FEES, PAYMENTS AND RATE SCHEDULES

3.1 Schedule of Salary Ranges

<u>Labor Classification</u>	<u>Labor Rate Range</u>
Professional I	\$70.00 – 77.00
Professional II	\$62.02 – 68.22
Professional III	\$46.85 – 57.71
Professional IV	\$38.91 – 49.18
Professional V	\$33.48 – 37.71
Professional VI	\$27.45 – 35.26
Professional VII	\$21.92 – 28.96
Technician I	\$33.65 – 37.02
Technician II	\$26.83 – 33.21
Technician III	\$21.13 – 23.24
Technician IV	\$15.43 – 16.97
Word Processor II	\$19.64 – 21.60
Clerical II	\$29.13 – 32.04

4. COMPENSATION SUBJECT TO LIMITATIONS OF FEDERAL AND STATE LAW

- 4.1. The Project (as defined in the Prime Agreement), part of which is to be performed under this Subconsultant Agreement, is a federally-assisted project and federal funds will be used, in part, to pay McClelland Consulting Engineers, Inc. and Subconsultant. Therefore, notwithstanding any provision of this Subconsultant Agreement or the Prime Agreement, all payments, costs, and expenditures are subject to the requirements and limitations of 48 C.F.R. Part 31, including those relating to determination of indirect cost rates, if applicable. Horner & Shifrin, Inc. shall certify the accuracy of all invoices, requests for payment, and cost rates (if applicable), along with supporting documentation and any supporting information or records provided prior to, during, or after the term of this Subconsultant Agreement.

5. COMMISSION, AHTD, AND FHWA AS THIRD PARTY BENEFICIARIES

- 5.1. This Subconsultant Agreement is between and binding upon only McClelland Consulting Engineers, Inc. and Horner & Shifrin, Inc.. The Commission, AHTD, and FHWA are not parties to this Subconsultant Agreement, but are expressly made third-party beneficiaries of this Subconsultant Agreement and shall be entitled to enforce any obligation of Horner & Shifrin, Inc. owed to McClelland Consulting Engineers, Inc.. No provision of this Subconsultant Agreement or the Prime Agreement, nor the exercise of any right thereunder, shall be construed as creating any obligation or any liability on the part of, or operating as a waiver of any immunity of, the Commission, the AHTD, the FHWA, or any of their employees, officers, or agents.
- 5.2. Horner & Shifrin, Inc.'s sole recourse, if any, for any injury arising under or related to this Subconsultant Agreement, the performance of services hereunder, or compensation or claims hereunder, shall be against McClelland Consulting Engineers, Inc..
- 5.3. The Disputes and Claims provisions of the Prime Agreement shall not apply to this Subconsultant Agreement.

6. COVENANT AGAINST CONTINGENCY FEES

- 6.1. Horner & Shifrin, Inc. warrants that no person or agency has been employed or retained to solicit or obtain this Subconsultant Agreement upon an agreement or understanding for a contingent fee, except a bona fide employee or agency. For breach or violation of this warranty, the AHTD and McClelland Consulting Engineers, Inc. shall have the right to annul this Subconsultant Agreement without liability or, in its discretion, to deduct from the Contract Price or consideration, or otherwise recover, the full amount of the contingent fee.
- 6.2. *Bona fide agency*, as used in this section, means an established commercial or selling agency, maintained by Horner & Shifrin, Inc. for the purpose of securing business, that neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds itself out as being able to obtain any government contract or contracts through improper influence.
- 6.3. *Bona fide employee*, as used in this section, means a person, employed by Horner & Shifrin, Inc. and subject to Horner & Shifrin, Inc.'s supervision and control as to time, place, and manner of performance, who neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds out as being able to obtain any government contract or contracts through improper influence.

- 6.4. *Contingent fee*, as used in this section, means any commission, percentage, brokerage, or other fee that is contingent upon the success that a person or concern has in securing a government contract.
- 6.5. *Improper influence*, as used in this section, means any influence that induces or tends to induce a government employee or officer to give consideration or to act regarding a government contract on any basis other than the merits of the matter.

7. TITLE VI ASSURANCES (NONDISCRIMINATION)

During the performance of this Subconsultant Agreement, the Horner & Shifrin, Inc., for itself, successors, and assigns, certifies and agrees as follows:

- 7.1. *Compliance with Regulations.* Horner & Shifrin, Inc. shall comply with the Regulations relative to Title VI (Nondiscrimination in Federally-assisted programs of the Department of Transportation and its operating elements, especially Title 49, Code of Federal Regulations, Part 21 and 23 Code of Federal Regulations, as amended, and hereinafter referred to as the Regulations). These regulations are herein incorporated by reference and made a part of this Subconsultant Agreement. Title VI provides that the recipients of Federal financial assistance will maintain and implement a policy of nondiscrimination in which no person shall, on the basis of race, color, national origin, sex, age, or disability, be excluded from participation in, denied the benefits of, or subject to discrimination under any program or activity by recipients of Federal financial assistance or their assignees and successors in interest.
- 7.2. *Nondiscrimination.* Horner & Shifrin, Inc., with regard to the work performed by it during the term of this Subconsultant Agreement, shall not discriminate on the basis of race, color, national origin, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. Horner & Shifrin, Inc. shall not participate either directly or indirectly in any discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the agreement covers a program set forth in Appendix B of the USDOT Regulations.
- 7.3. *Solicitations for Subcontracts, Including Procurements of Material & Equipment.* In all solicitations, either by competitive bidding or negotiation, made by Horner & Shifrin, Inc. for work to be performed under a subcontract, including procurement of materials or leases of equipment, each potential subcontractor or supplier shall be notified by Horner & Shifrin, Inc. of Horner & Shifrin, Inc.'s obligations under this Subconsultant Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, sex, age, or disability.
- 7.4. *Information and Reports.* Horner & Shifrin, Inc. shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the City of Fayetteville, the AHTD or the USDOT and its Affiliated Modes to be pertinent to ascertain compliance with such regulations and directives. Where any information required of McClelland Consulting Engineers, Inc. is in the exclusive possession of another who fails or refuses to furnish this information, Horner & Shifrin, Inc. shall so certify to the City of Fayetteville, the AHTD, or the USDOT and its Affiliated Modes, as appropriate, and shall set forth what efforts it has made by Horner & Shifrin, Inc. to obtain the information.
- 7.6. *Sanctions for Noncompliance.* In the event of Horner & Shifrin, Inc.'s noncompliance with the nondiscrimination provisions of this Subconsultant Agreement, the City of Fayetteville shall impose such contract sanctions as it, the AHTD, or the USDOT and its

Affiliated Modes may determine to be appropriate, including but not limited to, withholding of payments to McClelland Consulting Engineers, Inc. or Horner & Shifrin, Inc. under the Agreement until Horner & Shifrin, Inc. complies with the provisions and/or cancellation, termination, or suspension of Horner & Shifrin, Inc. Agreement, in whole or in part. *Incorporation of Provisions.* Horner & Shifrin, Inc. shall include the terms and conditions of this section in every subcontract including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. Horner & Shifrin, Inc. shall take such action with respect to any subcontract or procurement as the City of Fayetteville, the AHTD, or USDOT and its Affiliated Modes may direct as a means of enforcing such provisions, including sanctions for noncompliance; *provided*, however that, in the event Horner & Shifrin, Inc. becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of any direction, Horner & Shifrin, Inc. may request the City of Fayetteville, or the AHTD, to enter into the litigation to protect the interests of the State and litigation to protect the interest of the United States.

8. DBE CLAUSE

8.1. Horner & Shifrin, Inc. shall not discriminate on the basis of race, color, national origin, sex, age, religion, or disability in the performance of this Subconsultant Agreement. Horner & Shifrin, Inc. shall comply with the applicable requirements of 49 C.F.R. Part 26 and perform any actions necessary to maintain compliance in the award and administration of DOT-assisted contracts. Failure by Horner & Shifrin, Inc. to comply with or perform these requirements is a material breach of this Subconsultant Agreement, which may result in the cancellation, termination, or suspension of this Subconsultant Agreement in whole or in part, or such other remedy that the AHTD may determine appropriate.

8.2. *Prompt Payment.* Horner & Shifrin, Inc. shall pay its subcontractors, if any, for satisfactory performance of their subcontracts within 30 days of receipt of each payment by the AHTD to Horner & Shifrin, Inc.. Any retainage payments held by Horner & Shifrin, Inc. must be returned to the subcontractor within 30 days after the subcontractor's work is completed. Failure to comply with this provision shall be considered a Default by Horner & Shifrin, Inc.. If Horner & Shifrin, Inc. fails to comply with this provision, in addition to any other rights or remedies provided under this Subconsultant Agreement, the AHTD, at its sole option and discretion, may:

- make payments directly to the subcontractor and offset such payments, along with any administrative costs incurred by the AHTD, against reimbursements or payments otherwise due Horner & Shifrin, Inc.;
- notify any sureties; and/or,
- withhold any or all reimbursements or payments otherwise due to Horner & Shifrin, Inc. until Horner & Shifrin, Inc. ensures that the subcontractors have been and will be promptly paid for work performed.

8.3. Horner & Shifrin, Inc. shall insert a clause containing all the terms of this section in all subcontracts under this Subconsultant Agreement.

9. TITLE II OF THE AMERICANS WITH DISABILITIES ACT (NONDISCRIMINATION)

9.1 Horner & Shifrin, Inc. will comply with the provisions of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, Title VI of the Civil Rights Act of 1964,

FHWA Federal Aid Project Guidance, and any other Federal, State, and/or local laws, rules and/or regulations.

- 9.2 Horner & Shifrin, Inc., during the term of this Agreement, shall not discriminate on the basis of race, color, sex, national origin, age, religion or disability, in admission or access to and treatment in programs and activities associated with this Agreement, or in the selection and retention of subcontractors, including procurement of material and leases of equipment. McClelland Consulting Engineers, Inc. shall not participate either directly or indirectly in any discrimination prohibited by the Regulations, including employment practices.
- 9.3 In accordance with Section 504 regulations 49 C.F.R. Part 27.15, the City of Fayetteville's Notice of Nondiscrimination is required in any bulletins, announcements, handbooks, pamphlets, brochures, and any other publications associated with this Agreement that are made available to the public, program participants, applicants or employees.

10. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS

10.1. Horner & Shifrin, Inc. certifies, to the best of its knowledge and belief, that—

10.1.1. Horner & Shifrin, Inc. and any of its Principals—

10.1.1.1. Are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any federal or state agency;

10.1.1.2. Have not, within a 3-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) contract or subcontract; violation of federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

10.1.1.3. Are not presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in subsection 10.1.1.2; and,

10.1.1.4. Horner & Shifrin, Inc. has not within a 3-year period preceding this offer, had one or more contracts terminated for default by any federal or state agency.

10.2. *Principals*, for the purposes of this certification, means officers; directors; City of Fayettevilles; partners; and, persons having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a subsidiary, division, or business segment, and similar positions). This certification concerns a matter within the jurisdiction of an agency of the United States and the making of a false, fictitious, or fraudulent certification may render the maker subject to prosecution under section 1001, title 18, United States Code, as well as any other applicable federal and state laws.

10.3. Horner & Shifrin, Inc. shall provide immediate written notice to the AHTD if, at any time prior to contract award, Horner & Shifrin, Inc. learns that its certification was

erroneous when submitted or has become erroneous by reason of changed circumstances.

- 10.4. The certification in subsection 10.1 is a material representation of fact upon which reliance was placed when making award. If it is later determined that Horner & Shifrin, Inc. knowingly rendered an erroneous certification, the AHTD may terminate the contract resulting from this solicitation for default in addition to any other remedies available to the AHTD.

11. NOTICE

- 11.1. All notices, approvals, requests, consents, or other communications required or permitted under this Agreement shall be mailed or hand-delivered to:

- 11.1.1. To Horner & Shifrin, Inc.:

Horner & Shifrin, Inc.
5200 Oakland Avenue
St. Louis, MO 63110-1490

- 11.1.2. To McClelland Consulting Engineers, Inc.:

McClelland Consulting Engineers, Inc.
1810 North College Avenue
P.O. Box 1229
Fayetteville, AR 72703/72702-1229

IN WITNESS WHEREOF, the parties execute this Subconsultant Agreement, to be effective _____.

McClelland Consulting Engineers, Inc.

Horner & Shifrin, Inc.

BY: _____
Name

BY: _____
Name

Title

Title

APPENDIX C
C-1

State Job No. 040618
Federal Aid Project No. BRN-9142(29)

CERTIFICATION OF CONSULTANT

I hereby certify that I, _____, am the _____ and duly authorized representative of the firm of _____ whose headquarters address is _____, and that neither I nor the above firm I here represent has:

- (a) employed or retained for a commission, brokerage, contingent fee, or other considerations, any firm or person (other than a bona fide employee working solely for me) to solicit or secure this contract,
- (b) agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the contract, or
- (c) paid or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me) any fee contribution, donation or consideration of any kind for, or in connection with, procuring or carrying out the contract;
- (d) included any costs which are not expressly allowable under the cost principles of the FAR of 48 CFR 31, whether direct or indirect. All known material transactions or events that have occurred affecting the firm's ownership, organization and indirect cost rates have been disclosed.

except as here expressly stated (if any):

I acknowledge that this certificate is to be furnished to the Arkansas State Highway and Transportation Department and the Federal Highway Administration, U.S. Department of Transportation, in connection with this contract involving participation of Federal Aid Highway Funds, and is subject to applicable State and Federal laws, both criminal and civil.

Furthermore, as a recipient of Federal Aid Highway Funds, I certify and hereby agree to the conditions of Title VI Assurances as outlined in Section 31 of this Agreement and shall insert the Notice of Nondiscrimination Statement as shown below in all solicitation of work or procurement of materials or equipment.

NOTICE OF NONDISCRIMINATION STATEMENT
[Provided by Consultant/Subconsultant. A sample is shown below.]

The _____ ("Consultant"), complies with all civil rights provisions of federal statutes and related authorities that prohibited discrimination in programs and activities receiving federal financial assistance. Therefore, the Consultant does not discriminate on the basis of race, sex, color, age, national origin, or disability, in the admission, access to and treatment in Consultant's programs and activities, as well as the Consultant's hiring or employment practices. Complaints of alleged discrimination and inquiries regarding the Consultant's nondiscrimination policies may be directed to [Insert Contact's name] (ADA/504/Title VI Coordinator), [Insert Contact's address and telephone number], (Voice/TTY 711), or, the following email address: _____.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.

Authorized Firm Representative

Date

Added at
Agenda Session
2/26/13

City of Fayetteville Staff Review Form

C. 1
Senate Bill 101 Opposition
Page 1 of 34

City Council Agenda Items
and
Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
Agenda Items Only

Lindsley Smith

Submitted By

Cable Administration

Division

Communication

Department

Action Required:

Adopt a Resolution expressing the City of Fayetteville's opposition to the passage of Senate Bill 101, which is now under consideration by the Arkansas General Assembly.

Cost of this request	\$ -	Program Category / Project Name
Account Number	\$ -	Program / Project Category Name
Project Number	\$ -	Fund Name

Budgeted Item

☐

Budget Adjustment Attached

☐

Lindsley Smith 2-26-13
Department Director Date

K. Allen 2-26-13
City Attorney Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

Paul A. Barker 2-26-2013
Finance and Internal Services Director Date

Alan Mann 2-26-13
Chief of Staff Date

Donnell Jordan 2/26/13
Mayor Date

02-26-13 P12:32 RCVD
Received in City
Clerk's Office
Kim G.

Received in
Mayor's Office
ENTERED
2/26/13
J.K.

Comments:



www.accessfayetteville.org

CITY COUNCIL AGENDA MEMO

To: The Fayetteville City Council

Thru: Mayor Lioneld Jordan
Don Marr, Chief of Staff

From: Lindsley Smith, Director of Communication 

Date: February 26, 2013

Subject: Resolution expressing opposition to Senate Bill 101

BACKGROUND:

On Thursday, February 21, 2013, the Telecommunications Board of the City of Fayetteville conducted its regular monthly meeting. On the agenda was a discussion of the proposed Senate Bill 101—Video Service Act that is being considered in the Arkansas State Legislature. The Board heard comments from Lindsley Smith, Director of Communication; Kit Williams, City Attorney; and Fritz Gisler, Director of Media Services, all from the City of Fayetteville; and Susan Norton from Fayetteville Public Schools. All the presenters expressed opposition to the Bill.

After discussion and consideration, the Board voted unanimously to request the City Council to adopt a Resolution expressing the City of Fayetteville's opposition to the passage of Senate Bill 101. Please see the attached document from the Telecommunications Board.

RECOMMENDATION:

The Telecommunications Board, in its advisory role to the City Council, advises the City Council of the City of Fayetteville to adopt a Resolution expressing the City's opposition to the passage of Senate Bill 101.

DATE: February 21, 2013

TO: Fayetteville City Council

FROM: Telecommunications Board

RE: Senate Bill 101

In its meeting of February 21, 2013, the Telecommunications Board voted unanimously to recommend that the Fayetteville City Council pass a Resolution asking our State Senators and State Representatives to oppose and vote against Senate Bill 101, the Video Services Act, currently being considered by the Arkansas General Assembly. A copy is attached.

The Telecommunications Board received no notice, communication, or information regarding this bill or any perceived problems with the existing city franchise agreements from either Cox Communications or AT&T before it was introduced. Both franchisees were invited to attend the February 21st meeting of the Telecommunications Board to discuss these issues, but both declined to do so. We did hear comments from City Attorney Kit Williams, City Communication Director Lindsley Smith, and Susan Norton from the Fayetteville School District, all of whom discussed the numerous harms that would result from enactment of the proposed legislation.

Among other things, Senate Bill 101 would, if enacted, allow video service providers to revoke the existing franchise agreements from the City of Fayetteville and acquire a certificate of franchise authority from the Arkansas Secretary of State. The franchisees would be released from all provisions of the existing franchises regarding use of rights of way, service requirements, complaint procedures, areas of service, and other provisions previously negotiated and agreed to that protect the interests of the City and its residents.

No local residents have expressed to the Telecommunication Board any support for this legislation, and we can identify no benefits to either the City of Fayetteville or its residents that would result from revocation of the existing franchises and transfer of local authority to the Secretary of State, who would be barred from negotiating any additional services, benefits, regulations, or controls to protect the rights of municipalities or their residents with regard to video services transmitted over the public rights of way.

Furthermore, Fritz Gisler, Director of Media Services for the City of Fayetteville, who provides staff support to the Telecommunications Board, addressed areas of concern within the purview of our Board and concluded that among the negative consequences of the proposed legislation would be:

1. The removal of any regulations regarding the operation of video service providers whatsoever. Not only will local authority be eliminated, no comparable authority on the state level is established.

2. Ensuring compliance with the few rules of operation that will remain will be costly and difficult, with little or no incentive on the part of the providers to be concerned about compliance.
3. All control of operations will now reside with the provider. The bill will totally remove any provision for local control of how providers implement their services, notwithstanding that said providers are utilizing wholly local resources. This includes everything from the scope of services to geographic areas of operation.
4. The provision for non-commercial/public service access (PEG) channels is minimal. It does not allow for expansion, such as the addition of channels if the citizens desire. It allows providers to place the channels on a subscription level that will prevent many citizens from seeing them without increased expense. It increases the cost to the city or county that is with providing the programming. It allows the provider to reduce the technical quality of the signal, and provides no incentive to improve. For example, if Fayetteville had a High Definition channel, we would telecast much of our Government Channel programming in HD. Under this bill, the transmission quality of our channel will be reduced even further from the Standard Definition it is now. This reduces our opportunity to improve our communication with our citizens.
5. There is no accountability for providers. They will basically be able to do as they please.

Consequently, the Telecommunications Board, taking seriously its responsibility to advise the Council, voted unanimously to recommend that the Fayetteville City Council pass a Resolution asking our State Senators and State Representatives to oppose and vote against Senate Bill 101, currently being considered by the Arkansas General Assembly.

RESOLUTION NO. _____

A RESOLUTION TO EXPRESS THE CITY COUNCIL'S OPPOSITION TO SENATE BILL 101, THE VIDEO SERVICES ACT, AND TO REQUEST OUR SENATORS AND REPRESENTATIVES AND ALL ARKANSAS LEGISLATORS TO REJECT THIS UNFAIR AND UNNEEDED BILL

WHEREAS, the City of Fayetteville has for decades enjoyed a good working relationship with the various television cable companies that serve our citizens and maintained cable franchise agreements as authorized by federal law; and

WHEREAS, our citizens have benefitted from the City's franchising authority which was used to establish and finance Public, Educational and Government Channel cablecasting and to ensure as good customer service as possible; and

WHEREAS, the cable industry has now pushed SB 101, the Video Services Act, to take away our existing cable franchise rights and transfer this power to the state with no local governmental protection for our citizens' right to be treated fairly and equitably by the cable industry; and

WHEREAS, SB 101, the Video Services Act, endangers our federal rights to Public, Educational and Government channel access so that our public's freedom of speech and expression rights are weakened, the availability of the Education Channel for the Fayetteville Public Schools is brought into question and the Government Channel's commitment to provide transparency of government meetings and operation is threatened; and

WHEREAS, the Fayetteville Telecommunication Board voted unanimously on February 21, 2013 to recommend that the Fayetteville City Council pass a Resolution asking our State Senators and Representatives to oppose and vote against Senate Bill 101.

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

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby expresses its strong opposition to Senate Bill 101, the Video Services Act, as unneeded, a removal of active local control and regulation to protect our citizens and school children to be replaced by passive state control; and a blow against freedom of information and a citizenry's right to easily see their government decision making process and operation.

Section 2: That the City Council of the City of Fayetteville, Arkansas hereby requests that all of our State Senators and State Representatives (especially those representing citizens of Fayetteville) strongly oppose and vote against Senate Bill 101, the Video Services Act.

PASSED and **APPROVED** this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

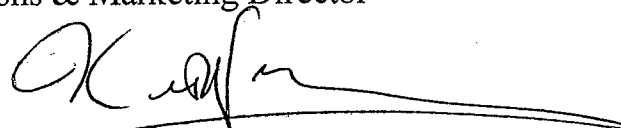
By: _____
SONDRA E. SMITH, City Clerk/Treasurer

Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

TO: Mayor Jordan
Don Marr, Chief of Staff
Lindsley Smith, Communications & Marketing Director

FROM: Kit Williams, City Attorney



DATE: January 25, 2013

RE: SB 101 – State franchising damages cities’
and their citizens’ access to cable television

This cable industry bill reduces Arkansas cities’ rights and powers to protect their citizens, to ensure that the city’s government would be shown to our citizens on the Government Channel, to allow the Fayetteville School District to cablecast school activities on the Education Channel and to promote our citizens’ First Amendment rights on the Public Access Channel.

The Emergency Clause language shows there is no reason for this bill except to take away power to protect citizens from Arkansas cities in favor of the national cable television industry (with a little bonus for the Secretary of State). The Emergency Clause states:

“It is found and determined by the General Assembly of the State of Arkansas that **perhaps** the lack of uniformity in the laws governing video service providers is inequitable to certain citizens and government entities” (emphasis added).

Of course this Bill has to say “perhaps” because what city or governmental entity claims the existing federal cable law is inequitable or damaging to them? Local governments have lost some power to protect local interests as the cable industry’s lobbying at the federal level has succeeded in some roll back of local government power. But this bill would be much worse for our cities and their citizens. What citizens have asked for this bill which reduces their local government’s power to try to ensure fairness and equity? Cities are best protectors of their citizens which is why cities have occasionally required a cable company to build out its system to reach the

vast majority of its citizens rather than cherry-picking the most affluent and dense neighborhoods. This protection against inequity has been specifically outlawed by SB 101 {§23-19-207(b)}.

How does limiting the availability of Public, Education and Government Channels that cities can presently require under federal law help citizens or cities? Obviously, these restrictions are placed within this bill **ONLY TO HELP CABLE COMPANIES** to the detriment of open government and democracy.

Because of digital cablecasting, many more cable channels are now available to the cable industry. What is the rationale then of restricting a city's existing federal right to use free Public, Education and Government Channels by the three pages of regulations in this proposal? Cities should be encouraged to cablecast city council, planning commission and other city meetings to their citizens. That is the essence of open government. Cities should be encouraged to make its Education Channel freely and easily accessible to its public schools and universities. Arkansas students should have an opportunity to learn the basics of this vital industry. Cities should be encouraged to provide a Public Access cable channel to give its citizens the venue to express themselves, their hopes and dreams. **Instead of promoting open government, fostering education in the telecommunication area and encouraging free speech and artistic expression, SB 101 throws roadblocks in the way of any city wanting to provide those services to its citizens.**

SB 101 also could totally prohibit a city from having any public, education or government channel if the company's "common head-end or hub office" (the size and location which is obviously under the total control of the cable company) is already furnishing public channels to another city or county. {§23-19-209 (d)}. So the cable industry gets to choose which city gets public access channels and which city gets no access. This is indeed to "inequitable to certain citizens and government entities." (Emergency Clause)

Current federal law requires that the public channels be available to subscribers at the lowest cost tier level (which likely makes them accessible to all subscribers). SB 101 cuts this in half so that as many as 49% of all subscribers may not be able to receive the public channel cablecasting. §23-19-209 (e)(2)(A). Does the Legislature want to prevent half of a community's cable viewers from being able to see the community's city council, planning commission and other important local government committees discussing local issues? This seems directly contrary to the Legislature's explicit policy of open government expressed in the Freedom of Information Act.

The real question before such a statewide removal of power from cities and counties is why? Have cable companies not been granted franchises by other cities? Fayetteville has had franchise agreements for decades. We have franchise agreements with both Cox Communications and AT&T U-Verse and renewed both with no trouble or major issues. **There is no problem to fix. At the very least, Fayetteville and every city with existing franchise agreements should be fully exempted from this bill and all of its requirements and limitations.**

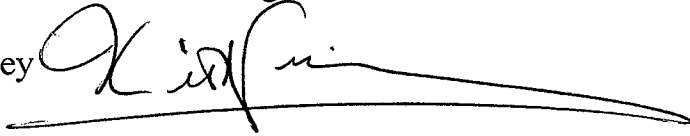
Local service issues and citizen complaints have long been handled fairly, quickly and locally by persons who best know our City, its citizens and their needs. With SB 101, most of the cities' power is being removed. This proposed bill tries to force every issue into Court {§23-19-207(c)}. We have not had to resort to Court before. Why should litigation be encouraged when our city franchise system has worked well without having to sue and litigate issues we solved amicably and quickly before this bill?

Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

TO: **Mayor Jordan**
Don Marr, Chief of Staff
Lindsley Smith, Communications & Marketing Director

FROM: **Kit Williams**, City Attorney



DATE: **February 8, 2013**

RE: **SB 101 – State franchising impairs cities' contractual rights**

The City of Fayetteville as many other cities in Arkansas have contractually entered into franchise agreements with cable and video transmission companies such as Cox Communications and AT&T Arkansas to better supply programming including Public Access, Educational and Government channels for our citizens. These decades long agreements agreed to by both the companies and city councils would be impaired by SB 101's current wording. This would make that law not only unwise, but unconstitutional.

"Section 17 of the Declaration of Rights in our Constitution provides that no law impairing the obligation of contracts shall ever be passed." *Pool v. Mitchell*, 139 Ark. 319, 213 S.W. 752 (1917).

"The Constitution of the United States §10 Article 1 provides that no state shall pass any law impairing the obligations of contracts, while our Arkansas Constitution Article 2 §17 provides 'No bill of attainder, ex post facto law or law impairing the obligation of contracts shall ever be passed.'

The classes of contracts entered into voluntarily that are based on the assent of the parties expressly or impliedly given ... are protected by the Constitutional provisions against impairing the obligation of a contract." *Jones v. Cheney*, 253 Ark. 926, 931, 489 S.W. 2d 785, 788 (1973).

The constitutionally objectionable part of SB 101 is in Section 23-19-203 which gives the cable company (strangely referred to as "person") the unilateral right to ignore an existing cable franchise contract with a city and instead get a state franchise. If the cable company or AT&T Arkansas, Inc. decides to get a state franchise agreement, "the incumbent video service provider's franchise from the political subdivision (city) shall no longer be of any force or effect." Section 23-19-203 (b) (2).

Thus, Fayetteville's contractual rights under our franchise contracts have not only been impaired, but destroyed by SB 101. Why would the State Legislature ignore and repudiate Arkansas cities' right to contract that is guaranteed by both the United States and Arkansas Constitutions? What horror stories have the TV cable companies told that would inspire a repudiation of one of our basic rights and freedoms?

A COMPROMISE

I would suggest the following wording for Section 23-19-203:

"23-19-203. Franchising authority.

(a) After June 30, 2013, a company shall not act as a video service provider within a city's jurisdiction that was being served on the effective date of this Act by one or more video service providers within Arkansas unless the company:

(1) Is an incumbent video service provider or any successor or assignee or other entity that provides video service within a city which had a franchise agreement or agreements with video service providers which were in effect on January 1, 2013;

(2) Is a nonincumbent video service provider who enters into a franchise agreement with the served city under the same basic terms as the other video services providers; or

(3) Both the City and the video service provider agree to terminate the local franchise agreement so that the video supplier can and does obtain a state franchise agreement pursuant to this Subchapter.

(4) No terms, conditions or tests within this subchapter are applicable to or of any effect upon franchise agreements currently existing or entered into between companies providing video service and the city served by such service.

(b) After June 30, 2013 a company shall not act as a video service provider within a political subdivision's jurisdiction that was not being served pursuant to a franchise agreement on the effective date of this Act by a video service provider until the company has been granted a certificate of franchise authority by the Secretary of State."

From: Lindsley Smith
To: clcollins6@cox.net
Date: 2/22/2013 3:45 PM
Subject: public rights of way, property rights, and other issues with SB101
Attachments: Senator Woods Letter from Fritz Gisler SB101.doc

Representative Collins,

Thanks for calling yesterday and meeting with me and Don. I will probably see you today at 4 pm at the Legislative Panel sponsored by the Fayetteville Chamber of Commerce, but I wanted to write as a follow-up from our talk related to SB101 yesterday and get you the attached letter that our Television Center Manager Fritz Gisler recently sent to Senator Jon Woods who is on the Senate Insurance and Commerce Committee where SB101 was sent.

While I will agree that SB101 is now much better than the original one (particularly on the points of citizen access to local government and the terrible regulations on PEG Channels in the original bill--although the unilateral ability for "video service" providers to choose what tier the channels go on goes against what cities have fought for for 30 years to assure that those who can only afford the basic tier of service can get access to their local government programming is still assured--and that is the most requested citizen request related to PEG Channels in Fayetteville), but the original bill was so far off the mark on many levels, that any change could be better. This bill remains a bad one for Arkansas and particularly for the citizens of Arkansas.

Arkansas is a state that has high protection constitutionally of contracts (our Constitution stating that no law should be passed that impedes contracts, and that is exactly what this bill does to local governments with existing contracts). SB101 allows unilateral corporate choice to end a contract with a municipality and replace it merely with a piece of paper that is no contract at all--it is a certificate of occupancy that assures the Secretary of State has the name of the company, the address, a few other minor things and that the company has car insurance--that is not a statewide franchise as some lobbying Legislators would have Legislators believe--it is a non-negotiable certificate in which even the Secretary of State's role is assured statutorily to be merely "ministerial".

This bill, if it passes, would be the Legislature ending local control of its own property right of ways that it protects for the owners (The People) for a scheme of unilateral choice by any corporation that merely provides the basics of information (with no accountability) to get a piece of paper being called a "certificate of franchise authority"--in fact, the bill doesn't even provide for authority provisions other than unilateral corporate control of PUBLIC rights of way--it is, essentially, merely replacing a contract with a shell paper. It is, essentially, turning over the control of the public's property to a private corporate renter to a variety of actions in which the property owner (Citizens) have no choice or control.

Cable companies (like other utility companies) rent public property rights of ways from the public through local governments, but this bill would turn that renting of use situation into a corporate-control-of-public-land-situation (and it would be a statutorily-select set of private businesses at that). If someone rents a house from someone, we would all be appalled if state law permitted the ending of a landlord contract for the unilateral ability of the person, just because they are renting the land, to dig anywhere in the yard for a pool that never gets finished or tear down walls in the house. We would be appalled if the state required home owners to have to take in a person they didn't know into their home to have him/her rent out a room and, if that occupier wanted, to decide unilaterally to turn one of the home owner's kids out of her room because the renter liked that room better. Arkansas has high protection of property rights, which makes this bill antithetical to our existing property protections--particularly a state-sponsored taking of property control from the public to statutorily give that control of property to a private corporation if that corporation so chooses. There are other problems with this legislation, but I

mainly wanted to write to you to assure I forwarded our City's television center manager's letter that he provided to Senator Jon Woods, who is on Insurance and Commerce, so that you also have it, and provide information on some of the right of way issues in the bill.

I will note, as well that currently I as Communication Director for the City of Fayetteville (which still opposes SB101 as recently amended) and I work with our cable and Uverse providers on their customer complaints (in fact, my name is listed on all COX bills that go out as a contact for citizens to help provide their cable concerns/complaints and then I work with a designated COX rep (Kelly Zega at COX) to help get their customer complaints resolved), but SB101 (while seemingly giving something by stating in statute that a business should have its own informal process of handling complaints, billing issues, service issues, and other complaints"--which any company should have anyway and do), adds a terrible level of legislative-endorsed (if passed) secrecy and increased taxpayer costs through the requirement on page 15 of any unresolved issue that this private company has with its own private customers not getting resolved to go to a paid "nonbinding mediation with the video service provider, with the costs of the mediation to be shared equally between the political subdivision and the video service provider". This also does not make sense--we will take control of your land by a state-endorsed statute and then have you pay for litigation in which we can't resolve our own business problems with our own customers? And, such requirement also restricts a "political subdivision" from reporting or discussing complaints that the company can't resolve by forcing a "confidential, nonbinding mediation" set-up, when now our city has monthly Telecommunication Board meetings of citizens on that Board who hear reports of any public complaints in the broad area of Telecommunication. So this bill would not only take control of public land from the public and give that control of the rights-of-ways to private corporations (absolute control), the Legislature would then throw a bone to citizens who no longer hold control of those rights of ways and require the citizens to then pay for 1/2 of the legal mediation for a private company to resolve complaints with its own private customers? This is what we call the improper use of taxpayer funds for private company benefit. That is particularly egregious when considering that this bill then allows those companies with a ministerial-only filing with the Secretary of State's Office for a certificate of occupancy to control at will public land in their renting role, cities would have no control of who gets to rent the land and what they do to the people's land, cities must allow the holder of a certificate of franchise authority to install or construct anything on the public rights of ways, change the boundaries of an existing service area merely by filing a written notice that they intend not to serve a certain section of town and cut them off from tv service, and transfer their certificate to do these things to any other company with no determination by anyone (even the Secretary of State---"A notice of transfer is approved once received by the Secretary of State). So a private entity can control public lands through this bill and give that land control to another private entity by merely the Secretary of State's office opening the envelope in which a mere notice of transfer is enclosed.

I could provide more, but I'm already longer than intended (and way over the paragraph you asked for) I will just end by saying that we are a state that has high levels of property rights protections, contract rights protections, and one of the strongest (if not strongest) FOIA laws and commitments to open government in the nation, and this bill hurts all three of those Arkansas values. Last night, our Telecommunications Board voted unanimously to inform the Fayetteville City Council to oppose this bill, and they were shocked by its provisions. I'll see you in a bit at the Chamber.

Lindsley Smith
Lindsley Smith

Communication Director
City of Fayetteville
lsmith@ci.fayetteville.ar.us
PHONE 479-575-8330
FAX 479-575-8257
TDD 479-521-1316

Senator Woods,

Please allow me a moment of your time. I am Fritz Gisler, Director of Media Services for the City of Fayetteville. One of my primary responsibilities is the management of the City's government television operation, which includes The Government Channel, Fayetteville Public Access Television, and our Education Channel which is operated by Fayetteville Public Schools.

I have been following closely the progress of Senate Bill 101, The Video Service Act. I have been following the developments of state-wide cable franchise initiatives for several years now. I have also looked at the implementation of these initiatives in many other states.

There are many complex issues surrounding the proposal of a state-wide franchise authority and operations for video service providers. There are issues of commerce, of authority, of compliance, of control, of access, and of accountability. This is not simply a matter, as some would have you believe, of creating "a level playing field", or making the rules "the same for everybody." There are far-reaching implications and unforeseen consequences of this legislation that warrant much further investigation and a very careful approach.

It is understandable that the video service providers would desire to operate under the same rules of commerce that are available to some, but not others. This bill will accomplish that goal. But at what cost? Here are some consequences of this legislation that I have identified:

1. The removal of any regulations regarding the operation of video service providers whatsoever. Not only will local authority be eliminated, no comparable authority on the state level is established.
2. Ensuring compliance with the few rules of operation that will remain will be costly and difficult, with little or no incentive on the part of the providers to be concerned about compliance.
3. All control of operations will now reside with the provider. The bill will totally remove any provision for local control of how providers implement their services, notwithstanding that said providers are utilizing wholly local resources. This includes everything from the scope of services to geographic areas of operation.
4. The provision for non-commercial/public service access (PEG) channels is minimal. It does not allow for expansion, such as the addition of channels if the citizens desire. It allows providers to place the channels on a subscription level that will prevent many citizens from seeing them without increased expense. It increases the cost to the city or county that is with providing the programming. It allows the provider to reduce the technical quality of the signal, and provides no incentive to improve. For example, if Fayetteville had a High Definition channel, we would telecast much of our Government Channel programming in HD. Under this bill, the transmission quality of our channel will be reduced even further from the Standard Definition it is now. This reduces our opportunity to improve our communication with our citizens.
5. There is no accountability for providers. They will basically be able to do as they please.

Many will tell you that the marketplace will provide all the incentive necessary to ensure good customer service and good corporate citizenship. Time after time this has proven to not be the case. The removal of a local jurisdiction's ability to regulate businesses for the benefit of the citizens sets a precedent that is very concerning. For decades cable television providers enjoyed a virtual monopoly in their business sector. Now that is no longer the case. But they still use local resources that belong to the public to provide their service. That, alone, provides a level of business advantage few others enjoy. Additional responsibility to the local citizens should accompany that advantage.

I believe anyone would agree that one of the greatest challenges facing our legislators today is trying to update the law to adequately deal with today's level of technology. This is a prime example of that challenge. Unfortunately, Senate Bill 101 still does not adequately deal with the challenges of providing television and video service in an equitable manner. A small example of this: In a few short years, cable and IPTV operators will probably no longer provide video programming in the way we have always known it. OTT, or 'over the top', distribution of television programming is using the Internet to distribute programming a la carte. Services such as Netflix and Hulu are examples of this. What do we do when the 'cable' company no longer provides 'television', but is only an Internet access provider? Where will that leave cities like Fayetteville?

I encourage the ongoing investigation of how our laws and statutes can be updated to accommodate how technology has become such an integral part of our lives. I would welcome an opportunity to assist in the development of legislation that would allow both our government and our corporate citizens to utilize technology for the best benefit of all our citizens.

I respectfully request that you not support this bill. The consequences of its passage will benefit only a few select business entities. The consequences of this bill will be detrimental to the local jurisdictions in which those entities operate, as well as the citizens in those jurisdictions.

If I may be of any service, or you have any further questions regarding my position on this legislation, please contact me.

Most respectfully,

Fritz Gisler
Director of Media Services
City of Fayetteville
101 W. Rock Street
Fayetteville, AR 72701
479-444-3438

Stricken language would be deleted from and underlined language would be added to present law.

1 State of Arkansas *As Engrossed: S2/6/13 S2/20/13 S2/25/13*
2 89th General Assembly
3 Regular Session, 2013

A Bill

SENATE BILL 101

4
5 By: Senators Files, Bookout, J. Dismang, J. Key, Rapert, D. Sanders, J. Woods
6 By: Representatives Wright, D. Altes, Branscum, Cozart, Gillam, Linck, Perry, Ratliff, Slinkard, Steel,
7 Vines, Wren

8

9

For An Act To Be Entitled

10 AN ACT TO ESTABLISH THE ARKANSAS VIDEO SERVICE ACT;
11 TO DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES.

12

13

14

Subtitle

15

TO ESTABLISH THE ARKANSAS VIDEO SERVICE
16 ACT; AND TO DECLARE AN EMERGENCY.

17

18

19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

20

21 *SECTION 1. Arkansas Code Title 19, Chapter 6, Subchapter 8, is amended*
22 *to add an additional section to read as follows:*

23 19-6-819. Arkansas Video Service Fund.

24 (a) There is created on the books of the Treasurer of State, Auditor
25 of State, and Chief Fiscal Officer of the State a special revenue fund to be
26 known as the "Arkansas Video Service Fund".

27 (b)(1) All moneys collected under § 23-19-204 shall be deposited into
28 the State Treasury to the credit of the fund as special revenues.

29 (2) The fund shall also consist of any other revenues as may be
30 authorized by law.

31 (c) The fund shall be used by the Secretary of State to review and
32 issue certificates of franchise authority.

33

34 SECTION 2. Arkansas Code Title 23 is amended to add an additional
35 chapter to read as follows:

36



As Engrossed: S2/6/13 S2/20/13 S2/25/13

SB101

1 CHAPTER 19

2 CABLE AND VIDEO COMMUNICATIONS

3 Subchapter 1 – General Provisions

4 [Reserved]

5
6 Subchapter 2 – Arkansas Video Service Act

7
8 23-19-201. Title.

9 This subchapter shall be known and may be cited as the "Arkansas Video
10 Service Act".

11
12 23-19-202. Definitions.

13 As used in this subchapter:

14 (1) "Access to video service" means the capability of a video
15 service provider to provide video service at a household address irrespective
16 of whether a subscriber has ordered the service or the service is provided at
17 the address;

18 (2) "Books and records" includes without limitation:

19 (A) Records kept in the regular course of business and
20 that are not limited to accounting records;

21 (B) Billing detail records; and

22 (C) Tax billing detail records;

23 (3) "Cable service" means the same as defined in 47 U.S.C. §
24 522, as it existed on January 1, 2013;

25 (4) "Certificate of franchise authority" means a certificate
26 issued by the Secretary of State to a video service provider under this
27 subchapter;

28 (5)(A)(i) "Franchise" means the same as defined in 47 U.S.C. §
29 522, as it existed on January 1, 2013.

30 (ii) A certificate of franchise issued under § 23-
31 19-203 shall constitute a franchise for the purpose of 47 U.S.C. § 542, as it
32 existed on January 1, 2013.

33 (B) "Franchise" also means any agreement between a video
34 service provider and a political subdivision under which a video service
35 provider is authorized or otherwise permitted to provide video service in the
36 political subdivision;

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1 (6) "Franchising entity" means this state or a city or county in
2 this state authorized by state or federal law to grant a franchise;

3 (7) "Governing body" means the city council or the county quorum
4 court of a political subdivision;

5 (8) "Incumbent video service provider" means a person that
6 provides cable or video service and holds a franchise issued by a political
7 subdivision before July 1, 2013;

8 (9) "Nonincumbent video service provider" means:

9 (A) A person authorized under this subchapter to provide
10 video service in an area in which video service is being provided by an
11 incumbent video service provider;

12 (B) A person authorized under this subchapter to provide
13 service in a geographical area in which on July 1, 2013, there was no
14 incumbent video service provider providing video service; or

15 (C) Any other person that provides video service after the
16 effective date of this act that is not an incumbent video service provider;

17 (10) "Political subdivision" means a city, county, or other
18 governmental entity of the state having maintenance and operation
19 responsibility over the public rights-of-way in a geographical area for which
20 a franchise or certificate of franchise authority has been issued by a
21 franchising entity;

22 (11) "Public rights-of-way" means the area on, below, or above a
23 public roadway, highway, street, public sidewalk, alley, waterway, or utility
24 easement dedicated for compatible uses;

25 (12) "Service area" means contiguous geographical territory in
26 the state where a video service provider may provide video service under a
27 certificate of franchise authority;

28 (13) "Service tier" means a category of video service provided
29 by a video service provider to a subscriber and for which a separate rate is
30 charged by the video service provider;

31 (14)(A) "Subscriber" means a person in this state that buys
32 video service.

33 (B) "Subscriber" does not include a person that buys video
34 service for resale and who, on resale, is required to pay a video service
35 provider fee under this subchapter or under the terms of a franchise with a
36 political subdivision;

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1 (15)(A) "Video service" means the delivery of video programming
2 to subscribers in which:

3 (i) The video programming is generally considered
4 comparable to video programming delivered to viewers by a television
5 broadcast station, cable service, or digital television service, without
6 regard to the technology used to deliver the video service, including
7 internet protocol technologies; and

8 (ii) The service is provided primarily through
9 equipment or facilities located in whole or in part in, on, under, or over
10 any public right-of-way.

11 (B) "Video service" includes cable service and video
12 service delivered by a community antenna television system but excludes video
13 programming:

14 (i) Provided to persons in their capacity as
15 subscribers to commercial mobile service as defined in 47 U.S.C. § 332(d), as
16 it existed on January 1, 2013; or

17 (ii) Provided as part of and via a service that
18 enables end users to access content, information, electronic mail, or other
19 services offered over the public Internet;

20 (16) "Video service provider" means a provider of video service,
21 including without limitation a cable service provider, an incumbent video
22 service provider, and a nonincumbent video service provider; and

23 (17) "Video service provider fee" means the amount paid by a
24 video service provider to a political subdivision under § 23-19-206.

25
26 23-19-203. Franchising authority – Application for certificate of
27 franchise authority – Modification of service areas – Term of certificate of
28 franchise authority and termination of certificate of franchise authority.

29 (a) After June 30, 2013:

30 (1) A person shall not act as a video service provider within
31 the state unless the person:

32 (A) Is providing video service under a franchise from a
33 political subdivision in effect on the effective date of this act or a
34 subsequent renewal of the franchise;

35 (B) Elects to:

36 (i) Negotiate a franchise with a political

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1 subdivision that establishes the terms and conditions applicable to that
2 person to provide video service within the jurisdictional boundaries of the
3 political subdivision and has been issued a franchise from the political
4 subdivision for such a purpose; or

5 (ii) Adopt the terms and conditions of an existing
6 franchise issued by a political subdivision to an incumbent video service
7 provider providing video service within the same service area and that has
8 been issued a franchise from the political subdivision authorizing the video
9 service provider to provide video services within the political subdivision
10 under the same terms and conditions as the franchise issued to an incumbent
11 video service provider in the political subdivision; or

12 (C) Has been granted a certificate of franchise authority
13 to do business in the state by the Secretary of State as authorized in this
14 subchapter; and

15 (2) A franchise between a political subdivision and a video
16 service provider described in subdivision (a)(1)(A) or (B) of this section
17 expires on the earlier of:

18 (A) Ten (10) years from the date the franchise was
19 effective; or

20 (B) The original expiration date of the franchise.

21 (b)(1)(A) This subchapter does not prohibit a person from holding a
22 franchise issued by a political subdivision and holding a certificate of
23 franchise authority issued by the Secretary of State for a different service
24 area.

25 (B) Except as permitted under this section, a video
26 service provider shall not hold a franchise issued by a political subdivision
27 and a certificate of franchise authority issued by the Secretary of State for
28 the same service area.

29 (2) An incumbent video service provider may submit an
30 application for a certificate of franchise authority for a service area in
31 which the incumbent video service provider has an existing franchise from a
32 political subdivision for the service area, and upon the granting of a
33 certificate of franchise authority to the incumbent video service provider,
34 the incumbent video service provider's franchise from the political
35 subdivision shall no longer be of any force or effect.

36 (3) In each service area in which an incumbent video service

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1 provider provides video service, the incumbent video service provider has
2 sole discretion to determine whether or not to apply for a certificate of
3 franchise authority or continue to provide service under an existing
4 franchise issued by a political subdivision.

5 (c) An applicant seeking a certificate of franchise authority shall:

6 (1) Submit an application to the Secretary of State that
7 provides:

8 (A) The name of the applicant;

9 (B) The address of the applicant's principal place of
10 business in the state;

11 (C) The names of the applicant's principal executive
12 officers;

13 (D) The designated Arkansas representative for the
14 applicant;

15 (E) Identification of the political subdivisions, or parts
16 of political subdivisions, constituting the service areas in which the
17 applicant intends to provide video service; and

18 (F) The date on which the applicant intends to begin
19 providing video service in the service area described in the application;

20 (2) Provide verification from an officer, general partner, or
21 managing member of the applicant that:

22 (A) The applicant has filed with the Federal
23 Communications Commission the applicable forms needed by the Federal
24 Communications Commission in advance of offering video service in this state;

25 (B) The applicant is legally, financially, and technically
26 qualified to provide video service; and

27 (C)(i) The applicant has and maintains with one (1) or
28 more companies licensed to do business in the state comprehensive general
29 liability insurance coverage and automobile liability insurance coverage.

30 (ii) The insurance policy shall require that the
31 insurance carrier pay on behalf of the applicant, up to a limit of not less
32 than one million dollars (\$1,000,000) for bodily or personal injury, death,
33 or property damage or loss as a result of any one (1) occurrence or accident,
34 regardless of the number of persons injured or the number of claimants,
35 arising out of the negligent or otherwise wrongful act or omission of the
36 applicant, or the applicant's employees or agents.

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1 (iii) A certificate of automobile liability self-
2 insurance issued to the applicant and maintained under § 27-19-207 satisfies
3 the liability insurance coverage requirements of this subsection; and

4 (3) Submit the filing fee required under § 23-19-204.

5 (d) Upon receipt of an application for a certificate of franchise
6 authority under this section, the Secretary of State shall:

7 (1) Notify the applicant within thirty (30) days after receipt
8 of the application whether the application needs additional information or is
9 complete;

10 (2) Issue a certificate of franchise authority within fifteen
11 (15) days after the application is complete; and

12 (3) Provide written notice of a certificate of franchise
13 authority within fifteen (15) days after issuance of a certificate of
14 franchise authority to the governing body of each political subdivision
15 located in the service area designated in the application for a certificate
16 of franchise authority.

17 (e)(1) A holder of a certificate of franchise authority may change the
18 boundaries of an existing service area authorized under the certificate of
19 franchise authority by filing written notice of the modification with the
20 Secretary of State with the filing fee required under § 23-19-204.

21 (2) The boundary modifications are effective on the date the
22 written notice is filed with the Secretary of State.

23 (3) Such modifications shall not extend the term of the
24 certificate of franchise authority as established in subsection (h) of this
25 section.

26 (f)(1) A certificate of franchise authority is transferrable.

27 (2) To transfer a certificate of franchise authority, the
28 successor shall:

29 (A) File an application containing the information
30 required in subsection (c) of this section; and

31 (B) Acknowledge with the Secretary of State that the
32 successor shall provide notice to the political subdivision with jurisdiction
33 concerning the public rights-of-way to be used to undertake operation and
34 maintenance of video facilities under an approved certificate of franchise
35 authority.

36 (3) A notice of transfer is approved once received by the

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1 Secretary of State.

2 (g) The holder of a certificate of franchise authority may terminate
3 the certificate of franchise authority by submitting a written notice to the
4 Secretary of State and an affected political subdivision.

5 (h) A certificate of franchise authority is:

6 (1) Nonexclusive;

7 (2) Valid for an initial term of ten (10) years, subject to
8 changes in federal law; and

9 (3) Renewable for additional ten-year periods for video service
10 providers in compliance with the requirements of subsection (c) of this
11 section.

12 (i) To the extent required for the purposes of 47 U.S.C. §§ 521 – 561,
13 as it existed on January 1, 2013, the state shall constitute the franchising
14 authority for video service providers in the state.

15 (j) The duties of the Secretary of State under this subchapter are
16 ministerial. The Secretary of State shall not condition or limit a
17 certificate of franchise authority by imposing on the holder of a certificate
18 of franchise authority any obligations or requirements that are not
19 authorized by this subchapter.

20

21 23-19-204. Certificate of franchise authority – Fees.

22 The fees for a certificate of franchise authority to be collected by
23 the Secretary of State include:

24 (1) An application filing fee of one thousand five hundred
25 dollars (\$1,500) that includes the cost of issuance of a certificate of
26 franchise authority by the Secretary of State; and

27 (2) A fee of one hundred dollars (\$100) for accepting an
28 amendment to a certificate of franchise authority or providing a notice
29 required by this subchapter.

30

31 23-19-205. Use of public rights-of-way by holder of certificate of
32 franchise authority.

33 (a) A video service provider has the rights, powers, and duties
34 provided for telephone and telegraph companies under §§ 23-17-101 -- 23-17-
35 105.

36 (b) To enable the provision of video service, a political subdivision

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1 shall allow the holder of a certificate of franchise authority to install,
2 construct, and maintain facilities in the public rights-of-way over which the
3 political subdivision has jurisdiction.

4 (c) A political subdivision shall provide the holder of a certificate
5 of franchise authority with open, comparable, nondiscriminatory, and
6 competitively neutral access to the public rights-of-way in its jurisdiction.

7 (d) This subchapter does not exempt a video service provider from
8 compliance with all lawful political subdivision land use regulations,
9 including without limitation zoning laws, building permit requirements, pole
10 attachment agreements, street cut permits, and other permits required for the
11 use of a political subdivision's right of way.

12 (e)(1) In order to construct, maintain, or remove facilities necessary
13 to provide video services, a video service provider may peacefully enter upon
14 the right of way of a political subdivision.

15 (2) A video service provider is liable for any damage that may
16 result from exercising a right under subdivision (e)(1) of this section.

17
18 23-19-206. Video service provider fee -- Definitions.

19 (a) As used in this section:

20 (1) "City subscribers" means a subscriber whose service address
21 is in the jurisdictional limits of a city;

22 (2) "County subscribers" means a subscriber whose service
23 address is outside the jurisdictional limits of a city;

24 (3)(A) "Gross revenue" shall be calculated in accordance with
25 generally accepted accounting principles and means all consideration of any
26 kind or nature, including without limitation cash, credit, property, and in-
27 kind contributions, services or goods derived by the holder of a certificate
28 of franchise authority from the operation of the video service provider's
29 network to provide video service within the political subdivision.

30 (B) "Gross revenue" includes all consideration paid to the
31 holder of a certificate of franchise authority and its affiliates only to the
32 extent that the holder of a certificate of franchise authority or its
33 affiliates are acting as a provider of video service under this subchapter,
34 which includes the following:

35 (i) All fees charged to subscribers for any video
36 services provided by the holder of a certificate of franchise authority;

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1 (ii) Any fee imposed on the holder of a certificate
2 of franchise authority by this subchapter that is passed through and paid by
3 subscribers, including without limitation the video service fee;

4 (iii) Compensation received by the holder of a
5 certificate of franchise authority or its affiliates that is derived from the
6 operation of the holder of a certificate of franchise authority's network to
7 provide video service with respect to commissions that are paid to the holder
8 of a certificate of franchise authority as compensation for promotion or
9 exhibition of any products or services on the holder of certificate of
10 franchise authority's network, including "home shopping" or a similar channel
11 under subdivision (a)(3)(B)(v) of this section; and

12 (iv) A pro rata portion of all revenue derived by the
13 holder of a certificate of franchise authority or its affiliates under
14 compensation arrangements for advertising derived from the operation of the
15 holder of a certificate of franchise authority's network to provide the video
16 service within a political subdivision under subdivision (a)(3)(B)(iii) of
17 this section. The allocation is based on the number of subscribers in the
18 political subdivision divided by the total number of subscribers in relation
19 to the relevant regional or national compensation arrangement. Advertising
20 commissions paid to third parties shall not be netted against advertising
21 revenue included in gross revenue. Revenue of an affiliate derived from the
22 affiliate's provision of video service is gross revenue to the extent the
23 treatment of such revenue as revenue of the affiliate and not of the holder
24 of a certificate of franchise authority has the effect, whether intentional
25 or unintentional, of evading the payment of fees that would otherwise be paid
26 to the political subdivision. In no event shall revenue of an affiliate be
27 gross revenue to the holder of a certificate of franchise authority if such
28 revenue is otherwise subject to fees to be paid to the political subdivision.

29 (C) "Gross revenue" does not include:

30 (i) Any revenue not actually received even if
31 billed, such as bad debt;

32 (ii) Non-video service revenues received by any
33 affiliate or any other person in exchange for supplying goods or services
34 used by the holder of a certificate of franchise authority to provide video
35 service;

36 (iii) Refunds, rebates, or discounts made to

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1 subscribers, leased access providers, or a political subdivision;

2 (iv) Any revenues from services classified as non-
3 video service under federal law, including without limitation revenue
4 received from telecommunications services, revenue received from information
5 services but not excluding video services, and any other revenues attributed
6 by the holder of a certificate of franchise authority to non-video service
7 according to Federal Communications Commission rules, regulations, standards,
8 or orders;

9 (v) Any revenue paid by subscribers to home shopping
10 programmers directly from the sale of merchandise through any home shopping
11 channel offered as part of the video services but not excluding any
12 commissions that are paid to the holder of a certificate of franchise
13 authority as compensation for promotion or exhibition of any products or
14 services on the holder of a certificate of franchise authority's network,
15 such as a "home shopping" or a similar channel;

16 (vi) The sale of video services for resale in which
17 the purchaser is required by this subchapter to collect the fees from the
18 purchaser's customer. This subchapter is not intended to limit state's
19 rights under 47 U.S.C. Section 542(h);

20 (vii) The provision of video services to customers
21 at no charge, including without limitation the provision of video services to
22 public institutions, public schools, or governmental entities;

23 (viii) Any tax of general applicability imposed upon
24 the holder of a certificate of franchise authority or upon subscribers by a
25 city, state, federal, or any other governmental entity and required to be
26 collected by the holder of a certificate of franchise authority and remitted
27 to the taxing entity, including sales and use tax, gross receipts tax, excise
28 tax, utility users' tax, public service tax, communication taxes, and fees
29 not imposed by this subchapter;

30 (ix) Any foregone revenue from the holder of a
31 certificate of franchise authority's provision of free or reduced cost video
32 services to any person, including without limitation employees of the holder
33 of a certificate of franchise authority, to the political subdivision and
34 other public institutions or other institutions. However, any foregone
35 revenue that the holder of a certificate of franchise authority chooses not
36 to receive in exchange for trades, barter, services, or other items of value

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is included in gross revenue;

(x) Sales of capital assets or sales of surplus equipment that are not used by the purchaser to receive video services from the holder of a certificate of franchise authority;

(xi) Directory or Internet advertising revenue, including yellow pages, white pages, banner advertisement, and electronic publishing; and

(xii) Reimbursement by programmers of marketing costs incurred by the holder of a franchise for the introduction of new programming that exceeds the actual costs; and

(4) "Provider's network" means the optical spectrum wavelengths, bandwidth, or other current or future technological capacity used for the transmission of video programming over wireline directly to subscribers within the geographic area within the political subdivision as designated by the provider in its franchise.

(b) A video service provider offering video service in a political subdivision under a certificate of franchise authority shall pay to the political subdivision where it provides video service a video service provider fee as may be required by the political subdivision under this section.

(c) The video service provider's fee is:

(1) Paid to the political subdivision where video service is provided quarterly, forty-five (45) days after the close of each calendar quarter;

(2) Computed as a percentage of gross revenue; and

(3) Beginning on the first day after the forty-fifth day after the close of the previous calendar quarter, simple interest at a rate equal to that for judgments shall apply to video service provider fee payments past due.

(d) The political subdivision shall not require:

(1) Except as otherwise provided in this section or § 23-19-205, any additional fee or charge from the video service provider; or

(2) The use of a different calculation method.

(e)(1) The video service provider fee is a percentage of gross revenue and determined by the political subdivision.

(2)(A) If there is an incumbent video service provider providing

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1 video service in the political subdivision, the video service provider shall
2 pay an amount equal to the percentage of gross revenue paid by an incumbent
3 video service provider or five percent (5%), whichever is less.

4 (B) If there is not an incumbent video service provider
5 having a franchise agreement with the political subdivision, or if a
6 political subdivision has not previously established and assessed a fee to an
7 incumbent video service provider the political subdivision may establish the
8 video service provider fee in an amount not in excess of five percent (5%) of
9 the gross revenue.

10 (C) The percentage of gross revenue shall apply equally to
11 all video service providers in the political subdivision, regardless of
12 whether they provide video service under a local franchise or a certificate
13 of franchise authority. However, a fee shall not be imposed on any video
14 service customer except pursuant to a valid franchise or pursuant to a
15 certificate of franchise authority.

16 (f)(1) A political subdivision shall provide ninety-days' notice to a
17 video service provider operating in the political subdivision before
18 establishing, increasing, or lowering a video service provider fee.

19 (2) A video service provider fee or a change to the percentage
20 level of an existing fee is not effective until ninety (90) days after the
21 notice required in this subsection is given to the video service provider.

22 (g) Payment of the fees required in this section shall accompany a
23 written report that:

24 (1) Identifies the amount of gross revenues received from
25 subscribers for the provision of video service to subscribers; and

26 (2) Allows for a proper compliance review by the political
27 subdivision.

28 (h)(1) A political subdivision may conduct an audit of a video service
29 provider to ensure proper and accurate payment of the video service provider
30 fee.

31 (2) To conduct an audit, the political subdivision shall:

32 (A) Provide reasonable advance written notice;

33 (B) Audit the video service provider not more than one (1)
34 time in a calendar year; and

35 (C) At its discretion, review the books and records at the
36 location in the jurisdiction where the books and records are kept or consent

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1 to review copies of the books and records provided electronically.

2 (3) The political subdivision and the video service provider are
3 responsible for their respective costs of the audit.

4 (i) Payment of an undisputed amount or refund due to the political
5 subdivision or the video service provider is required within sixty (60) days
6 after it is recognized, plus the interest as computed on civil judgments.

7 (j) The video service provider shall keep business records showing any
8 gross revenue, even if there is a change in ownership, for at least three (3)
9 years after the revenue is recognized by the video service provider in its
10 books and records.

11 (k) A video service provider may identify and collect the amount of
12 the video service provider fee as a separate line item on the regular bill of
13 each subscriber.

14 (l)(1) Any city annexing lands shall notify a video service provider
15 in writing of any such annexation, including a description of the territory
16 annexed.

17 (2) Beginning the first day of the calendar quarter occurring
18 after the video service provider has received at least ninety-days' notice of
19 annexation of customers into the city's corporate limits, subscribers within
20 the annexed territory shall be considered city subscribers for purposes of
21 this section.

22
23 23-19-207. Prohibited activity – Remedies for noncompliance.

24 (a) A video service provider shall not deny access to video service to
25 any group of potential residential subscribers based on the income of the
26 residents in the local area in which such a group resides.

27 (b) A franchising authority or political subdivision shall not impose
28 on a video service provider any build-out or other requirements for the
29 construction, placement, or installation of facilities used to provide video
30 services.

31 (c)(1) If a court of competent jurisdiction finds that the holder of a
32 certificate of franchise authority is not in compliance with this subchapter,
33 the court shall order the holder of the certificate of franchise authority to
34 cure the noncompliance within a reasonable time.

35 (2) If the holder of a certificate of franchise authority fails
36 to cure the noncompliance as ordered by a court under subdivision (c)(1) of

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1 this section, the court may remedy the noncompliance.

2
3 23-19-208. Customer service standards.

4 (a) A video service provider shall comply with the customer service
5 requirements under 47 C.F.R. § 76.309(c), as it existed on January 1, 2013.

6 (b)(1) A video service provider shall maintain a local or toll-free
7 number for customer service contact.

8 (2)(A) A video service provider shall implement an informal
9 process for handling political subdivision or customer inquiries, billing
10 issues, service issues, and other complaints.

11 (B) If an issue is not resolved through the informal
12 process under subdivision (b)(2)(A) of this section, a political subdivision
13 may request a confidential, nonbinding mediation with the video service
14 provider, with the costs of the mediation to be shared equally between the
15 political subdivision and the video service provider.

16 (c)(1) A video service provider shall notify customers in writing of a
17 change in rates, programming services, or channel positions as soon as
18 possible.

19 (2) Written notice shall be given to subscribers at least thirty
20 (30) days in advance of the change if the change is within the control of the
21 video service provider.

22
23 23-19-209. Designation and use of channel capacity for public,
24 educational, or governmental use.

25 (a) As used in this section, "public, education, and government access
26 channels", also known as "PEG channels", means channels used for
27 noncommercial local interest programming.

28 (b)(1) A video service provider, on the date that it first provides
29 video service to a subscriber in the service area of a political subdivision
30 or within a reasonable time, shall:

31 (A) Designate a sufficient amount of capacity on its video
32 service network to allow PEG channels for noncommercial programming; and

33 (B) Designate a sufficient amount of capacity on its
34 network to allow up to three (3) PEG channels or channels equal in number to
35 those that have been activated by an incumbent video service provider, if
36 any, on the date that the video service provider first provides video service

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1 to a subscriber in a political subdivision, whichever is less.

2 (2)(A) A political subdivision served by an incumbent video
3 service provider that opts to provide service under a certificate of
4 franchise authority issued under § 23-19-203 is entitled to PEG channels
5 under this section.

6 (B) If the political subdivision was not served by an
7 incumbent video service provider, the video service provider shall provide
8 one (1) PEG channel for the use of the political subdivision.

9 (3) A political subdivision may waive its rights to a PEG
10 channel.

11 (c)(1) A video service provider is responsible for:

12 (A) The transmission of the programming on each channel to
13 subscribers; and

14 (B) Providing one (1) point of connectivity to each PEG
15 channel distribution point in the political subdivision to be served.

16 (2) A video service provider may:

17 (A) Provide PEG channels on a service tier subscribed to
18 by more than fifty percent (50%) of a video service provider's subscribers;

19 (B) Consolidate PEG channels to a single channel location;
20 and

21 (C) Provide PEG channels through an application on a menu
22 or as a choice on an assigned channel.

23 (3) A video service provider shall not:

24 (A) Change a channel location assigned to a PEG channel
25 without providing written notice to the affected political subdivision at
26 least thirty (30) days before the date on which the change is to become
27 effective; or

28 (B) Be required to provide an institutional network or
29 equivalent capacity on its video service network.

30 (4) When technically and economically possible, a video service
31 provider shall:

32 (A) Use reasonable efforts to interconnect its video
33 network to share PEG channel programming with other video service providers
34 through direct cable, microwave link, satellite, or other reasonable method
35 of connection;

36 (B) Negotiate in good faith to provide interconnection of

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1 PEG channels; and

2 (C) If requesting to interconnect its video network to
3 share PEG channel programming with another video service provider, pay for
4 the cost of the interconnection.

5 (d)(1) The operation, production, and content of any programming aired
6 on a PEG channel is solely the responsibility of the public, educational, and
7 governmental agencies receiving the benefit of the capacity.

8 (2) The entity producing the PEG channel programming and sending
9 it to the video service provider shall ensure that transmissions, content, or
10 programming to be sent to the video service provider is:

11 (A) Provided in a manner that is capable of being accepted
12 and sent by the video service provider over its video service network without
13 alteration or change in the content or transmission signal; and

14 (B) Compatible with the technology or protocol used by the
15 video service provider to deliver its video service.

16 (3) Governmental entities utilizing PEG channels shall make the
17 programming available to video service providers providing service in the
18 governmental entity's jurisdiction in a nondiscriminatory manner.

19 (4) The governmental entity providing programming for use on a
20 channel designated for public, education, and government access use may
21 request a change of the point of connectivity but shall pay the video service
22 provider for costs associated with the change of the point of connectivity.

23

24 23-19-210. Applicability of other laws.

25 (a) The General Assembly intends that this subchapter be consistent
26 with the Cable Communications Policy Act of 1984, 47 U.S.C. §§ 521 et seq.,
27 as it existed on January 1, 2013.

28 (b) Except as otherwise stated in this subchapter, this subchapter
29 shall not be interpreted to prevent a video service provider, a political
30 subdivision, or a franchising entity from entering into a negotiated
31 franchise agreement with a political subdivision or seeking clarification of
32 its rights and obligations under federal or state law or to exercise a right
33 or authority under federal or state law.

34 (c) This subchapter does not limit, abrogate, or supersede Title 23,
35 Chapter 17, regarding telecommunications service in the state, and does not
36 require a telephone corporation to get a certificate of franchise authority

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1 or local authorization under this subchapter to permit the telephone
2 corporation to construct, upgrade, operate, or maintain its
3 telecommunications system to provide telecommunications service.

4 (d) The regulation of a person holding a certificate of franchise
5 authority issued under this subchapter shall be exclusive to the Secretary of
6 State as provided under this subchapter.

7 (e) A person holding a certificate of franchise, with respect to any
8 political subdivision identified by the video service provider in its
9 application or modifications filed under § 23-19-203, shall not be required
10 to obtain any authorization, permit, franchise, or license from, or pay
11 another fee or franchise tax to, or post bond in any political subdivision of
12 this state to engage in the business or perform any service authorized under
13 this subchapter.

14
15 SECTION 3. EMERGENCY CLAUSE. It is found and determined by the
16 General Assembly of the State of Arkansas that perhaps the lack of uniformity
17 in the laws governing video service providers is inequitable to certain
18 citizens and government entities; that this act establishes uniform
19 regulation of video service providers and a simplified process for the
20 issuance of a state franchise that will encourage entry of new video service
21 providers to the state marketplace; and that this act is immediately
22 necessary because it ensures uniform regulation of video service providers,
23 assures equality of treatment of video service providers, and encourages new
24 video service providers to enter the state. Therefore, an emergency is
25 declared to exist, and this act being immediately necessary for the
26 preservation of the public peace, health, and safety shall become effective
27 on:

28 (1) The date of its approval by the Governor;

29 (2) If the bill is neither approved nor vetoed by the Governor,
30 the expiration of the period of time during which the Governor may veto the
31 bill; or

32 (3) If the bill is vetoed by the Governor and the veto is
33 overridden, the date the last house overrides the veto.

34
35 */s/Files*
36

Added at
Agenda Session
2/26/13

AGENDA REQUEST

C. 2
Senate Bill 367 Opposition
Page 1 of 12

FOR: COUNCIL MEETING OF MARCH 5, 2013

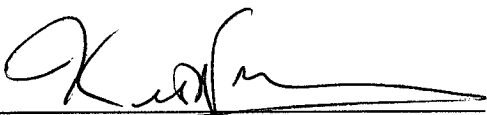
FROM:

KIT WILLIAMS, CITY ATTORNEY

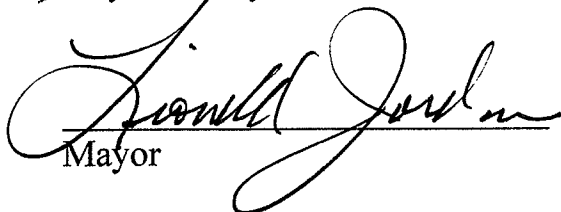
ORDINANCE OR RESOLUTION TITLE AND SUBJECT:

A Resolution To Oppose Senate Bill 367's Endangering All Of Fayetteville's
Development Regulations

APPROVED FOR AGENDA:


City Attorney

February 22, 2013
Date


Mayor

2/26/13
Date

02-25-13 P04:02 RCVD
WJ

Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

TO: Mayor Jordan
Don Marr, Chief of Staff
Jeremy Pate, Development Services Director
Andrew Garner, Senior Planner – Current Planning
Peter Nierengarten, Sustainability & Strategic Planning

FROM: Kit Williams, City Attorney



DATE: February 22, 2013

RE: Senate Bill 367 – Taxpayers may be forced to pay for application of development regulations including stormwater, drainage, tree preservation, landscaping, etc.

Senate Bill 367 seeks to penalize city implementation of all regulatory programs affecting property by forcing taxpayers to pay for any perceived diminution in value of the immediately affected property owner's land. The legislators supporting this bill disagree with the United States Supreme Court which upheld reasonable zoning regulation of a parcel by recognizing that neighboring property owners also had property rights that were also worthy of protection. This "every lot is an island" approach ignores any ill effects or loss in value of neighboring lots if the property owner develops his lot with absolutely no regulation enacted by the democratically elected representatives of the citizens.

This law expressly attacks "overlay districts" such as the Fayetteville City Council enacted in 1994 to prevent further ugly and property devaluing commercial development near I-540. Some property owners complained that the City was devaluing their property by requiring greenspace, minimal landscaping and the construction of something other than the cheapest, square all metal buildings. Since a developer might be able to convince a jury that those regulations could "devalue" his property by more than 10% (by requiring

additional expenditures or not allowing construction and paving of 100% of his lot), the taxpayers would face serious financial losses if the City tried to enforce these regulations. Thus, these and all other development and any new zoning regulations could not be safely enforced.

When the I-540 Overlay District was being considered, one of our most successful and largest developers rose to speak to the City Council. Long known for his conservative views and his property development smarts, Mr. Jim Lindsey said this about the effect of the proposed land regulations of the I-540 Design Overlay District. "(T)his ordinance will create an atmosphere of beauty (and) growth along the bypass." (Minutes of the June 20, 1994 City Council meeting.)

Although the legislators sponsoring this bill evidently think Mr. Lindsey was wrong to believe reasonable land regulations could foster beauty **and** growth, his predictions have been proven true. In fact, these regulations spurred such quality commercial development along I-540 (increasing everyone's land values) that later, the Fayetteville citizens requested and the City Council passed commercial design standards for the entire City.

Since the adoption of such commercial design regulations and the later enactment of Tree Preservation, Hillside and Streamside Preservation and other development regulations, the City of Fayetteville has experienced great commercial growth. Indeed Fayetteville's sales tax receipts have doubled since the I-540 Design Overlay District was enacted. So history has proven Mr. Lindsey was absolutely correct that reasonable developmental regulations can spur quality development, growth, and increasing land values.

If SB 367 passes, all these development regulations must be thrown in the trash because it would be too risky to try to convince a jury that regulatory requirements and limitations on John Doe's land have not at least slightly (10%) decreased his property values to protect the property values of his neighbors. The landowner (like the legislative sponsors of this Bill) would argue that the jury must only look at his property in isolation and with no consideration of his neighbors. If John Doe shows some of his land must be landscaped or remain greenspace or that his building would cost more than the cheapest construction, a jury might believe he suffered enough of a devaluation (10% of the land's value) and award him taxpayer money to compensate him for doing what all his neighboring landowners already did. John Doe would cash in by building the "cheapest house on the block" devaluing all of his neighbor's properties which are left with no protection when development regulations are gutted by SB 367.

Representative Charlie Collins (who is sponsor of SB 367) was an excellent neighborhood representative when he spoke against an adjoining land owner's proposal to develop his land with "too much" density at the end of the dead end road running through Mr. Collins' neighborhood. Drainage issues including loss of trees on the hillside and traffic problems were presented as reasons to deny the development proposal. The neighbors also cited the City's fire safety regulations to prevent the landowner from developing his property as densely as he wished. If Representative Collins' SB 367 had been the law last year, I would have had to inform the City Council that they would have to ignore many of Mr. Collins' and his neighbors' concerns and complaints.

SB 367 would weaken or endanger all development regulations of every city in Arkansas. It basically repeals much of Chapter 56 **Municipal Building and Zoning Regulations – Planning** of Title 14 of the Arkansas Code as well as other State regulatory codes (building codes, fire codes, etc.) Senate Bill 367 would likely result in the virtual freezing of all zoning and changes to the zoning code. Even granting a property owner's request to rezone his property might be dangerous as neighboring property owners could claim that their properties' values have been reduced by more than 10% by the change in zoning authorized for the applicant.

In the many condemnation cases we have faced, the expert real estate appraisers often disagree about the land's value by more than 100% (one estimates the value at \$5,000.00 and the other at \$10,000.00). One major case involved land owner's appraisers' valuation of \$800,000.00 while the City's was \$40,000.00. We eventually settled for \$100,000.00 or one-eighth of the landowner's appraisal. Thus, a 10% difference in the appraised value of real estate will almost always be attainable. Most condemnation jury decisions are compromises between what the two land appraisers say the property is worth. Thus, a jury determination of a 10% difference in overall value regardless of the real impact of any zoning or development regulation on the property would be very likely. SB 367 strongly encourages litigation and would make the taxpayers pay even in very questionable circumstances.

Property owners have long been protected by the 5th Amendment of the U.S. Constitution and Arkansas inverse condemnation decisions. SB 367 would throw out decades of careful analysis and decisions by the Arkansas Supreme Court weighing a property owner's rights versus the rights of his neighboring property owners to determine when a regulation goes too far and compensation is

warranted. SB 367 places the bar for compensation so low that no regulation, regardless how reasonable and needed, would be safe to apply.

CONCLUSION

Senate Bill 367 which is co-sponsored by Fayetteville's own Charlie Collins would basically repeal Fayetteville's:

- (1) Tree Ordinance;
- (2) Flood Damage Prevention Code;
- (3) Land grading regulations;
- (4) Stormwater Management, Drainage and Erosion Control regulations,
- (5) Landscape regulations;
- (6) Fire Prevention Code;
- (7) Virtually all development regulations designed to protect neighbors by requiring responsible development by a property owner.

SB 367 would likely freeze all current zoning in Fayetteville as even approving a property owner's requested rezoning could be dangerous if neighbors claim such rezoning would reduce their own property's value.

RESOLUTION NO. _____

**A RESOLUTION TO OPPOSE SENATE BILL 367'S ENDANGERING ALL
OF FAYETTEVILLE'S DEVELOPMENT REGULATIONS**

WHEREAS, Senate Bill 367 which is co-sponsored by Fayetteville Representative Charlie Collins, would endanger and likely prevent enforcement of any development regulations by Fayetteville and all other Arkansas cities; and

WHEREAS, Fayetteville development regulations are necessary to protect neighboring land owners from flooding, fire hazards, land erosion, large billboards and flashing signs, and other incompatible, unsightly and unscreened development which could damage the peace, health and safety of our citizens and devalue their neighboring properties; and

WHEREAS, SB 367 would penalize Fayetteville taxpayers if the City sought to enforce development ordinances such as the Tree Preservation and Protection Ordinance and the Stormwater Management, Drainage and Erosion Control Ordinance or fire safety codes, etc.; and

WHEREAS, the Arkansas Supreme Court has consistently held that "the individual's use and enjoyment of property is always subject to reasonable regulations in order to preserve the welfare of the public at large," *Yarbrough v. Arkansas State Highway Commission*, 539 S.W. 2d 419, 421 (1976).

**NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby expresses its opposition to Senate Bill 367's unmerited attack upon all Arkansas cities' attempts to protect and preserve the health, safety and welfare of their citizens by enacting and enforcing reasonable zoning and development regulations.

Section 2: The City Council of the City of Fayetteville, Arkansas hereby requests that Representative Charlie Collins, all other State Representatives and Senators who represent citizens of Fayetteville, and all other Arkansas Legislators to oppose, reject and vote against SB 367 and any amended versions thereof.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

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

1 State of Arkansas
2 89th General Assembly
3 Regular Session, 2013
4

A Bill

SENATE BILL 367

5 By: Senators J. Hendren, Bledsoe, A. Clark, J. Dismang, Hester, Holland, J. Hutchinson, Irvin, B. King,
6 D. Sanders
7 By: Representatives D. Altes, Baine, Ballinger, Barnett, Collins, Cozart, Davis, Deffenbaugh, C. Douglas,
8 D. Douglas, Gossage, Harris, Mayberry, Wren
9

For An Act To Be Entitled

10 AN ACT TO ADDRESS THE PROTECTION OF PRIVATE PROPERTY;
11
12 AND FOR OTHER PURPOSES.
13

Subtitle

14
15 TO ADDRESS THE PROTECTION OF PRIVATE
16
17 PROPERTY.
18
19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
21

22 SECTION 1. DO NOT CODIFY. Legislative findings.

23 (a) From time to time, state and local regulatory programs have the
24 effect of reducing the market value of private property.

25 (b) When state and local regulatory programs reduce the market value
26 of private property and do not through their implementation abate a public
27 nuisance affecting the public health, safety, morals or general welfare, it
28 is fair and appropriate that the state or the locality compensate the
29 property owner for the loss in market value of the property caused by the
30 implementation of the regulatory program.

31 (c) Compensation to the property owner is also fair and appropriate in
32 cases involving regulatory programs which abate a public nuisance when the
33 property owner neither contributed to the public nuisance, acquired the
34 property knowing of the public nuisance, nor acquired the property under
35 circumstances in which the property owner should have known about the
36 nuisance based upon prevailing community standards.



1 (d) In order to establish a fair and equitable compensation system to
2 address these stated public policy concerns and findings, there is hereby
3 established a compensation system in this act.
4

5 SECTION 2. Arkansas Code Title 18, Chapter 15, is amended to add an
6 additional subchapter to read as follows:

7 Subchapter 17 - Private Property Protection Act
8

9 18-15-1701. Title.

10 This subchapter shall be known and may be cited as the "Private
11 Property Protection Act".
12

13 18-15-1702. Definitions.

14 As used in this subchapter:

15 (1) "Real property" means real property, the use of which is
16 directly controlled or regulated by a regulatory program; and

17 (2) "Regulatory program" means any rule, regulation, law, or
18 ordinance that affects the fair market value of real property. Such
19 regulatory programs include without limitation moratoriums on growth,
20 aesthetic or scenic districts, environmental districts, overlay districts,
21 green space ordinances, landscape ordinances, tree ordinances, land use
22 planning programs, or zoning programs.
23

24 18-15-1703. Inverse condemnation.

25 (a) Whenever implementation by the state or any of its political
26 subdivisions of any regulatory program operates to reduce by at least ten
27 percent (10%) the fair market value of real property for the uses permitted
28 at the time the owner acquires the title, or on the effective date of this
29 act, whichever is later, the property shall be deemed to have been taken for
30 the use of the public.

31 (b)(1) The owner or user shall have the right to require condemnation
32 by and adequate compensation from the governmental unit, or units when more
33 than one (1) governmental unit is involved, imposing the regulation resulting
34 in decreased value, or to receive compensation for the reduction in value
35 caused by government action, and in either case to have the compensation
36 determined by a jury.

1 (2) When more than one (1) governmental unit is involved, the
2 court shall determine the proportion each unit shall be required to
3 contribute to the compensation.

4 (3) Compensation is required under this section only in
5 instances where the fair market value of the property is reduced by at least
6 ten percent (10%).

7 (c)(1) Governmental units subject to the provisions of this subchapter
8 shall not make waiver of the provisions of this subchapter a condition for
9 approval of the use of real property or the issuance of any permit or other
10 entitlement. Plaintiffs may accept an approval of use, permit, or other
11 entitlement granted by the governmental unit without compromising their
12 rights under this subchapter if:

13 (A) A written reservation of rights is made at the time of
14 acceptance of the authorization, permit, or other entitlement; or

15 (B) By oral statement made before the governmental unit
16 granting the authorization, permit, or other entitlement at a public meeting
17 at which the governmental unit renders its decision.

18 (2) The owner or user may make his or her reservation in either
19 or both forms.

20 (d) When any regulatory program resulting from a zoning ordinance
21 operates to change a permitted use and the fair market value of the affected
22 real property is the same or greater than before the effective date of the
23 implementation of the regulatory program, compensation shall not be paid
24 under this subchapter.

25
26 18-15-1704. Nuisance matters.

27 (a) Compensation shall not be required under this subchapter if the
28 regulatory program is an exercise of the police power to prevent uses noxious
29 or harmful to the health and safety of the public.

30 (b) A use shall be deemed a noxious use if it amounts to a public
31 nuisance.

32 (c) Determination by the governmental unit or units involved that a
33 use is a noxious use or poses a demonstrable harm to public health and safety
34 is not binding upon the court.

35 (d) This subchapter does not apply to laws or rules within the
36 jurisdiction of the State Health Officer.

1
2 18-15-1705. Statute of limitations.

3 (a)(1) The statute of limitations for actions brought under this
4 subchapter is under § 16-56-115.

5 (2) The statute of limitations begins upon the final
6 administrative decision implementing the regulatory program affecting
7 plaintiffs' property.

8 (b) A program is implemented with respect to an owner's or user's
9 property when actually applied to that property.

10
11 18-16-1706. Regulatory rollback.

12 (a)(1) If the governmental unit exercising inverse condemnation under
13 this subchapter is unwilling or unable to pay the costs awarded, it may relax
14 the land use planning, zoning, or other regulatory program as it affects the
15 plaintiff's land and all similarly-situated land in the jurisdiction in which
16 the regulatory program is in effect to the level of regulation in place as of
17 the time the owner acquired title or on the effective date of this act,
18 whichever is later.

19 (2) In this event, the governmental unit is liable to the
20 plaintiff landowner or user for reasonable and necessary costs of the inverse
21 condemnation action, plus any actual and demonstrable economic losses caused
22 to the plaintiff by regulation during the period in which it was in effect.

23 (b) This section does not affect any remedy which is constitutionally
24 required.

25 (c)(1) Notwithstanding other law, the governmental unit subject to an
26 award of compensation under this subchapter may elect to relax the land use
27 planning, zoning, or other regulatory program without further public
28 hearings, proceedings, or environmental review.

29 (2) If the governmental unit elects to relax the affected
30 regulatory program, the previous program shall automatically be in effect.

31
32 18-15-1707. Legal challenges.

33 Nothing in this subchapter precludes property owners from bringing
34 legal challenges to regulatory programs affected by this subchapter in
35 instances in which the regulation caused diminution in value of the property
36 for the uses permitted at the time the owner acquired title, or the effective

1 date of this act, whichever is later, nor shall it preclude property owners
2 from bringing legal challenges to regulatory programs under other law.

3
4 SECTION 4. EMERGENCY CLAUSE. It is found and determined by the
5 General Assembly of the State of Arkansas that some actions by the state and
6 its political subdivisions reduce the value of real property; that the
7 property owners now are not being compensated for that reduction in value;
8 and that this act is immediately necessary because the inequity needs to be
9 eliminated as soon as possible. Therefore, an emergency is declared to exist,
10 and this act being immediately necessary for the preservation of the public
11 peace, health, and safety shall become effective on:

12 (1) The date of its approval by the Governor;

13 (2) If the bill is neither approved nor vetoed by the Governor,
14 the expiration of the period of time during which the Governor may veto the
15 bill; or

16 (3) If the bill is vetoed by the Governor and the veto is
17 overridden, the date the last house overrides the veto.

Added at
Agenda Session
2/26/13

City of Fayetteville Staff Review Form

C. 3
Avfuel Corporation Contract
Page 1 of 14

City Council Agenda Items
and
Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
Agenda Items Only

Ray M. Boudreaux

Submitted By

Aviation

Division

Transportation

Department

Action Required:

Action Required: An ordinance waiving the requirements of competitive bidding and approving an interim contract for aviation fuel and refueler trucks with AvFuel Corporation until a new contract can be competitively solicited and awarded by the Fayetteville City Council.

\$97,500 ESTIMATED

Cost of this request

\$ 1,788,391.00

Category / Project Budget

Expense & Inventory

Program Category / Project Name

5550.0806.00

Account Number

\$ -

Funds Used to Date

Airport Operations

Program / Project Category Name

\$ 1,788,391.00

Remaining Balance

Airport

Fund Name

Budgeted Item

☒

Budget Adjustment Attached

☐

Tracy A. Mulley
Department Director

2-21-13

Date

Previous Ordinance or Resolution # 28-13

Original Contract Date:

Ch. Mulley
City Attorney

2-26-13

Date

Original Contract Number:

Paul A. Becher
Finance and Internal Services Director

2-26-2013

Date

Received in City
Clerk's Office

02-21-13 P01:28 RCVD

Don Man
Chief of Staff

2-26-13

Date

Received in
Mayor's Office

Tommy D. Jordan
Mayor

2/26/13

Date



Comments:

* ~~Contract not in final form. Revised contract to be provided prior to 3/5/13.~~

City Council Meeting of: March 5, 2013
Agenda Item Number:



AVIATION DIVISION
FAYETTEVILLE EXECUTIVE AIRPORT • DRAKE FIELD

CITY COUNCIL AGENDA MEMO/STAFF CONTRACT REVIEW MEMO

TO: Mayor Jordan
THRU: Chief of Staff
THRU: Staff/Contract Review Committee
THRU: Terry Gulley, Transportation Director
FROM: Ray M. Boudreaux, Aviation Director 
DATE: February 19, 2013

SUBJECT: Authorize the activation of an interim contract for bulk aviation fuel with AVFUEL Corporation. Signature of the Mayor and City Clerk on the interim contract agreement.

RECOMMENDATION: Authorize an interim contract with AVFUEL Corporation for bulk Aviation fuel at Drake Field pending the negotiation of a permanent agreement for aviation fuel for the period following the departure of Million Air, the Fixed Base Operator (FBO). Signature of the Mayor and City Clerk.

BACKGROUND: The Aviation Division is in the process of taking over FBO operations at Drake Field following the termination of the contract with Million Air. Million Air currently contracts with AVFUEL Corporation for bulk fuel, trucks and card processing. AVFUEL has agreed to contract with the City of Fayetteville for the period of time necessary for the City to issue an RFP for services, review proposals, and negotiate a contract. We have had experience with AVFUEL as they were our contract provider when we operated the FBO from 2001 – 2005. This interim contract will only be activated if we are unable to get a bulk fuel service contract in place prior to Million Air closing their operation at Drake. Currently, we expect Million Air to terminate operations on March 15, 2013.

BUDGET IMPACT: This contract would be for purchase fuel for resale and for three service trucks and point of sale equipment to process payments. Payments will be made from the FBO budget approved by the City Council February 5, 2013.

Attachments: Staff Review
Contract with AVFUEL

ORDINANCE NO. _____

AN ORDINANCE WAIVING THE REQUIREMENTS OF FORMAL COMPETITIVE BIDDING AND APPROVING A CONTRACT WITH AVFUEL CORPORATION TO PROVIDE INTERIM AVIATION FUEL AND REFUELER TRUCKS TO THE FAYETTEVILLE EXECUTIVE AIRPORT FOR A PERIOD NOT TO EXCEED NINETY (90) DAYS, PENDING A PERMANENT COMPETITIVELY SOLICITED AND AWARDED CONTRACT

WHEREAS, the City has determined to terminate its agreement with Million Air, the current Fixed Base Operator (FBO) for the Fayetteville Executive Airport; and

WHEREAS, continued FBO services on and after March 15, 2013, including the provision of aviation fuel and appropriate equipment to dispense and store such fuel, are required for the functioning of the Airport, pending the selection of a permanent aviation fuel and equipment contractor pursuant to a competitive solicitation and award process.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby determines an exceptional situation exists in which competitive bidding is deemed not feasible or practical and therefore waives the requirements of formal competitive bidding and approves a contract with AvFuel Corporation (marked as Exhibit "A" attached hereto and made a part hereof) for the provision of aviation fuel and refueler trucks to the Fayetteville Executive Airport for a period not to exceed ninety (90) days, pending a permanent competitively solicited and awarded contract.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

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



**AVFUEL CORPORATION
FIXED BASE OPERATOR
AVIATION FUEL SUPPLY AGREEMENT**

Reference Date: February 14, 2013

Effective Date: March 16, 2013

SUMMARY

This Agreement is between Avfuel Corporation and its affiliates and subsidiaries all of which have principal offices at 47 West Ellsworth Road, Ann Arbor, MI 48108 USA, hereinafter referred to, individually or collectively as "Avfuel", and Fayetteville Municipal Airport having its principal office at (Street address only) 4500 S. School Street, Suite F, Drake Field, Fayetteville, AR 72701, hereinafter called "Customer", collectively called "the Parties", and is effective on the Effective Date or, if no Effective Date is specified then on the Reference Date noted above.

THIS IS AN INTEGRATED AGREEMENT CONSISTING OF SEVERAL PARTS, ALL OF WHICH SHALL BE READ TOGETHER AND INTERPRETED AS ONE AGREEMENT. The parts shall include this Summary, the Special Terms and Conditions, and the General Terms and Conditions. In the event of any inconsistencies between the Special Terms and Conditions and the General Terms and Conditions, the Special Terms and Conditions shall govern. Avfuel offers other Programs that it believes are of benefit to Customer. Customer chooses to participate in those Programs that are checked below and agrees that the applicable provisions of the Special and General Terms and Conditions govern those Programs. Additions or deletions to this agreement are governed by the Changes Provision set forth in Section 17 of the General Terms and Conditions. If customer should avail itself of any of the Programs not checked below then Customer specifically agrees to be bound by the Special and General Terms and Conditions that govern those Programs.

Applicable Certificates of Insurance are attached hereto, Insurance Company Name _____

☒ Customer Credit Program☐ Addendums☒ Brand Program☒ AVTRIP Program☒ Credit and Charge Cards Acceptance Program☒ Contract Fuel Dealer Program☒ Equipment Lease Agreement☐ Avsurance Primary Commercial Insurance Program

CUSTOMER FEIN: _____

TYPE OF BUSINESS: Municipality
(i.e. C-corp, S-corp, Partnership, LLC, Sole Prop, or other)

STATE ID NUMBER: _____

STATE OF INCORPORATION: _____

FOR: AVFUEL CORPORATION**FOR: FAYETTEVILLE MUNICIPAL AIRPORT**

By: _____

William B. Light

Title: **Vice President, Administration**

By: _____

(Signature)

(Print Name)

Title: _____

(Print Title)

The undersigned hereby guarantee(s) payment and performance of this Agreement by Customer.

By: _____

Signature

Name Printed_____
Social Security Number

By: _____

Signature

Name Printed_____
Social Security Number

**FIXED BASE OPERATOR
AVIATION FUEL SUPPLY AGREEMENT**

C. 3
Avfuel Corporation Contract
Page 5 of 14

SPECIAL TERMS AND CONDITIONS

CUSTOMER NAME: FAYETTEVILLE MUNICIPAL AIRPORT

BILLING ADDRESS: 4500 S. SCHOOL STREET
(if different than street address) SUITE F
DRAKE FIELD
FAYETTEVILLE, AR 72701

DELIVERY ADDRESS: 4500 S. SCHOOL STREET
(if different than street address) SUITE F
DRAKE FIELD
FAYETTEVILLE, AR 72701

AIRPORT ID (IATA CODE): KFYV (DRAKE FIELD)

PRODUCT(s):

☐ Jet-A ☒ Jet-A with Anti-ice ☒ Avgas/100LL ☐ Other

PAYMENT TERMS: Net ten (10) days via check

CREDIT LIMIT: \$40,000.00 (Forty Thousand Dollars)

EQUIPMENT LEASED:

Description**	S/N or VIN	Lease Rate	Replacement* Cost (Current)
Avfuel Hub	Operational License	\$20.00 per month	
RF 1288, 2002 International 1200 gallon Avgas truck	#H509664	\$800.00 per month	\$50,000.00
RF 2036, 2003 International 2000 gallon Jet truck	#N583573	\$1,200.00 per month	\$75,000.00
RF 17087, 2004 Sterling 300 gallon Jet truck	#AN15022	\$1,700.00 per month	\$115,000.00

*Hazard insurance, **Meters, if so equipped, have NOT been Certified or Calibrated, this is the responsibility of Customer.

CONTRACT FUEL DEALER:

Flight Operation Type (select one): ☒ Corporate Configured Accepted
☐ Non Corporate Ops Only
☐ DC-9 and Larger, Non Corporate Ops Only

Airport Flowage Fee: ☐ YES ☒ NO _____ \$/g (i.e. \$0.0300)

Storage Fee: ☐ YES ☒ NO _____ \$/g (i.e. \$0.0300)

Into wing Fee:

Jet Into-Plane Rate Schedule	Gallons from/to	Rate/gallon
Example	1-1000 gallons	\$X.XXXX
	TBD	

OTHER SPECIAL TERMS AND CONDITIONS: _____

**Addendum
To the
Aviation Fuel Supply Agreement
Between
Avfuel Corporation
And
City of Fayetteville**

The following is incorporated and made part of the above named agreement with an effective date of March 15, 2013.

GENERAL TERMS AND CONDITIONS

Section 2. TERM: In the first sentence remove "five (5) year" and replace with "ninety (90) days". In the second sentence remove "three (3) year" and replace with "thirty (30) days".

Section 10. RECIPROCAL INDEMNIFICATION: This section is deleted

Section 16. GOVERNING LAW: In this section remove "Michigan" and replace with "Arkansas". Delete the second sentence.

CUSTOMER CREDIT PROGRAM

Section 7. This section is deleted.

AVFUEL CORPORATION

By: _____
Signature

William B. Light
Name Printed

Its: Vice President, Administration
Title

Date: _____

CITY OF FAYETTEVILLE

By: _____
Signature

Name Printed

Its: _____
Title

Date: _____

AVIATION FUEL SUPPLY AGREEMENT**GENERAL TERMS AND CONDITIONS**

1. PURCHASE AND SALE: Subject to the terms and conditions contained herein, throughout the entire term of this Agreement, Avfuel agrees to sell and deliver, and Customer agrees to purchase and pay for, the Customer's entire requirements for Products and all products to be handled, stored, used, distributed or sold by Customer or its affiliates at each airport represented by the Delivery Addresses listed in the Special Terms and Conditions. If, at any time during the term of the AFSA Customer, or any entity controlled by or in common control with Customer, operates any other facility at the Airport that sells aviation fuels (a "Supplemental FBO"), then Customer may, or may cause such other entity to, enter into a new AVIATION FUEL SUPPLY AGREEMENT with Avfuel (on the same terms and for the same duration as the AFSA) for the supply of 100% of the requirements of the Supplemental FBO for aviation fuel. Customer represents and warrants that all products and services purchased hereunder will be for the purpose of conducting its business. Avfuel has relied on this representation in entering into this Agreement.

2. TERM: The initial term of this Agreement is five (5) years, beginning on the Effective Date specified in the Summary. The term shall be automatically renewed for successive three (3) year terms until one Party delivers a Notice to the other Party of its intent to terminate at the end of the then current term. Such Notice shall be delivered at least ninety (90) but not more than one hundred twenty (120) days prior to the expiration of the current term.

3. PRICE AND PAYMENT:

3.1. Unless otherwise agreed in writing the price per gallon for Products delivered to Customer shall be as established by Avfuel from time to time in its discretion based upon market and other conditions that it deems pertinent based on the date and time that Avfuel loads the Products into delivery trucks. Prices shall be F.O.B. the Delivery Address(es) and shall be exclusive of all taxes, fees, surcharges and other charges.

3.2. Unless otherwise agreed in writing or otherwise required by the state law where the Product is delivered, the standard unit of measurement of quantities of Products purchased and delivered shall be the Net Gallon. The term "Net Gallon" shall mean the volumetric measurement, in U.S. gallons, of a Product actually loaded and measured at the point of shipment, adjusted to the number of U.S. gallons that would have been loaded at a temperature of sixty degrees Fahrenheit (60°F). The conversion ratio shall be from the current American Society for Testing and Materials ("ASTM") IP Petroleum Measurement Tables.

3.3. Unless otherwise agreed in writing by the Parties, Customer agrees to pay in advance by bank wire transfer for all Products purchased hereunder. Failure to pay in advance shall be construed as a credit transaction and shall be subject to the Terms and Conditions of the Customer Credit Program set forth below.

4. TAXES AND OTHER CHARGES:

4.1. Customer shall pay all taxes, assessments, fees and other charges (the "Taxes") which are imposed by any federal, state or local governmental agency or by any airport authority (collectively, the "Taxing Authorities") based upon the delivery, sale, importation, inspection, storage or use of the Products purchased by or leased to Customer, excepting Taxes which are imposed upon Avfuel based upon its net income or revenues.

4.2. If the Taxing Authorities collect the Taxes directly from Customer, then Customer shall pay all such Taxes on or before their due dates. If the Taxing Authorities require that Avfuel collect the Taxes from Customer at the time of sale, Avfuel will use its best efforts to include all such Taxes in its invoices to Customer and Customer shall pay all such invoices on or before their due dates. (In its invoices, Avfuel will identify those Taxes as separate items.) If Customer is entitled to an exemption from any Taxes which the Taxing Authorities require be collected by Avfuel, then, in order to permit Avfuel not to collect those Taxes, Customer shall obtain and provide to Avfuel current and valid exemption certificates relating to those Taxes. If, subsequent to the issuance of any invoice, the Taxing Authorities or Avfuel advise Customer of additional Taxes payable with respect to the Products covered by that invoice, then Customer shall promptly pay such additional Taxes.

4.3. CUSTOMER ACKNOWLEDGES THAT IT REMAINS SOLELY RESPONSIBLE FOR ALL SUCH TAXES, AND WILL INDEMNIFY AVFUEL AGAINST ANY LIABILITY

FOR SUCH TAXES EVEN IF AVFUEL FAILS FOR ANY REASON TO INCLUDE ANY SUCH TAXES IN ITS INVOICES TO CUSTOMER. HOWEVER, AVFUEL WILL INDEMNIFY CUSTOMER AGAINST ANY LATE CHARGES, PENALTIES OR OTHER CHARGES THAT CUSTOMER INCURS IF AVFUEL'S FAILURE TO INCLUDE ANY TAXES IN ITS INVOICE IS DUE TO GROSS NEGLIGENCE OR WILLFUL MISCONDUCT.

4.4. Customer's obligation to indemnify Avfuel shall extend to any Taxes which are assessable against Customer as a result of any subsequent change or reinterpretation of the laws relating to those Taxes or any exemptions from those Taxes and to any Taxes for which an exemption had been claimed but which are subsequently assessed by Taxing Authorities based upon its rejection of the claimed exemption for the Products or Customer.

5. DELIVERY:

5.1. Deliveries shall be made to the Delivery Address(es) listed in the Special Terms and Conditions. Avfuel or its authorized shipping agent ("Shipping Agent") shall be provided access to Customer's storage facilities during normal business hours, or at such other times as may be approved by Customer's authorized representative, for the purpose of unloading the Products. Unless otherwise agreed in writing, the minimum delivery of Jet A fuel will be a full standard transport tanker load which is equivalent to 7,500 Gross Gallons, and the minimum delivery for Avgas fuel will be a full standard transport tanker load which is equivalent to 8,500 Gross Gallons. Avfuel reserves the right to impose a surcharge for deliveries of less than a full tanker load.

5.2. Delivery shall be into tanks designated by Customer. Such designation shall be construed as a warranty that the designated tanks and containment areas have been inspected and approved by the appropriate regulatory agencies. Customer shall be responsible for all unloading operations including the placement of hoses into the proper storage tanks. Customer shall specifically designate and gauge the available capacity of the tanks into which the Product shall be unloaded, and shall bear all responsibility of spillage or contamination of the Product after it leaves the end of any properly operating hose provided by Avfuel or its Shipping Agent. Access to Customer's tanks shall be furnished in such a manner that Avfuel or its Shipping Agent can safely and conveniently reach Customer's storage facility with the hoses available, and Avfuel or its Shipping Agent may refuse to complete any delivery which Avfuel or the Shipping Agent determines, in its sole discretion, cannot be made safely.

5.3. Any claim by Customer of any discrepancy in the quantity of the Product delivered shall be effective only if made by written Notice delivered to Avfuel within twenty-four (24) hours after the Product is delivered to Customer. **GIVEN THE NATURE OF THE PRODUCTS, TIME IS OF THE ESSENCE WITH RESPECT TO SUCH CLAIMS AND NO CLAIM SHALL BE PERMITTED OR EFFECTIVE UNLESS DELIVERED WITHIN THE SPECIFIED PERIOD.**

6. FORCE MAJEURE: Except as provided below, neither Party shall be responsible for any failure to comply with the terms of this Agreement due to causes beyond its reasonable control for the period the effects of such causes continue. These causes shall include but shall not be restricted to: fire, storm, flood, earthquake, explosion, accident, acts of any local, state or federal authority or agency or of a public enemy, war, rebellion, terrorism, insurrection, sabotage, epidemic, quarantine restrictions, labor disputes, transportation embargoes or delays, acts of God and unavailability of the Product. For purposes of this Agreement, the term "unavailable" shall mean that Avfuel, for any reason whatsoever, including but not limited to government action, reduced or allocated fuel supplies, lack of transportation or the like, is unable to procure and deliver a specific Product on a commercially reasonable basis within two (2) days of the specific time requested by Customer. In that event, and only to the extent of such unavailability, the Parties hereto shall be relieved of their obligations under the applicable provisions of this Agreement. If and as applicable, Avfuel will comply with any governmental statute or regulation mandating the allocation of available supplies of Products. The provisions of this Section shall not apply to the failure of a Party to pay any monetary amounts when due under this Agreement.

7. LIMITED WARRANTY:

7.1. Avfuel warrants that all products delivered pursuant to this agreement, regardless of whether title transfers at that time, will, at the time of delivery, conform to the then latest revision of following specifications: Aviation Gasoline will conform to the ASTM Specification D910; and Jet Fuel will conform to the ASTM Specification D1655. Avfuel retains the right to revise the applicable specifications upon written Notice to Customer.

7.2. THE LIMITED WARRANTY STATED ABOVE IS THE ONLY WARRANTY GIVEN BY AVFUEL REGARDING THE PRODUCTS. AVFUEL DISCLAIMS ANY OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING, WITHOUT LIMITATION, ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE.

7.3. Customer shall sample and test each shipment of Product prior to delivery using industry standard test procedures. If Customer determines or suspects non-conformity then Avfuel must be immediately notified, while the Shipping Agent is still present, and the delivery shall not be completed until either Customer accepts the Product, acknowledging conformity, or Avfuel replaces the Product. Customer will permit Avfuel access to Customer's premises and records during normal business hours and upon four (4) hours' telephonic or written Notice to Customer for purposes of investigating any claim of non-conformity. If it is determined that the Product is non-conforming, Avfuel's sole obligation shall be either (1) replacement of the non-conforming Product with conforming Product, or (2) removal of the non-conforming Product and cancellation of the invoice for that Product or refund of the amount paid for that Product, as determined by Avfuel. Avfuel will be reasonably prompt in its actions hereunder. TIME IS OF THE ESSENCE AND ANY FAILURE TO FOLLOW THE ABOVE PROCEDURE SHALL VOID THE LIMITED WARRANTY.

8. COMPLIANCE WITH LAWS:

8.1. Each Party shall, at all times and in all respects, comply with all federal, state, county or municipal laws, ordinances, rules and regulations governing its actions in the purchase, storage, handling and sale of the Products and all industry standards pertaining thereto, including those that may contain tetraethyl lead or lead alkyl. Further, each of the Parties agree to use its reasonable best efforts to assist the other Party in complying with such laws, ordinances, rules and regulations which the other Party may be required to observe in the performance of its obligations under this Agreement. Each Party reserves the right to terminate those portions of this Agreement governing the purchase of a Product if the other Party violates the provisions of this subsection with respect to that Product. In such event, the remaining provisions of this Agreement shall continue in full force and effect.

8.2. Each Party shall properly instruct its employees, agents and contractors with regard to compliance with all applicable laws, ordinance, rules, regulations and standards governing the sale and distribution of the Products that are the subject of this Agreement.

9. **INDEPENDENT STATUS:** Each Party shall at all times function as an independent contractor and not as a subcontractor, employee or other agent of the other Party. Neither Party shall have the authority to and shall not purport to make any commitments or representations on behalf of the other Party or otherwise to take any actions on behalf of the other Party.

to the maximum
10. **RECIPROCAL INDEMNIFICATION:** EXCEPT AS OTHERWISE PROVIDED IN THIS AGREEMENT, EACH PARTY (THE "INDEMNIFYING PARTY") AGREES TO INDEMNIFY AND TO HOLD HARMLESS THE OTHER PARTY AND THE OFFICERS, DIRECTORS, EMPLOYEES AND AGENTS OF THE OTHER PARTY (THE "INDEMNIFIED PARTIES") FROM AND AGAINST ANY AND ALL CLAIMS, DEMANDS, LOSSES, LIABILITIES, CAUSES OF ACTION, COSTS OR EXPENSES (INCLUDING ATTORNEY'S FEES) OF WHATSOEVER NATURE WHICH ARE ASSERTED AGAINST OR INCURRED BY ANY INDEMNIFIED PARTY AS A RESULT OF THE BREACH BY THE INDEMNIFYING PARTY OF ITS OBLIGATIONS UNDER THIS AGREEMENT OR AS A RESULT OF ANY WRONGFUL ACT OR OMISSION OF THE INDEMNIFYING PARTY OR OF ANY OFFICERS,

DIRECTORS, EMPLOYEES OR AGENTS OF THE INDEMNIFYING PARTY. ANY AMOUNT PAYABLE BY THE INDEMNIFYING PARTY UNDER THIS SECTION 10 SHALL BE DUE WITHIN TEN (10) DAYS AFTER WRITTEN DEMAND AND ANY SUCH AMOUNT WHICH IS NOT PAID WHEN DUE SHALL BEAR INTEREST FROM THE DUE DATE TO THE DATE OF PAYMENT AT THE RATE OF 16% PER ANNUM (OR, IF LESS, AT THE MAXIMUM RATE OF INTEREST PERMITTED UNDER THE LAWS OF THE STATE IN WHICH THE INDEMNIFYING PARTY HAS ITS PRINCIPAL PLACE OF BUSINESS). WITHOUT LIMITING THE ABOVE PROVISIONS, THE OBLIGATION OF THE INDEMNIFYING PARTY UNDER THIS SECTION 10 SHALL INCLUDE ANY REASONABLE ATTORNEY'S FEES OR OTHER COSTS INCURRED BY THE INDEMNIFIED PARTIES IN ENFORCING THE OBLIGATION OF INDEMNITY UNDER THIS SECTION. EACH PARTY'S OBLIGATION TO INDEMNIFY SHALL SURVIVE THE TERMINATION OF THIS AGREEMENT AND SHALL REMAIN IN FULL FORCE AND EFFECT UNTIL THE LAPSE OF ALL APPLICABLE STATUTES OF LIMITATIONS OR SIMILAR TIME PERIODS WITHIN WHICH AN ACTION FOR INDEMNITY OR CONTRIBUTION MUST BE BROUGHT.

11. BREACH AND TERMINATION:

11.1. Failure of a Party to comply with the provisions of this Agreement shall constitute a breach of the Agreement by the non-complying Party. Except as otherwise permitted under this Agreement, the non-breaching Party shall provide Notice of that breach to the other Party in the manner set forth in Section 14. The Notice shall specify the alleged breach and the period within which the breach must be cured which, except as provided in Section 11.2, shall be at least ten (10) business days. The Party receiving such Notice shall respond thereto in writing within three (3) business days. If the breach is not cured or the dispute resolved within the period specified in the Notice, the Party claiming breach, by further written Notice, at its election, may affirm this Agreement and initiate appropriate legal actions to require the other Party to remedy that breach or may immediately terminate this Agreement. In either instance, the Party claiming the breach may by appropriate legal proceedings seek and secure recovery of any damages resulting from that breach.

11.2. The provisions of Section 11.1 to the contrary notwithstanding, if the breach is of the Customer's obligation to make a payment to Avfuel when due, then Avfuel may declare all amounts owed to it immediately due and payable, and Avfuel, in addition to all other rights hereunder, may suspend its performance or terminate this Agreement forthwith and without giving Customer Notice or the opportunity to cure. Avfuel shall also have the right to offset any amount that Avfuel then or thereafter owes to Customer, to any guarantor of the Customer's obligations under this Agreement or to any affiliate entity that owns, is owned by or is under common ownership with the Customer against any amounts owed by Customer to Avfuel. Customer warrants that it is authorized to make this commitment with respect to amounts owed by Avfuel to such guarantors and affiliate entities. In addition, Avfuel or its agents or employees may, without further Notice and without legal process enter onto any facility of Customer for the purpose of repossessing any item of Equipment or any personal property of any description owned by Avfuel, and Customer shall use its best efforts to assist Avfuel in such repossession. Pursuit of the foregoing shall not preclude pursuit of any other remedies provided by law, nor constitute a waiver of any amount due by Customer hereunder or of any damages accruing by reason of the breach of any of the terms or conditions contained herein. Aviation fuels on board repossessed Equipment will become the property of Avfuel, and credited against any amount owed Avfuel by Customer at that day's market price.

11.3. The Party claiming a breach may waive that breach by giving Notice to the other party in the manner set forth in Section 14 below. The waiver of any breach shall not constitute a waiver of any subsequent breach of the same or any other term or condition. Any failure of either Party to enforce rights or seek remedies arising out of any breach by the other Party shall not prejudice or affect

the rights and remedies of that Party in the event of any subsequent breach by the other Party.

11.4. Except as set forth in Section 11.2 above, any dispute that arises under this Agreement, pursuant to Section 11.1 above or otherwise, shall be submitted to a senior officer or other person having the authority to negotiate the resolution of such disputes for each Party. Those persons shall attempt, in good faith, to resolve the dispute, and no action in law or equity shall lie until the process set forth herein shall have run its course. If the dispute involves the payment of money, all undisputed amounts shall be paid when due regardless of whether the undisputed amount is only part of an invoice.

11.5. The exercise of a Party's right to terminate the Agreement as aforesaid or to seek any other remedy shall not be deemed an election of remedies and shall be without prejudice to the Terminating Party's rights to seek any other remedy afforded to it by this Agreement or by law or equity. In any action related to the enforcement or breach of this Agreement, the prevailing Party shall have the right to recover its reasonable attorney's fees and costs actually incurred.

12. INSURANCE:

12.1. Prior to the Effective Date stated in the Summary, Customer shall submit proof that it holds, or, if it does not so hold, shall secure, at its cost, the following insurance and furnish Avfuel a Certificate of Insurance evidencing: (1) aviation general liability insurance, including products and completed operations liability, with limits not less than one million dollars (\$1,000,000.00) combined single limit for bodily injury and property damage; and (2) automobile liability insurance with limits not less than one million dollars (\$1,000,000.00) combined single limit for bodily injury and property damage; (3) workers compensation covering all employees of Customer and (4) physical damage coverage covering the value of any leased Equipment. Insurance policies shall be issued by insurance companies acceptable to Avfuel (whose acceptance may not be unreasonably withheld), shall name Avfuel, or its subsidiary, as applicable, as an additional insured and/or loss payee, and shall provide for at least thirty (30) days' written Notice to Avfuel prior to cancellation or modification. Customer shall maintain such policies in full force and effect throughout the term of this Agreement. Customer may, if it chooses, apply for this insurance through Avfuel's subsidiary, Avsurance Corporation.

12.2. Avfuel currently maintains an excess aviation products liability policy under which its qualified customers may be named as additional insureds. For so long as Avfuel elects to continue to maintain that insurance and permit customers to be additional insureds, upon the written request of Customer and to the extent that Customer qualifies for such coverage, Customer shall be added as an additional insured under that policy upon payment by Customer of any additional premium required by Avfuel's insurer for such coverage. If Avfuel no longer offers this product liability insurance program, or the product liability insurance is no longer free to Customer, Avfuel will notify Customer with thirty (30) days' written notice of this change or Avfuel's intent to terminate the product liability insurance program.

13. **ASSIGNMENT:** Customer shall not assign its rights or delegate its obligations under this Agreement, in whole or in part, unless with the prior written consent of Avfuel, which consent will not be unreasonably withheld. Any transfer of a controlling interest in Customer shall be deemed an assignment requiring the consent of Avfuel.

14. **NOTICES:** All Notices permitted or required under this Agreement shall be in writing. Notices by facsimile shall be deemed "delivered" on the date of confirmed transmission, without error, to the fax number designated in the Summary. Notices by mail shall be deemed delivered three (3) business days following the date deposited with the United States Postal Service, certified mail, return receipt requested, postage prepaid, addressed to the Party at the address of the principal office. Notices sent by overnight courier shall be effective on the next business day following deposit with the overnight courier for overnight delivery with the delivery fee prepaid, addressed to the Party at the address of the principal office, and with instructions to obtain the signature of the addressee.

15. PROGRAM PARTICIPATION:

15.1 The provisions of these General Terms & Conditions will apply to the CUSTOMER CREDIT PROGRAM, BRAND PROGRAM, AVTRIP PROGRAM, CREDIT CARD ACCEPTANCE PROGRAM, AVSURANCE PRIMARY COMMERCIAL INSURANCE PROGRAM, CONTRACT FUEL PROGRAM AND EQUIPMENT LEASE PROGRAM that are described in the subparts below (each a "Program") except to the extent these provisions are inconsistent with the provisions in the subpart describing that Program.

15.2 If the Customer participates in any Program, whether by formally electing

to participate in that Program by selection in the Summary or by informally electing to participate in that Program by taking part in the benefits of that Program, the Customer will be bound by and subject to the provisions in the subpart relating to that Program, as supplemented by the provisions of these General Terms & Conditions.

16. **GOVERNING LAW:** This Agreement shall be construed as having been made in the State of Michigan and all rights and obligations under it shall be governed by the laws of the State of Michigan without regard to its Conflict of Laws provisions. All litigation arising hereunder shall be brought in the State of Michigan, and exclusive jurisdiction shall lie with the courts located in Washtenaw County, Michigan and each Party hereby submits to the exclusive jurisdiction of those courts.

17. **SEVERABILITY:** In the event that any court of competent jurisdiction shall determine that any provision of this Agreement shall be unenforceable, then that provision shall be deemed to be null and void and the remaining provisions hereof shall remain in full force and effect.

18. **ENTIRE AGREEMENT TERMS:** This Agreement, including all of its parts, sets forth the entire agreement between Avfuel and Customer with respect to the subject matter hereof and there are no other terms or conditions, oral or written, express or implied, relating to or otherwise affecting such subject matter. No term or condition of this Agreement shall be changed, supplemented, cancelled or waived unless in writing and signed by both Avfuel and Customer. If Avfuel and Customer have, prior to the effective date, been parties to any other agreement relating directly to the sale of Products to Customer (a "Prior Agreement"), such Prior Agreement, except for guarantees, shall be superseded as of the effective date and all rights and obligations between Avfuel and Customer with respect to the supply of Products from and after the effective date shall be governed by the terms of this Agreement. The terms and conditions of such Prior Agreement shall, however, remain in full force and effect with respect to rights and obligations relating to the supply of Products prior to the effective date and nothing contained in this Agreement shall be construed as terminating or otherwise affecting any such rights or obligations.

CUSTOMER CREDIT PROGRAM:

IN THE EVENT THAT AVFUEL CHOOSES TO DELIVER GOODS OR SERVICES THAT HAVE NOT BEEN PAID FOR IN FULL BY WIRE TRANSFER PRIOR TO THE TIME OF THAT DELIVERY, AVFUEL SHALL BE CONSTRUED AS HAVING EXTENDED CREDIT TO CUSTOMER AND THE FOLLOWING TERMS AND CONDITIONS SHALL APPLY.

1. Credit terms may not be used during any period in which the Customer is in default of this Agreement. In addition to the provisions of Section 11 of the General Terms and Conditions, for the specific purposes of this Customer Credit Program, the Customer will be in default if (1) any amount charged to the Customer's account is not paid in accordance with the agreed upon payment terms; (2) if and for so long as the Customer is in breach of any of its obligations under any Agreement with Avfuel or any of its subsidiaries; or (3) if Avfuel determines that there is any misrepresentation or breach of a warranty by the Customer under or with respect to any Agreement with Avfuel. Use of credit is limited to the amount specified in the Special Terms and Conditions of this Agreement. No purchase may be made which would cause the total amount owed under this Agreement to exceed that credit limit.

2. Upon termination of this Agreement, Customer shall have no right to credit terms for new purchases, but all obligations incurred prior to the termination, as well as all remedies provided for default or breach, shall survive. If Avfuel, intentionally or unintentionally, permits any purchases on credit after termination, then the terms of this Agreement shall pertain to those charges.

3. Subject to the approval by Avfuel at its offices in Michigan, all purchases by Customer for which Avfuel does not receive payment at or prior to the time of delivery to Customer shall be charged as principal to Customer's account. Avfuel may require Customer or Customer's authorized representative, as a condition of delivery or at any time thereafter, to give receipt for all deliveries in writing and to sign sales slips and other documents in Avfuel's opinion necessary to record or substantiate any or all transactions resulting in a charge to Customer's account.

4. Avfuel shall invoice Customer for all Fuel Products delivered to Customer or to Customer's designees. Invoices shall include the selling price of the product delivered, taxes, duties, and any other charges as separate line items. Invoices are payable on or before that due date specified in the invoice. Unless otherwise determined by Avfuel in its discretion, all payments received will be applied by Avfuel (subject to collection of remittance if other than cash) first to interest, if any, accrued on Customer's account, then to the unpaid principal balance owed

upon such account in direct calendar order of due date. Customer agrees to pay to Avfuel upon demand a fee of \$50.00 for each check, draft or other form of remittance that is not honored by the drawee upon due presentment by Avfuel or its agents. From time to time, Avfuel may send Customer a statement of Customer's account for Customer's information showing in summary, or in such detail as Avfuel may deem appropriate, current transactions Avfuel posted to Customer's account to date thereof, the amount of interest (if any) which has accrued, and the balance owing thereon; however, the failure of Avfuel to furnish any such statement shall not relieve Customer of the obligation to make payment against invoices when due in accordance with the other terms of this Agreement. Customer agrees to review all statements promptly after receipt, and shall have fifteen (15) days from date of receipt to notify Avfuel in writing of any discrepancies. If no such Notice is given, such statement shall be conclusively presumed correct.

5. In the event that any invoice is not paid in full by the due date stated therein, the unpaid amount of the invoice shall bear interest until paid at the lower of 18% per annum or the highest rate which may lawfully be contracted for, charged and received according to applicable law for business purchases at the time of delivery. Notwithstanding anything in this Agreement to the contrary, Customer shall never be obligated to pay and Avfuel shall never be entitled to receive any interest upon any indebtedness incurred by Customer pursuant hereto in excess of the maximum contract rate of interest authorized by applicable law for business purposes, and it is expressly understood and agreed that if Avfuel shall render any charge for the payment of usurious interest, such charge shall be automatically and unconditionally reduced to the maximum non-usurious amount, and the excess, if paid, shall be applied as credit to Customer's account. If such application results in a credit balance in Customer's said account, such balance shall be refunded to Customer or applied to the next due amount in such account as Customer shall direct.

6. If, at any time during the term of this Agreement, the financial responsibility of Customer becomes impaired or unsatisfactory to Avfuel, in the sole judgment of Avfuel, Avfuel, effective immediately upon delivery of Notice to Customer, may require the advance cash payment or other security satisfactory to Avfuel for any shipment of fuel and shipment may be withheld until such payment or security is received.

7. For the purpose of securing a payment of all indebtedness of Customer to Avfuel from time to time outstanding (including, without limitation, any amounts due under this Agreement or any other agreement or instrument between Avfuel and the Customer) grants to Avfuel a purchase money security interest in and to all of Customer's inventory of aviation fuels and other products of similar type or description as are purchased from Avfuel, and all accounts, contract rights and other proceeds from such inventory, whether now owned or hereafter acquired. Customer warrants that the purchase money security interest granted herein is and shall remain superior to any other security interests granted by Customer to any other entity. For so long as this Agreement is in effect, all of Customer's inventory of aviation fuels will be presumed to be merchandise purchased pursuant to the Agreement and subject to the purchase money security interest granted by this Agreement. Customer hereby authorizes Avfuel to sign and record all financing statements and other instruments which Avfuel may reasonably require in order to create, perfect and continue in force said security interest and first priority lien. Customer authorizes Avfuel to file a true copy of this Agreement in lieu of any financial statement. The rights and obligations of Avfuel and the Customer under and with respect to the security interest and first priority lien created by this Section shall be interpreted in accordance with the Uniform Commercial Code in effect in the state of the Billing Address of the Customer as stated in the Summary.

8. THIS PARAGRAPH APPLIES ONLY TO THOSE PERSONS WHO'S SIGNATURES APPEAR AS GUARANTORS ON THE SIGNATURE PAGE OF THIS AGREEMENT. PERSONS SIGNING AS GUARANTORS SHALL BE CONSTRUED AS PERSONAL GUARANTORS REGARDLESS OF ANY OTHER DESIGNATION. In consideration of the extension of credit by Avfuel to Customer, each of the parties signing as Guarantors on the signature page of this Agreement agrees to guarantee the prompt payment of all amounts owed to Avfuel by Customer whether such amounts are existing at the time that this Guarantee is signed or are incurred at any time during the life of this Guarantee. Avfuel may demand payment from a Guarantor under this Guarantee at any time that it deems itself insecure with respect to any amount owed by Customer. Each Guarantor hereby waives notice of acceptance of this Guarantee by Avfuel, notice of default by Customer, and all other notices that the Guarantor may otherwise be entitled to receive. Failure on the part of Avfuel to give any such notice shall not discharge any obligation of any Guarantor under this Guarantee. Each Guarantor also hereby waives any requirement that Avfuel proceed against Customer before making a demand for payment hereunder, and agrees to pay all attorney's fees and court costs incurred by Avfuel in the

enforcement of its rights hereunder. This is a continuing Guarantee and shall not be revoked by the death of any individual party or by the dissolution of any corporate party or any other entity that is a party hereto, and shall remain in force until Avfuel receives written notice to extend no further credit to Customer on the security of this Guarantee. Such notice shall not discharge any obligation of any Guarantor as to any then existing indebtedness or obligation of Customer arising out of a transaction that took place prior to the receipt of such notice, regardless of the time for determination, maturity, or performance thereof. Each Guarantor agrees to provide periodic statements of financial condition to Avfuel upon request. This Guarantee shall survive the termination of this Agreement until all amounts due Avfuel under this Agreement have been paid in full.

9. Avfuel reserves the unilateral right to amend, suspend, or terminate the Customer Credit Program at any time effective upon written notice to the Customer. Customer may withdraw from this Program upon sixty (60) days Notice to Avfuel. See Section 14 of the General Terms and Conditions regarding Notices. Termination of Customer's participation in this Program shall not be construed as terminating the Agreement or Customer's participation in another Program.

BRAND PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN AVFUEL'S BRAND PROGRAM, THE FOLLOWING WILL APPLY.

1. Customer has been invited and has elected to participate in Avfuel's Brand Program. Accordingly, Avfuel hereby licenses Customer as a dealer ("Branded Dealer") to use Avfuel's Brand Names and Trademarks subject to the provisions set forth herein. All trade names, trademarks, service marks, logos and other commercial symbols that Avfuel either owns or has the right to sub-license (the "Intellectual Property") shall be and remain the property of Avfuel. Further all signs, decals, graphic materials and other tangible property supplied by Avfuel which bear or are imprinted with any of the Intellectual Property or are used to imprint or display the same (the "Branded Property") and all replacements thereof shall be and remain the property of Avfuel. Any use of the Intellectual Property or the Branded Property by the Customer otherwise than as expressly authorized by this Agreement is hereby expressly prohibited. Upon termination of Customer's participation in the Brand Program Customer shall, at its expense, de-install and return to Avfuel all salvageable signage and return or destroy all other items that identify Customer as a branded Avfuel dealer.

2. Avfuel agrees to supply to Customer, for Customer's use and possession during the term of this Agreement such signs, decals, credit card imprints and other graphic materials as Avfuel deems necessary in order to identify Customer as an Avfuel Branded Dealer. Unless otherwise agreed in writing, Avfuel will bear all costs of such materials. Customer agrees to honor all Avfuel charge cards, subject to the provisions of the Credit and Charge Card Acceptance Program set forth below, during Customer's participation in Avfuel's Brand Program.

3. Customer shall be responsible for obtaining all necessary permits and for installation of all Branded Property including (without limitation) all electrical and other connections, and shall make sure that all installations shall comply with all brand specifications and with all applicable state and local codes, ordinances and governmental regulations (if any). Unless otherwise agreed in writing, the Customer will bear all costs of installation. No signage shall be installed so as to become a fixture upon real property. The use of color schemes and Intellectual Property painted on facilities and equipment owned by Customer or others and used in the conduct of Customer's business, shall comply with particular and displayed specifications. Customer shall be responsible for maintenance and upkeep of Branded Property and Paint-ons, and agrees to keep and maintain the same at all times in a good, clean, safe, operative and first class condition, neatly painted and displayed. If any of such installation or maintenance is performed by Avfuel, Customer agrees to remit upon demand all costs thereof, including (without limitation) all expenditures for labor, materials and the like. If any Branded Property is damaged, lost or destroyed while in Customer's use, possession or control, or if Customer shall deliver any of such property to anyone not herein expressly authorized to use or possess it, Customer agrees to repair, recover or replace such property forthwith, at Customer's expense.

4. Customer shall keep all Branded Property insured at all times against loss, theft, fire or physical damage, up to the full replacement cost thereof, designating Avfuel as the loss payee. The Customer shall pay when due all personal property taxes and assessments assessed against the Branded Property and shall neither suffer nor permit any lien or encumbrance or any attachment against any of such Branded Property.

5. Customer agrees that it will not use or display any Branded Property or Intellectual Property: (1) in a manner which causes or is calculated to cause confusion among patrons of Customer or the general public as to the type, characteristics, quality, manufacture or sponsorship of any fuel or other product which Customer offers for sale; (2) for the purpose of selling or promoting the sale of aviation fuel other than fuels supplied by Avfuel; or (3) for the purpose of selling or offering for sale any product which has been diluted or adulterated, whether intentionally or not. Customer further agrees that it will at all times maintain its facilities and conduct its operations in compliance with those standards and procedures established from time to time by Avfuel and applicable to aviation fixed base operators displaying any of the Intellectual Property. Such standards and procedures may include (without limitation) image quality standards for the brand displayed, quality control and refueling procedures for products bearing such brand, and standards for services offered and facilities utilized by Customer in conjunction with such products. Avfuel may, but shall be under no obligation to conduct periodic tests and inspections as it may deem appropriate to evaluate compliance with this Agreement. Copies of all test and inspection reports shall be given to Customer. It is expressly understood that the purpose of any such tests or inspections is to assist Customer in complying with the standards set for a Branded Dealer. By performing such tests or inspections Avfuel assumes no responsibility for Customer's failure to comply with the Standards or for safety hazards, latent or patent, created or maintained by Customer. If Avfuel determines, in its sole discretion, that Customer is or has violated this provision, then Avfuel may suspend or terminate Customer's right to use Avfuel's Brands and or Trademarks.

6. Avfuel has invited the Customer to participate as a Branded Dealer on the expectation and condition that (a) the Customer's deliveries of aviation fuel at the Delivery Addresses will be limited to deliveries to end users pursuant to direct sales by the Customer to those end users and deliveries to purchasers listed as Contract Fuel Customers (a "CFC") to facilitate direct sales by Avfuel to those CFCs pursuant to Avfuel's Contract Fuel Program (the "CFD Program"), (b) the Customer will make deliveries of aviation fuel at the Delivery Addresses to purchasers listed as CFCs only pursuant to the CFD Program and will not make direct sales to those CFCs and (c) except for sales pursuant to the CFD Program to purchasers listed as CFCs for brokered resale by those CFCs to end users, the Customer will not make any deliveries of aviation fuel at the Delivery Addresses pursuant to brokered sales (i.e. sales to end users in which a third party receives a brokerage margin or commission or other fee from the Customer or the end user or sales to third parties who resell the fuel to end users). The Customer acknowledges that these conditions are necessary to preserve Avfuel's continuing investment in developing and maintaining Avfuel's Brand Program and that Customer's failure to comply with these conditions will result in Avfuel's exercise of the right pursuant to Section 7 to discontinue the Customer's participation as a Branded Dealer.

7. Avfuel reserves the unilateral right to amend, suspend, or terminate the Brand Program at any time effective upon written notice to the Customer. Customer may withdraw from this Program upon sixty (60) days Notice to Avfuel. See Section 14 of the General Terms and Conditions regarding Notices. Termination of Customer's participation in this Program shall not be construed as terminating the Agreement or Customer's participation in another Program.

AVTRIP PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN AVFUEL'S AVTRIP PROGRAM, THE FOLLOWING WILL APPLY.

1. Customer has been invited and has elected to participate in Avfuel's AVTRIP Program a marketing incentive program intended to reward pilots who choose to purchase fuel and services from participating Avfuel dealers.

2. Customer will:

2.1. Use its best efforts to enroll pilots in the AVTRIP Program;

2.2. Award all participating pilots two AVTRIP Points for each U.S. gallon of fuel purchased from Customer and, at Customer's discretion, a minimum of one point for each U.S. dollar, or part thereof, spent by a participating pilot for parts and services at Customer's facilities;

2.3. Pay to Avfuel, by deduction from amounts due to Customer or in cash if no amounts are due Customer, \$.01 for each AVTRIP point awarded;

2.4. Maintain complete records of all points earned by participating pilots;

2.5. Train its personnel in the operation of the AVTRIP Program, and

prominently post written materials relating to AVTRIP Program and around its facilities in order to encourage pilot participation in the program; and

2.6. Promptly send all enrollments to Avfuel so that the enrollee can be added to the list of AVTRIP participants. Not less frequently than every two weeks, Customer will send Avfuel copies of all records pertaining to points earned by pilots that have not been previously reported via POS transmission, and remit to Avfuel all sums due hereunder.

3. Avfuel will:

3.1. Act as the administrator of the AVTRIP Program; and

3.2. Include the AVTRIP Program in its local, national and international marketing and advertising efforts as it deems appropriate to encourage pilot participation in the AVTRIP Program.

4. The price charged to any pilot for fuel, parts or service shall not be based on whether a pilot participates in the AVTRIP Program.

5. Avfuel reserves the unilateral right to amend, suspend, or terminate the AVTRIP Program at any time effective upon written notice to the Customer. Avfuel also reserves the right to terminate any individual's participation at any time for misuse of the AVTRIP card, violation of the rules of the program, or inactivity for a period of twelve (12) consecutive months. Customer may withdraw from this Program upon ninety (90) days Notice to Avfuel. See Section 14 of the General Terms and Conditions regarding Notices. Termination of Customer's participation in this Program shall not be construed as terminating the Agreement or Customer's participation in any other program.

CREDIT AND CHARGE CARD ACCEPTANCE PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN AVFUEL'S CREDIT CARD ACCEPTANCE PROGRAM, THE FOLLOWING WILL APPLY.

1. Customer has been invited and has elected to participate in Avfuel's Credit and Charge Card Acceptance Program. Accordingly, Customer may honor any valid credit or charge card listed in the most current Accounts Receivable Discounts Schedule ("ARDS") issued by Avfuel ("Acceptable Cards") for the purchase of products and services if the purchase has been specifically approved by Avfuel. Avfuel's ARDS is subject to change upon five (5) days prior written Notice.

2. Customer shall prepare a voucher for each credit card, charge card or Honor All transaction and shall promptly submit those vouchers to Avfuel. The term "voucher" means a machine imprinted credit card slip or other written record of a credit sale in form acceptable to Avfuel that has been fully completed by Customer manually or electronically by a Point of Sale (POS) machine in accordance with the instructions contained in the then current edition of Avfuel's manual and signed by the Authorized User. If the voucher is prepared manually, the Customer is responsible to make sure that the voucher is complete and legible. The Customer is also responsible for making sure that the card presented is not expired and that the person signing the voucher is an Authorized User. If imprinted and hand written amounts on invoices do not agree the lesser amount shall be presumed to be correct. Customer shall make a manual imprint of all cards electronically processed but requiring that the card number be entered manually, in order to prove that the card was present at the time of sale. "Promptly" means, in the case of POS transmissions, batches should be submitted at least once per day and by 11:00 PM Central Time but in no case any less frequently than once every 72 hours, and in the case of manually prepared vouchers, weekly, but not later than ten days after transaction date. Customer must keep copies of vouchers and summaries for a period of seven (7) years and supply Avfuel with duplicates if requested.

3. Upon receipt from Customer of a properly prepared voucher together with any necessary summaries thereof on forms prescribed by Avfuel, Avfuel shall remit to Customer or, as Avfuel may elect, credit Customer's fuel purchase account with Avfuel, in an amount equal to the total face amount of all such vouchers less such discounts as applicable according to Avfuel's then current ARDS or the Honor All discount schedule, and any fees for AVTRIP point awards. In addition to any lien rights which Avfuel might possess as a result of services provided to the customer/cardholder, upon Customer's receipt of the payment or credit from Avfuel for the vouchers generated from the Customer's sales to that customer/cardholder, the Customer automatically and irrevocably transfers to Avfuel any lien rights that Customer has or may have with respect to any equipment or other property owned by the customer/cardholder arising from the transaction(s) for which those vouchers were issued.

any voucher that has previously been charged back to Customer, Avfuel will promptly credit the full amount thereof to Customer's account. Avfuel's charge back rights and rights of recourse against Customer shall survive the termination of this Agreement.

4. Customer acknowledges receipt of card issuer's merchant processing instructions and rules and regulations and agrees to abide by these as updated from time to time by the issuer (see issuer website). Furthermore Customer agrees to comply with all PCI and DSOP compliance requirements of Issuers and certifies to Avfuel that it is and will continue to be PCI and DSOP compliant. Customer shall defend, indemnify and hold harmless Avfuel from any claims based on Customer's non-compliance with Customer's commitments in this Section including but not limited to penalties, fines, and any costs incurred in responding to any action alleging such non-compliance.

5. Customer acknowledges receipt of, and agrees to observe, Avfuel's current instructions for recording and processing credit transactions. Avfuel reserves the right to amend any and all instructions and to add new instructions from time to time, and Customer agrees to be bound by all such amendments and new instructions. Avfuel also reserves the right to issue new or revised forms, POS equipment, software and imprints from time to time, and to issue instructions regarding their use to be effective upon five (5) days prior written Notice.

6. Customer shall be solely liable and responsible for remittance of all taxes to the proper authorities regardless of whether charged to purchaser. Avfuel does not assume responsibility for the payment of any tax applicable to sales or other transactions resulting in credit card accounts receivable and Customer shall defend, indemnify and hold harmless Avfuel from any such claims.

7. Without limiting the generality of other provisions of this Agreement pertaining to charge backs, it is specifically understood and agreed that Avfuel may decline to accept or, if accepted, may subsequently charge back to Customer any voucher:

- 7.1. Where any of the required information is omitted or illegible;
- 7.2. That is imprinted or processed with an expired credit card;
- 7.3. Covering a purchase not authorized by the cardholder or involving fraud or any misuse of a credit card by the purchaser with or without Customer's knowledge;
- 7.4. Covering a transaction that has not been authorized by Avfuel or does not carry a valid authorization code;
- 7.5. Covering a transaction or series of related transactions (constituting in the reasonable opinion of Avfuel a single sale transaction) the aggregate face amount of that exceeds any of the single sale limitations to which the parties hereto may agree;
- 7.6. That becomes the subject of a dispute between Customer and purchaser;
- 7.7. Where the Authorized User has not received his copy of the voucher;
- 7.8. For which Customer has received or will receive any payment or reimbursement from any person other than Avfuel;
- 7.9. Where Customer has granted any right of ownership or security interest to any person other than Avfuel unless the invoice is accompanied by a written waiver of such interest;
- 7.10. Presented by Customer to Avfuel more than ten (10) days after the transaction date;
- 7.11. If the transaction occurred after the date of expiration or termination of this Agreement;
- 7.12. Created by any person other than Customer, or in any transaction other than a transaction in which Customer has sold merchandise or services to a purchaser presenting his credit card for use in payment therefor;
- 7.13. That are charged back to Avfuel by a card issuer for any reason at all; or
- 7.14. That in any other manner does not conform to this Agreement or with Avfuel's instructions for recording and processing credit card transactions.

8. In the event that a charge back exceeds the credit balance in Customer's fuel purchase account then carried by Avfuel, Customer agrees to pay such amounts within three (3) days after notice that such amounts are due. Upon reimbursement, title to the subject voucher and all indebtedness represented thereby shall pass to Customer. If any funds come into Avfuel's possession for

9. Cash advances may not be charged on any card. Lessons, aircraft rental, charters, and aircraft parts and accessories not incorporated in repairs or mounted upon the aircraft may not be charged under the Honor All program. A single sale to any one purchaser resulting in one or more than one credit card voucher shall be specifically limited to quantities of fuel and lubricants not greater than the useful capacity of the aircraft, and shall only include fuels from stocks delivered by and purchased from Avfuel.

10. From time to time, Avfuel will send Customer a Credit Card Remittance Summary for Customer's information showing in such detail as Avfuel may deem appropriate the transactions and amounts that have been credited to Customer's account or paid to Customer during the period since the last report. The failure of Avfuel to furnish any such Report shall not relieve Customer of any obligations hereunder. Customer agrees to review all such Reports promptly after receipt. In any event, Customer shall be solely responsible for making sure that it has received proper payment for each transaction submitted. Customer shall have forty-five (45) days from the date of a transaction to provide Avfuel Notice that the transaction has not been properly accounted for or that payment has not been received. If no such Notice is given, such transaction shall be conclusively presumed to have been settled and closed.

11. Avfuel reserves the unilateral right to amend, suspend, or terminate the Credit And Charge Card Acceptance Program at any time effective upon written notice to the Customer. Customer may withdraw from this Program upon 60 days Notice to Avfuel. See Section 14 of the General Terms and Conditions regarding Notices. Termination of Customer's participation in this Program shall not be construed as terminating the Agreement or Customer's participation in any other Program.

CONTRACT FUEL DEALER PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN AVFUEL'S CONTRACT FUEL DEALER PROGRAM, THE FOLLOWING WILL APPLY:

1. Customer has been invited and has elected to participate in Avfuel's Contract Fuel Dealer Program (the "CFD Program"). Accordingly, Customer agrees to sell and deliver to clients who participate in Avfuel's Contract Fuel Program (the "CFCs" or a "CFC" as the context may require) aviation fuel supplied by Avfuel and other products and services supplied by the Customer. A CFC is a person or entity that has executed a Contract Fuel User's Agreement with Avfuel or that is specifically authorized in writing, in accordance with authorization procedures established from time to time by Avfuel, and is included in a listing of purchasers eligible to purchase aviation fuel and other products and services under the CFD Program. The Customer will secure authorization from Avfuel before completing a sale to a CFC and the failure to obtain such authorization may result in Avfuel's dishonor of the invoice for that sale.

2. Subject to agreement between Customer and Avfuel, Products supplied hereunder shall be supplied from either Avfuel inventory on site or from Customer inventory. If, as a convenience to Customer, Avfuel maintains inventory at Customer's facility then Customer agrees to the following: (a) if Avfuel's inventory is held separately in a segregated storage facility, Customer will withdraw fuel from that facility only to supply authorized CFCs and (b) if Avfuel's inventory is commingled with the inventory of the Customer (and, if applicable, third parties) in unsegregated facilities, Customer will not use or permit others to use Avfuel's inventory to supply parties other than authorized CFCs and to that end Customer shall not at any time make or permit withdrawals from that facility that would reduce the fuel in such facilities below the level of Avfuel's inventory (and, if applicable, the inventories of third parties). Customer shall measure Avfuel's inventory and reconcile that inventory on an ongoing basis. Reconciliation reports, in a form satisfactory to Avfuel, shall be delivered to Avfuel no later than the 5th day following the end of each month. If Avfuel's inventory is commingled in an unsegregated storage facility, gains and losses shall be allocated proportionally to the parties sharing the storage facility based on receipts of fuel during the month and losses shall be limited to no more than ¼% of total receipts for per annum. Book inventory shall be adjusted to coincide with actual inventory each month. Unless the Products are contaminated by an act or omission of Dealer, Avfuel will be liable if the Products do not conform to specifications. If the Products are supplied from the Customer's inventory, the Customer will be liable if the Products do not conform to specifications. Customer shall maintain Avfuel's inventory level in accordance with Avfuel's guidelines and shall specify when ordering fuel

whether that fuel is for Customer's or Avfuel's inventory (which is subject to approval by Avfuel).

3. Under the CFD Program, all aviation fuel delivered by the Customer to a CFC will be deemed sold by Avfuel and will be at the prices and terms independently established between Avfuel and the CFC. If Avfuel maintains an inventory of aviation fuel at the Customer's facilities, then aviation fuel supplied by the Customer to CFCs will be drawn from Avfuel's inventory. If Avfuel does not maintain an inventory of aviation fuel at the Customer's facilities, then aviation fuel supplied to a CFC is drawn from the Customer's inventory and Avfuel will account for that aviation fuel by issuing a credit to the Customer equal to the Customer's cost for that aviation fuel, including applicable taxes, based upon the Customer's cost for the last load of aviation fuel purchased from Avfuel prior to the date of supply to the CFC.

4. The charges for all aviation fuel supplied to the CFC will be payable solely to Avfuel. Avfuel will be responsible for collecting and remitting any taxes imposed thereon by any local, state or federal taxing authority. Avfuel will invoice and collect those charges and taxes from the CFC. Avfuel, as the seller of all aviation fuel supplied to the CFC, will be the holder of and have the sole right to exercise all lien rights under applicable law on the aircraft into which that aviation fuel is supplied. In addition to any lien rights which Avfuel might possess as a result of services provided to a CFC, upon Customer's receipt of the credit from Avfuel for the vouchers generated from the Customer's deliveries of fuel to that CFC, the Customer automatically and irrevocably transfers to Avfuel any lien rights that Customer has or may have with respect to any equipment or other property owned by the CFC arising from such deliveries of fuel.

5. In all sales of aviation fuel drawn from Avfuel's inventory, title to that aviation fuel will be retained by Avfuel until the point in time that the aviation fuel enters into the aircraft of the CFC, at which point in time title will pass to the CFC. In all sales of aviation fuel drawn from Customer's inventory, title to that aviation fuel will be retained by the Customer until the point in time that the aviation fuel enters into the aircraft of the CFC, at which point in time title will pass instantaneously first to Avfuel and then to the CFC. The risk of loss or contamination of aviation fuel will be borne at each point in time by the party who or which holds title to that aviation fuel at that point in time. If, while Avfuel holds title, any aviation fuel is lost or contaminated as a result of the acts or omissions of the Customer, then the Customer will be liable to Avfuel for that loss or contamination.

6. The into-wing services provided by the Customer in delivering the aviation fuel to the CFC and any other services or products other than aviation fuel to the CFC for which a fee is charged will be deemed sold by the Customer to the CFC. The Customer's fees for into-wing services will be at a charge equal to the lowest charge imposed by the Customer to any other purchaser of aviation fuel at the FBO, less the discount that would be applicable to that charge under Avfuel's Credit and Charge Card Acceptance Program (in that Avfuel will incur the discount in collecting that charge from the CFC). All other services and products will be supplied at the Customer's normally established rates. Such other products may include, without limitation, lubricants, spare parts, food and other amenities. Such other services may include, without limitation, flowage fees, tie-down services, catering services and similar services that expedite deliveries and facilitate arrangements for the CFC. No cash advances will be permitted as "other products or services". The Customer will supply all such other products or services as an independent contractor to the CFC and not as an agent or a subcontractor of Avfuel.

7. All other products and services that are supplied by Customer to CFCs will be provided in accordance with procedures and quality standards that are commercially reasonable and that comply with all legal requirements in the jurisdiction where the Customer's facilities are located. Customer will be solely liable if such other products and services do not conform to such standards, procedures or requirements.

8. The charges for all other products and services supplied by the Customer to the CFC will be payable solely to the Customer. The Customer will be responsible for collecting and remitting any taxes imposed thereon by any local, state or federal taxing authority. Customer may directly invoice and collect such charges from the CFC. Alternatively, at the Customer's option, Customer may assign to Avfuel for collection the account receivable from the CFC for other products and services supplied by the Customer (a "CFC Receivable"). If the Customer assigns a CFC Receivable to Avfuel, then Avfuel will issue a credit to the Customer's account for the amount of that CFC Receivable and Avfuel will thereafter invoice, collect and retain those charges from the CFC.

9. Any fees for any services supplied by the Customer in the delivery of aviation fuel to a CFC, including, without limitation any flowage fees or into-wing fees, will be earned by the Customer only after it has completed delivery of the entire load of aviation fuel into the aircraft of the CFC and title to that aviation fuel has passed to the CFC. Initial into-wing fees are established in the Special Terms and Conditions and, subject to the "most favored customer" provision in Paragraph 6, Customer may change those fees upon seven (7) days written Notice to Avfuel.

10. Customer will generate a written record (a "Ticket") of all aviation fuel supplied to a CFC at the Customer's facility. Each Ticket will include the following information: the CFC's name; the authorization number; pilot's name; aircraft registration number; flight or ID number provided by the CFC if applicable, transaction date(s); and type and quantity of fuel products provided, as measured in U.S. gallons. In addition, if the Customer assigns to Avfuel the CFC Receivable for other products and services supplied by the Customer to the CFC, the Customer will include in the Ticket the type and quantity of such other products or services and the charges payable by the CFC for such other products or services. Any charges for such other products or services must be separately stated and clearly identified as fees charged by the Customer that are separate from and independent of the amounts charged by Avfuel for aviation fuel. The pilot or other responsible representative of the CFC shall sign and be given a copy of the completed Ticket.

11. The Ticket (or all information required to be shown on the Ticket) for each sale to a CFC shall be delivered to Avfuel by POS Transmission or facsimile within twenty-four (24) hours following the completion of that sale. The original Tickets shall be kept on file by Customer for a period of five (5) years from the invoice date and will be sent to Avfuel upon request. Avfuel will from time to time provide Customer with instructions for processing these transactions and may provide the forms for doing so. Avfuel reserves the right to change these procedures upon seven (7) days written Notice to Customer.

12. The total amount due with respect to each Ticket shall be paid or credited to Customer's by Avfuel within ten (10) days following Avfuel's receipt of the Ticket.

13. Except as provided herein, all Tickets will be accepted by Avfuel without recourse. The exceptions are: a) Customer warrants the validity of all charges, and any charge that is disputed by the CFC, correctly or incorrectly, on grounds that the charge is invalid or inaccurate or that the aviation fuel, products or services supplied were unsatisfactory may be charged back to Customer at Avfuel's option; b) charges not previously authorized by Avfuel may be charged back to Customer at Avfuel's option; and c) any Ticket that is incomplete, illegible, or is otherwise not prepared in accordance with Avfuel's processing instructions may be charged back to Customer at Avfuel's option.

14. Avfuel has invited the Customer to participate as a CFD in the CFD Program on the expectation and condition that (a) the Customer's deliveries of aviation fuel at the Delivery Addresses will be limited to deliveries to end users of that fuel pursuant to direct sales by the Customer to those end users and deliveries to purchasers listed as CFCs to facilitate direct sales by Avfuel to those CFCs pursuant to the CFD Program, (b) the Customer will make deliveries of aviation fuel at the Delivery Addresses to purchasers listed as CFCs only pursuant to the CFD Program and will not make direct sales to those CFCs and (c) except for sales pursuant to the CFD Program to purchasers listed as CFCs for brokered resale by those CFCs to end users, the Customer will not make any deliveries of aviation fuel at the Delivery Addresses pursuant to brokered sales (i.e. sales to end users in which a third party receives a brokerage margin or commission or other fee from the Customer or the end user or sales to third parties who resell the fuel to end users). The Customer acknowledges that these conditions are necessary to preserve Avfuel's continuing investment in developing and maintaining the network of participating fixed base operators and participating end users for the CFD Program and that Customer's failure to comply with these conditions will result in Avfuel's exercise of the right pursuant to Section 15 to discontinue the Customer's participation in the CFD Program.

15. Avfuel reserves the unilateral right to amend, suspend, or terminate the CFD Program at any time effective upon written notice to the Customer. Customer may withdraw from the CFD Program at any time upon 60 days Notice to Avfuel. See Section 14 of the General Terms and Conditions regarding Notices. Termination of Customer's participation in this Program shall not be construed as terminating the Agreement or Customer's participation in any other Program.

AVSURANCE PRIMARY COMMERCIAL INSURANCE PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN THE AVSurance PRIMARY COMMERCIAL INSURANCE PROGRAM, THE FOLLOWING WILL APPLY.

1. Customer has been invited to, and has elected to, participate in the Avsurance Primary Commercial Insurance Program.
2. Customer agrees to file an application and request for a quote for all insurance policies related to its aviation business. All price quotes from Avsurance contain Avsurance proprietary information, are confidential, and may not be disclosed to any person other than employees and agents of Customer with a bona fide need to have such information and that have signed a non-disclosure agreement that is satisfactory to Avsurance.
3. Customer may accept or reject any quote for an individual policy, and the acceptance of any specific quote shall not be conditioned on the acceptance of any other quote.
4. Upon Customer's acceptance, Avsurance will bind the coverage and have the policy issued in due course.
5. Avfuel reserves the unilateral right to amend, suspend, or terminate the Program at any time effective upon written notice to the Customer. Termination of this Program shall not be construed as terminating the Agreement or Customer's participation in any other Program.

EQUIPMENT LEASE PROGRAM:

IF CUSTOMER HAS ELECTED TO PARTICIPATE IN AVFUEL'S EQUIPMENT LEASING PROGRAM, THE FOLLOWING WILL APPLY.

1. Customer has elected to participate in Avfuel's Equipment Lease Program. Accordingly, Avfuel, either for its own account or through one of its subsidiaries, agrees to deliver and lease the equipment identified in the Special Terms and Conditions (the "Equipment") at the lease rates shown in the Special Terms and Conditions to Customer for its sole use. All additional equipment or replacement equipment delivered to Customer but not listed in the Special Terms and Conditions shall also constitute Equipment subject to the provisions of this section. For example, Customer may lease POS equipment from Avfuel at the then current lease price. Customer hereby agrees to pay Avfuel in advance the monthly lease payments prorated for any partial month. Avfuel may increase the rent during the term of the Lease upon 30 days written Notice. Customer shall be permitted to notify Avfuel within the first 15 days of that Notice period of its intention to terminate the lease effective on the date that the increase goes into effect. If Avfuel rescinds the rate increase, the lease shall continue in effect at the then current rates. If it does not rescind the increase, the lease shall expire on the date the increase goes into effect. Unless otherwise agreed, the term of the lease of each item of Equipment (a "Lease") shall correspond to the term of this Agreement.
2. Customer shall inspect the Equipment and shall make a written note as to any defects that are observed. A copy of all such notes shall be faxed to Avfuel within forty eight (48) hours of delivery. Upon termination of a Lease, Customer shall return the Equipment, freight prepaid to Avfuel's place of business in Ann Arbor, Michigan in as good condition as when Customer received it, normal wear and tear accepted. Failure to return the Equipment shall be deemed a breach of this Agreement and Customer will be billed for necessary repairs and the replacement of missing equipment.
3. Avfuel warrants that it has all necessary rights to lease said Equipment to Customer. Further, the parties agree that as between themselves, Avfuel has title to the Equipment and Customer shall keep the Equipment free of liens and shall not do or permit anything to be done that will prejudice the title of Avfuel, or its rights in the Equipment. Each item of Equipment shall bear a legend denoting it as the property of Avfuel and Customer shall not remove or deface that legend under any circumstances. Customer also agrees and understands that Avfuel may file such evidence of its ownership of the equipment as may be necessary in the state where the equipment is located.
AVFUEL MAKES NO OTHER WARRANTY, EXPRESS OR IMPLIED, REGARDING DEFECTS IN MATERIAL, WORKMANSHIP, DESIGN, CAPACITY, MERCHANTABILITY OR FITNESS OF THE EQUIPMENT FOR ANY PURPOSE, OR WHICH EXTEND BEYOND THE DESCRIPTION OF THE EQUIPMENT THAT APPEARS IN THE SPECIAL TERMS AND CONDITIONS.
4. Any of the Equipment that is used to store or transport Products shall be used solely for storing or transporting Products supplied to Customer under this Agreement. The Equipment shall not be moved from the facility to which it was

delivered nor operated on any public road without the prior written consent of Avfuel. Customer will comply with all laws, ordinances and regulations applicable to the possession, operation or use of the Equipment and will demonstrate compliance upon request.

5. The maintenance obligations with regard to the Equipment are as follows.

5.1. Except as set forth in Section 5.2 below, Customer will maintain the Equipment in as good a condition as it was on the day of delivery, normal wear and tear excepted. Customer shall, at its sole expense, provide all preventative maintenance (including but not limited to lubrication, oil and filter changes, etc.), repairs, and replacement parts as are necessary to preserve the Equipment in good operating condition and in compliance and in conformity with all laws, rules, regulation, and industry standards which are applicable to the operation of the Equipment. Customer shall also be responsible for all tire maintenance, repair, and replacement. **CHANGING A TIRE ON A REFUELER TRUCK IS VERY DANGEROUS AND MUST NOT BE ATTEMPTED BY UNTRAINED PERSONNEL. CUSTOMER AGREES THAT IT WILL PERMIT TIRES TO BE CHANGED ONLY BY AN OUTSIDE CONTRACTOR WHO IS PROFESSIONALLY TRAINED TO DO SUCH WORK.** Customer shall keep complete and accurate maintenance records and Avfuel is entitled to inspect the Equipment and the maintenance records at any time during regular business hours. At Avfuel's option, any item of repair or maintenance that would be the responsibility of Customer may be performed by Avfuel and billed back to Customer as additional rent. Customer shall not make any alterations or modifications to the Equipment of any kind including but not limited to painting, mounting of radios or antennas, applying decals or lettering without the prior express written consent of Avfuel.

5.2 Avfuel shall be responsible for the following refueler truck repairs when, in its opinion, repair is necessary: overhauls or replacement of the engine, transmission, differential, or belly valve. Avfuel shall be permitted access to the Equipment at any reasonable time in order to perform the repairs and modifications, which are its obligation hereunder. Repairs and maintenance to be performed by Avfuel shall be completed within a reasonable time after it learns of the need for such repairs. Avfuel assumes no responsibility for loss of use or any other items of ancillary damage, which may be caused by, or result to Customer by reason of the fact that the Equipment becomes inoperable. If any such repair or maintenance is required as the result of intentional conduct, negligence, or failure to perform repair or maintenance on the part of Customer or any of Customer's agents or employees, Customer shall be liable for all costs associated with performing such repairs and/or maintenance.

6. Customer shall be responsible for all Federal, State, and Local taxes, fees, etc. that are assessed on the use or value of the Leased Equipment, including but not limited to, personal property, sales, and use taxes.

7. Customer shall secure insurance against any damage to or loss of the Equipment with coverage equal to the actual cash value of the Equipment and with the limitation of that coverage not less than the amount specified for that Equipment in the Special Terms and Conditions. Insurance policies shall be issued by insurance companies acceptable to Avfuel (which acceptance may not be unreasonably withheld), shall name Avfuel, or its subsidiary as loss payee, and shall provide for at least thirty (30) days' written Notice to Avfuel prior to cancellation or modification. Customer shall maintain such policies in full force and effect for the equipment for so long as Customer continues to lease that Equipment.

8. CUSTOMER AGREES TO INDEMNIFY AND HOLD AVFUEL AND/OR THE OWNER OF THE EQUIPMENT HARMLESS FROM AND AGAINST ANY AND ALL CLAIMS, LIABILITIES, LOSSES, EXPENSES (INCLUDING ATTORNEY'S FEES), OBLIGATIONS AND CAUSES OF ACTION FOR INJURY TO OR DEATH OF ANY AND ALL PERSONS, OR FOR DAMAGE TO OR DESTRUCTION OF ANY OR ALL PROPERTY ARISING OUT OF OR RESULTING FROM THE CONDITION, EXISTENCE, USE OR MAINTENANCE OF THE EQUIPMENT.

9. Avfuel reserves the unilateral right to amend, suspend, or terminate the Equipment Lease Program at any time effective upon written notice to the Customer. Termination of this Program shall not be construed as terminating the Agreement or Customer's participation in any other Program.

Added at
Agenda Session
2/26/13

AGENDA REQUEST

C. 4
Kum & Go Land Sale Proceeds
Page 1 of 4

FOR: COUNCIL MEETING OF MARCH 5, 2013

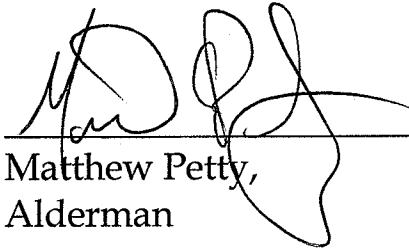
FROM:

ALDERMAN MATTHEW PETTY and ALDERMAN SARAH MARSH

ORDINANCE OR RESOLUTION TITLE AND SUBJECT:

A Resolution Stating The Intent Of The City Council Of The City Of Fayetteville To Use The Majority Of The Proceeds From The Land Sale To Kum & Go, LC For Improvements To The Remaining City-Owned Property And Adjacent Neighborhoods

APPROVED FOR AGENDA:


Matthew Petty,
Alderman

2-25-2013
Date


Sarah Marsh,
Alderman

2-26-2013
Date


City Attorney
(as to form)

2-25-13
Date

02-25-13 P05:01 RCVD



RESOLUTION NO. _____

A RESOLUTION STATING THE INTENT OF THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE TO USE THE MAJORITY OF THE PROCEEDS FROM THE LAND SALE TO KUM & GO, LC FOR IMPROVEMENTS TO THE REMAINING CITY-OWNED PROPERTY AND ADJACENT NEIGHBORHOODS

WHEREAS, the “Mexican Original” property has been a blight in southeast Fayetteville for a number of years; and

WHEREAS, adjacent neighborhoods have experienced the worst effects of the property; and

WHEREAS, there are compelling examples of repurposed industrial land elsewhere in the nation; and

WHEREAS, the 2030 City Plan states “We will make appropriate infill and revitalization our highest priorities”; and

WHEREAS, the 2030 City Plan states “We will grow a livable transportation network”; and

WHEREAS, access to healthy foods, open space for recreation, and connectivity to nearby amenities is limited for residents of adjacent neighborhoods.

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

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby is to designate a majority of the proceeds from the recent sale to Kum & Go, LC for the future development of the property for community uses and for connectivity improvements for the surrounding neighborhoods; and

Section 2: That the City Council of the City of Fayetteville, Arkansas hereby requests that the administration develop a site plan for the remainder of the property, which can be funded by the proceeds from the land sale and which promotes revitalization and appropriate infill and includes land for urban agriculture; and

Section 3: That the City Council of the City of Fayetteville, Arkansas hereby requests that the administration identify opportunities to improve the connectivity of adjacent neighborhoods with nearby amenities which can be funded from the proceeds of the land sale; and

Section 4: That City Council of the City of Fayetteville, Arkansas hereby requests that the administration evaluate the feasibility of creative repurposing of portions of the building prior to commencing demolition of the Mexican Original building; and

Section 5: That City Council of the City of Fayetteville, Arkansas hereby requests that the administration ensure at least 75% of non-hazardous demolition waste from the former Mexican Original factory be recycled or otherwise diverted from the landfill as per LEED-NC MR c2.2.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

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

Added at
Agenda Session
2/26/13

AGENDA REQUEST

C. 5
Planning Commission Compensation
Page 1 of 2

FOR: COUNCIL MEETING OF MARCH 5, 2013

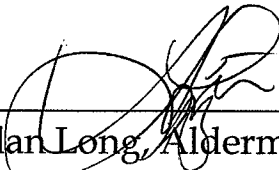
FROM:

ALDERMAN ALAN LONG

ORDINANCE OR RESOLUTION TITLE AND SUBJECT:

A Resolution To Request The Administration To Resume Paying Monthly Compensation To The Fayetteville Planning Commissioners

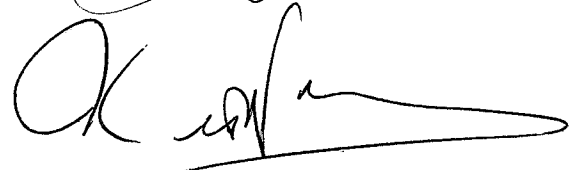
APPROVED FOR AGENDA:



Alan Long, Alderman

02-26, 13

Date



City Attorney
(as to form)

Feb 26, 2013

Date

RESOLUTION NO. _____

**A RESOLUTION TO REQUEST THE ADMINISTRATION TO RESUME
PAYING MONTHLY COMPENSATION TO THE FAYETTEVILLE
PLANNING COMMISSIONERS**

WHEREAS, the Fayetteville Planning Commission has the most legal authority and impact upon the planning and development of the City of Fayetteville of any appointed city committee; and

WHEREAS, the Fayetteville Planning Commissioners meet twice a month for their agenda session and tours and twice a month for Planning Commission meetings, and serve on the subdivision committee and ad hoc planning committees; and

WHEREAS, the Planning Commission conducts public hearings to decide Conditional Use Permits, Large Scale Developments, Preliminary Plats, Variance requests and other Planning issues and to make recommendations to the City Council for Rezoning and Annexations; and

WHEREAS, because of their very important positions and the extreme demands on their time to properly perform their positions as Planning Commissioners, the City Council had previously determined they should be compensated at a monthly rate of \$350.00 which had to be ended when the Great Recession lowered the City's revenues in 2009; and

WHEREAS, the City revenues have now recovered enough to renew compensating the Planning Commissioners.

**NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby requests that the Administration resume paying monthly compensation to the Planning Commissioners and bring whatever budget adjustment or other document which might be necessary to accomplish this to the City Council for its final decision.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

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

Added at
Agenda Session
2/26/13

City of Fayetteville Staff Review Form

C. 11
Employee Compensation
Adjustment for 2013
Page 1 of 168

City Council Agenda Items
and
Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
Agenda Items Only

Paul A. Becker

Submitted By

Finance & Internal Services

Division

Finance & Internal Services

Department

Action Required:

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

Cost of this request

\$ 44,360,149

Category / Project Budget

Personnel Services

Program Category / Project Name

xxxx.xxxx.51xx.xx

Account Number

\$ 5,347,962

Funds Used to Date

Citywide

Program / Project Category Name

Project Number

\$ 39,012,187

Remaining Balance

Citywide

Fund Name

Budgeted Item

☒

Budget Adjustment Attached

☒

Department Director

Paul A. Becker

2-18-2013

Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

City Attorney

[Signature]

2-20-13

Date

Finance and Internal Services Director

Paul A. Becker

2-20-2013

Date

Received in City
Clerk's Office

2-20-13 AUT:SS RCVD

Chief of Staff

[Signature]

2-20-13

Date

Received in
Mayor's Office

ENTERED
3/20/13
PH

Mayor

[Signature]

2/21/13

Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor Jordan and Members of the Fayetteville City Council

Thru: Don Marr, Chief of Staff

From: Paul A Becker, Finance Director

Date: 2/26/13

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

PROPOSAL:

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

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

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

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

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

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

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

RECOMMENDATION:

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

BUDGET IMPACT:

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

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

RESOLUTION NO. _____

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

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

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

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

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

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

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

C. 11 V13.0107
Employee Compensation
Adjustment for 2013
Page 1 of 168

Budget Year 2013	Division: *ALL DIVISIONS Department: Citywide	Request Date 3/5/2013	Adjustment Number
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BUDGET ADJUSTMENT DESCRIPTION / JUSTIFICATION

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

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



<u>Paul A. Brehm</u> Division Head	<u>2-27-2013</u> Date	Prepared By: <u>Kevin Springer</u>
<u>[Signature]</u> Budget Director	<u>3-5-2013</u> Date	Reference: _____
Department Director	Date	Budget & Research Use Only
<u>Paul A. Brehm</u> Finance Director	<u>2-27-2013</u> Date	Type: A B C <u>D</u> E P
<u>[Signature]</u> Chief of Staff	<u>2-27-13</u> Date	General Ledger Date _____
<u>[Signature]</u> Mayor	<u>2/28/13</u> Date	Posted to General Ledger _____
		Initial _____ Date _____
		Checked / Verified _____
		Initial _____ Date _____

TOTAL BUDGET ADJUSTMENT		1,330,000	1,330,000	Project.Sub Number
		Increase / (Decrease)		
Account Name	Account Number	Expense	Revenue	
Salary Contingency	1010.6600.5100.01	1,000,000	-	.
Use of Fund Balance	1010.0001.4999.99	-	1,000,000	.
Salary Contingency	2100.4100.5100.01	129,000	-	.
Use of Fund Balance	2100.0910.4999.99	-	129,000	.
Salary Contingency	2130.9130.5100.01	7,000	-	.
Use of Fund Balance	2130.0913.4999.99	-	7,000	.
Salary Contingency	2250.9250.5100.01	30,000	-	.
Use of Fund Balance	2250.0925.4999.99	-	30,000	.
Salary Contingency	2930.2960.5100.01	1,300	-	.
Use of Fund Balance	2930.0993.4999.99	-	1,300	.
Salary Contingency	5400.4000.5100.01	49,000	-	.
Use of Fund Balance	5400.0940.4999.99	-	49,000	.
Salary Contingency	5500.5000.5100.01	83,000	-	.
Use of Fund Balance	5500.0950.4999.99	-	83,000	.
Salary Contingency	5550.3940.5100.01	12,600	-	.
Use of Fund Balance	5550.0955.4999.99	-	12,600	.
Salary Contingency	9700.1910.5100.01	18,100	-	.
Use of Fund Balance	9700.0970.4999.99	-	18,100	.
		-	-	.
		-	-	.



FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter										
ANNUALIZED	\$ 33,469	\$ 35,125	\$ 36,781	\$ 38,437	\$ 40,093	\$ 41,749	\$ 43,405	\$ 45,061	\$ 46,717	\$ 48,373
HOURLY RATE - SHIFT	\$ 11,493	\$ 12,062	\$ 12,631	\$ 13,199	\$ 13,768	\$ 14,337	\$ 14,905	\$ 15,474	\$ 16,043	\$ 16,612
40 HR WK RT RATE	\$ 16,091	\$ 16,887	\$ 17,683	\$ 18,479	\$ 19,275	\$ 20,072	\$ 20,868	\$ 21,664	\$ 22,460	\$ 23,256
Driver										
ANNUALIZED	\$ 41,579	\$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53,603
HOURLY RATE - SHIFT	\$ 14,279	\$ 14,737	\$ 15,196	\$ 15,655	\$ 16,114	\$ 16,572	\$ 17,031	\$ 17,490	\$ 17,949	\$ 18,408
40 HR WK RT RATE	\$ 19,990	\$ 20,632	\$ 21,275	\$ 21,917	\$ 22,559	\$ 23,201	\$ 23,844	\$ 24,486	\$ 25,128	\$ 25,771
Captain										
ANNUALIZED	\$ 51,576	\$ 53,429	\$ 55,283	\$ 57,136	\$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$ 66,404	\$ 68,257
HOURLY RATE - SHIFT	\$ 17,712	\$ 18,348	\$ 18,985	\$ 19,621	\$ 20,258	\$ 20,894	\$ 21,530	\$ 22,167	\$ 22,803	\$ 23,440
40 HR WK RT RATE	\$ 24,796	\$ 25,687	\$ 26,578	\$ 27,469	\$ 28,361	\$ 29,252	\$ 30,143	\$ 31,034	\$ 31,925	\$ 32,816
Battalion Chief										
ANNUALIZED	\$ 57,018	\$ 59,052	\$ 61,085	\$ 63,119	\$ 65,152	\$ 67,186	\$ 69,219	\$ 71,253	\$ 73,287	\$ 75,320
HOURLY RATE - SHIFT	\$ 19,580	\$ 20,279	\$ 20,977	\$ 21,675	\$ 22,374	\$ 23,072	\$ 23,770	\$ 24,469	\$ 25,167	\$ 25,865
40 HR WK RT RATE	\$ 27,413	\$ 28,390	\$ 29,368	\$ 30,346	\$ 31,323	\$ 32,301	\$ 33,279	\$ 34,256	\$ 35,234	\$ 36,212

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

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

Fayetteville Proposed 2013 Police Pay Plan

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Police Officer	Annualized	\$ 35,656	\$ 37,323	\$ 38,989	\$ 40,656	\$ 42,323	\$ 43,990	\$ 45,656	\$ 47,323	\$ 48,990
	Hourly	17.142	17.944	18.745	19.546	20.348	21.149	21.950	22.751	23.553
Police Corporal	Annualized	\$ 42,000	\$ 43,897	\$ 45,794	\$ 47,691	\$ 49,589	\$ 51,486	\$ 53,383	\$ 55,280	
	Hourly	20.192	21.104	22.016	22.929	23.841	24.753	25.665	26.577	
Police Sergeant	Annualized	\$ 46,381	\$ 48,195	\$ 50,008	\$ 51,822	\$ 53,636	\$ 55,450	\$ 57,263	\$ 59,077	\$ 60,891
	Hourly	22.299	23.171	24.043	24.915	25.787	26.659	27.531	28.402	29.274
Police Lieutenant	Annualized	\$ 51,622	\$ 53,601	\$ 55,580	\$ 57,559	\$ 59,538	\$ 61,517	\$ 63,496	\$ 65,475	\$ 67,453
	Hourly	24.818	25.770	26.721	27.672	28.624	29.575	30.527	31.478	32.430
SCHEDULED HOURS 2080										
SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS PLUS ONE 8										
HOUR PERSONAL DAY										
ADDITIONAL PAY										
88 HOURS OF ADDITIONAL HOLIDAY IS PAID ABOVE SCHEDULED HOURS AND PRORATED OVER										
EACH OF THE 26 PAY PERIODS										

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

Minimum	Maximum
Pay	Pay

Police Captain	Annualized	\$ 59,274	\$ 80,759
(Captains progress thru the pay range via the Merit pay system rather than the Step system)			



Virginia

Florida

North Carolina

February 14, 2013

To: The Honorable Lioneld Jordan, Mayor
Honorable Members of the City Council
From: Carolyn Long, Executive Vice-President
Subject: 2012 Update – General Survey and Compensation Plan Final Report

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

Background Information

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

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

Market Findings for 2012

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

Geographic Compensation Differential:

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

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

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

Discussion of the Merit Pay Plan

Survey Data without a Geographic Compensation Differential Adjustment:

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

Survey Data with a Geographic Compensation Differential Adjustment:

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

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

Employment Cost Index Original Data Value

Series Id: CIU3020000000000A
Not Seasonally Adjusted
compensation: Wages and salaries
sector: State and local government
periodicity: 12-month percent change
Industryocc: All workers
Years: 2002 to 2012

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

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

Discussion of the Fire and Police Pay Plans

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

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

Observations:

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

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

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

Structure and Merit Adjustments Reported by other Jurisdictions:

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

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

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

Current Pay Plans:

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

Proposed Pay Plans:

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

List of Appendices:

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

- Appendix 1.0 - Proposed Pay Plans
- Appendix 2.0 - Salary Survey Summary with GCD Adjustment
- Appendix 3.0 - Salary Survey Detail with GCD Adjustment
- Appendix 4.0 - Salary Survey Summary without GCD Adjustment
- Appendix 5.0 - Salary Survey Detail without GCD Adjustment
- Appendix 6.0 - Current Pay Plans
- Appendix 7.0 - Supplemental Survey Questions with Data Summary

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

We appreciate this opportunity to assist the City of Fayetteville.

Sincerely,

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

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

Phone: 703.590.7250
Fax: 703.590.0366
www.maginc.info

APPENDIX 1.0

PROPOSED PAY PLANS 2013

FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter										
ANNUALIZED	\$ 33,469	\$ 35,125	\$ 36,781	\$ 38,437	\$ 40,093	\$ 41,749	\$ 43,405	\$ 45,061	\$ 46,717	\$ 48,373
HOURLY RATE - SHIFT	\$ 11,493	\$ 12,062	\$ 12,631	\$ 13,199	\$ 13,768	\$ 14,337	\$ 14,905	\$ 15,474	\$ 16,043	\$ 16,612
40 HR WK RT RATE	\$ 16,091	\$ 16,887	\$ 17,683	\$ 18,479	\$ 19,275	\$ 20,072	\$ 20,868	\$ 21,664	\$ 22,460	\$ 23,256
Driver										
ANNUALIZED	\$ 41,579	\$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53,603
HOURLY RATE - SHIFT	\$ 14,279	\$ 14,737	\$ 15,196	\$ 15,655	\$ 16,114	\$ 16,572	\$ 17,031	\$ 17,490	\$ 17,949	\$ 18,408
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Captain										
ANNUALIZED	\$ 51,576	\$ 53,429	\$ 55,283	\$ 57,136	\$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$ 66,404	\$ 68,257
HOURLY RATE - SHIFT	\$ 17,712	\$ 18,348	\$ 18,985	\$ 19,621	\$ 20,258	\$ 20,894	\$ 21,530	\$ 22,167	\$ 22,803	\$ 23,440
40 HR WK RT RATE	\$ 24,796	\$ 25,687	\$ 26,578	\$ 27,469	\$ 28,361	\$ 29,252	\$ 30,143	\$ 31,034	\$ 31,925	\$ 32,816
Battalion Chief										
ANNUALIZED	\$ 57,018	\$ 59,052	\$ 61,085	\$ 63,119	\$ 65,152	\$ 67,186	\$ 69,219	\$ 71,253	\$ 73,287	\$ 75,320
HOURLY RATE - SHIFT	\$ 19,580	\$ 20,279	\$ 20,977	\$ 21,675	\$ 22,374	\$ 23,072	\$ 23,770	\$ 24,469	\$ 25,167	\$ 25,865
40 HR WK RT RATE	\$ 27,413	\$ 28,390	\$ 29,368	\$ 30,346	\$ 31,323	\$ 32,301	\$ 33,279	\$ 34,256	\$ 35,234	\$ 36,212

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

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

Fayetteville Proposed 2013 Police Pay Plan

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Police Officer	Annualized	\$ 35,656	\$ 37,323	\$ 38,989	\$ 40,656	\$ 42,323	\$ 43,990	\$ 45,656	\$ 47,323	\$ 48,990
	Hourly	17,142	17,944	18,745	19,546	20,348	21,149	21,950	22,751	23,553
Police Corporal	Annualized	\$ 42,000	\$ 43,897	\$ 45,794	\$ 47,691	\$ 49,589	\$ 51,486	\$ 53,383	\$ 55,280	
	Hourly	20,192	21,104	22,016	22,929	23,841	24,753	25,665	26,577	
Police Sergeant	Annualized	\$ 46,381	\$ 48,195	\$ 50,008	\$ 51,822	\$ 53,636	\$ 55,450	\$ 57,263	\$ 59,077	\$ 60,891
	Hourly	22,299	23,171	24,043	24,915	25,787	26,659	27,531	28,402	29,274
Police Lieutenant	Annualized	\$ 51,622	\$ 53,601	\$ 55,580	\$ 57,559	\$ 59,538	\$ 61,517	\$ 63,496	\$ 65,475	\$ 67,453
	Hourly	24,818	25,770	26,721	27,672	28,624	29,575	30,527	31,478	32,430
										33,381

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

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

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

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

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

Proposed Pay Plans

Proposed Pay Plans
City of Fayetteville, Arkansas

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

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
107		\$24,726	\$29,671	\$37,682
430	MAINTENANCE WORKER IV ASPHALT			
431	MAINTENANCE WORKER IV CONCRETE			
432	MAINTENANCE WORKER IV DRAINAGE			
428	MAINTENANCE WORKER IV PARKS			
433	MAINTENANCE WORKER IV RIGHT OF WAY			
451	MAINTENANCE WORKER IV TRAILS			
454	MAINTENANCE WORKER IV WATER SEWER NO LICENSE			
117	METER READER			
252	POLICE SUPPORT SPECIALIST			
184	SENIOR PLANNING CLERK			
453	SENIOR SECRETARY - BUILDING SERVICES			
443	SENIOR SECRETARY - CITY ATTORNEY			
444	SENIOR SECRETARY - CITY CLERK			
422	SENIOR SECRETARY - PARKS AND REC			
260	SENIOR SECRETARY - POLICE			
476	YRCC RECREATION PROGRAM ASSISTANT II			
108		\$25,962	\$31,154	\$39,566
346	ACCOUNT CLERK PARKING			
261	ACCOUNTING CLERK - RECEIVABLE			
98	BUILDING MAINTENANCE WORKER II			
393	CONSTRUCTION MAINT WORKER IV			
59	EQUIPMENT MECHANIC I			
509	FLIGHT LINE OPERATIONS TECHNICIAN			
124	MAINTENANCE WORKER IV WATER SEWER LICENSED			
125	METER MAINTENANCE TECHNICIAN			
161	OPERATIONS ASSISTANT			
415	PLANNING TECH CURRENT PLANNING			
326	PLANNING TECH LONG RANGE			
230	PRODUCTION TECHNICIAN			
496	PROGRAMMING COORDINATOR			
144	PURCHASING TECHNICIAN			
501	RECREATION COORDINATOR			
503	RESIDENTIAL PERMIT COORDINATOR			
469	UTILITIES PROJECT COORDINATOR			
440	WAREHOUSE ATTENDANT WATER SEWER			
18	WATER FIELD SERVICE REPRESENTATIVE			
192	WATER/SEWER OPERATIONS CLERK			
109		\$27,260	\$32,712	\$41,544
139	ANIMAL SERVICES OFFICER			
249	BACKFLOW PREVENTION TECHNICIAN			
342	CONSTRUCTION LEAD MAINTENANCE WORKER			
399	DEPUTY COURT CLERK II			
13	DISPATCHER			
417	FLEET OPERATIONS ADMINISTRATIVE ASSISTANT			
281	ROUTE DRIVER			
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE			
76	SENIOR LEGAL ASSISTANT			
368	SR POLICE SUPPORT SPECIALIST			
126	TRAFFIC TECHNICIAN			
256	VETERINARY ASSISTANT			

Proposed Pay Plans
City of Fayetteville, Arkansas

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

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

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
112		\$31,557	\$37,868	\$48,093
114	METER OPERATIONS ASSISTANT			
459	OFFICE MANAGER - WATER/SEWER			
471	OFFICE MANAGER DEV SERVICES			
438	OFFICE MANAGER SOLID WASTE			
303	OFFICE MANAGER TRANSPORTATION			
318	SOLID WASTE COMMERCIAL REPRESENTATIVE			
67	TRAFFIC SIGNAL TECHNICIAN			
113		\$33,135	\$39,762	\$50,498
83	ACCOUNTANT - REVENUES			
339	BUDGET ANALYST			
115	CAD DRAFTER			
472	COMMUNITY OUTREACH COORDINATOR			
273	DISPATCH TRAINER			
3	FIELD SERVICE REPRESENTATIVE			
28	FINANCIAL COORDINATOR - AIRPORT			
419	FINANCIAL COORDINATOR - PARKS AND REC			
448	FINANCIAL COORDINATOR - POLICE			
336	FINANCIAL COORDINATOR - TRANSPORTATION			
510	FLIGHT LINE OPERATIONS SUPERVISOR			
257	GIS TECHNICIAN			
439	GIS TECHNICIAN WATER SEWER			
482	HOUSING MANAGER			
480	HVAC TECHNICIAN			
204	INSPECTOR/COMMERCIAL & RESIDENTIAL			
159	LEAD WAREHOUSE ATTENDANT			
242	PUMP AND TANK TECHNICIAN			
114		\$34,792	\$41,750	\$53,022
343	COMMUNITY SERVICES COORDINATOR			
499	DESIGN TECHNICIAN			
195	LAND AGENT I			
203	LEAD EQUIPMENT MECHANIC			
240	MAYOR'S OFFICE ADMINISTRATOR			
478	PROJECT COORDINATOR COM SVCS			
179	RECORDS COORDINATOR			
481	WARRANTY AND MATERIALS COORDINATOR			
148	WASTE REDUCTION COORDINATOR			
115		\$36,531	\$43,837	\$55,674
442	FIELD OPERATIONS SUPERVISOR - PARKING			
337	FIELD OPERATIONS SUPERVISOR - TRANSPORTATION			
32	HORTICULTURIST			
328	PARK PLANNER			
414	PLANNER - CURRENT PLANNING			
40	PLANNER - LONG RANGE			
175	PROPERTY/EVIDENCE MANAGER			
488	PW INSPECTION MANAGER			
397	SR CRIME SCENE TECH			
508	STAFF ENGINEER UNLICENSED			
361	URBAN FORESTER			
116		\$38,358	\$46,029	\$58,457
123	DISPATCH SHIFT SUPERVISOR			

Proposed Pay Plans City of Fayetteville, Arkansas

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

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

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
122		\$51,403	\$61,684	\$78,338
58	BILLING AND COLLECTIONS MANAGER			
19	BUILDING OFFICIAL - SAFETY			
14	CITY CLERK/TREASURER			
347	MANAGEMENT ACCOUNTING COORDINATOR			
274	PARKING AND TELECOMMUNICATIONS MANAGER			
254	PARKS MAINT SUPERINTENDENT			
132	PURCHASING MANAGER			
284	SR PROGRAMMER/ANALYST			
327	SUPPORT SERVICES MANAGER			
123		\$53,973	\$64,768	\$82,255
473	COMMUNICATIONS AND MARKETING DIRECTOR			
84	COMMUNITY SERVICES DIRECTOR			
493	DIRECTOR OF INTERNAL CONSULTING			
88	DISPATCH MANAGER			
85	INTERNAL AUDITOR			
124		\$56,672	\$68,006	\$86,368
390	SENIOR HR OFFICER			
90	STAFF ENGINEER			
435	STAFF ENGINEER WATER AND WASTEWATER			
268	VETERINARIAN			
125		\$59,505	\$71,407	\$90,686
470	CONSTRUCTION AND CONTRACT MANAGER			
492	DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING			
126		\$62,481	\$74,977	\$95,221
15	ACCOUNTING DIRECTOR			
154	ASSISTANT CITY ATTORNEY			
367	ASST CITY ENGINEER			
267	BUDGET DIRECTOR			
287	DEPUTY CITY PROSECUTOR			
20	FLEET OPERATIONS SUPERINTENDENT			
45	HUMAN RESOURCES DIRECTOR			
26	INFORMATION TECHNOLOGIES DIRECTOR			
79	PARKS & REC DIRECTOR			
218	SOLID WASTE DIRECTOR			
332	TRANSPORTATION MANAGER			
5	WATER & SEWER OPERATIONS MANAGER			
127		\$65,605	\$78,726	\$99,982
12	ASSISTANT FIRE CHIEF			
33	DEPUTY CHIEF OF POLICE			
128		\$68,885	\$82,662	\$104,981
140	CITY ENGINEER			
170	PROSECUTING ATTORNEY			
129		\$72,329	\$86,795	\$110,230
466	DEVELOPMENT SERVICES DIRECTOR			
465	TRANSPORTATION SERVICES DIRECTOR			
130		\$75,946	\$91,135	\$115,741
133	CITY ATTORNEY			
57	FIRE CHIEF			
81	POLICE CHIEF			
474	UTILITIES DIRECTOR			

Proposed Pay Plans
City of Fayetteville, Arkansas

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

276 Active Proposed Classes in the Merit Pay Plan

APPENDIX 2.0

SALARY SURVEY SUMMARY WITH GCD ADJUSTMENT

Salary Survey Results for City of Fayetteville with GCD - Fire

Job Class Title	Averages For Each Job Class				City of Fayetteville		
	Min	Max	Start	Avg	Actual	Range Width	Min
FIREFIGHTER	\$33,138	\$47,894				44.5%	\$31,037 -6.8%
DRIVER/OPERATOR/FIREFIGHTER	\$41,167	\$53,072				28.9%	\$37,179 -10.7%
FIRE CAPTAIN	\$51,065	\$67,581				32.3%	\$43,039 -18.6%
BATTALION CHIEF	\$56,453	\$74,574			\$66,716	32.1%	\$49,823 -13.3%
Survey Averages	\$45,456	\$60,780			\$66,716	34.47%	\$40,270 -12.88%
							\$56,411 -7.75%
							40.08%

Salary Survey Results for City of Fayetteville with GCD - Police

Job Class Title	Averages For Each Job Class				City of Fayetteville		
	Min	Max	Start	Avg	Actual	Range Width	Min
POLICE OFFICER	\$35,303	\$50,155				42.1%	\$33,306 -6.0%
POLICE CORPORAL	\$38,652	\$54,733				41.6%	\$41,378 6.6%
POLICE SERGEANT	\$45,922	\$62,084				35.2%	\$43,389 -5.8%
POLICE LIEUTENANT	\$51,111	\$68,745				34.5%	\$47,839 -6.8%
POLICE CAPTAIN	\$58,687	\$79,959				36.2%	\$55,377 -6.0%
Survey Averages	\$45,935	\$63,135				37.92%	\$44,258 -3.79%
							\$61,617 -2.46%
							39.22%
							41.7%
							41.7%
							41.7%

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

Title	Average Market Min	Fayetteville Min	Difference at Min	Average Market Mid	Fayetteville Mid	Difference at Mid	Average Market Max	Fayetteville Max	Difference at Max
MAINTENANCE WORKER III - WATER SEWER	\$27,488	\$23,055	-19.2%	\$33,888	\$29,095	-16.5%	\$40,288	\$35,135	-14.7%
MAINTENANCE WORKER II - PARKS	\$24,747	\$20,911	-18.3%	\$30,625	\$26,390	-16.0%	\$36,503	\$31,869	-14.5%
MAINTENANCE WORKER IV - ASPHALT	\$28,198	\$24,207	-16.5%	\$35,082	\$30,550	-14.8%	\$41,965	\$36,892	-13.8%
CUSTODIAN	\$22,347	\$18,967	-17.8%	\$27,131	\$23,937	-13.3%	\$31,915	\$28,906	-10.4%
SECRETARY - PROSECUTOR OFFICE	\$25,045	\$21,957	-14.1%	\$30,950	\$27,710	-11.7%	\$36,854	\$33,462	-10.1%
PARKING ENFORCEMENT OFFICER	\$23,894	\$20,911	-14.3%	\$29,429	\$26,390	-11.5%	\$34,964	\$31,869	-9.7%
CREW LEADER	\$33,667	\$29,424	-14.4%	\$41,350	\$37,133	-11.4%	\$49,034	\$44,842	-9.3%
BENEFITS ADMINISTRATOR	\$33,060	\$29,424	-12.4%	\$41,261	\$37,133	-11.1%	\$49,461	\$44,842	-10.3%
SENIOR SECRETARY - PARKS AND REC	\$27,674	\$24,207	-14.3%	\$33,813	\$30,550	-10.7%	\$39,952	\$36,892	-8.3%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$41,453	\$37,553	-10.4%	\$52,361	\$47,392	-10.5%	\$63,269	\$57,231	-10.6%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$29,787	\$26,689	-11.6%	\$37,012	\$33,681	-9.5%	\$44,237	\$40,673	-8.8%
SHELTER ATTENDANT	\$22,573	\$19,915	-13.3%	\$27,533	\$25,133	-9.5%	\$32,943	\$30,351	-8.5%
EQUIPMENT MECHANIC I	\$27,792	\$25,418	-9.3%	\$34,568	\$32,077	-7.8%	\$41,343	\$38,736	-6.7%
GIS TECHNICIAN	\$35,754	\$32,440	-10.2%	\$43,763	\$40,940	-6.9%	\$51,773	\$49,439	-4.7%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,112	\$32,440	-2.1%	\$43,580	\$40,940	-6.4%	\$54,049	\$49,439	-9.3%
PLANNER - CURRENT PLANNING	\$39,299	\$35,765	-9.9%	\$47,870	\$45,136	-6.1%	\$56,441	\$54,506	-3.6%
CITY ATTORNEY	\$80,855	\$74,353	-8.7%	\$99,105	\$93,834	-5.6%	\$117,354	\$113,314	-3.6%
CUSTOMER SERVICE REPRESENTATIVE I	\$24,563	\$23,055	-6.5%	\$30,648	\$29,095	-5.3%	\$36,732	\$35,135	-4.5%
CODE COMPLIANCE OFFICER	\$31,825	\$29,424	-8.2%	\$38,971	\$37,133	-4.9%	\$46,117	\$44,842	-2.8%
PURCHASING AGENT	\$39,525	\$37,553	-5.3%	\$49,569	\$47,392	-4.6%	\$59,614	\$57,231	-4.2%
EQUIPMENT MECHANIC II	\$31,154	\$29,424	-5.9%	\$38,802	\$37,133	-4.5%	\$46,450	\$44,842	-3.6%
FIELD OPERATIONS SUPERVISOR - TRANSPORTATION	\$38,823	\$35,765	-8.6%	\$47,164	\$45,136	-4.5%	\$55,505	\$54,506	-1.8%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,030	\$32,440	-8.0%	\$42,670	\$40,940	-4.2%	\$50,310	\$49,439	-1.8%
INFORMATION TECHNOLOGY DIRECTOR	\$62,879	\$61,171	-2.8%	\$79,949	\$77,198	-3.6%	\$97,018	\$93,224	-4.1%
METER READER	\$25,300	\$24,207	-4.5%	\$31,520	\$30,550	-3.2%	\$37,741	\$36,892	-2.3%
SENIOR PLANNER - CURRENT PLANNING	\$46,287	\$43,473	-6.5%	\$56,410	\$54,863	-2.8%	\$63,546	\$62,253	-4.1%
ROUTE DRIVER	\$28,218	\$26,689	-5.7%	\$34,588	\$33,681	-2.7%	\$40,959	\$40,673	-0.7%
CHIEF OF STAFF	\$76,209	\$78,071	2.4%	\$100,184	\$98,526	-1.7%	\$124,159	\$118,980	-4.4%
DEPUTY COURT CLERK	\$25,231	\$24,207	-4.2%	\$30,783	\$30,550	-0.8%	\$36,336	\$36,892	1.5%
ACCOUNTING CLERK - RECEIVABLE	\$25,672	\$25,418	-1.0%	\$32,155	\$32,077	-0.2%	\$38,638	\$38,736	0.3%
POLICE CHIEF	\$77,264	\$74,353	-3.9%	\$93,096	\$93,834	0.8%	\$108,928	\$113,314	3.9%
DISPATCHER	\$26,941	\$26,689	-0.9%	\$33,223	\$33,681	1.4%	\$39,505	\$40,673	2.9%
OFFICE MANAGER TRANSPORTATION	\$30,282	\$30,895	2.0%	\$38,370	\$38,990	1.6%	\$46,457	\$47,084	1.3%
ANIMAL SERVICES OFFICER	\$26,919	\$26,689	-0.9%	\$32,807	\$33,681	2.8%	\$38,695	\$40,673	4.9%
PARKS MAINT SUPERINTENDENT	\$49,816	\$50,325	1.0%	\$61,178	\$63,511	3.7%	\$72,541	\$76,696	5.4%
RECREATION SUPERINTENDENT	\$47,622	\$47,929	0.6%	\$58,029	\$60,486	4.1%	\$68,435	\$73,043	6.3%
FINANCE DIRECTOR	\$76,232	\$78,071	2.4%	\$93,869	\$98,526	4.7%	\$111,506	\$118,980	6.3%
FINANCIAL ANALYST - BUDGET	\$37,619	\$39,431	4.6%	\$47,162	\$49,762	5.2%	\$56,705	\$60,093	5.6%
DISTRICT COURT ADMINISTRATOR	\$44,717	\$45,646	2.0%	\$54,132	\$57,606	6.0%	\$63,546	\$69,565	8.7%
ACCOUNTANT PAYROLL	\$29,585	\$30,895	4.2%	\$36,550	\$38,990	6.3%	\$43,515	\$47,084	7.6%
STAFF ENGINEER	\$33,162	\$35,483	4.2%	\$42,627	\$47,020	7.7%	\$56,091	\$61,557	10.0%
CITY ENGINEER	\$64,361	\$67,441	4.6%	\$78,537	\$85,110	7.7%	\$92,712	\$102,779	9.8%
LEAD COURT CLERK	\$29,869	\$30,895	3.3%	\$35,936	\$38,990	7.8%	\$42,003	\$47,084	10.8%
BUILDING MAINTENANCE SUPERVISOR	\$40,032	\$43,473	7.9%	\$49,826	\$54,863	9.2%	\$59,621	\$66,253	10.0%
ACCOUNTING CLERK - PAYABLES	\$27,571	\$29,424	6.3%	\$33,612	\$37,133	9.5%	\$39,653	\$44,842	11.6%
ACCOUNTING DIRECTOR	\$57,774	\$61,171	5.6%	\$68,306	\$77,198	11.5%	\$80,843	\$93,224	13.3%
SOLID WASTE DIRECTOR	\$57,109	\$61,171	6.6%	\$67,485	\$77,198	12.6%	\$77,862	\$93,224	16.5%
PROSECUTING ATTORNEY	\$60,284	\$67,441	10.6%	\$74,194	\$85,110	12.8%	\$88,104	\$102,779	14.3%
BILLING AND COLLECTIONS MANAGER	\$44,058	\$50,325	14.4%	\$54,910	\$63,511	13.5%	\$66,727	\$76,696	13.0%
ACCOUNTING MANAGER - PAYROLL AND PENSION	\$43,286	\$52,841	18.1%	\$54,015	\$63,511	15.0%	\$63,973	\$76,696	16.6%
DISPATCH MANAGER				\$52,804	\$66,686	20.8%	\$82,322	\$80,530	-2.6%
Average			-3.46%			-1.14%			0.39%

APPENDIX 3.0

SALARY SURVEY DETAIL WITH GCD ADJUSTMENT

Salary Survey Results for City of Fayetteville with GCD - Fire

BATTALION CHIEF

Describe	Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
	City of North Little Rock	Battalion Chief	Good				☐		\$66,716
	City of Joplin	Battalion Chief	Good	\$42,602	\$64,323	51.0%	☐		
	City of Jonesboro	Battalion Chief	Good	\$48,441	\$72,663	50.0%	☐		
	City of Springfield	Battalion Chief	Good	\$48,967	\$62,502	27.6%	☐		
	City of Rogers	Battalion Chief	Good	\$49,334	\$56,903	15.3%	☐		
	City of Lee's Summit	Battalion Chief	Good	\$50,616	\$72,115	42.5%	☐		
	City of Springfield	Battalion Chief	Good	\$50,747	\$76,121	50.0%	☐		
	City of Columbia	Fire Battalion Chief	Good	\$50,791	\$73,835	45.4%	☐		
	City of Bentonville	Battalion Chief	Good	\$52,399	\$81,901	56.3%	☐		
	City of St. Joseph	Battalion Chief	Good	\$53,257	\$65,419	22.8%	☐		
	City of Manhattan	Battalion Chief	Good	\$54,402	\$86,187	58.4%	☐		
	City of Conway	Battalion Chief and District/Division Chief	Good	\$57,413	\$66,039	15.0%	☐		
	City of Little Rock, AR	Battalion Chief	Good	\$67,004	\$83,155	24.1%	☐		
	City of Fort Smith	Battalion Chief	Good	\$67,161	\$75,556	12.5%	☐		
	City of College Station	Battalion Chief	Good	\$68,025	\$92,616	36.1%	☐		
	City of Midwest City	Assistant Chief	Good	\$85,639	\$89,273	4.2%	☐		
Average				\$56,453	\$74,574	32.1%			\$66,716

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

Salary Survey Results for City of Fayetteville with GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Descript	Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
	City of Joplin	Fire Driver/Engineer	Good	\$31,679	\$45,990	45.2%	☐		
	City of Springfield	Firefighter/Engineer	Good	\$31,850	\$47,774	50.0%	☐		
	City of Jonesboro	Firefighter - Driver/Operator	Good	\$34,126	\$51,188	50.0%	☐		
	City of Springfield	Fire Equipment Operator	Identical	\$34,501	\$44,021	27.6%	☐		
	City of Conway	Engineer	Good	\$35,601	\$42,974	20.7%	☐		
	City of Lake Summit	Engineer	Good	\$35,647	\$47,225	32.5%	☐		
	City of Bentonville	Firefighter/Engineer	Good	\$35,952	\$55,186	53.5%	☐		
	City of St. Joseph	Driver/Engineer	Good	\$37,517	\$46,085	22.8%	☐		
	City of Columbia	Fire Engineer	Good	\$38,026	\$55,368	45.6%	☐		
	City of Manhattan	Fire Driver 1	Good	\$42,707	\$56,367	32.0%	☐		
	City of Lawrence	Fire Equipment EMT	Good	\$43,229	\$62,611	44.8%	☐		
	City of North Little Rock	Driver	Good	\$44,071	\$46,936	6.5%	☐		
	City of Fort Smith	Driver	Good	\$45,530	\$49,939	9.7%	☐		
	City of College Station	Apparatus Operator - Fire	Good	\$48,033	\$60,407	25.8%	☐		
	City of Norman	Fire Driver Engineer	Good	\$48,705	\$69,349	42.4%	☐		
	City of Little Rock, AR	Fire Apparatus Engineer	Good	\$52,897	\$54,755	3.5%	☐		
	City of Midwest City	Apparatus Operator	Good	\$59,765	\$66,050	10.5%	☐		
Average				\$41,167	\$53,072	28.9%			

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

Salary Survey Results for City of Fayetteville with GCD - Fire

FIRE CAPTAIN

Describe

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

Quals

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

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

City of Fayetteville

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

Salary Survey Results for City of Fayetteville with GCD - Fire

FIREFIGHTER

Descrip	Responds to emergency and non-emergency calls for service including but not limited to: rescue, fire suppression, back up, ventilation, salvage and overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department training.
Quals	High school diploma or general education degree (GED). Possess one of the following: EMT certificate, Firefighter I and Firefighter II through IFSAC, Medical certification or license at a higher level (paramedic, nurse, etc.). 12 college credit hours in core curriculum courses (English, Math, Science, Communications, Speech, Journalism or Foreign Language). Accredited Fire Academy certification (NFPA, Pro-Board, etc.), or a minimum of two years honorable service in the US Armed Forces including National Guard. Valid driver's license. If not already certified, ability to obtain EMT-B, Firefighter I and Firefighter II within 12 months of hire.

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Firefighter	Good	\$27,765	\$45,963	65.5%			
City of Conway	Firefighter	Good	\$29,672	\$40,806	37.5%			
City of St. Joseph	Firefighter	Good	\$29,921	\$42,517	42.2%			
City of Taneba	Firefighter	Good	\$30,034	\$45,052	50.0%			
City of Fort Smith	Firefighter	Good	\$30,054	\$43,851	45.9%			
City of Springdale	Firefighter/EMT	Good	\$30,120	\$43,864	45.6%			
City of Joplin	Firefighter/EMT	Identical	\$30,152	\$43,774	45.2%			
City of Springfield	Firefighter	Identical	\$32,161	\$40,978	27.4%			
City of Rogers	Firefighter/EMT	Good	\$32,230	\$55,624	72.6%			
City of Lee's Summit	Firefighter	Identical	\$32,761	\$43,919	34.1%			
City of Columbia	Firefighter I	Good	\$32,911	\$47,963	45.7%			
City of Bentonville	Firefighter	Good	\$33,620	\$50,431	50.0%			
City of Little Rock, AR	Firefighter	Good	\$34,127	\$50,282	47.3%			
City of Manhattan	Firefighter I	Good	\$35,802	\$47,290	32.1%			
City of Midway City	Firefighter	Good	\$36,311	\$44,988	23.9%			
City of College Station	Firefighter	Good	\$36,626	\$56,712	54.8%			
City of Lawrence	Firefighter FMT - 1	Identical	\$40,142	\$58,140	44.8%			
City of Norman	Firefighter	Good	\$42,073	\$59,905	42.4%			
Average			\$33,138	\$47,894	44.5%			

City of Fayetteville	Firefighter	\$31,037	\$44,690	44.0%
S Difference		(\$2,101)		
% Difference		-6.8%		-7.2%

Salary Survey Results for City of Fayetteville with GCD

POLICE CAPTAIN

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander III	Good	\$41,159	\$72,670	76.6%	☐		
City of St. Joseph	Police Captain	Good	\$48,464	\$62,507	29.0%	☐		
City of Joplin	Police Captain/Assistant Chief of Police	Good	\$49,409	\$74,608	51.0%	☐		
City of Blue Springs	Captain	Good	\$50,148	\$75,221	50.0%	☒		
City of Lee's Summit	Police Captain	Good	\$50,616	\$72,115	42.5%	☐		
City of Springfield	Police Captain	Good	\$50,747	\$76,121	50.0%	☐		
City of Springfield	Police Captain	Good	\$51,450	\$81,067	57.6%	☐		
City of Jonesboro	Police Captain	Good	\$53,896	\$80,843	50.0%	☒		
City of Bentonville	Police Captain	Good	\$57,374	\$91,740	59.9%	☐		
City of Conway	Major	Good	\$57,413	\$64,944	13.1%	☐		
City of Florissant	Police Captain	Good	\$61,391	\$80,073	30.4%	☒		
City of Columbia	Police Captain	Good	\$63,139	\$94,709	50.0%	☐		
City of Little Rock, AR	Police Captain	Good	\$63,618	\$90,582	42.4%	☐		
City of Norman	Police Captain	Good	\$63,822	\$78,876	23.6%	☐		
City of Rogers	Police Captain	Good	\$67,211	\$73,814	9.8%	☐		
City of North Little Rock	Police Captain	Good	\$68,566	\$102,546	49.6%	☐		
City of Lawrence	Captain	Good	\$70,755	\$76,195	7.7%	☐		
City of Midwest City	Major	Good	\$71,415	\$82,876	16.0%	☐		
City of Fort Smith	Police Captain	Identic	\$71,523	\$78,139	9.2%	☐		
City of O'Fallon								
Average			\$58,687	\$79,959	36.2%			

City of Fayetteville

Police Captain

S Difference \$55,377 \$78,460
% Difference (\$3,310) (S1,499)
 -6.0% -1.9%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE CORPORAL

Describe

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

Quals

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

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

City of Fayetteville

Police Corporal

S Difference \$41,378 \$53,105 28.3%
% Difference \$2,726 (\$1,628) -3.1%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE LIEUTENANT

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Police Captain	Good	\$37,651	\$48,560	29.0%	☐		
University of Arkansas	MT: Public Safety Commander II	Good	\$39,199	\$70,108	78.9%	☐		
City of Springfield	Lieutenant	Good	\$42,928	\$64,192	50.0%	☐		
City of Joplin	Police Lieutenant	Good	\$44,761	\$67,580	51.0%	☒		
City of Jonesboro	Police Lieutenant	Good	\$45,714	\$68,573	50.0%	☐		
City of Blue Springs	Lieutenant	Good	\$46,006	\$69,010	50.0%	☐		
City of Springfield	Police Lieutenant	Good	\$46,276	\$73,346	58.5%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$46,280	\$62,132	34.3%	☐		
City of Conway	Police Lieutenant	Good	\$49,278	\$57,112	15.9%	☐		
City of Bentonville	Police Lieutenant	Good	\$49,558	\$79,246	59.9%	☐		
City of Columbia	Police Lieutenant	Good	\$53,300	\$77,483	45.4%	☐		
City of Norman	Police Lieutenant	Good	\$54,374	\$77,421	42.4%	☐		
City of Little Rock, AR	Police Lieutenant	Good	\$54,629	\$81,944	50.0%	☐		
City of Flomissant	Police Lieutenant	Good	\$56,764	\$74,060	30.5%	☐		
City of Rogers	Police Lieutenant	Good	\$57,532	\$64,786	12.6%	☐		
City of South Little Rock	Police Lieutenant	Good	\$57,719	\$63,439	9.9%	☐		
City of Van Smith	Captain	Good	\$62,154	\$68,015	9.4%	☐		
City of Midwest City	Lieutenant	Good	\$63,481	\$68,362	7.7%	☐		
City of O'Fallon	Police Lieutenant	Good	\$63,498	\$70,584	11.2%	☐		
Average			\$51,111	\$68,745	34.5%			

City of Fayetteville

Police Lieutenant

S Difference \$47,839
% Difference (53.27%)
-6.8%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE OFFICER

Describe	The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and visitors and answers calls for service ranging from friendly assists to highly stressful and dangerous incidents.
Quals	High school or GED. Must possess a valid Driver's License and be able to obtain a Basic Police Officer Certificate. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

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

City of Fayetteville	Police Officer	\$ Difference	% Difference
		\$33,306	41.9%
		(\$1,997)	-6.1%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE SERGEANT

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	ITF Public Safety Supervisor	Good	\$32,249	\$59,157	83.4%			
City of Springfield	Police Sergeant	Good	\$37,062	\$55,594	50.0%			
City of Jonesboro	Police Sergeant	Good	\$40,262	\$60,391	50.0%			
City of St. Joseph	Police Sergeant	Identical	\$40,439	\$52,157	29.0%			
City of Conway	Police Sergeant	Good	\$41,448	\$48,677	17.4%			
City of Springfield	Police Sergeant	Good	\$42,013	\$67,097	59.7%			
City of Blue Springs	Sergeant	Good	\$42,207	\$63,312	50.0%			
City of Lee's Summit	Police Sergeant I	Good	\$42,368	\$59,173	39.7%			
City of Joplin	Police Sergeant	Good	\$42,605	\$64,319	51.0%			
City of Bentonville	Police Sergeant	Good	\$43,468	\$64,391	48.1%			
City of Norman	Police Sergeant	Good	\$43,689	\$63,631	42.4%			
City of Columbia	Police Sergeant	Good	\$46,108	\$67,066	45.5%			
City of Midwest City	Sergeant	Good	\$47,456	\$60,747	28.0%			
City of Rogers	Police Sergeant	Good	\$48,558	\$59,587	22.7%			
City of North Little Rock	Police Sergeant	Good	\$50,025	\$54,319	8.6%			
City of Fort Smith	Sergeant	Good	\$51,482	\$59,216	15.0%			
City of Pleasant	Police Sergeant	Good	\$51,600	\$67,323	30.5%			
City of O'Fallon	Police Sergeant	Good	\$55,762	\$62,829	12.7%			
City of Little Rock, AR	Police Sergeant	Good	\$58,031	\$62,060	6.9%			
City of Lawrence	Police Sergeant	Good	\$60,603	\$90,636	49.6%			
Average			\$45,922	\$62,084	35.2%			

City of Fayetteville

Police Sergeant

S Difference (\$2,533)

% Difference -5.8%

Avg Pay \$61,476

Range Width 41.7%

Exempt (\$608)

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

ACCOUNTANT PAYROLL

Descrip

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

Quals

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

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

City of Fayetteville

Accountant - Payroll

\$ Difference
% Difference

\$30,895
\$1,310
4.2%

\$38,990
\$2,440
6.3%

\$47,084
\$3,569
7.6%

52.4%

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

ACCOUNTING CLERK - PAYABLES

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Clerk - Payables

\$ Difference	\$ Difference
\$29,424	\$28,433
\$1,853	(\$5,179)
6.3%	-18.2%
	11.6%

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

ACCOUNTING CLERK - RECEIVABLE

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Clerk - Receivable

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

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

ACCOUNTING DIRECTOR

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Director

\$ Difference	\$3,397	\$8,891	\$12,381
% Difference	5.6%	11.5%	13.3%

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Manager - Payroll and Pension

\$ Difference	\$6,267	\$9,495	\$12,723
% Difference	12.5%	15.0%	16.6%

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

ANIMAL SERVICES OFFICER

Description

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

Quals

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

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

City of Fayetteville

Animal Services Officer

\$ Difference
% Difference

\$26,689
(\$230)
-0.9%

\$33,681
\$874
2.6%

\$40,673
\$1,978
4.9%

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

BENEFITS ADMINISTRATOR

Descrip

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

Quals

High school diploma or GED and 5 years of experience directly relating to the Benefits Administration job duties described in this job description, or 5 years of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

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

City of Fayetteville

Benefits Administrator

\$ Difference
(\$3,636)

% Difference
-12.4%

\$ Difference
\$44,842

% Difference
-10.3%

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

BILLING AND COLLECTIONS MANAGER

Description

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

Quals

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

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

City of Fayetteville

Billing and Collections Manager

\$ Difference	\$50,325	\$63,511	\$76,696	52.4%
% Difference	\$7,232	\$8,600	\$9,969	13.0%

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

BUILDING MAINTENANCE SUPERVISOR

Descript

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

Quals

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

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

City of Fayetteville

Building Maintenance Supervisor

\$ Difference	\$43,473	\$54,863	\$66,253	52.4%
% Difference	7.9%	9.2%	10.0%	

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

CHIEF OF STAFF

Description

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$59,350	\$74,187	\$89,025	50.0%	☐		
City of Joplin	Assistant City Manager	Good	\$73,677	\$92,175	\$110,674	50.2%	☐		
City of Lee's Summit	Deputy City Manager	Good	\$74,598	\$94,804	\$115,011	54.2%	☐		
City of Columbia	Deputy City Manager	Good	\$74,787	\$116,460	\$158,134	111.4%	☐		
City of Edmond	Assistant City Manager/Administration	Good	\$98,636	\$123,295	\$147,954	50.0%	☐		
Average			\$76,209	\$100,184	\$124,159	62.9%			

City of Fayetteville

Chief of Staff

\$ Difference \$78,071 \$98,526 \$118,980
% Difference 2.4% -1.7% -4.4%

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

CITY ATTORNEY

Descrip

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

Quals

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

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

City of Fayetteville

City Attorney

\$ Difference (\$6,502)

% Difference -8.7%

\$ Difference (\$93,834)

% Difference -5.6%

\$ Difference (\$4,040)

% Difference -3.6%

\$ Difference (\$113,314)

% Difference -52.4%

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

CITY ENGINEER

Descrip

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

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

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

City of Fayetteville

City Engineer

\$ Difference	\$ Difference
\$67,441	\$85,110
\$3,080	\$6,573
4.6%	7.7%
% Difference	% Difference
	9.8%

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

CODE COMPLIANCE OFFICER

Descrip

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

Quals

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

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

City of Fayetteville

Code Compliance Officer

\$ Difference \$29,424 **\$37,133** **\$44,842**
% Difference (\$2,401) (\$1,838) (\$1,275)
-8.2% -4.9% -2.8%

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

CREW LEADER

Descrip

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

Quals

High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain valid Commercial Driver's License - Class A within 90 days of hire date.

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

City of Fayetteville

Crew Leader

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

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

CUSTODIAN

Descrip

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

Quals

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

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

City of Fayetteville

Custodian

\$ Difference	\$18,967	\$23,937	\$28,906
% Difference	-17.8%	-13.3%	-10.4%

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip

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

Quals

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

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

City of Fayetteville

Customer Service Representative I

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

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

DEPUTY COURT CLERK

Descrip

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

Quals

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

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

City of Fayetteville

Deputy Court Clerk

\$ Difference	\$34,207	\$30,550	\$36,892	\$2.4%
% Difference	(\$1,024)	(\$234)	\$556	1.5%
	-4.2%	-0.8%	1.5%	

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

DISPATCH MANAGER

Description

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

Quals

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

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

City of Fayetteville

Dispatch Manager

\$ Difference	\$52,841	\$66,686	\$80,530	\$2.4%
% Difference	18.1%	20.8%	22.6%	

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

DISPATCHER

Descrip

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

Quals

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

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

City of Fayetteville

Dispatcher

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

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

DISTRICT COURT ADMINISTRATOR

Descrip

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

Quals

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

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

City of Fayetteville

District Court Administrator

\$ Difference	\$45,646	\$57,606	\$69,565	\$2.4%
% Difference	\$929	\$3,474	\$6,019	8.7%

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

EQUIPMENT MECHANIC I

Description

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

Quals

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

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

City of Fayetteville

Equipment Mechanic I

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

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

EQUIPMENT MECHANIC II

Descript

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

Quals

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

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

City of Fayetteville

Equipment Mechanic II

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Quats

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

City of Fayetteville

Field Operations Supervisor - Transportation

	\$ Difference	% Difference
1990-1991	1.00	0.00
1991-1992	0.00	0.00
1992-1993	0.00	0.00
1993-1994	0.00	0.00
1994-1995	0.00	0.00
1995-1996	0.00	0.00
1996-1997	0.00	0.00
1997-1998	0.00	0.00
1998-1999	0.00	0.00
1999-2000	0.00	0.00
2000-2001	0.00	0.00
2001-2002	0.00	0.00
2002-2003	0.00	0.00
2003-2004	0.00	0.00
2004-2005	0.00	0.00
2005-2006	0.00	0.00
2006-2007	0.00	0.00
2007-2008	0.00	0.00
2008-2009	0.00	0.00
2009-2010	0.00	0.00
2010-2011	0.00	0.00
2011-2012	0.00	0.00
2012-2013	0.00	0.00
2013-2014	0.00	0.00
2014-2015	0.00	0.00
2015-2016	0.00	0.00
2016-2017	0.00	0.00
2017-2018	0.00	0.00
2018-2019	0.00	0.00
2019-2020	0.00	0.00
2020-2021	0.00	0.00
2021-2022	0.00	0.00
2022-2023	0.00	0.00
2023-2024	0.00	0.00
2024-2025	0.00	0.00
2025-2026	0.00	0.00
2026-2027	0.00	0.00
2027-2028	0.00	0.00
2028-2029	0.00	0.00
2029-2030	0.00	0.00
2030-2031	0.00	0.00
2031-2032	0.00	0.00
2032-2033	0.00	0.00
2033-2034	0.00	0.00
2034-2035	0.00	0.00
2035-2036	0.00	0.00
2036-2037	0.00	0.00
2037-2038	0.00	0.00
2038-2039	0.00	0.00
2039-2040	0.00	0.00
2040-2041	0.00	0.00
2041-2042	0.00	0.00
2042-2043	0.00	0.00
2043-2044	0.00	0.00
2044-2045	0.00	0.00
2045-2046	0.00	0.00
2046-2047	0.00	0.00
2047-2048	0.00	0.00
2048-2049	0.00	0.00
2049-2050	0.00	0.00
2050-2051	0.00	0.00
2051-2052	0.00	0.00
2052-2053	0.00	0.00
2053-2054	0.00	0.00
2054-2055	0.00	0.00
2055-2056	0.00	0.00
2056-2057	0.00	0.00
2057-2058	0.00	0.00
2058-2059	0.00	0.00
2059-2060	0.00	0.00
2060-2061	0.00	0.00
2061-2062	0.00	0.00
2062-2063	0.00	0.00
2063-2064	0.00	0.00
2064-2065	0.00	0.00
2065-2066	0.00	0.00
2066-2067	0.00	0.00
2067-2068	0.00	0.00
2068-2069	0.00	0.00
2069-2070	0.00	0.00
2070-2071	0.00	0.00
2071-2072	0.00	0.00
2072-2073	0.00	0.00
2073-2074	0.00	0.00
2074-2075	0.00	0.00
2075-2076	0.00	0.00
2076-2077	0.00	0.00
2077-2078	0.00	0.00
2078-2079	0.00	0.00
2079-2080	0.00	0.00
2080-2081	0.00	0.00
2081-2082	0.00	0.00
2082-2083	0.00	0.00
2083-2084	0.00	0.00
2084-2085	0.00	0.00
2085-2086	0.00	0.00
2086-2087	0.	

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

FINANCE DIRECTOR

Descript

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs									
City of Stillwater									
City of Joplin	Finance Director	Good	\$60,199	\$75,545	\$90,891	51.0%	☒		
City of Florissant	Finance Director	Good	\$61,391	\$70,754	\$80,116	30.5%	☒		
City of Lee's Summit	Finance Director	Identice	\$65,049	\$83,119	\$101,188	55.6%	☒		
City of O'Fallon	Finance Director	Good	\$65,486	\$78,076	\$90,665	38.4%	☐		
City of Springdale	Adm/Finance Services Director	Good	\$66,388	\$82,984	\$99,581	50.0%	☐		
City of Bentonville	Finance Director	Good	\$71,513	\$96,313	\$121,513	69.9%	☐		
City of Midwest City	Finance Director	Good	\$74,049	\$86,641	\$99,232	34.0%	☐		
City of Columbia	Director of Finance	Identice	\$74,787	\$116,460	\$158,134	111.4%	☒		
City of Conway	Chief Financial Officer	Good	\$75,335	\$75,335	\$75,335	0.0%	☐		
City of Jonesboro	Chief Financial Officer	Good	\$75,712	\$94,640	\$113,568	50.0%	☒		
City of Lawrence	Finance Director	Identice	\$76,306	\$95,215	\$114,123	49.6%	☐		
City of Springfield	Director of Finance	Good	\$77,769	\$98,414	\$119,060	53.1%	☐		
City of Manhattan	Director of Finance	Good	\$79,525	\$103,471	\$127,418	60.2%	☒		
City of Edmond	Director of Finance	Identice	\$84,847	\$106,059	\$127,272	50.0%	☒		
City of Norman	Director of Finance	Good	\$89,100	\$107,982	\$126,864	42.4%	☒		
City of College Station	Executive Director	Good	\$94,997	\$121,074	\$147,150	54.9%	☐		
City of Rogers	CFO/Treasurer	Good	\$103,490	\$103,490	\$103,490	0.0%	☐		
Average			\$76,232	\$93,869	\$111,506	46.3%			

City of Fayetteville

Finance Director

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

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

FINANCIAL ANALYST - BUDGET

Descrip

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

Quals

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

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

City of Fayetteville

Financial Analyst - Budget

\$ Difference	\$39,431	\$49,762	\$60,093	\$2.4%
% Difference	\$1,812	\$2,600	\$3,388	5.6%

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

FINANCIAL COORDINATOR - PARKS AND REC

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lawrence	Administrative Support III - P&R	Good	\$30,819	\$38,455	\$46,091	49.6%	☐		
State of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%	☐		
City of College Station	Admn. Support Supervisor	Good	\$42,500	\$52,069	\$61,637	45.0%	☐		
Average			\$33,112	\$43,580	\$54,049	63.2%			

City of Fayetteville

Financial Coordinator - Parks and Rec

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

% Difference -2.1% -6.5% -9.3%

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

GIS TECHNICIAN

Description

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	GIS Technician	Good	\$26,681	\$33,683	\$40,685	52.5%	☐		
City of Lee's Summit	GIS Technician	Identical	\$29,251	\$41,454	\$53,657	83.4%	☐		
State of Arkansas	GIS Technician	Good	\$30,141	\$37,042	\$43,943	45.8%	☐		
City of College Station	GIS Technician	Good	\$31,389	\$38,564	\$45,740	45.7%	☐		
City of Columbia	GIS Technician	Good	\$31,404	\$40,061	\$48,717	55.1%	☐		
City of Midwest City	Dev Services GIS Technician	Good	\$32,443	\$39,359	\$46,275	42.6%	☐		
City of Stillwater	GIS Coordinator	Good	\$32,592	\$40,740	\$48,888	50.0%	☐		
City of Blue Springs	GIS Data Base Operator	Good	\$33,283	\$40,800	\$48,316	45.2%	☐		
City of Joplin	GIS Technician	Good	\$35,608	\$42,458	\$49,309	38.5%	☐		
City of O'Fallon	GIS Technician II	Good	\$35,714	\$44,638	\$53,561	50.0%	☐		
City of Bentonville	GIS Technician	Good	\$37,116	\$47,904	\$58,692	58.1%	☐		
City of Manhattan	GIS Analyst	Good	\$38,659	\$48,238	\$57,818	49.6%	☐		
City of Lawrence	GIS/Mapping Technician	Good	\$40,046	\$40,046	\$40,046	0.0%	☐		
City of Rogers	GIS Coordinator	Good	\$40,262	\$50,326	\$60,391	50.0%	☐		
City of Jonesboro	GIS Analyst I	Good	\$40,527	\$50,659	\$60,791	50.0%	☐		
City of Edmond	GIS Analyst	Good	\$40,825	\$48,876	\$56,928	39.4%	☐		
City of Springfield	GIS Coordinator	Good	\$41,740	\$47,278	\$52,815	26.5%	☐		
City of Conway	GIS Analyst I	Good	\$45,890	\$55,615	\$65,341	42.4%	☐		
City of Norman									
Average			\$35,754	\$43,763	\$51,773	44.8%			

City of Fayetteville

GIS Technician

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

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip

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

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Rogers	IT Director	Good					☐		\$79,798
City of Blue Springs	Director, Information Technologies	Good	\$59,580	\$74,475	\$89,371	50.0%	☐		
City of Bentonville	Systems Manager	Good	\$61,294	\$82,754	\$104,214	70.0%	☐		
City of Lee's Summit	Chief Technology Officer	Good	\$61,423	\$77,718	\$94,012	53.1%	☐		
City of Jonesboro	Information Systems Director	Good	\$64,803	\$81,004	\$97,204	50.0%	☐		
NOARK	IT Team Leader	Good	\$67,297	\$83,794	\$100,290	49.0%	☐		
Average			\$62,879	\$79,949	\$97,018	54.3%			\$79,798

City of Fayetteville

Information Technology Director

\$ Difference \$61,171 \$77,198 \$93,224
% Difference (\$1,708) (\$2,751) (\$3,794)
-2.8% -3.6% -4.1%

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip

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

Quals

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

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

City of Fayetteville

Inspector/Commercial & Residential

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

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

LEAD COURT CLERK

Description

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

Quals

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

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

City of Fayetteville

Lead Court Clerk

\$ Difference \$30,895 \$38,990 \$47,084
% Difference 3.3% 7.8% 10.8%

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

MAINTENANCE WORKER II - PARKS

Descrip

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

Quals

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

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

City of Fayetteville

Maintenance Worker II - Parks

\$ Difference	\$20,911	\$26,390	\$31,869
% Difference	(\$3,836)	(\$4,235)	(\$4,634)
	-18.3%	-16.0%	-14.5%

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

MAINTENANCE WORKER III - WATER SEWER

Description

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

Quals

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

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

City of Fayetteville

Maintenance Worker III - Water Sewer

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

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

MAINTENANCE WORKER IV - ASPHALT

Description

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

Quals

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

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

City of Fayetteville

Maintenance Worker IV - Asphalt

\$ Difference	\$ Difference
\$24,207	\$30,550
(\$3,991)	(\$4,532)
-16.5%	-14.8%
% Difference	% Difference
	-13.8%

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

METER READER

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs									
City of College Station	Meter Services Field Rep	Good	\$20,674	\$25,690	\$30,706	48.5%	☐		
City of Lee's Summit	Meter Reader	Good	\$22,735	\$28,512	\$34,290	50.8%	☐		
City of Midwest City	Meter Reader	Good	\$23,616	\$30,126	\$36,637	55.1%	☐		
City of Columbia	Meter Reader	Identical	\$23,924	\$29,239	\$34,553	44.4%	☐		
City of Edmond	Meter Reader	Identical	\$24,768	\$30,961	\$37,153	50.0%	☐		
City of Stillwater	Customer Service Meter Reader	Good	\$24,864	\$30,162	\$35,461	42.6%	☐		
City of Norman	Meter Reader	Identical	\$26,736	\$32,404	\$38,071	42.4%	☐		
City of Lawrence	Meter Reader	Identical	\$27,517	\$34,335	\$41,153	49.6%	☐		
City of Manhattan	Water Service Worker I	Good	\$27,571	\$35,511	\$43,451	57.6%	☐		
City of Bentonville	Meter Reader II	Good	\$30,595	\$38,264	\$45,933	50.1%	☐		
Average			\$25,300	\$31,520	\$37,741	49.2%			

City of Fayetteville

Meter Reader

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

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

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

OFFICE MANAGER TRANSPORTATION

Descrip

The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate recordkeeping in the work order system. Provides guidance to employees and supervisors on payroll related matters.

Quals

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

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

City of Fayetteville

Office Manager - Transportation

\$ Difference \$30,895

% Difference 2.0%

\$ Difference \$613

% Difference 1.6%

\$ Difference \$627

% Difference 1.3%

\$ Difference \$47,084

% Difference 52.4%

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

PARKING ENFORCEMENT OFFICER

Descrip

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

Quals

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

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

City of Fayetteville

Parking Enforcement Officer

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

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

PARKS MAINT SUPERINTENDENT

Descrip

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

Quals

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

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

City of Fayetteville

Parks Maintenance Superintendent

\$ Difference	\$50,325	\$63,511	\$76,696	\$2.4%
% Difference	\$509	\$2,332	\$4,155	5.4%
	1.0%	3.7%		

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

PLANNER - CURRENT PLANNING

Descrip

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

Quals

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

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

City of Fayetteville

Planner - Current Planning

\$ Difference	\$35,765	\$45,136	\$54,506	\$52.4%
% Difference	-9.9%	-6.1%	-3.6%	

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

POLICE CHIEF

Description

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

Quals

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

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

City of Fayetteville

Police Chief

\$ Difference
% Difference

\$74,353
(\$2,911)
-3.9%

\$113,314
\$4,386
3.9%

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

PROSECUTING ATTORNEY

Descrip

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

Quals

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

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

City of Fayetteville

Prosecuting Attorney

\$ Difference	\$67,441	\$85,110	\$102,779	52.4%
% Difference	\$7,157	\$10,916	\$14,675	14.3%
	10.6%	12.8%		

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

PURCHASING AGENT

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Bossier City	Purchasing Agent	Good	\$29,900	\$37,627	\$45,353	51.7%	☐		
University of Arkansas	Buyer	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Lee's Summit	Senior Procurement Officer	Good	\$34,252	\$43,669	\$53,085	55.0%	☐		
City of Lawrence	Purchasing Specialist	Identical	\$34,517	\$43,070	\$51,623	49.6%	☐		
City of O'Fallon	Purchasing Agent	Good	\$35,608	\$42,458	\$49,309	38.5%	☐		
NOARK	Purchasing Agent/Buyer	Good	\$36,935	\$48,014	\$59,093	60.0%	☐		
City of St. Joseph	Purchasing Agent	Good	\$38,533	\$46,663	\$54,793	42.2%	☐		
City of College Station	Buyer	Good	\$42,500	\$52,069	\$61,637	45.0%	☐		
City of Norman	Procurement Analyst	Good	\$42,889	\$51,978	\$61,067	42.4%	☐		
City of Jonesboro	Purchasing Manager	Good	\$42,989	\$53,735	\$64,481	50.0%	☐		
City of Bentonville	Purchasing Agent	Good	\$45,007	\$56,247	\$67,488	50.0%	☐		
City of Springfield	Purchasing Agent	Good	\$46,421	\$55,134	\$63,847	37.5%	☐		
City of Edmond	Purchasing Manager	Good	\$47,421	\$59,276	\$71,131	50.0%	☐		
City of Columbia	Purchasing Agent	Good	\$55,936	\$68,620	\$81,304	45.4%	☐		
Average			\$39,525	\$49,569	\$59,614	50.8%			

City of Fayetteville

Purchasing Agent

\$ Difference	\$ Difference
\$37,553	\$57,231
(\$1,972)	(\$2,383)
-5.3%	-4.2%
-4.6%	
	52.4%

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

RECREATION SUPERINTENDENT

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Recreation Coordinator	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Blue Springs	Recreation Superintendent	Good	\$35,526	\$44,407	\$53,288	50.0%	☐		
City of Bentonville	Recreation Program Supervisor	Good	\$38,622	\$52,139	\$65,656	70.0%	☐		
City of Joplin	Recreation and Events Manager	Good	\$42,605	\$53,462	\$64,319	51.0%	☒		
City of Edmond	Recreation Program Manager	Good	\$43,482	\$54,352	\$65,222	50.0%	☐		
City of Lee's Summit	Superintendent of Recreation Services	Good	\$44,486	\$57,271	\$70,056	57.5%	☒		
City of Springdale	Recreation Superintendent	Good	\$45,534	\$56,918	\$68,301	50.0%	☐		
City of Midwest City	Park & Recreation Supervisor	Good	\$45,978	\$56,955	\$67,931	47.7%	☐		
City of Jonesboro	Assistant Parks and Recreation Director	Good	\$48,441	\$60,552	\$72,663	50.0%	☒		
City of O'Fallon	Recreation Superintendent	Good	\$49,399	\$58,880	\$68,361	38.4%	☐		
City of Columbia	Superintendent of Recreation & Community Programs	Good	\$50,791	\$62,313	\$73,835	45.4%	☐		
City of College Station	Recreation Superintendent	Good	\$50,832	\$62,286	\$73,741	45.1%	☐		
City of Conway	BF Programs Manager	Good	\$51,180	\$55,152	\$59,125	15.5%	☐		
City of Rogers	Program Director	Good	\$52,563	\$52,563	\$52,563	0.0%	☐		
City of Manhattan	Recreation Superintendent	Good	\$54,313	\$70,256	\$86,200	58.7%	☒		
City of Springfield	Superintendent of Recreation	Good	\$54,612	\$64,823	\$75,034	37.4%	☐		
City of Florissant	Assistant Parks Director	Good	\$56,764	\$65,412	\$74,060	30.5%	☒		
City of Norman	Parks Superintendent	Good	\$66,805	\$80,963	\$95,121	42.4%	☒		
Average			\$47,622	\$58,029	\$68,435				
City of Fayetteville									
Recreation Superintendent									
			\$47,929	\$60,486	\$73,043				
			\$ Difference		\$2,457				
			% Difference		4.1%				

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

ROUTE DRIVER

Describe

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

Quals

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

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

City of Fayetteville

Route Driver

\$ Difference \$26,689 \$33,681 \$40,673 52.4%
% Difference (\$1,529) (\$907) (\$286) -2.7% -0.7%

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

SECRETARY - PROSECUTOR OFFICE

Description

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

Quals

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

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

City of Fayetteville

Secretary - Prosecutor Office

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

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Columbia	Customer Service Representative II	Good	\$26,104	\$32,011	\$37,917	45.3%	☐		
State of Arkansas	DFA Supervisor	Good	\$26,531	\$37,600	\$48,669	83.4%	☐		
City of Conway	Senior Customer Service Representative	Good	\$26,588	\$30,634	\$34,680	30.4%	☐		
City of Edmond	Customer Service Representative II	Good	\$26,738	\$33,423	\$40,107	50.0%	☐		
City of College Station	Sr Customer Service Rep.	Good	\$27,627	\$33,136	\$38,645	39.9%	☐		
City of Stillwater	Customer Service Lead Representative	Good	\$27,969	\$33,941	\$39,913	42.7%	☐		
City of Midwest City	Office Manager	Good	\$28,548	\$36,418	\$44,288	55.1%	☐		
City of Florissant	Lead Permit Inspection Clerk	Good	\$29,124	\$33,363	\$38,003	30.5%	☐		
City of Bentonville	Customer Account Representative III	Good	\$30,595	\$38,264	\$45,933	50.1%	☐		
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%	☐		
City of Norman	Customer Service Representative II	Good	\$31,842	\$38,591	\$45,340	42.4%	☐		
City of Manhattan	Administrative Supervisor	Good	\$44,960	\$58,108	\$71,255	58.5%	☐		
Average			\$29,787	\$37,012	\$44,237	48.5%			

City of Fayetteville

Senior Customer Service Representative

\$ Difference (\$3,098) (\$3,331)
% Difference -11.6% -9.9%

\$40,673

\$2,461

52.4%

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

SENIOR PLANNER - CURRENT PLANNING

Descrip

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

Quals

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

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

City of Fayetteville

Senior Planner - Current Planning

\$ Difference	% Difference
\$43,473	(\$2,814)
\$66,253	(\$1,547)
	-2.8%
	-0.4%

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

SENIOR SECRETARY - PARKS AND REC

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Administrative Assistant	Good	\$21,815	\$26,867	\$31,919	46.3%	☐		
City of Blue Springs	Administrative Secretary	Fair	\$23,091	\$28,864	\$34,637	50.0%	☐		
City of Springdale	Secretary	Good	\$24,029	\$30,036	\$36,044	50.0%	☐		
State of Arkansas	Administrative Specialist III	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Jonesboro	Administrative Assistant - Parks & Recreation	Good	\$25,944	\$32,430	\$38,917	50.0%	☐		
City of St. Joseph	Executive Secretary	Good	\$26,113	\$31,623	\$37,133	42.2%	☐		
City of Rogers	Secretary - Parks	Good	\$26,669	\$26,669	\$26,669	0.0%	☐		
City of Lee's Summit	Administrative Secretary	Good	\$26,681	\$33,683	\$40,685	52.5%	☐		
City of Edmond	Administrative Specialist II	Good	\$26,738	\$33,423	\$40,107	50.0%	☐		
City of Columbia	Administrative Support Assistant III	Good	\$27,275	\$33,502	\$39,729	45.7%	☐		
City of College Station	Staff Assistant	Good	\$27,627	\$33,136	\$38,645	39.9%	☐		
City of Florissant	Administrative Assistant	Good	\$29,124	\$33,563	\$38,003	30.5%	☐		
City of Bentonville	Secretary II	Good	\$30,595	\$38,264	\$45,933	50.1%	☐		
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%	☐		
City of O'Fallon	Administrative Assistant	Good	\$31,017	\$36,973	\$42,929	38.4%	☐		
City of Manhattan	Administrative Assistant	Good	\$31,079	\$40,049	\$49,020	57.7%	☐		
City of Conway	Administrative Assistant II	Good	\$31,211	\$35,257	\$39,303	25.9%	☐		
City of Norman	Administrative Technician III	Good	\$33,029	\$40,028	\$47,027	42.4%	☐		
Average			\$27,674	\$33,813	\$39,952	44.4%			

City of Fayetteville

Senior Secretary - Parks and Rec

\$ Difference	\$24,207	\$30,550	\$36,892	52.4%
% Difference	(\$3,467)	(\$3,263)	(\$3,060)	
	-14.3%	-10.7%	-8.3%	

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

SHELTER ATTENDANT

Descrip

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

Quals

High school diploma or GED.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper I	Good	\$16,515	\$19,469	\$22,423	35.8%	☐		
City of Rogers	Kennel Attendant	Good	\$17,130	\$19,142	\$21,155	23.5%	☐		
City of Conway	Kennel Technician	Good	\$19,652	\$21,964	\$24,276	23.5%	☐		
City of Jonesboro	Kennel Master	Good	\$22,536	\$28,170	\$33,804	50.0%	☐		
City of Springdale	Animal Caretaker	Good	\$22,726	\$28,407	\$34,089	50.0%	☐		
City of Lee's Summit	Shelter Attendant	Good	\$22,735	\$28,513	\$34,290	50.8%	☐		
City of Edmond	Animal Shelter Specialist	Good	\$22,798	\$28,498	\$34,198	50.0%	☐		
City of Joplin	Animal Warden I	Good	\$23,561	\$28,884	\$34,208	45.2%	☐		
City of St. Joseph	Animal Care Specialist	Good	\$26,342	\$31,899	\$37,457	42.2%	☐		
City of Norman	Kennel Attendant	Good	\$26,736	\$32,404	\$38,071	42.4%	☐		
City of Manhattan	Animal Shelter Technician I	Good	\$27,571	\$35,511	\$43,451	57.6%	☐		
Average			\$22,573	\$27,533	\$32,493	43.9%			

City of Fayetteville

Shelter Attendant

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

% Difference -9.5%

\$ Difference (\$2,400) -7.1%

% Difference -7.1%

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

SOLID WASTE DIRECTOR

Descrip

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

Quals

Associate's degree (AA) and six (6) years of related experience with a minimum of two (2) years in supervision. Bachelor's degree (B.A. or B.S.) with four (4) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

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

City of Fayetteville

Solid Waste Director

\$ Difference	\$61,171	\$77,198	\$93,224	\$2.4%
% Difference	\$4,062	\$9,712	\$15,362	
	6.6%	12.6%	16.5%	

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

STAFF ENGINEER

Description

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

Quals

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

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

City of Fayetteville

Staff Engineer

\$ Difference
% Difference

\$55,483
\$2,321
4.2%

\$70,020
\$5,393
7.7%

\$84,557
\$8,466
10.0%

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Descrip

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

Quals

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

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

City of Fayetteville

Water Sewer Field Maintenance Supervisor

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

APPENDIX 4.0

SALARY SURVEY SUMMARY WITHOUT GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 without GCD - Fire

Job Class Title	Averages For Each Job Class				City of Fayetteville		
	Mi	Max	Start	Avg	Actual	Range Width	Min
FIREFIGHTER	\$33,427	\$48,277				44.4%	\$31,037 -7.7%
DRIVER/OPERATOR/FIREFIGHTER	\$41,558	\$53,546				28.8%	\$37,179 -11.8%
FIRE CAPTAIN	\$51,499	\$68,118				32.3%	\$43,039 -19.7%
BATTALION CHIEF	\$56,809	\$75,008			\$68,008	32.0%	\$49,823 -14.0%
Survey Averages	\$45,823	\$61,237			\$68,008	34.40%	\$40,270 -13.79%
							\$56,411 -8.56%
							40.08%

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

Job Class Title	Averages For Each Job Class				City of Fayetteville		
	Min	Max	Start	Avg	Actual	Range Width	Min
POLICE OFFICER	\$36,472	\$51,809				42.1%	\$33,306 -9.5%
POLICE CORPORAL	\$38,960	\$55,272				41.9%	\$41,378 5.8%
POLICE SERGEANT	\$47,454	\$64,068				35.0%	\$43,389 -9.4%
POLICE LIEUTENANT	\$52,806	\$70,918				34.3%	\$47,839 -10.4%
POLICE CAPTAIN	\$60,548	\$82,364				36.0%	\$55,377 -9.3%
Survey Averages	\$47,248	\$64,886				37.85%	\$44,258 -6.76%
							\$61,617 -5.31%
							39.22%

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

Title	Average Market Min	Fayetteville Min	Difference at Min	Average Market Mid	Fayetteville Mid	Difference at Mid	Average Market Max	Fayetteville Max	Difference at Max
MAINTENANCE WORKER II - PARKS	\$25,449	\$20,911	-21.7%	\$31,470	\$26,390	-19.2%	\$37,491	\$31,869	-17.6%
MAINTENANCE WORKER III - WATER SEWER	\$28,083	\$23,055	-21.8%	\$34,617	\$29,095	-19.0%	\$41,151	\$35,135	-17.1%
CUSTODIAN	\$22,957	\$18,967	-21.0%	\$27,859	\$23,937	-16.4%	\$32,761	\$28,906	-13.3%
MAINTENANCE WORKER IV - ASPHALT	\$28,390	\$24,207	-17.3%	\$35,303	\$30,550	-15.6%	\$42,216	\$36,892	-14.4%
CREW LEADER	\$34,689	\$29,424	-17.9%	\$42,569	\$37,133	-14.6%	\$50,448	\$44,842	-12.5%
SENIOR SECRETARY - PARKS AND REC	\$28,632	\$24,207	-18.3%	\$34,970	\$30,550	-14.5%	\$41,308	\$36,892	-12.0%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$42,661	\$37,553	-13.6%	\$53,840	\$47,392	-13.6%	\$65,019	\$57,231	-13.6%
BENEFITS ADMINISTRATOR	\$33,807	\$29,424	-14.9%	\$42,150	\$37,133	-13.5%	\$50,493	\$44,842	-12.6%
PARKING ENFORCEMENT OFFICER	\$24,209	\$20,911	-15.8%	\$29,822	\$26,390	-13.0%	\$35,435	\$31,869	-11.2%
SECRETARY - PROSECUTOR OFFICE	\$25,302	\$21,957	-15.2%	\$31,273	\$27,710	-12.9%	\$37,245	\$33,462	-11.3%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$30,171	\$26,689	-13.0%	\$37,452	\$33,681	-11.2%	\$44,732	\$40,673	-10.0%
SHELTER ATTENDANT	\$22,846	\$19,915	-14.7%	\$27,869	\$25,133	-10.9%	\$32,892	\$30,351	-8.4%
GIS TECHNICIAN	\$36,378	\$32,440	-12.1%	\$44,533	\$40,940	-8.8%	\$52,689	\$49,439	-6.6%
EQUIPMENT MECHANIC I	\$28,039	\$25,418	-10.3%	\$34,860	\$32,077	-8.7%	\$41,151	\$38,736	-6.2%
PLANNER - CURRENT PLANNING	\$40,069	\$35,765	-12.0%	\$48,819	\$45,136	-8.2%	\$57,569	\$54,506	-5.6%
CUSTOMER SERVICE REPRESENTATIVE I	\$25,227	\$23,055	-9.4%	\$31,463	\$29,095	-8.1%	\$37,700	\$35,135	-7.3%
FIELD OPERATIONS SUPERVISOR - TRANSPORTATION	\$40,143	\$35,765	-12.2%	\$48,787	\$45,136	-8.1%	\$57,431	\$54,506	-5.4%
INFORMATION TECHNOLOGY DIRECTOR	\$65,579	\$61,171	-7.2%	\$83,333	\$77,198	-7.9%	\$101,087	\$93,224	-8.4%
CODE COMPLIANCE OFFICER	\$32,626	\$29,424	-10.9%	\$39,956	\$37,133	-7.6%	\$47,285	\$44,842	-5.4%
PURCHASING AGENT	\$40,416	\$37,553	-7.6%	\$50,662	\$47,392	-6.9%	\$60,908	\$57,231	-6.4%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,933	\$32,440	-10.8%	\$43,726	\$40,940	-6.8%	\$51,590	\$49,439	-4.4%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,204	\$32,440	-2.4%	\$43,696	\$40,940	-6.7%	\$54,189	\$49,439	-9.6%
CITY ATTORNEY	\$81,105	\$74,353	-9.1%	\$99,439	\$93,834	-6.0%	\$117,772	\$113,314	-3.9%
EQUIPMENT MECHANIC II	\$31,597	\$29,424	-7.4%	\$39,327	\$37,133	-5.9%	\$47,057	\$44,842	-4.9%
ROUTE DRIVER	\$28,898	\$26,689	-8.3%	\$35,406	\$33,681	-5.1%	\$41,913	\$40,673	-3.0%
METER READER	\$25,606	\$24,207	-5.8%	\$31,905	\$30,550	-4.4%	\$38,203	\$36,892	-3.6%
SENIOR PLANNER - CURRENT PLANNING	\$46,974	\$43,473	-8.1%	\$57,281	\$54,863	-4.4%	\$67,588	\$66,253	-2.0%
CHIEF OF STAFF	\$77,868	\$78,071	0.3%	\$102,374	\$98,526	-3.9%	\$126,879	\$118,980	-6.6%
DEPUTY COURT CLERK	\$25,962	\$24,207	-7.2%	\$31,665	\$30,550	-3.6%	\$37,368	\$36,892	-1.3%
POLICE CHIEF	\$79,737	\$74,353	-7.2%	\$96,112	\$93,834	-2.4%	\$112,486	\$113,314	0.7%
ACCOUNTING CLERK - RECEIVABLE	\$26,041	\$25,418	-2.5%	\$32,614	\$32,077	-1.7%	\$39,187	\$38,736	-1.2%
DISPATCHER	\$27,769	\$26,689	-4.0%	\$34,214	\$33,681	-1.6%	\$40,660	\$40,673	0.0%
ANIMAL SERVICES OFFICER	\$27,672	\$26,689	-3.7%	\$33,715	\$33,681	-0.1%	\$39,759	\$40,673	2.2%
PARKS MAINT SUPERINTENDENT	\$51,630	\$50,325	-2.6%	\$63,411	\$63,511	0.2%	\$75,191	\$76,696	2.0%
OFFICE MANAGER TRANSPORTATION	\$30,692	\$30,895	0.7%	\$38,886	\$38,990	0.3%	\$47,080	\$47,084	0.0%
RECREATION SUPERINTENDENT	\$49,049	\$47,929	-2.3%	\$59,744	\$60,486	1.2%	\$70,439	\$73,043	3.6%
ACCOUNTANT PAYROLL	\$30,817	\$30,895	0.3%	\$38,047	\$38,990	2.4%	\$45,378	\$47,084	3.6%
FINANCE DIRECTOR	\$77,847	\$78,071	0.3%	\$95,821	\$98,526	2.7%	\$113,796	\$118,980	4.4%
FINANCIAL ANALYST - BUDGET	\$38,384	\$39,431	2.7%	\$48,100	\$49,762	3.3%	\$57,816	\$60,093	3.8%
DISTRICT COURT ADMINISTRATOR	\$45,937	\$45,646	-0.6%	\$55,607	\$57,606	3.5%	\$65,278	\$69,565	6.2%
CITY ENGINEER	\$65,948	\$67,441	2.2%	\$80,439	\$85,110	5.5%	\$94,930	\$102,779	7.6%
STAFF ENGINEER	\$54,371	\$55,483	2.0%	\$66,056	\$70,020	5.7%	\$77,741	\$84,557	8.1%
LEAD COURT CLERK	\$30,252	\$30,895	2.1%	\$36,424	\$38,990	6.6%	\$42,595	\$47,084	9.5%
BUILDING MAINTENANCE SUPERVISOR	\$40,978	\$43,473	5.7%	\$50,987	\$54,863	7.1%	\$60,995	\$66,253	7.9%
ACCOUNTING CLERK - PAYABLES	\$28,244	\$29,424	4.0%	\$34,421	\$37,133	7.3%	\$40,599	\$44,842	9.5%
SOLID WASTE DIRECTOR	\$59,014	\$61,171	3.5%	\$69,781	\$77,198	9.6%	\$80,547	\$93,224	13.6%
ACCOUNTING DIRECTOR	\$68,434	\$61,171	-11.1%	\$81,122	\$77,198	-5.0%	\$93,224	\$93,224	0.0%
PROSECUTING ATTORNEY	\$61,285	\$67,441	9.1%	\$75,451	\$85,110	11.3%	\$89,618	\$102,779	12.8%
BILLING AND COLLECTIONS MANAGER	\$43,364	\$50,325	13.8%	\$55,227	\$63,511	13.0%	\$67,091	\$76,696	12.5%
ACCOUNTING MANAGER - PAYROLL AND PENSION	\$44,525	\$50,325	11.5%	\$54,584	\$63,511	14.1%	\$64,643	\$76,696	15.7%
DISPATCH MANAGER	\$44,004	\$52,841	16.7%	\$53,707	\$66,686	19.5%	\$63,411	\$80,530	21.3%
Average			-5.68%			-3.29%			-1.74%

APPENDIX 5.0

SALARY SURVEY DETAIL WITHOUT GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 without GCD - Fire

BATTALION CHIEF

Descrip

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

Quals

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

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

City of Fayetteville

Battalion Chief

\$ Difference (\$6,986)
% Difference -14.0%

\$ Difference (\$5,679)
% Difference -8.2%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Descript

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

Quals

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

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

City of Fayetteville

Driver/Operator/Firefighter

\$ Difference \$37,179
% Difference -11.8%

\$ Difference (\$1,812)
% Difference -3.5%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIRE CAPTAIN

Descrip

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

Quals

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

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

City of Fayetteville

Fire Captain

\$43,039

\$59,889

39.2%

\$ Difference (\$8,460)

(\$8,229)

% Difference -19.7%

-13.7%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIREFIGHTER

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Firefighter	Good	\$28,303	\$46,853	65.5%	☐		
City of Joplin	Firefighter/EMT	Identical	\$28,992	\$42,090	45.2%	☐		
City of Fort Smith	Firefighter	Good	\$29,178	\$42,573	45.9%	☐		
City of Jonesboro	Firefighter	Good	\$29,188	\$43,782	50.0%	☐		
City of Conway	Firefighter	Good	\$29,731	\$40,888	37.5%	☐		
City of Springdale	Firefighter/EMT	Good	\$30,090	\$43,820	45.6%	☐		
City of St. Joseph	Firefighter	Good	\$31,233	\$44,413	42.2%	☐		
City of Rogers	Firefighter/EMT	Good	\$31,974	\$55,182	72.6%	☐		
City of Springfield	Firefighter	Identical	\$32,323	\$41,184	27.4%	☐		
City of Bentonville	Firefighter	Good	\$33,189	\$49,784	50.0%	☐		
City of Columbia	Firefighter I	Good	\$33,446	\$48,743	45.7%	☐		
City of Little Rock, AR	Firefighter	Good	\$34,823	\$51,308	47.3%	☐		
City of Manhattan	Firefighter I	Good	\$35,031	\$46,272	32.1%	☐		
City of College Station	Firefighter	Good	\$36,371	\$56,318	54.8%	☐		
City of Midwest City	Firefighter	Good	\$36,902	\$45,720	23.9%	☐		
City of Lee's Summit	Firefighter	Identical	\$37,144	\$49,795	34.1%	☐		
City of Lawrence	Firefighter EMT - I	Identical	\$41,003	\$59,387	44.8%	☐		
City of Norman	Firefighter	Good	\$42,757	\$60,879	42.4%	☐		
Average			\$33,427	\$48,277	44.4%			

City of Fayetteville

Firefighter

\$ Difference (\$3,587) **-8.0%**

% Difference -7.7%

Range Width 44.0%

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

POLICE CAPTAIN

Describe

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

Quals

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

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

City of Fayetteville

Police Captain

\$ Difference \$55,377
% Difference (55,171)
 (33,904)
 -5.0%

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

POLICE CORPORAL

Describe

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

Quals

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

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

City of Fayetteville

Police Corporal

S Difference \$41,378
% Difference 5.8%
S Difference (\$2,167)
% Difference -4.1%

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

POLICE LIEUTENANT

Description

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander II	Good	\$39,199	\$70,108	78.9%	☐		
City of St. Joseph	Police Captain	Good	\$39,301	\$50,689	29.0%	☐		
City of Springdale	Lieutenant	Good	\$42,885	\$64,327	50.0%	☐		
City of Joplin	Police Lieutenant	Good	\$43,039	\$64,981	51.0%	☒		
City of Jonesboro	Police Lieutenant	Good	\$44,426	\$66,640	50.0%	☐		
City of Springfield	Police Lieutenant	Good	\$46,509	\$73,715	58.5%	☐		
City of Bentonville	Police Lieutenant	Good	\$48,922	\$78,229	59.9%	☐		
City of Conway	Police Lieutenant	Good	\$49,377	\$57,226	15.9%	☐		
City of Blue Springs	Lieutenant	Good	\$52,102	\$78,154	50.0%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$52,471	\$70,445	34.3%	☐		
City of Columbia	Police Lieutenant	Good	\$54,167	\$78,743	45.4%	☐		
City of Norman	Police Lieutenant	Good	\$55,258	\$78,680	42.4%	☐		
City of Little Rock, AR	Police Lieutenant	Good	\$55,744	\$83,616	50.0%	☐		
City of Rogers	Police Lieutenant	Good	\$57,075	\$64,272	12.6%	☐		
City of North Little Rock	Police Lieutenant	Good	\$58,837	\$64,668	9.9%	☐		
City of Fort Smith	Captain	Good	\$60,344	\$66,034	9.4%	☐		
City of Midwest City	Lieutenant	Good	\$64,513	\$69,474	7.7%	☐		
City of Florissant	Police Lieutenant	Good	\$66,081	\$86,216	30.5%	☐		
City of O'Fallon	Police Lieutenant	Good	\$73,070	\$81,224	11.2%	☐		
Average			\$52,806	\$70,918	34.3%			

City of Fayetteville

Police Lieutenant

\$ Difference \$47,839
% Difference -10.4%
\$ Difference (\$3,141)
% Difference -4.6%

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

POLICE OFFICER

Description

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

Qualifications

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

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

City of Fayetteville

Police Officer

\$33,306

\$47,267

41.9%

\$ Difference (\$3,166)

(\$4,512)

% Difference -9.5%

-9.6%

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

POLICE SERGEANT

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	EE Public Safety Supervisor	Good	\$32,249	\$59,157	83.4%	☐		
City of Springdale	Police Sergeant	Good	\$37,025	\$55,538	50.0%	☐		
City of Jonesboro	Police Sergeant	Good	\$39,127	\$58,689	50.0%	☐		
City of Joplin	Police Sergeant	Good	\$40,966	\$61,845	51.0%	☐		
City of Conway	Police Sergeant	Good	\$41,531	\$48,775	17.4%	☐		
City of St. Joseph	Police Sergeant	Identic	\$42,212	\$54,444	29.0%	☐		
City of Springfield	Police Sergeant	Good	\$42,224	\$67,434	59.7%	☐		
City of Bentonville	Police Sergeant	Good	\$42,910	\$63,565	48.1%	☐		
City of Norman	Police Sergeant	Good	\$45,416	\$64,666	42.4%	☐		
City of Columbia	Police Sergeant	Good	\$46,858	\$68,157	45.5%	☐		
City of Blue Springs	Sergeant	Good	\$47,800	\$71,701	50.0%	☐		
City of Lee's Summit	Police Sergeant 1	Good	\$48,036	\$67,089	39.7%	☐		
City of Rogers	Police Sergeant	Good	\$48,173	\$59,114	22.7%	☐		
City of Midwest City	Sergeant	Good	\$48,227	\$61,735	28.0%	☐		
City of Fort Smith	Sergeant	Good	\$49,982	\$57,491	15.0%	☐		
City of North Little Rock	Police Sergeant	Good	\$50,994	\$55,371	8.6%	☐		
City of Little Rock, AR	Police Sergeant	Good	\$59,218	\$63,327	6.9%	☐		
City of Florissant	Police Sergeant	Good	\$60,070	\$78,374	30.5%	☐		
City of Lawrence	Police Sergeant	Good	\$61,903	\$92,580	49.6%	☐		
City of O'Fallon	Police Sergeant	Good	\$64,168	\$72,300	12.7%	☐		
Average			\$47,454	\$64,068	35.0%			

City of Fayetteville

Police Sergeant

\$ Difference	% Difference
\$61,476	41.7%
(\$2,592)	-4.2%

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

ACCOUNTANT PAYROLL

Descrip

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

Quals

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

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

City of Fayetteville

Accountant - Payroll

\$ Difference \$30,895 \$38,990 \$47,084
% Difference 0.3% 2.4% 3.8%

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

ACCOUNTING CLERK - PAYABLES

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Accounting Clerk	Good	\$17,696	\$21,692	\$25,688	45.2%	☐		
City of Bossier City	Accounts Clerk III	Good	\$18,750	\$23,481	\$28,212	50.5%	☐		
City of College Station	Acct Customer Service Rep	Good	\$22,630	\$26,535	\$30,439	34.5%	☐		
NOARK	Accounting Clerk I	Good	\$25,017	\$30,179	\$35,340	41.3%	☐		
State of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lee's Summit	Accounting Clerk	Good	\$25,777	\$32,327	\$38,877	50.8%	☐		
City of St. Joseph	Account Technician	Good	\$25,896	\$31,359	\$36,823	42.2%	☐		
City of Blue Springs	Accounts Payable Technician	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Jonesboro	Accounts Payable Specialist	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Manhattan	Finance Clerk	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Springfield	Accounting Services Representative	Good	\$27,664	\$33,213	\$38,762	40.1%	☐		
City of Columbia	Accounting Assistant	Good	\$27,718	\$34,047	\$40,375	45.7%	☐		
City of Stillwater	Accounting Payroll Technician	Good	\$28,433	\$34,497	\$40,560	42.7%	☐		
City of Bentonville	Accounting Specialist II	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
City of Springdale	Accounts Payable Clerk	Good	\$30,515	\$38,144	\$45,773	50.0%	☐		
City of Florissant	Accounting Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%	☐		
City of Lawrence	Payroll Specialist	Good	\$35,257	\$43,994	\$52,730	49.6%	☐		
City of O'Fallon	Accounts Payable Clerk	Identical	\$35,693	\$42,547	\$49,400	38.4%	☐		
City of Rogers	Accounts Payable	Good	\$36,608	\$36,608	\$36,608	0.0%	☐		
City of Conway	Accounts Payable Accountant	Good	\$41,155	\$45,155	\$49,155	19.4%	☐		
Average			\$28,244	\$34,421	\$40,599	43.7%			

City of Fayetteville

Accounting Clerk - Payables

S Difference \$29,424 \$37,133 \$44,842
% Difference 4.0% 7.3% 9.5%

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

ACCOUNTING CLERK - RECEIVABLE

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Clerk - Receivable

\$ Difference	\$ Difference
\$25,418	\$32,077
(\$623)	(\$537)
-2.5%	-1.7%
% Difference	% Difference
	-1.2%

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

ACCOUNTING DIRECTOR

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Director

\$ Difference	\$ Difference
\$61,171	\$77,198
\$2,737	\$8,076
4.5%	10.5%
	12.3%
	\$2.4%

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip

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

Quals

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

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

City of Fayetteville

Accounting Manager - Payroll and Pension

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

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

ANIMAL SERVICES OFFICER

Descrip

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

Quals

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

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

City of Fayetteville

Animal Services Officer

\$ Difference	\$33,681	\$40,673	52.4%
% Difference	(\$914)	\$914	2.2%
	-0.1%	2.2%	

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

BENEFITS ADMINISTRATOR

Descrip

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

Quals

High school diploma or GED and 5 years of experience directly relating to the Benefits Administration job duties described in this job description, or 5 years of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Human Resource Specialist	Good	\$23,912	\$24,652	\$25,393	6.2%	☐		
State of Arkansas	DFA FBD Benefits Specialist	Good	\$27,858	\$39,480	\$51,102	83.4%	☐		
City of Blue Springs	Human Resources Assistant	Good	\$28,502	\$35,627	\$42,752	50.0%	☐		
City of St. Joseph	Human Resources Technician	Good	\$28,693	\$34,747	\$40,801	42.2%	☐		
University of Arkansas	Fiscal Support Analyst	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Conway	Human Resources Administrative Assistant II	Good	\$31,247	\$35,315	\$39,382	26.0%	☐		
City of Columbia	Human Resources Technician	Good	\$31,899	\$39,192	\$46,484	45.7%	☐		
City of Midwest City	Health Benefits Worker's Compensation Coordinator	Good	\$31,914	\$40,712	\$49,510	55.1%	☐		
NOARK	Benefits / Insurance Clerk	Good	\$32,654	\$42,859	\$53,063	62.5%	☐		
City of Lee's Summit	Human Resources Assistant	Good	\$32,835	\$41,388	\$50,342	53.3%	☐		
City of Springfield	Human Resources Specialist	Good	\$35,069	\$41,985	\$48,901	39.4%	☐		
City of Joplin	Human Resource/Insurance Coordinator	Good	\$35,323	\$43,305	\$51,287	45.2%	☐		
City of Manhattan	Human Resource Technician - Benefits	Good	\$38,085	\$49,171	\$60,258	58.2%	☐		
City of Edmond	Benefits Specialist	Good	\$39,148	\$48,962	\$58,776	50.1%	☐		
City of Lawrence	Human Resources Specialist	Good	\$39,488	\$49,273	\$59,058	49.6%	☐		
City of College Station	Benefits Coordinator	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Norman	Benefits Specialist	Good	\$46,636	\$56,520	\$66,403	42.4%	☐		
Average			\$33,807	\$42,150	\$50,493	49.4%			

City of Fayetteville

Benefits Administrator

\$ Difference \$29,424 \$37,133 \$44,842
% Difference (\$4,383) (\$5,017) (\$5,651)
-14.9% -13.5% -12.6%

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

BILLING AND COLLECTIONS MANAGER

Descrip

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

Quals

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

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

City of Fayetteville

Billing and Collections Manager

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

% Difference 13.8% 13.0% 12.5%

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

BUILDING MAINTENANCE SUPERVISOR

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Maintenance Foreman	Good	\$21,296	\$26,710	\$32,124	50.8%	☐		
City of St. Joseph	Maintenance Technician	Good	\$30,427	\$36,847	\$43,266	42.2%	☐		
City of Springfield	Building Maintenance Team Leader	Good	\$30,618	\$37,191	\$43,763	42.9%	☐		
State of Arkansas	Building and Grounds Coordinator	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
University of Arkansas	Skilled Trades Supervisor	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Blue Springs	Building Maintenance Supervisor	Good	\$33,863	\$42,330	\$50,796	50.0%	☐		
City of Manhattan	Building Maintenance Supervisor	Good	\$36,317	\$46,873	\$57,429	58.1%	☐		
City of Lee's Summit	Central Building Services Supervisor	Good	\$38,834	\$49,511	\$60,187	55.0%	☐		
City of Columbia	Building and Grounds Supervisor	Good	\$40,552	\$49,787	\$59,022	45.5%	☐		
City of Joplin	Facilities Maintenance Supervisor	Good	\$40,966	\$51,406	\$61,845	51.0%	☐		
City of O'Fallon	Facility Maintenance Supervisor	Good	\$43,597	\$51,990	\$60,382	38.5%	☐		
City of Conway	Physical Plant Director	Good	\$45,704	\$45,704	\$45,704	0.0%	☐		
NOARK	Maintenance Manager	Identical	\$46,386	\$60,773	\$75,160	62.0%	☐		
City of Jonesboro	Facilities Maintenance Director	Good	\$47,076	\$58,846	\$70,615	50.0%	☐		
City of Lawrence	Building & Structures Manager	Good	\$55,478	\$69,225	\$82,972	49.6%	☐		
City of Edmond	Facility Maintenance Superintendent	Good	\$56,200	\$70,250	\$84,299	50.0%	☐		
City of Norman	Facility Maintenance Superintendent	Good	\$67,891	\$82,280	\$96,668	42.4%	☐		
Average			\$40,978	\$50,987	\$60,995	48.8%			

City of Fayetteville

Building Maintenance Supervisor

S Difference	\$43,473	\$54,863	\$66,253	\$2.4%
% Difference	\$2,495	\$3,876	\$5,258	7.9%

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

CHIEF OF STAFF

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$57,677	\$72,097	\$86,516	50.0%	☐		
City of Joplin	Assistant City Manager	Good	\$70,843	\$88,630	\$106,417	50.2%	☐		
City of Columbia	Deputy City Manager	Good	\$76,003	\$118,354	\$160,705	111.4%	☐		
City of Lee's Summit	Deputy City Manager	Good	\$84,578	\$107,488	\$130,398	54.2%	☐		
City of Edmond	Assistant City Manager/Administration	Good	\$100,240	\$125,300	\$150,360	50.0%	☐		
Average			\$77,868	\$102,374	\$126,879	62.9%			

City of Fayetteville

Chief of Staff

\$ Difference
% Difference

\$78,071
\$203
0.3%

\$98,526
(\$3,848)
-3.9%

\$118,980
(\$7,899)
-6.6%

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

CITY ATTORNEY

Describe

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

Quals

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

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

City of Fayetteville

City Attorney

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

52.4%

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

CITY ENGINEER

Descrip

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

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

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

City of Fayetteville

City Engineer

\$ Difference

% Difference

\$67,441 \$85,110 \$102,779 52.4%

\$1,493 \$4,671 \$7,849 7.6%

2.2% 5.5%

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

CODE COMPLIANCE OFFICER

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24,662	\$30,979	\$37,296	51.2%	☐		
City of Springdale	Code Enforcement Officer	Good	\$25,307	\$31,634	\$37,960	50.0%	☐		
City of Blue Springs	Codes Inspector	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Midwest City	Code Officer I	Good	\$26,400	\$33,678	\$40,955	55.1%	☐		
City of Jonesboro	Code Enforcement Officer	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Conway	Code Enforcement Officer	Good	\$27,979	\$31,896	\$35,812	28.0%	☐		
City of College Station	Code Enforcement Officer	Good	\$28,538	\$35,704	\$42,869	50.2%	☐		
City of Lee's Summit	Neighborhood Services Officer	Good	\$32,835	\$41,588	\$50,342	53.3%	☐		
City of Manhattan	Code Services Officer	Good	\$34,299	\$44,294	\$54,288	58.3%	☐		
City of Columbia	Code Enforcement Specialist	Good	\$35,100	\$43,114	\$51,128	45.7%	☐		
City of Edmond	Code Inspector	Good	\$35,180	\$43,975	\$52,770	50.0%	☐		
City of Lawrence	Code Enforcement Officer	Identic	\$35,357	\$44,044	\$52,730	49.1%	☐		
City of Rogers	Code Officer	Good	\$36,296	\$38,948	\$41,600	14.6%	☐		
City of Norman	Code Compliance Inspector	Good	\$36,703	\$44,481	\$52,259	42.4%	☐		
City of Bentonville	Code Enforcement Officer	Good	\$38,085	\$47,601	\$57,117	50.0%	☐		
City of Springfield	Code Compliance Investigator	Good	\$41,621	\$49,463	\$57,304	37.7%	☐		
City of O'Fallon	Multi-Discipline Inspector	Good	\$43,597	\$51,990	\$60,382	38.5%	☐		
Average			\$32,626	\$39,956	\$47,285	44.9%			

City of Fayetteville

Code Compliance Officer

S Difference \$29,424 \$37,133 \$44,842 **52.4%**
% Difference (\$3,202) (\$2,823) (\$2,443)
-10.9% -7.6% -5.4%

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

CREW LEADER

Descrip

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

Quals

High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain valid Commercial Driver's License - Class A within 90 days of hire date.

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

City of Fayetteville

Crew Leader

S Difference (\$5,265) (\$5,436) (\$5,606)
% Difference -17.9% -14.6% -12.5%

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

CUSTODIAN

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

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

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

City of Fayetteville

Custodian

\$ Difference \$18,967 \$23,937 \$28,906
% Difference (\$3,990) (\$3,922) (\$3,855)
-21.0% -16.4% -13.3%

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%	☐		
City of Blue Springs	Customer Service Clerk	Good	\$22,009	\$27,511	\$33,013	50.0%	☐		
City of College Station	Customer Service Representative	Good	\$22,630	\$26,562	\$30,493	34.7%	☐		
City of Midwest City	Utilities Service Clerk	Good	\$24,000	\$30,616	\$37,232	55.1%	☐		
State of Arkansas	DFA Service Representative	Good	\$24,065	\$33,829	\$43,592	81.1%	☐		
City of Columbia	Customer Representative I	Good	\$24,313	\$29,714	\$35,115	44.4%	☐		
City of Conway	Secretary/Customer Service Representative	Good	\$24,325	\$27,800	\$31,274	28.6%	☐		
City of St. Joseph	Customer Services Representative	Good	\$24,602	\$29,792	\$34,983	42.2%	☐		
City of Edmond	Customer Service Representative I	Good	\$25,171	\$31,464	\$37,757	50.0%	☐		
City of Stillwater	Customer Service Utility Service Representative	Good	\$25,251	\$30,638	\$36,026	42.7%	☐		
City of Bentonville	Customer Account Representative I	Good	\$25,896	\$32,386	\$38,873	50.1%	☐		
City of Manhattan	Finance Clerk	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of O'Fallon	Customer Service Representative I	Good	\$27,747	\$33,083	\$38,418	38.5%	☐		
City of Lee's Summit	Customer Service Representative	Good	\$27,906	\$35,113	\$42,321	51.7%	☐		
City of Lawrence	Administrative Support II	Good	\$28,107	\$35,072	\$42,036	49.6%	☐		
City of Norman	Customer Service Representative I	Good	\$28,801	\$34,905	\$41,009	42.4%	☐		
Average			\$25,227	\$31,463	\$37,700	49.4%			

City of Fayetteville

Customer Service Representative I

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

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

DEPUTY COURT CLERK

Describe

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

Quals

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

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

City of Fayetteville

Deputy Court Clerk

\$ Difference (\$1,755)
% Difference -7.3%

\$ Difference (\$1,115)
% Difference -3.7%

\$ Difference (\$476)
% Difference -1.3%

\$ Difference (\$476)
% Difference -1.3%

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

DISPATCH MANAGER

Descrip

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

Quals

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

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

City of Fayetteville

Dispatch Manager

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

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

DISPATCHER

Description

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

Quals

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

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

City of Fayetteville

Dispatcher

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

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

DISTRICT COURT ADMINISTRATOR

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Municipal Court Administrator	Good	\$36,911	\$46,139	\$55,366	50.0%	☐		
City of Springdale	Court Clerk	Good	\$38,328	\$47,909	\$57,491	50.0%	☐		
City of Midwest City	Court Clerk	Good	\$38,617	\$49,262	\$59,907	55.1%	☐		
City of Stillwater	Municipal Court Clerk	Good	\$39,374	\$47,767	\$56,160	42.6%	☐		
City of St. Joseph	Municipal Court Administrator	Good	\$40,222	\$48,708	\$57,195	42.2%	☐		
City of College Station	Court Operations Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Bentonville	Chief Court Clerk	Good	\$44,470	\$60,029	\$75,587	70.0%	☐		
City of Florissant	Court Clerk	Good	\$45,136	\$52,010	\$58,884	30.5%	☐		
City of Manhattan	County Services Officer	Good	\$46,093	\$59,592	\$73,091	58.6%	☐		
City of Lee's Summit	Court Administrator	Good	\$46,169	\$59,245	\$72,322	56.6%	☐		
City of Norman	Chief Deputy Court Clerk	Good	\$46,636	\$56,520	\$66,403	42.4%	☐		
City of Rogers	Chief Court Clerk	Good	\$47,403	\$47,403	\$47,403	0.0%	☐		
City of O'Fallon	Court Administrator	Good	\$48,901	\$58,313	\$67,725	38.5%	☐		
City of Lawrence	Municipal Court Manager	Good	\$49,534	\$61,808	\$74,082	49.6%	☐		
City of Joplin	Municipal Court Administrator	Good	\$49,912	\$62,636	\$75,360	51.0%	☐		
City of Springfield	Municipal Court Administrator	Good	\$50,170	\$59,551	\$68,931	37.4%	☐		
City of Conway	District Court Clerk/Department Director	Good	\$54,574	\$54,574	\$54,574	0.0%	☐		
City of Edmond	Municipal Court Administrator	Good	\$62,205	\$77,757	\$93,308	50.0%	☐		
Average			\$45,937	\$55,607	\$65,278	42.1%			

City of Fayetteville

District Court Administrator

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

\$ Difference \$57,606
% Difference 3.5%

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

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

EQUIPMENT MECHANIC I

Descrip

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

Quals

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

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

City of Fayetteville

Equipment Mechanic I

\$ Difference (\$2,621) (\$2,783) (\$2,944)
% Difference -10.3% -8.7% -7.6%

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

EQUIPMENT MECHANIC II

Descrip

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

Quals

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

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

City of Fayetteville

Equipment Mechanic II

\$ Difference	\$29,424	\$37,133	\$44,842
% Difference	-7.4%	-5.9%	-4.9%

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Descrip

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

Quals

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

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

City of Fayetteville

Field Operations Supervisor - Transportation

S Difference (\$4,378) (\$3,651) (\$2,925)
% Difference -12.2% -8.1% -5.4%

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

FINANCE DIRECTOR

Descrip

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

Quals

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

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

City of Fayetteville

Finance Director

\$ Difference
\$78,071 \$98,526 \$118,980
% Difference
\$224 \$2,704 \$5,184
0.3% 2.7% 4.4%

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

FINANCIAL ANALYST - BUDGET

Descrip

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

Quals

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

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

City of Fayetteville

Financial Analyst - Budget

\$ Difference	\$39,431	\$49,762	\$60,093	\$2.4%
% Difference	\$1,047	\$1,662	\$2,277	3.8%

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

FINANCIAL COORDINATOR - PARKS AND REC

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lawrence	Administrative Support III - P&R	Good	\$31,480	\$39,280	\$47,080	49.6%	☐		
State of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%	☐		
City of College Station	Admin. Support Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
Average			\$33,204	\$43,696	\$54,189	63.2%			

City of Fayetteville

Financial Coordinator - Parks and Rec

\$ Difference (\$764)

% Difference -2.4%

\$ Difference (\$2,757)

% Difference -6.7%

\$ Difference (\$4,439)

% Difference -9.6%

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

GIS TECHNICIAN

Description

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

Quals

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

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

City of Fayetteville

GIS Technician

\$ Difference (\$3,938)
% Difference -12.1%

\$ Difference (\$3,938)
% Difference -8.8%

\$ Difference (\$3,938)
% Difference -6.6%

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip

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

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Rogers	IT Director	Good					☐		\$79,165
City of Bentonville	Systems Manager	Good	\$60,507	\$81,692	\$102,877	70.0%	☐		
City of Jonesboro	Information Systems Director	Good	\$62,977	\$78,721	\$94,465	50.0%	☐		
NOARK	IT Team Leader	Good	\$67,297	\$83,794	\$100,290	49.0%	☐		
City of Blue Springs	Director, Information Technologies	Good	\$67,474	\$84,344	\$101,213	50.0%	☐		
City of Lee's Summit	Chief Technology Officer	Good	\$69,641	\$88,116	\$106,590	53.1%	☐		
Average			\$65,579	\$83,333	\$101,087	54.1%			\$79,165

City of Fayetteville

Information Technology Director

52.4%

\$ Difference (\$4,408) (\$6,136) (\$7,863)
% Difference -7.2% -7.9% -8.4%

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24,662	\$30,979	\$37,296	51.2%	☐		
City of Springdale	Building Inspector	Good	\$27,911	\$34,889	\$41,867	50.0%	☐		
City of Jonesboro	Inspector	Good	\$29,188	\$36,485	\$43,782	50.0%	☐		
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$30,202	\$36,575	\$42,947	42.2%	☐		
State of Arkansas	Construction Inspector	Good	\$30,713	\$43,327	\$56,340	83.4%	☐		
City of Joplin	Building Inspector	Good	\$32,003	\$39,231	\$46,458	45.2%	☐		
City of College Station	Construction Inspector	Good	\$32,573	\$39,136	\$45,698	40.3%	☐		
City of Blue Springs	Building Inspector - CD	Good	\$33,863	\$42,330	\$50,796	50.0%	☐		
City of Stillwater	Dev. Services Building Inspector II	Good	\$33,966	\$41,205	\$48,443	42.6%	☐		
City of Manhattan	Zoning Inspector I	Good	\$34,299	\$44,294	\$54,288	58.3%	☐		
City of Midwest City	Building/Housing Code Inspector	Good	\$35,106	\$44,784	\$54,461	55.1%	☐		
City of Lee's Summit	Building Inspector	Good	\$35,686	\$45,348	\$55,010	54.2%	☐		
City of Rogers	Inspector - Inspection	Good	\$36,130	\$37,731	\$39,333	8.9%	☐		
City of Columbia	Senior Building Inspector	Good	\$36,883	\$45,259	\$53,635	45.4%	☐		
City of Springfield	Building Inspector	Good	\$38,022	\$45,334	\$52,645	38.5%	☐		
City of Bentonville	Building Inspector	Good	\$38,085	\$47,601	\$57,117	50.0%	☐		
City of Lawrence	Building Inspector II	Identic	\$39,488	\$49,273	\$59,058	49.6%	☐		
City of Florissant	Multi Building Inspector	Good	\$41,038	\$47,289	\$53,539	30.5%	☐		
City of O'Fallon	Multi-Discipline Inspector	Good	\$43,597	\$51,990	\$60,382	38.5%	☐		
City of Norman	Building Inspector	Good	\$49,902	\$60,478	\$71,053	42.4%	☐		
City of Conway	Code Enforcement Officer	Good	\$51,283	\$55,263	\$59,243	15.5%	☐		
Average			\$35,933	\$43,762	\$51,590	43.6%			

City of Fayetteville

Inspector/Commercial & Residential

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

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

LEAD COURT CLERK

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Senior Court Clerk	Good	\$23,795	\$29,171	\$34,547	45.2%	☐		
City of Blue Springs	Court Clerk	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Springdale	Deputy Court Clerk	Good	\$26,609	\$33,261	\$39,914	50.0%	☐		
City of Springfield	Court Specialist	Good	\$27,102	\$32,552	\$38,002	40.2%	☐		
City of St. Joseph	Senior Court Representative	Good	\$27,258	\$32,930	\$38,601	41.6%	☐		
City of Manhattan	Court Clerk II	Good	\$28,226	\$36,379	\$44,533	57.8%	☐		
City of Stillwater	Municipal Court Deputy Court Clerk	Good	\$30,160	\$36,598	\$43,035	42.7%	☐		
City of Conway	Administrative Assistant II	Good	\$31,274	\$35,328	\$39,382	25.9%	☐		
City of Bentonville	Chief Deputy Court Clerk	Good	\$32,656	\$40,820	\$48,984	50.0%	☐		
City of Lee's Summit	Court Services Officer	Good	\$32,835	\$41,588	\$50,342	53.3%	☐		
City of Rogers	Chief Deputy Clerk	Good	\$34,653	\$34,653	\$34,653	0.0%	☐		
City of College Station	Customer Services Coord./Couns	Good	\$35,859	\$43,056	\$50,253	40.1%	☐		
City of Norman	Deputy Court Clerk II	Good	\$36,703	\$44,481	\$52,259	42.4%	☐		
Average			\$30,252	\$36,424	\$42,595	40.8%			

City of Fayetteville

Lead Court Clerk

\$ Difference	\$30,895	\$38,990	\$47,084	52.4%
% Difference	\$643	\$2,566	\$4,489	9.5%
	2.1%	6.6%		

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

MAINTENANCE WORKER II - PARKS

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Recreation Maintenance Worker I	Good	\$16,368	\$20,460	\$24,552	50.0%	☐		
City of Conway	Facilities Maintenance/Groundskeeper	Good	\$19,691	\$22,008	\$24,325	23.5%	☐		
City of College Station	Groundsworker	Good	\$20,010	\$23,504	\$26,998	34.9%	☐		
State of Arkansas	Maintenance Assistant	Good	\$20,788	\$28,508	\$36,227	74.3%	☐		
City of Joplin	Laborer I	Good	\$21,556	\$26,426	\$31,296	45.2%	☐		
City of Jonesboro	Park Maintenance Worker	Good	\$21,901	\$27,376	\$32,851	50.0%	☐		
City of Rogers	Maintenance/Equipment Operator	Good	\$22,298	\$25,823	\$29,349	31.6%	☐		
City of Columbia	Maintenance Assistant I	Good	\$22,304	\$27,174	\$32,044	43.7%	☐		
City of Springfield	Maintenance Worker	Good	\$22,402	\$27,477	\$32,552	45.3%	☐		
City of Edmond	Park Maintenance Worker II	Good	\$23,169	\$28,962	\$34,754	50.0%	☐		
City of Midwest City	Equipment Operator I	Good	\$24,000	\$30,616	\$37,232	55.1%	☐		
City of Springdale	Parks Maintenance II	Good	\$24,005	\$30,006	\$36,008	50.0%	☐		
City of Stillwater	PE & R Maintenance Worker II	Good	\$24,523	\$29,754	\$34,986	42.7%	☐		
University of Arkansas	Maintenance Worker Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Bentonville	Parks Maintenance Worker II	Good	\$25,896	\$32,386	\$38,875	50.1%	☐		
City of Norman	Maintenance Worker I	Good	\$27,171	\$32,931	\$38,690	42.4%	☐		
NOARK	Maintenance II	Good	\$27,206	\$33,804	\$40,402	48.5%	☐		
City of St. Joseph	Equipment Operator	Good	\$27,497	\$33,298	\$39,099	42.2%	☐		
City of Blue Springs	Maintenance Worker	Good	\$28,502	\$35,627	\$42,752	50.0%	☐		
City of Lee's Summit	Skilled Parks Specialist	Good	\$30,250	\$38,189	\$46,128	52.5%	☐		
City of Manhattan	Maintenance Worker II	Good	\$30,410	\$39,187	\$47,965	57.7%	☐		
City of Lawrence	Park & Facilities Maintenance II	Identic	\$31,480	\$39,280	\$47,080	49.6%	☐		
City of O'Fallon	Park Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%	☐		
City of Florissant	Class B Laborer	Good	\$41,038	\$47,289	\$53,539	30.5%	☐		
Average			\$25,449	\$31,470	\$37,491	47.3%			

City of Fayetteville

Maintenance Worker II - Parks

\$ Difference \$20,911 \$26,390 \$31,869
% Difference (\$4,538) (\$5,080) (\$5,622)
-21.7% -19.3% -17.6%

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

MAINTENANCE WORKER III - WATER SEWER

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Laborer II	Good	\$22,655	\$27,774	\$32,892	45.2%	☐		
City of Columbia	Maintenance Assistant II	Good	\$24,313	\$29,714	\$35,115	44.4%	☐		
City of St. Joseph	Sewer Maintenance Laborer	Good	\$24,611	\$29,803	\$34,996	42.2%	☐		
City of College Station	W/WW Systems Operator	Good	\$25,251	\$29,734	\$34,216	35.5%	☐		
City of Springfield	Sewer Repair Working Leader	Good	\$26,062	\$31,793	\$37,523	44.0%	☐		
City of Blue Springs	Water Service Technician	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Jonesboro	Equipment Operator II	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Lee's Summit	Service Technician	Good	\$27,906	\$35,113	\$42,321	51.7%	☐		
City of Stillwater	Water Utilities Maintenance Worker II	Good	\$28,434	\$34,497	\$40,560	42.6%	☐		
City of Midwest City	Crew Leader I	Good	\$29,013	\$37,010	\$45,008	55.1%	☐		
City of Edmond	Utility Line Maintenance Worker III	Good	\$29,175	\$36,469	\$43,762	50.0%	☐		
City of Bentonville	WW Collection Specialist III	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
City of Manhattan	Maintenance Technician	Good	\$30,410	\$39,187	\$47,965	57.7%	☐		
City of Norman	Maintenance Worker II	Good	\$32,360	\$39,219	\$46,077	42.4%	☐		
City of O'Fallon	Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%	☐		
NOARK	Maintenance III	Good	\$33,198	\$40,534	\$47,870	44.2%	☐		
Average			\$28,083	\$34,617	\$41,151	46.5%			

City of Fayetteville

Maintenance Worker III - Water Sewer

\$ Difference	\$29,095	\$35,135
% Difference	(\$5,522)	(\$6,016)
	-21.8%	-17.1%

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

MAINTENANCE WORKER IV - ASPHALT

Descrip

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

Quals

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

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

City of Fayetteville

Maintenance Worker IV - Asphalt

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

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

METER READER

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of College Station	Meter Services Field Rep	Good	\$20,530	\$25,512	\$30,493	48.5%	☐		
City of Stillwater	Customer Service Meter Reader	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Midwest City	Meter Reader	Good	\$24,000	\$30,616	\$37,232	55.1%	☐		
City of Columbia	Meter Reader	Identical	\$24,313	\$29,714	\$35,115	44.4%	☐		
City of Edmond	Meter Reader	Identical	\$25,171	\$31,464	\$37,757	50.0%	☐		
City of Lee's Summit	Meter Reader	Good	\$25,777	\$32,327	\$38,877	50.8%	☐		
City of Manhattan	Water Service Worker I	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Norman	Meter Reader	Identical	\$27,171	\$32,931	\$38,690	42.4%	☐		
City of Lawrence	Meter Reader	Identical	\$28,107	\$35,072	\$42,036	49.6%	☐		
City of Bentonville	Meter Reader II	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
Average			\$25,606	\$31,905	\$38,203	49.2%			

City of Fayetteville

Meter Reader

\$ Difference (\$1,399)
% Difference -5.8%

\$ Difference (\$1,355)
% Difference -4.4%

\$ Difference (\$1,311)
% Difference -3.6%

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

OFFICE MANAGER TRANSPORTATION

Description

The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate recordkeeping in the work order system. Provides guidance to employees and supervisors on payroll related matters.

Quals

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

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

City of Fayetteville

Office Manager - Transportation

\$ Difference	\$203	\$103	\$4
% Difference	0.7%	0.3%	0.0%

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

PARKING ENFORCEMENT OFFICER

Description

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

Quals

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

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

City of Fayetteville

Parking Enforcement Officer

\$ Difference (\$3,298) (\$3,432) (\$3,566)
% Difference -15.8% -13.0% -11.2%

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

PARKS MAINT SUPERINTENDENT

Descrip

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

Quals

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

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

City of Fayetteville

Parks Maintenance Superintendent

\$ Difference	\$ Difference
\$50,325	\$63,511
(\$1,305)	\$100
-2.6%	0.2%
	2.0%

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

PLANNER - CURRENT PLANNING

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Planner	Good	\$21,296	\$26,710	\$32,124	50.8%	☐		
City of Springfield	Associate City Planner	Good	\$35,770	\$42,825	\$49,879	39.4%	☐		
City of Jonesboro	Sr Planner	Good	\$35,813	\$44,767	\$53,721	50.0%	☐		
City of Blue Springs	Associate Planner	Good	\$36,911	\$46,139	\$55,366	50.0%	☐		
City of Conway	Planning Specialist Cartographer	Good	\$37,650	\$42,640	\$47,629	26.5%	☐		
City of Stillwater	Dev Services Planner	Good	\$38,230	\$46,374	\$54,517	42.6%	☐		
City of Columbia	Planner	Good	\$38,644	\$47,456	\$56,268	45.6%	☒		
City of Lee's Summit	Planner	Good	\$38,834	\$49,511	\$60,187	55.0%	☐		
City of Joplin	Municipal Planner	Good	\$38,990	\$48,928	\$58,865	51.0%	☒		
City of Rogers	Planner I	Good	\$39,770	\$39,770	\$39,770	0.0%	☐		
City of Manhattan	Planner I	Good	\$39,998	\$51,657	\$63,315	58.3%	☒		
City of Bentonville	Planner	Good	\$41,142	\$51,418	\$61,693	50.0%	☐		
City of College Station	Staff Planner	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Norman	Planner I	Good	\$46,636	\$56,520	\$66,403	42.4%	☐		
City of Edmond	Planner		\$48,192	\$60,240	\$72,288	50.0%	☐		
City of Lawrence	Planner II	Identical	\$49,534	\$61,808	\$74,082	49.6%	☐		
City of O'Fallon	Plan Reviewer	Good	\$51,563	\$61,463	\$71,363	38.4%	☐		
Average			\$40,069	\$48,819	\$57,569	43.7%			

City of Fayetteville

Planner - Current Planning

\$ Difference (\$4,304) (\$3,684) (\$3,063)
% Difference -12.0% -8.2% -5.6%

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

POLICE CHIEF

Descrip

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

Quals

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

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

City of Fayetteville

Police Chief

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

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

PROSECUTING ATTORNEY

Descrip

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

Quals

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

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

City of Fayetteville

Prosecuting Attorney

\$ Difference
% Difference

\$67,441
\$6,156
9.1%

\$102,779
\$13,161
12.8%

52.4%

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

PURCHASING AGENT

Descrip

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Bossier City	Purchasing Agent	Good	\$30,356	\$38,200	\$46,044	51.7%	☐		
University of Arkansas	Buyer	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Lawrence	Purchasing Specialist	Identical	\$35,257	\$43,994	\$52,730	49.6%	☐		
NOARK	Purchasing Agent Buyer	Good	\$36,935	\$48,014	\$59,093	60.0%	☐		
City of Lee's Summit	Senior Procurement Officer	Good	\$38,834	\$49,511	\$60,187	55.0%	☐		
City of St. Joseph	Purchasing Agent	Good	\$40,222	\$48,708	\$57,195	42.2%	☐		
City of O'Fallon	Purchasing Agent	Good	\$40,976	\$48,859	\$56,742	38.5%	☐		
City of Jonesboro	Purchasing Manager	Good	\$41,777	\$52,221	\$62,664	50.0%	☐		
City of College Station	Buyer	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Norman	Procurement Analyst	Good	\$43,586	\$52,823	\$62,060	42.4%	☐		
City of Bentonville	Purchasing Agent	Good	\$44,429	\$55,526	\$66,622	50.0%	☐		
City of Springfield	Purchasing Agent	Good	\$46,654	\$55,411	\$64,168	37.5%	☐		
City of Edmond	Purchasing Manager	Good	\$48,192	\$60,240	\$72,288	50.0%	☐		
City of Columbia	Purchasing Agent	Good	\$56,846	\$69,736	\$82,626	45.4%	☐		
Average			\$40,416	\$50,662	\$60,908	50.7%			

City of Fayetteville

Purchasing Agent

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

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

RECREATION SUPERINTENDENT

Descrip

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

Quals

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

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

City of Fayetteville

Recreation Superintendent

\$ Difference \$47,929 \$60,486 \$73,043
% Difference -2.3% 1.2% 3.6%

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

ROUTE DRIVER

Describe

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

Quals

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

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

City of Fayetteville

Route Driver

\$ Difference \$26,689 \$33,681 \$40,673 \$2.4%
% Difference (\$2,209) (\$1,725) (\$1,240) -5.1% -3.0%

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

SECRETARY - PROSECUTOR OFFICE

Describe

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Receptionist	Good	\$14,528	\$17,626	\$20,724	42.6%	☐		
State of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%	☐		
University of Arkansas	Administrative Specialist II	Good	\$21,827	\$30,183	\$38,538	76.6%	☐		
NOARK	Secretary	Good	\$22,086	\$28,236	\$34,385	55.7%	☐		
City of College Station	Legal Secretary	Good	\$22,630	\$26,362	\$30,493	34.7%	☐		
City of Joplin	Legal Secretary	Good	\$22,655	\$27,774	\$32,892	45.2%	☐		
City of Edmond	Administrative Specialist I	Good	\$23,169	\$28,962	\$34,754	50.0%	☐		
City of Stillwater	Administrative Technician (Various)	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Blue Springs	Secretary	Good	\$23,990	\$29,988	\$35,985	50.0%	☐		
City of Springdale	Secretary/Receptionist	Good	\$24,005	\$30,006	\$36,008	50.0%	☐		
City of Columbia	Administrative Support Assistant II	Good	\$24,313	\$29,713	\$35,113	44.4%	☐		
City of St. Joseph	Secretary to City Prosecutor	Good	\$25,896	\$31,359	\$36,823	42.2%	☐		
City of Jonesboro	Legal Assistant - Secretary	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Lee's Summit	Secretary	Good	\$27,906	\$35,113	\$42,321	51.7%	☐		
City of Norman	Administrative Technician II	Good	\$28,801	\$34,905	\$41,009	42.4%	☐		
City of Bentonville	Secretary II	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
City of Lawrence	Administrative Support III	Good	\$31,480	\$39,280	\$47,080	49.6%	☐		
City of Manhattan	Legal Secretary	Good	\$32,531	\$41,933	\$51,334	57.8%	☐		
City of Rogers	Receptionist - City Attorney	Good	\$32,531	\$32,531	\$32,531	0.0%	☐		
Average			\$25,302	\$31,273	\$37,245	47.2%			

City of Fayetteville

Secretary - Prosecutor Office

\$ Difference
% Difference

\$21,957
(\$3,345)
-15.2%

\$33,462
(\$3,783)
-11.3%

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Description

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

Quals

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

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

City of Fayetteville

Senior Customer Service Representative

\$ Difference \$26,689 \$33,681 \$40,673
% Difference (\$3,482) (\$3,771) (\$4,059)
-13.0% -11.2% -10.0%

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

SENIOR PLANNER - CURRENT PLANNING

Descrip

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

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

City of Fayetteville

Senior Planner - Current Planning

\$ Difference \$43,473 \$54,863 \$66,253
 (\$3,501) (\$2,418) (\$1,335)
% Difference -8.1% -4.4% -2.0%

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

SENIOR SECRETARY - PARKS AND REC

Description

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

Quals

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

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

City of Fayetteville

Senior Secretary - Parks and Rec

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

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

SHELTER ATTENDANT

Describe

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

Quals

High school diploma or GED.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper I	Good	\$16,767	\$19,765	\$22,764	35.8%	☐		
City of Rogers	Kennel Attendant	Good	\$16,994	\$18,990	\$20,987	23.5%	☐		
City of Conway	Kennel Technician	Good	\$19,691	\$22,008	\$24,325	23.5%	☐		
City of Jonesboro	Kennel Master	Good	\$21,901	\$27,376	\$32,851	50.0%	☐		
City of Joplin	Animal Warden I	Good	\$22,655	\$27,774	\$32,892	45.2%	☐		
City of Springdale	Animal Caretaker	Good	\$22,703	\$28,379	\$34,055	50.0%	☐		
City of Edmond	Animal Shelter Specialist	Good	\$23,169	\$28,962	\$34,754	50.0%	☐		
City of Lee's Summit	Shelter Attendant	Good	\$25,777	\$32,327	\$38,878	50.8%	☐		
City of Manhattan	Animal Shelter Technician I	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Norman	Kennel Attendant	Good	\$27,171	\$32,931	\$38,690	42.4%	☐		
City of St. Joseph	Animal Care Specialist	Good	\$27,497	\$33,298	\$39,099	42.2%	☐		
Average			\$22,846	\$27,869	\$32,892	44.0%			

City of Fayetteville

Shelter Attendant

\$ Difference \$19,915 \$25,133 \$30,351 \$2.4%

% Difference (\$2,931) (\$2,736) (\$2,541)

-14.7% -10.9% -8.4%

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

SOLID WASTE DIRECTOR

Description

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

Quals

Associate's degree (AA) and six (6) years of related experience with a minimum of two (2) years in supervision. Bachelor's degree (B.A. or B.S.) with four (4) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

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

City of Fayetteville

Solid Waste Director

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

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

STAFF ENGINEER

Descrip

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

Quals

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

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

City of Fayetteville

Staff Engineer

\$ Difference	\$55,483	\$70,020	\$84,557
% Difference	2.0%	5.7%	8.1%

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Description

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

Quals

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$43,674	\$60,009	91.5%	☒		
University of Arkansas	Skilled Trades Foreman	Good	\$32,249	\$45,703	\$59,157	83.4%	☐		
City of Blue Springs	Waste Water Supervisor	Good	\$33,863	\$42,330	\$50,796	50.0%	☐		
City of Springfield	Maintenance Supervisor	Good	\$34,570	\$43,088	\$51,605	49.3%	☐		
City of St. Joseph	Sewer Maintenance Supervisor	Good	\$39,149	\$47,409	\$55,668	42.2%	☒		
City of Columbia	Wastewater Operations Supervisor	Good	\$40,552	\$49,787	\$59,022	45.5%	☒		
City of Stillwater	Water Distribution Supervisor	Good	\$40,560	\$49,202	\$57,845	42.6%	☐		
City of Edmond	Utility Services Coordinator	Good	\$41,186	\$51,483	\$61,779	50.0%	☐		
City of College Station	Maintenance Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Lee's Summit	Operations Supervisor - Water Operations	Good	\$42,316	\$54,125	\$65,935	55.8%	☐		
City of Lawrence	Utilities Manager	Good	\$44,227	\$55,186	\$66,145	49.6%	☐		
City of Bentonville	Assistant Water Department Manager	Good	\$44,470	\$60,029	\$75,587	70.0%	☐		
City of Midwest City	Wastewater & Water Supervisor	Good	\$46,726	\$57,881	\$69,036	47.7%	☐		
City of Manhattan	Utility Superintendent	Good	\$50,502	\$65,302	\$80,101	58.6%	☒		
City of Norman	Utilities Supervisor	Good	\$53,894	\$65,316	\$76,737	42.4%	☒		
City of O'Fallon	Water Sewer Assistant Manager	Good	\$64,771	\$77,220	\$89,669	38.4%	☐		
Average			\$42,661	\$53,840	\$65,019	52.4%			

City of Fayetteville

Water Sewer Field Maintenance Supervisor

\$ Difference	\$37,553	\$47,392	\$57,231	\$2.4%
% Difference	(\$5,108)	(\$6,448)	(\$7,788)	-13.6%

APPENDIX 6.0

CURRENT PAY PLANS

2009 - 2012 FIRE DEPARTMENT PAY PLAN

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter										
ANNUALIZED	\$ 31,037	\$ 32,554	\$ 34,071	\$ 35,588	\$ 37,105	\$ 38,622	\$ 40,139	\$ 41,656	\$ 43,173	\$ 44,690
HOURLY RATE - SHIFT	\$ 10,658	\$ 11,179	\$ 11,700	\$ 12,221	\$ 12,742	\$ 13,263	\$ 13,784	\$ 14,305	\$ 14,826	\$ 15,347
40 HR WK RT RATE	\$ 14,922	\$ 15,651	\$ 16,380	\$ 17,110	\$ 17,839	\$ 18,568	\$ 19,298	\$ 20,027	\$ 20,756	\$ 21,486
Driver										
ANNUALIZED	\$ 37,179	\$ 38,796	\$ 40,413	\$ 42,031	\$ 43,648	\$ 45,265	\$ 46,882	\$ 48,500	\$ 50,117	\$ 51,734
HOURLY RATE - SHIFT	\$ 12,768	\$ 13,323	\$ 13,878	\$ 14,434	\$ 14,989	\$ 15,544	\$ 16,100	\$ 16,655	\$ 17,210	\$ 17,766
40 HR WK RT RATE	\$ 17,875	\$ 18,652	\$ 19,430	\$ 20,207	\$ 20,985	\$ 21,762	\$ 22,540	\$ 23,317	\$ 24,095	\$ 24,872
Captain										
ANNUALIZED	\$ 43,039	\$ 44,911	\$ 46,783	\$ 48,655	\$ 50,527	\$ 52,399	\$ 54,271	\$ 56,143	\$ 58,015	\$ 59,889
HOURLY RATE - SHIFT	\$ 14,780	\$ 15,423	\$ 16,066	\$ 16,708	\$ 17,351	\$ 17,994	\$ 18,637	\$ 19,280	\$ 19,923	\$ 20,566
40 HR WK RT RATE	\$ 20,692	\$ 21,592	\$ 22,492	\$ 23,392	\$ 24,292	\$ 25,192	\$ 26,092	\$ 26,992	\$ 27,892	\$ 28,793
Battalion Chief										
ANNUALIZED	\$ 49,823	\$ 51,990	\$ 54,158	\$ 56,325	\$ 58,492	\$ 60,660	\$ 62,827	\$ 64,994	\$ 67,162	\$ 69,329
HOURLY RATE - SHIFT	\$ 17,110	\$ 17,854	\$ 18,598	\$ 19,342	\$ 20,087	\$ 20,831	\$ 21,575	\$ 22,319	\$ 23,064	\$ 23,808
40 HR WK RT RATE	\$ 23,953	\$ 24,995	\$ 26,037	\$ 27,079	\$ 28,121	\$ 29,163	\$ 30,205	\$ 31,247	\$ 32,289	\$ 33,331

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

2009 - 2012 POLICE PAY PLAN

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

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

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

POLICE CAPTAIN Annualized \$ 55,377 \$ 78,460
 (Captains progress thru the pay range via the Merit pay system rather than the Step system)

City of Fayetteville
Job Titles and Grades

CURRENT MERIT PAY PLAN

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

City of Fayetteville
Job Titles and Grades

JOB CODE	JOB TITLE	JOB GRADE	MINIMUM	MARKET	MAXIMUM
454	MAINTENANCE WORKER IV WATER SEWER NO LICENSE	107	\$ 24,207	\$ 29,049	\$ 36,892
117	METER READER	107	\$ 24,207	\$ 29,049	\$ 36,892
252	POLICE SUPPORT SPECIALIST	107	\$ 24,207	\$ 29,049	\$ 36,892
184	SENIOR PLANNING CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
260	SENIOR SECRETARY - POLICE	107	\$ 24,207	\$ 29,049	\$ 36,892
453	SENIOR SECRETARY BUILDING SERVICES	107	\$ 24,207	\$ 29,049	\$ 36,892
443	SENIOR SECRETARY- CITY ATTORNEY	107	\$ 24,207	\$ 29,049	\$ 36,892
444	SENIOR SECRETARY- CITY CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
422	SENIOR SECRETARY- PARKS AND REC	107	\$ 24,207	\$ 29,049	\$ 36,892
476	YRCC RECREATION PROGRAM ASSISTANT II	107	\$ 24,207	\$ 29,049	\$ 36,892
346	ACCOUNT CLERK PARKING	108	\$ 25,418	\$ 30,501	\$ 38,736
261	ACCOUNTING CLERK - RECEIVABLE	108	\$ 25,418	\$ 30,501	\$ 38,736
98	BUILDING MAINTENANCE WORKER II	108	\$ 25,418	\$ 30,501	\$ 38,736
393	CONSTRUCTION MAINT WORKER IV	108	\$ 25,418	\$ 30,501	\$ 38,736
59	EQUIPMENT MECHANIC I	108	\$ 25,418	\$ 30,501	\$ 38,736
509	FLIGHT LINE OPERATIONS TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
124	MAINTENANCE WORKER IV WATER SEWER LICENSED	108	\$ 25,418	\$ 30,501	\$ 38,736
125	METER MAINTENANCE TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
161	OPERATIONS ASSISTANT	108	\$ 25,418	\$ 30,501	\$ 38,736
415	PLANNING TECH CURRENT PLANNING	108	\$ 25,418	\$ 30,501	\$ 38,736
326	PLANNING TECH LONG RANGE	108	\$ 25,418	\$ 30,501	\$ 38,736
230	PRODUCTION TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
496	PROGRAMING COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
144	PURCHASING TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
501	RECREATION COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
503	RESIDENTIAL PERMIT COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
469	UTILITIES PROJECT COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
440	WAREHOUSE ATTENDANT WATER SEWER	108	\$ 25,418	\$ 30,501	\$ 38,736
18	WATER FIELD SERVICE REPRESENTATIVE	108	\$ 25,418	\$ 30,501	\$ 38,736
192	WATER/SEWER OPERATIONS CLERK	108	\$ 25,418	\$ 30,501	\$ 38,736
139	ANIMAL SERVICES OFFICER	109	\$ 26,689	\$ 32,026	\$ 40,673
249	BACKFLOW PREVENTION TECHNICIAN	109	\$ 26,689	\$ 32,026	\$ 40,673
342	CONSTRUCTION LEAD MAINTENANCE WORKER	109	\$ 26,689	\$ 32,026	\$ 40,673
399	DEPUTY COURT CLERK II	109	\$ 26,689	\$ 32,026	\$ 40,673
13	DISPATCHER	109	\$ 26,689	\$ 32,026	\$ 40,673
417	FLEET OPERATIONS ADMINISTRATIVE ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
281	ROUTE DRIVER	109	\$ 26,689	\$ 32,026	\$ 40,673
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE	109	\$ 26,689	\$ 32,026	\$ 40,673
76	SENIOR LEGAL ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
368	SR POLICE SUPPORT SPECIALIST	109	\$ 26,689	\$ 32,026	\$ 40,673
126	TRAFFIC TECHNICIAN	109	\$ 26,689	\$ 32,026	\$ 40,673
256	VETERINARY ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
71	BILLING AND COLLECTIONS COORDINATOR	110	\$ 28,023	\$ 33,628	\$ 42,707
485	DESIGNER	110	\$ 28,023	\$ 33,628	\$ 42,707
491	RECYCLING ATTENDANT	110	\$ 28,023	\$ 33,628	\$ 42,707
385	RELIEF DRIVER	110	\$ 28,023	\$ 33,628	\$ 42,707
506	SENIOR CLERK-CODIFIER	110	\$ 28,023	\$ 33,628	\$ 42,707
72	ACCOUNTING CLERK - PAYABLES	111	\$ 29,424	\$ 35,309	\$ 44,842
372	ADMINISTRATIVE ASSISTANT MAYOR'S OFFICE	111	\$ 29,424	\$ 35,309	\$ 44,842
300	ADMINISTRATIVE-ASST COMMUNITY RESOURCES	111	\$ 29,424	\$ 35,309	\$ 44,842
321	BENEFITS ADMINISTRATOR	111	\$ 29,424	\$ 35,309	\$ 44,842
134	CODE COMPLIANCE OFFICER	111	\$ 29,424	\$ 35,309	\$ 44,842

City of Fayetteville
Job Titles and Grades

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

City of Fayetteville
Job Titles and Grades

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

City of Fayetteville
Job Titles and Grades

JOB CODE	JOB TITLE	JOB GRADE	MINIMUM	MARKET	MAXIMUM
389	ASSISTANT DISPATCH MANAGER	119	\$ 43,473	\$ 52,167	\$ 66,253
323	BUILDING MAINTENANCE SUPERVISOR	119	\$ 43,473	\$ 52,167	\$ 66,253
307	BUSINESS SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
371	CONTRACT GRANT FINANCIAL ACCOUNTANT	119	\$ 43,473	\$ 52,167	\$ 66,253
461	FIRE IT SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
398	PARK PLANNER II	119	\$ 43,473	\$ 52,167	\$ 66,253
344	POLICE IT SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
412	SENIOR PLANNER-CURRENT PLANNING	119	\$ 43,473	\$ 52,167	\$ 66,253
253	SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
366	DATABASE ADMINISTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
22	DISTRICT COURT ADMINSTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
200	GIS COORDINATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
354	SYSTEMS ADMINSTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
375	TRAILS COORDINATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
288	NETWORK ENGINEER	121	\$ 47,929	\$ 57,514	\$ 73,043
486	PARK PLANNING SUPT	121	\$ 47,929	\$ 57,514	\$ 73,043
401	POLICE IT MANAGER	121	\$ 47,929	\$ 57,514	\$ 73,043
189	RECREATION SUPERINTENDENT	121	\$ 47,929	\$ 57,514	\$ 73,043
408	ACCOUNTING MANAGER- PAYROLL AND PENSION	122	\$ 50,325	\$ 60,390	\$ 76,696
68	ACCOUNTING MANAGER-INVESTMENT AND CASH	122	\$ 50,325	\$ 60,390	\$ 76,696
314	AIRPORT DIRECTOR	122	\$ 50,325	\$ 60,390	\$ 76,696
23	ANIMAL SERVICES SUPERINTENDENT	122	\$ 50,325	\$ 60,390	\$ 76,696
455	ASSISTANT TRANSPORTATION MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
394	ASSISTANT WATER/SEWER OPERATIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
58	BILLING AND COLLECTIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
19	BUILDING OFFICIAL- SAFETY	122	\$ 50,325	\$ 60,390	\$ 76,696
14	CITY CLERK/TREASURER	122	\$ 50,325	\$ 60,390	\$ 76,696
290	HUMAN RESOURCES ADMINISTRATOR	122	\$ 50,325	\$ 60,390	\$ 76,696
347	MANAGMENT ACCOUNTING COORDINATOR	122	\$ 50,325	\$ 60,390	\$ 76,696
274	PARKING AND TELECOMMUNICATIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
254	PARKS MAINT SUPERINTENDENT	122	\$ 50,325	\$ 60,390	\$ 76,696
132	PURCHASING MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
284	SR PROGRAMMER/ANALYST	122	\$ 50,325	\$ 60,390	\$ 76,696
327	SUPPORT SERVICES MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
473	COMMUNICATIONS AND MARKETING DIRECTOR	123	\$ 52,841	\$ 63,410	\$ 80,530
84	COMMUNITY SERVICES DIRECTOR	123	\$ 52,841	\$ 63,410	\$ 80,530
493	DIRECTOR OF INTERNAL CONSULTING	123	\$ 52,841	\$ 63,410	\$ 80,530
88	DISPATCH MANAGER	123	\$ 52,841	\$ 63,410	\$ 80,530
85	INTERNAL AUDITOR	123	\$ 52,841	\$ 63,410	\$ 80,530
390	SENIOR HR OFFICER	124	\$ 55,483	\$ 66,580	\$ 84,557
90	STAFF ENGINEER	124	\$ 55,483	\$ 66,580	\$ 84,557
435	STAFF ENGINEER WATER AND WASTEWATER	124	\$ 55,483	\$ 66,580	\$ 84,557
268	VETERINARIAN	124	\$ 55,483	\$ 66,580	\$ 84,557
470	CONSTRUCTION AND CONTRACT MANAGER	125	\$ 58,258	\$ 69,909	\$ 88,785
492	DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING	125	\$ 58,258	\$ 69,909	\$ 88,785
15	ACCOUNTING DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
154	ASSISTANT CITY ATTORNEY	126	\$ 61,171	\$ 73,405	\$ 93,224
367	ASST CITY ENGINEER	126	\$ 61,171	\$ 73,405	\$ 93,224
267	BUDGET DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
287	DEPUTY CITY PROSECUTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
20	FLEET OPERATIONS SUPERINTENDENT	126	\$ 61,171	\$ 73,405	\$ 93,224
45	HUMAN RESOURCES DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224

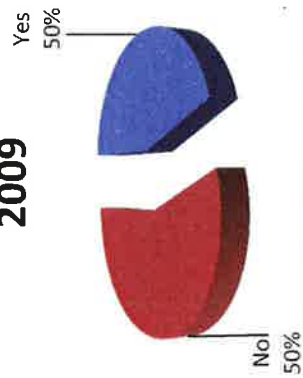
2/15/2013

APPENDIX 7.0

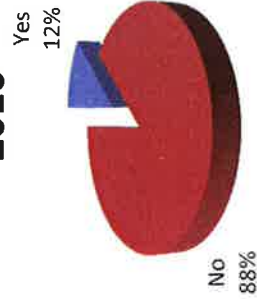
SUPPLEMENTAL SURVEY QUESTIONS AND DATA SUMMARY

City of Fayetteville, AR Supplemental Survey Results Summary

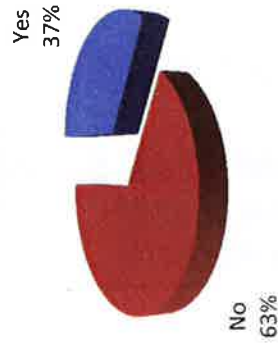
**Structure Change
2009**



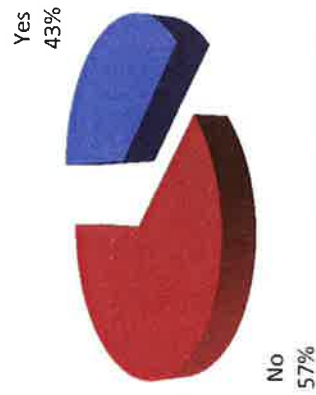
**Structure Change
2010**



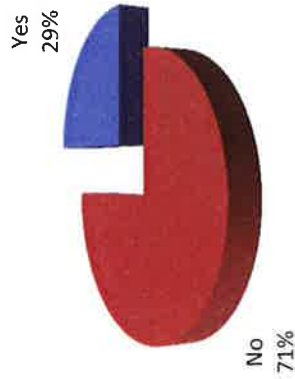
**Structure Change
2011**



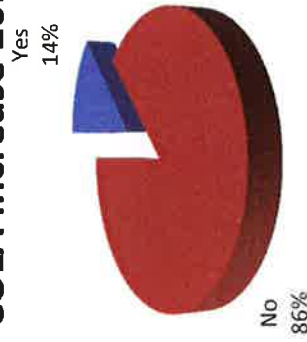
COLA Increase 2009



COLA Increase 2010

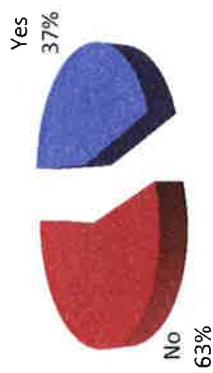


COLA Increase 2011

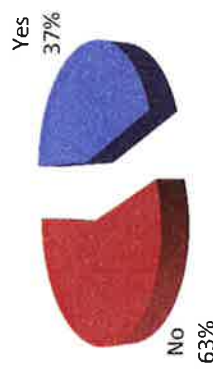


City of Fayetteville, AR Supplemental Survey Summary

**Other Pay Increases
2009**



**Other Pay Increases
2010**



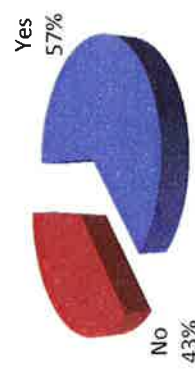
**Other Pay Increases
2011**



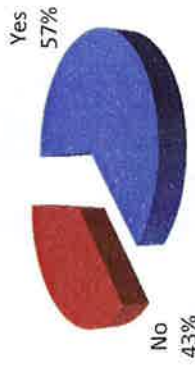
**Increase Insurance
Cost for EE 2009**



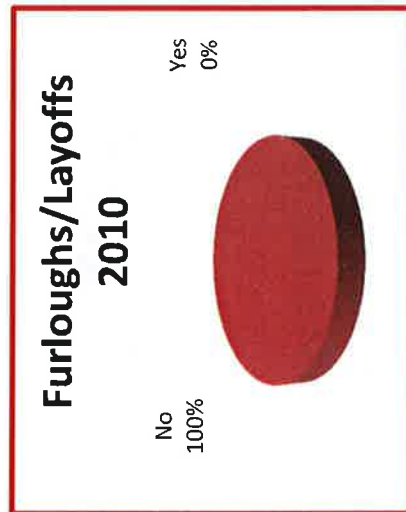
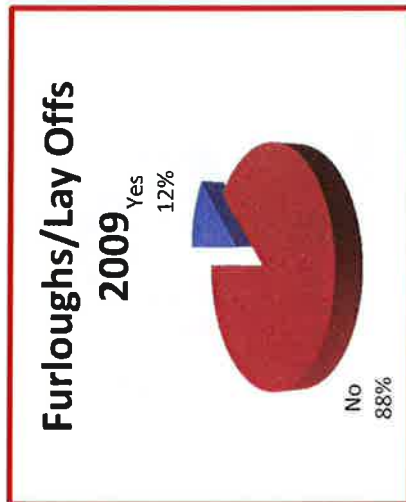
**Increase Insurance
Cost for EE 2010**



**Increase Insurance
Cost for EE 2011**



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



Mayor Lioneld Jordan
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

Ward 1 Position 1 – Adella Gray
Ward 1 Position 2 – Sarah Marsh
Ward 2 Position 1 – Mark Kinion
Ward 2 Position 2 – Matthew Petty
Ward 3 Position 1 – Justin Tennant
Ward 3 Position 2 – Martin W. Schoppmeyer, Jr.
Ward 4 Position 1 – Rhonda Adams
Ward 4 Position 2 – Alan T. Long

**City of Fayetteville Arkansas
City Council Meeting Minutes
February 19, 2013**

A meeting of the Fayetteville City Council was held on February 19, 2013 at 6:00 p.m. in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville,

Mayor Jordan called the meeting to order.

PRESENT: Alderman Adella Gray, Sarah Marsh, Mark Kinion, Matthew Petty, Justin Tennant, Martin Schoppmeyer, Rhonda Adams, Alan Long, Mayor Lioneld Jordan, City Attorney Kit Williams, City Clerk Treasurer Sondra Smith, Staff, Press, and Audience.

Pledge of Allegiance

Mayor's Announcements, Proclamations and Recognitions:

City Council Meeting Presentations, Reports and Discussion Items:

City of Distinction Award - Crews and Associates

Nathan Rutledge, Director with Crews and Associates presented the Mayor with the City of Distinction Award for Technology Advancement – Technology Park and the City of Distinction Award for Green Initiatives – Reducing Waste.

Mayor Jordan thanked the City Council and staff.

Agenda Additions: None

Consent:

Approval of the February 5, 2013 City Council meeting minutes.

Approved

Safe Routes to Schools Grant: A resolution to approve and support a grant application to the Arkansas State Highway and Transportation Department in the amount of \$81,248.00 for partial funding for the Clabber Creek Trail Bridge along Salem Road as part of the Safe Routes to Schools Program.

Resolution 29-13 as recorded in the office of the City Clerk.

Springdale Dodge: A resolution approving the purchase of one (1) 2013 Dodge Ram 1500 pickup truck from Springdale Dodge in the amount of \$24,200.00, pursuant to a state procurement contract, for use by the Police Department.

Resolution 30-13 as recorded in the office of the City Clerk.

North Point Ford: A resolution approving the purchase of two (2) Ford F-150 pickup trucks from North Point Ford of North Little Rock in the total amount of \$30,140.00, pursuant to a state procurement contract.

Resolution 31-13 as recorded in the office of the City Clerk.

Riggs Cat of Springdale: A resolution approving the purchase of four (4) Caterpillar 420F backhoe/loaders from Riggs Cat of Springdale in the total amount of \$399,640.00, pursuant to a state procurement contract, and approving a budget adjustment.

Resolution 32-13 as recorded in the office of the City Clerk.

Williams Tractor of Fayetteville: A resolution approving the purchase of five (5) Hustler Super Z mowers from Williams Tractor of Fayetteville in the total amount of \$66,595.00, pursuant to a state procurement contract, and approving a budget adjustment.

Resolution 33-13 as recorded in the office of the City Clerk.

Ranger's Pantry Pet Food Bank: A resolution approving a budget adjustment in the total amount of \$2,631.00 representing donation revenue to the Community Services Division Ranger's Pantry Pet Food Bank.

Resolution 34-13 as recorded in the office of the City Clerk.

Community Development Block Grant (CDBG): A resolution authorizing the Mayor to execute the Community Development Block Grant (CDBG) agreement for 2013 when received in the estimated amount of \$540,787.00.

Resolution 35-13 as recorded in the office of the City Clerk.

McClelland Consulting Engineers: A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the

rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00.

This item was removed from the Consent Agenda for discussion.

Meadow Valley Trail Airspace Permit: A resolution approving an airspace permit agreement with the Arkansas State Highway and Transportation Department for the Meadow Valley Trail.

Resolution 36-13 as recorded in the office of the City Clerk.

Alderman Gray moved to approve the Consent Agenda as read with McClelland Consulting Engineers removed for discussion. Alderman Tennant seconded the motion. Upon roll call the motion passed unanimously.

The following resolution was removed from the Consent Agenda for discussion:

McClelland Consulting Engineers: A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00.

Chris Brown City Engineer: This project has been on the Transportation Bond Program since 2006. In 2011 we were able to secure \$1 million of Federal funding which helped to move this project forward. Chris gave a brief description of the project, design, and funding process.

Alderman Kinion: The question that came up was the difference between restoration and rehabilitation, it is historically significant. From a historical point of view, preservationists would rather have a preserved bridge that is restored as close to the original plans as possible. The concern on rehabilitation is a semantic difference but also a concern of protecting the historical integrity of the original design as well as the heritage.

Chris Brown: There are a lot of different terms when you talk about historic bridges. As we go through the process of design with the Highway Department and the State Historic Preservation Office you try to restore everything where possible but in some cases it is not possible. The railings do not meet current structural requirements. There is some interest in looking at the pedestrian capacity. We would like to look at a wider sidewalk to provide more pedestrian capacity. It will be a lot of give and take between these entities to work through those to come up with the best solution in the end.

Alderman Kinion: I think the real concern is that we restore the bridge and that we do not just cosmetically replicate something that is similar and destroy any of the original fundamental historical value as we go through the rehabilitation. It takes a specialist to know what is historically significant that can be preserved from a preservationists stand point. I want to have an assurance that there is nothing destroyed that might be of historical significance though the rehabilitation of this bridge.

Chris Brown: The State Historic Preservation Office is the entity that handles the National Historic Register and does the work related to that. They are involved in this project because it is a historic bridge and because we have Federal aid funding they have even more of a role. The bridge in the information that we submitted structurally was not sound so the deck had to be replaced. The substructure was left in place and the historical integrity of that was maintained.

Daniel Barnes, McClelland Consulting Engineers: We understand the historical significance of the bridge both for the city as well as the citizens. Not only are we concerned about the historical significance as engineers we are concerned about the health, safety and welfare of the general public. We want to ensure they are safe while they access this structure and utilize it for years to come.

Alderman Kinion: Tell me a little about preservation.

Daniel Barnes: We had a report completed on both structures. The intent is to not come in and remove the entire bridge nor the entire deck or sidewalk if we can keep from it. We have to look at a detailed analysis, if we only remove a part of that deck, we have to analyze that structure to ensure that it will not fail when we remove it and put construction equipment on it to correct that. That is some of the analysis I really do not know at this point.

Alderman Kinion: The Highway Department has a specialist that will be consulted?

Daniel Barnes: That is correct.

Don Marr, Chief of Staff: This is a design contract. Whether it is restoration or preservation it is actually done through a construction contract which the Council would have to approve prior to any work being done regardless of what is designed. We felt like with the oversight of the State Historic Preservation Office to ensure that any work that was done would be evaluated from a standpoint of ensuring that it remained a registered property was ultimately some of the best protection that we could provide.

A discussion followed on a possible amendment to the resolution. No amendment was made.

Paula Marinoni thanked the new Aldermen for their service to the City of Fayetteville. She also thanked Mayor Jordan and staff for the work in bringing these bridges forward. I am excited this is coming forward. I want this to be right. I have been through a number of historic preservation projects. Rehabilitation even if it starts out with restoring is not the same as restoration, which means there is not an understanding of what is to take place. I have been told it is the intent of the contract. The time to establish intent in a contract is before you sign it. I am suggesting we sit down and change the contract and say it correctly.

Ms Marinoni voiced her concern with the size of the sidewalks. She reviewed portions of the contract that she had concerns with.

Alderman Petty: I appreciate a lot of what was said. It seems some of the suggestions are more appropriate in the construction contract than in the design contract. I do not think the mere consideration of expanded sidewalks should be seen as sub-threatening.

Alderman Kinion moved to table the resolution to the March 5, 2013 City Council meeting. Alderman Marsh seconded the motion. Upon roll call the motion to table passed unanimously.

This resolution was tabled to the March 5, 2013 City Council meeting.

Unfinished Business: None

New Business:

Amend Chapter 50 Garbage and Trash: An ordinance amending Sections 50.01 Definitions, 50.20 Service Requirements and 50.40 Rates for Services of Chapter 50: Garbage and Trash of the Code of Fayetteville.

City Attorney Kit Williams read the ordinance.

Don Marr: This has been to the Water and Sewer Committee and was approved by them. All rates are staying the same as are previously established by any rate studies or Council actions. He gave a brief explanation of the changes to the ordinance.

Jason Drummond gave a brief explanation of how they establish services.

Alderman Marsh: There are areas in town where waste receptacles block sidewalk access. I want to make sure that we keep clean access for everyone in our community,

Alderman Marsh moved to amend 50.20 Subsection D of the ordinance. Alderman Gray seconded the motion. Upon roll call the motion to amend passed unanimously.

Alderman Tennant moved to suspend the rules and go to the second reading. Alderman Adams seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Kinion moved to suspend the rules and go to the third and final reading. Alderman Long seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Adams: I appreciate the hard work our city staff does. Thank you staff for your great work in this area.

Don Marr introduced Glenda Eden, Jason Drummond and Brian Pugh with the Solid Waste Division who worked on the revisions to the ordinance.

Mayor Jordan asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 5565 as Recorded in the office of the City Clerk.

City Council Agenda Session Presentations:

Economic Development Contract Quarterly Report - Chung Tan & Steve Clark

Announcements:

City Council Tours:

April 8, 2013 5:00 PM

Westside Wastewater Treatment Plant

May 6, 2013 5:00 PM

Noland Wastewater Treatment Plant and Biosolids Management Site

Adjournment: 7:00 p.m.

Lioneld Jordan, Mayor

Sondra E. Smith, City Clerk/Treasurer

Handed Out at the
City Council Meeting 3/5/13

APPENDIX B

SUBCONSULTANT AGREEMENT

JOB NO. 040618

Maple St. & Lafayette St. Bridge Restoration
FEDERAL AID PROJECT ("FAP") NO. BRN-9142(29)

1. SUBCONSULTANT AGREEMENT

- 1.1. The services to be performed under this Subconsultant Agreement will be performed in connection with the Agreement for Engineering Services ("Prime Agreement") between McClelland Consulting Engineers, Inc. and the City of Fayetteville, Arkansas ("Owner") for Job No. 040618, dated _____. McClelland Consulting Engineers, Inc. ("Consultant") and Horner & Shifrin, Inc. ("Subconsultant") hereby agree that Horner & Shifrin, Inc. shall perform the professional and related services as described herein. In consideration for the performance of the professional services McClelland Consulting Engineers, Inc. agrees to compensate (and reimburse, if applicable) Horner & Shifrin, Inc. in the manner and at the rate(s) provided herein.
- 1.2. The definitions of the Prime Agreement, and its provisions relating to the obligations, duties, and rights of subcontractors, *or which are otherwise required to be inserted into any subcontracting agreements*, are deemed to be part of, and are hereby incorporated by reference into, this Subconsultant Agreement and made binding upon Horner & Shifrin, Inc.

2. DESCRIPTION OF PROJECT AND SERVICES TO BE PROVIDED

Title 1 Services:

2.1 Design

- Prepare project design criteria and submit to AHTD for review before preliminary design work to obtain design exemptions where necessary to retain the original elements and design. Design exemptions will be based on coordination with the State Historic Preservation Office (SHPO). AHTD Standard Specifications for Highway Construction will be used.
- Complete site visit for visual verification of previous bridge inspection.
- Comply with any requirements to maintain historical integrity of the structures.
- Develop an engineering design for the bridge restoration, Submit design plans for review by the City of Fayetteville and AHTD at the 30%, 60%, and 90% stages. Submit an updated cost estimate with each design review.
 - Maple Street Bridge Design Scope
 - Replace overlay
 - Replace deck drains
 - Repair superstructure and substructure concrete
 - Replace sidewalk
 - Replace only damaged sections of bridge rail using original plans to replicate original sections. Concrete color should not match – per SHPO
 - If testing indicates and the City of Fayetteville authorizes, provide plans for replacement of the slab, including an analysis of construction loads
 - Replace light fixtures at rail end posts using original plans to replicate original fixtures

Deleted: (do not match concrete color)

- Complete load rating analysis for new slab (if applicable and authorized by the City of Fayetteville) and additional load of sidewalk/railing/overlay
- Lafayette Street Bridge Design Scope
 - Replace overlay
 - Replace expansion joints
 - Replace abutment bearings
 - Repair superstructure and substructure concrete
 - Replace sidewalk
 - Replace only damaged sections of bridge rail using original plans to replicate original sections Concrete color should not match – per SHPO.
 - Replace light fixtures at rail end posts using original plans to replicate original fixtures If testing indicates, provide plans for replacement of the superstructure, including an analysis of construction loads
 - Complete load rating analysis for new slab (if applicable and the City of Fayetteville Authorizes) and additional load of sidewalk/railing/overlay
 - Replace or repair leaning wall at SW corner of approach using original plans to replicate existing wall – design completed by Horner and Shifrin, Inc. and construction drawings to be completed by McClelland Consulting Engineers, Inc.
 - If testing indicates and the City of Fayetteville authorizes, provide plans for replacement of the slab, including an analysis of construction loads.

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Title 2 Services:

- 2.2 Engineering Management Services
- Review of shop drawings and submittals, as requested.
 - Provide design related solutions to construction problems and issues that may arise during construction.

3. COSTS, FEES, PAYMENTS AND RATE SCHEDULES

3.1 Schedule of Salary Ranges

<u>Labor Classification</u>	<u>Labor Rate Range</u>
Professional I	\$70.00 – 77.00
Professional II	\$62.02 – 68.22
Professional III	\$46.85 – 57.71
Professional IV	\$38.91 – 49.18
Professional V	\$33.48 – 37.71
Professional VI	\$27.45 – 35.26
Professional VII	\$21.92 – 28.96
Technician I	\$33.65 – 37.02
Technician II	\$26.83 – 33.21
Technician III	\$21.13 – 23.24
Technician IV	\$15.43 – 16.97
Word Processor II	\$19.64 – 21.60
Clerical II	\$29.13 – 32.04

4. COMPENSATION SUBJECT TO LIMITATIONS OF FEDERAL AND STATE LAW

Handed out at the
City Council Meeting 3-5-13



Departmental Correspondence



**LEGAL
DEPARTMENT**

www.accessfayetteville.org

**TO: Mayor Jordan
City Council**

**Kit Williams
City Attorney**

**Jason B. Kelley
Assistant City Attorney**

**CC: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director**

FROM: Kit Williams, City Attorney

A handwritten signature in black ink, appearing to read "Kit Williams", written over a horizontal line.

DATE: March 5, 2013

RE: "Private Property Protection Act"

When I wrote the Resolution in opposition to Senate Bill 367 of 2013 which calls itself the "Private Property Protection Act", I had forgotten that I had drafted a very similar Resolution 18 years ago. Resolution No. 23-95 (copy enclosed) was passed unanimously by the Fayetteville City Council on February 21, 1995 and signed by Mayor Hanna to oppose House Bill 1726 of 1995 which was entitled (you guessed it) the "Private Property Protection Act."

I have attached the City Council meeting minutes from the February 21, and March 7, 1995 meetings when the Resolution and House Bill 1726 were discussed. All eight of the aldermen spoke in favor of my Resolution. In response to a question from an alderman, then City Attorney Jerry Rose stated the proposed Personal Property Protection Act was "extremely unclear and would open the City to extensive litigation." (March 7, 1995, page 101) The minutes reflect that I agreed with Mr. Rose then, and I agree now that such a law would create tremendous litigation danger for our citizens.

It was unneeded, very dangerous and expensive for cities back in 1995 and is even more dangerous from the taxpayers' perspective now. It was a bad Bill then and is a bad Bill now, and I hope it is defeated again.

MINUTES OF A MEETING OF THE CITY COUNCIL

A meeting of the Fayetteville City Council was held on Tuesday, February 21, 1995, at 6:30 p.m., in the Council Room of the City Administration Building, 113 W. Mountain, Fayetteville, Arkansas.

PRESENT: Mayor Fred Hanna; Aldermen Stephen Miller, Kit Williams, Cyrus Young, Woody Bassett, Robert Prichard, Len Schaper, and Heather Daniel; City Attorney Jerry Rose; City Clerk/Treasurer Traci Paul; Administrative Services Director Ben Mayes; Planning Director Alett Little; Assistant Public Works Director Charles Venable; members of staff, press, and audience.

ABSENT: Alderman Steve Parker

CALL TO ORDER

Mayor Hanna called the meeting to order with seven aldermen present.

MEDAL OF VALOR AWARD

Mayor Hanna presented a Medal of Valor to Fayetteville Fire Fighter Marty Powers for his rescue of Angelica Smith, an occupant of a fire at 309 1/2 W. Spring Street on January 31, 1995.

Mayor Hanna also recognized citizens Steve Powell, Wayne Mattlock, and Danny Island for being first on the scene and trying to attack the fire with fire extinguishers.

STATE OF THE CITY ADDRESS BY MAYOR FRED HANNA

Mayor Hanna stated Fayetteville has lived up to its reputation for another year. It is still a hot bed of tranquility. The major issue facing the City in 1995 is growth and how to manage it. The growth over the past three years has been phenomenal. People are concerned about traffic, congestion and the consequences of the growth.

Economically, things have gone well, almost too well in terms of not being able to keep up with infrastructure demands. Fayetteville is not out of control and is still a planned community. Citizens should step forward with any suggestions to make things even better.

Financially, Fayetteville is in good shape. Financial Statements for 1994 are on file in the City Clerk's office for review. The accounting firm of Arthur Anderson & Company will begin an independent audit of the City's financial records in March. A formal report will be submitted to the Council and Fayetteville citizens by mid 1995. Preliminary reports are positive.



February 21, 1995

Robson also discussed concerns regarding the revenue bond issue.

Alderman Williams stated the City is going to be bound by what the Supreme Court does. The issue before the Council tonight was whether or not the City was going to authorize its attorneys to sue the third parties if they do not have a tolling agreement.

Robson stated he was concerned that Ms. Gay is working on the language of the tolling agreements. The Council is allowing clocked in attorneys to criticize clocked-out attorneys. The attorneys for the residents and sanitation rate payers in the City of Fayetteville have not made any money. Over three million dollars has been spent. It has been a paper blizzard.

In answer to questions from Robson regarding whether or not Alderman Bassett's sister is a partner of Wright, Lindsey & Jennings and whether or not Alderman Bassett ever intervened in behalf of the former City Attorney for Scottsdale insurance corporation, Alderman Bassett stated, to the Mayor, that he would address the question at a more appropriate time.

Robson accused Alderman Bassett of leading the other Aldermen in making decisions. He also accused Alderman Bassett of, behind closed doors, getting other Aldermen to sign agreements to be on the directors of the Authority.

Alderman Bassett stated he has not done anything behind closed doors.

Mayor Hanna explained that the issue before the Council is tolling agreements.

HOUSE BILL 1726:

Alderman Williams stated House Bill 1726 has been proposed. This bill would cripple the City's efforts to manage the growth and development. It claims to protect private property but it really endangers every landowner who relies upon Fayetteville's zoning and environmental laws to preserve their neighborhood, protect their homes and businesses. It endangers every taxpayer because it authorizes a flood of litigation.

Alderman Williams read a resolution opposing proposed House Bill 1726 and notifying the Arkansas Legislature, Municipal League, and the Governor's Office of such opposition.

Alderman Williams, seconded by Daniel, made a motion to accept the resolution.

Alderman Daniel stated House Bill 1726 is meddling in municipal affairs.

February 21, 1995

Alderman Schaper stated Fayetteville is trying to control the growth in our city and manage it properly. This bill would take away the ability to control growth and cripple current zoning laws. Alderman Prichard expressed concern of how Charles Stewart is choosing to represent the people of Fayetteville.

Alderman Bassett stated the City is trying to find ways to manage our growth and to keep this one of the best cities in which to live in the country. There will always be debate about how that should be done. Decisions about how to deal with issues that directly affect Fayetteville should be made by the elected City Council. This bill would cause an explosion of litigation.

Alderman Young stated people do not realize the effects this bill would have if passed. This bill would take away the one thing protecting landowners, zoning districts.

Alderman Miller stated our State Representative has introduced this bill that would destroy the very city that has been represented so well for so many years.

Elam Denham stated fourteen states have passed similar bills. This bill supports the United States Constitution and the Arkansas Constitution's Private Property Protection Provisions. It requires the government to pay fair market value for what it takes from its citizens. This bill will protect citizens from governmental intrusions.

Harley Brigham stated he agrees with the views of the Council members and supports the proposed resolution.

Tom McKinney thanked the Council for the proposal and support of the resolution. He stated a similar bill is currently working its way through Congress. McKinney pointed out laws already in place that apply to the same issues as House Bill 1726.

Mayor Hanna expressed regret that the name of Representative Charlie Stewart had been discussed and stated he is an honorable man. This bill should not reach the floor of the house. Charlie Stewart probably accomplished what he intended to do here tonight.

Upon roll call, the resolution passed by a vote of 7 to 0.

RESOLUTION 23-95 AS RECORDED IN THE CITY CLERK'S OFFICE.

RESOLUTION NO. 23-95

**A RESOLUTION OPPOSING PROPOSED HOUSE BILL 1726
AND NOTIFYING THE ARKANSAS LEGISLATURE,
MUNICIPAL LEAGUE, AND GOVERNOR'S OFFICE OF
SUCH OPPOSITION.**

WHEREAS, our citizens' health, safety, and investment in real estate have long been preserved and protected by zoning laws, building codes, and environmental regulations; and

WHEREAS, the Fifth Amendment to the United States Constitution has for over 200 years protected private property rights so that landowners must receive fair compensation if their property is taken for public use; and

WHEREAS, proposed House Bill 1726 would cripple our City's efforts to preserve Fayetteville's beauty, quality of life, and economic vitality by placing a financial straightjacket on any effort to manage our growth, preserve neighborhood integrity, improve building and landscaping requirements, ensure environmental protection, and preserve green space and park land; and obtain help building necessary infrastructure; and

WHEREAS, our taxpayers would suffer as House Bill 1726 would encourage extensive and costly litigation and require payments to landowners or their attorneys even in questionable, minor cases; and

WHEREAS, since this Bill would apply retroactively to all regulatory programs now in effect, specifically "land use laws and zoning", every city and town in Arkansas, as well as many state agencies such as the Department of Pollution Control and Ecology would face massive litigation and possible bankruptcy.

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

Section 1. That the City of Fayetteville, Arkansas strongly opposes every part of proposed House Bill 1726 and urges its complete and total defeat by the Legislature and veto by the Governor, if need arises.

Section 2. That a copy of this resolution shall be transmitted to every Arkansas legislator, both Representative and Senator, the Municipal League and the Governor's Office.

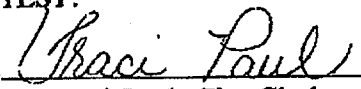
PASSED AND APPROVED this 21st day of February, 1995.

Page 2
Resolution No. 23-95

APPROVED:

By: 
Fred Hanna, Mayor

ATTEST:

By: 
Traci Paul, City Clerk

March 7, 1995

E. HOUSE BILL 1726

Mayor Hanna stated that Alderman Parker requested the opportunity to express his views since he was not present when the Resolution against 1726 was passed.

Parker stated that the Bill would go back to the committee for changes including assurance to landowners that they would not have to give back to the state and to restate that it did not apply to government's efforts to curb public nuisance. These issues were addressed in the November election where a group of candidates brought up the idea of property rights which were rejected by Fayetteville voters. He stated that this was not a personal property protection act but an act for people to evade managed growth. A new bill entitled "Look Before You Leap" that performs the same function and has the same danger to city regulation and zoning. He stated that during his campaign he discussed the Overlay District, Greenspace Ordinance, Tree Ordinance, Traffic, and Managed Growth and found that his constituents supported these issues which contrasts discussion with Representative Charles Stewart regarding his support. Representative Stewart's support was from realtors and bankers. In summation he stated he supported the City Council's resolution and urged immediate action from the public.

In answer to a question from Alderman Schaper regarding what the potential impact was to the City, Rose stated that if the Bill is passed the City would have to evaluate and determine if the City is liable for any loss of value to the property owner or adjoining property owners and the compensable impact this would have on the City. It is extremely unclear and would open the City to extensive litigation.

Alderman Parker expressed concern that if the City did pass an Overlay District Ordinance resulting in devaluation of property they may be held liable for damages.

Alderman Williams agreed with Rose in the unclarity of the Bill and stated that the Bill could result in a statewide moratorium on rezonings.

Alderman Schaper requested support from the public for the Council's resolution and asked constituents to call Representative Stewart at (501) 682-6211 or fax (501) 682-9160. Parties involved in litigation with the City over the Overlay District spoke at the hearing in Little Rock in favor of the Bill.

Alderman Young wished to make a correction regarding the moratorium on rezoning stating that it would stop rezoning and that was a big difference. It would take an act of the State Congress for a rezoning.

March 7, 1995

Alderman Parker also requested to address the Council regarding personnel requirements in City Planning and Engineering.

Alderman Parker stated that the Council should support the requests from Planning and Engineering to facilitate the requests the Council made of these departments and fulfil the Council's promise to provide whatever resources necessary.

Venable requested a Draftsman with computer capabilities responsible for development of maps and ongoing projects in Engineering and Planning, along with an Engineering Technician. Additionally a Permit Clerk was requested with duties including public greeting and assistance with permit completion. Venable also requested equipment.

Little stated that options for workload shift were being discussed to alleviate time constraints. Data Processing has been very cooperative in upgrading all systems to facilitate information flow which helps work move forward timely. Other work is contracted outside the City which is working well.

Alderman Parker stated that he favored advertising for the three described positions at this time and addressing budgetary issues later.

Alderman Williams suggested addressing these issues at the meeting scheduled for March 8, 1995 so that documentation could be provided.

Alderman Bassett agreed with Alderman Williams' suggestion.

CONSENT AGENDA

Mayor Hanna introduced consideration of items which may be approved by motion, or contracts and leases which can be approved by resolution, and which may be grouped together and approved simultaneously under a "Consent Agenda":

- A. Minutes of the February 21, regular City Council meeting.
- B. A resolution awarding an engineering contract to Development Consultants, LLC, for construction engineering services for the Joyce Blvd. at U.S. 71B intersection improvement project, in the amount of \$21,964.94 and approving a 10% project contingency of \$2,196.

RESOLUTION 35-95 AS RECORDED IN THE CITY CLERK'S OFFICE.

*Handed out at the
City Council meeting 3/5/13*

Sondra Smith - SB 367

From: Alan Fortenberry <AFortenberry@bwdh2o.org>
To: "Lioneld Jordan (ljordan@ci.fayetteville.ar.us)" <ljordan@ci.fayetteville.ar.us>
Date: 3/5/2013 4:56 PM
Subject: SB 367
CC: "Don Marr (dmarr@ci.fayetteville.ar.us)" <dmarr@ci.fayetteville.ar.us>, Colene Gaston <cgaston@bwdh2o.org>, "ssmith@ci.fayetteville.ar.us" <ssmith@ci.fayetteville.ar.us>, "lsmith@ci.fayetteville.ar.us" <lsmith@ci.fayetteville.ar.us>

Mayor,

I understand that a resolution opposing the passage of SB367 is coming before the Council this evening. The District concurs with the City's opposition to this legislation. The programs addressed within the legislation, that result in the proper planning of development both here and throughout the state, are essential in preserving water quality in our streams and lakes. The District is very appreciative of the efforts of Fayetteville in relation to measures that have helped to preserve the quality of our drinking water source – Beaver Lake. We encourage the Council to adopt this resolution to stand in opposition of this legislation. Thank you for considering this matter.

Alan D. Fortenberry, P.E.

CEO

Beaver Water District

P.O. Box 400

Lowell, AR 72745

(479) 756-3651

afortenberry@bwdh2o.org



Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

TO: Mayor Jordan
City Council

FROM: Kit Williams, City Attorney

DATE: March 5, 2013

RE: City Council Members Marsh & Petty's Resolution

Restricting Uses on Remaining 7 Acres of Tyson Factory Site

The City Council should be aware that **Section 1 of the proposed Resolution appears to require that the remaining 7-8 acres of the Tyson site be used "for community uses" and therefore, could not be sold for private commercial development nor city-wide governmental uses.** With Kum & Go's development, the other two acre parcel along Happy Hollow (Highway 16 East) would likely bring about what Kum & Go, L.C. and Casey's General Store bid (over a half million dollars an acre). It is up to the City Council to determine whether it is in Fayetteville's and our whole citizenry's best interests to leave a million dollars on the table (the second two acre parcel along Happy Hollow) in order to devote the entire remaining acreage of this old factory site to "community uses."

Contractual Obligations to Kum & Go, L.C.

When the City Council passed Resolution No. 26-13 on February 5, 2013 and Mayor Jordan signed the Land Sale Agreement with Kum & Go, L.C. which this Resolution had approved, the City assumed several contractual obligations to Kum & Go which cannot be breached.

Section 3 of the Resolution states:

"That the City Council of the City of Fayetteville, Arkansas hereby agrees ... to cost share 75/25 (up to \$100,000.00) for the demolition and removal of the Tyson factory"

Paragraph 3 of the Land Sale Agreement approved by the City Council and signed by Mayor Jordan states:

“3. Demolition of Tyson Factory

A. The City of Fayetteville agrees to demolish or pay a reputable contractor to demolish and remove unsalvageable debris of the old Tyson Factory to include removing its foundation, footings and slab within four months of both parties' execution of this Agreement.”

Both the Resolution the City Council passed and the Land Sale Agreement thus **require** the demolition and removal of the “unsalvageable debris of the old Tyson Factory” by June 5, 2013. Any change such as “repurposing of portions of the building” would require a written contract amendment be approved by Kum & Go, L.C. and the Fayetteville City Council. I have not received any such proposed amendment from Kum & Go, L.C.

Connectivity Improvements already agreed to in Development Plan

Since Section 2, 3, 4, and 5 are all “requests” for the administration to take actions, none of these are contrary to law even though some might require a written contract amendment with Kum & Go, L.C. The only section of the proposed Resolution that requires the administration to do something is Section 1 which designates “a majority of the proceeds from the recent sale to Kum & Go, L.C. be used for future development of the property for community uses and **connectivity improvements** for the surrounding neighborhoods.” (emphasis added).

As was explained when the Land Sale Agreement was first presented for the City Council's approval, “connectivity improvements for the surrounding neighborhoods” were expressly included within the development plan. Residents in the Ray Avenue neighborhood were having trouble turning left onto Huntsville during the morning rush hour. That is one major reason it was proposed to bring a street in from the current three-way intersection of Happy Hollow and Huntsville and change the traffic signal to four-way.

The approved development plan also shows a street running from Ray Avenue to this new street so that the residents of the Ray Avenue neighborhood will be better able to drive East toward downtown Fayetteville during the morning rush hour. This link to Ray Avenue is planned to eventually (with further commercial development) run west to intersect with Happy Hollow as a further connectivity improvement.

The City (through your Resolution and our Land Sale Agreement) has already agreed to cost share these improvements and has always intended to use proceeds from the Kum & Go sale to pay for these street and traffic signal improvements as well as its portion to demolish the Tyson factory. Because we negotiated a fair price for the 2 acre parcel the City Council sold Kum & Go, L.C., there will be significant proceeds above these demolition and connectivity improvements projects to help repay the Sales Tax Capital Improvement Project Fund for its \$1.1 million investment to buy the 11 acre Tyson Factory site. However, you are not legally obligated to repay the CIP fund for its purchase of this site. I do recommend that revenues above our capital costs for street and traffic improvements and demolition expenses be used for CAPITAL, not operating, expenses since these funds were originally designated for capital expenditures.

The City Council has full responsibility and power to determine how the general revenues of the City are spent as long as the revenue is spent for legally and constitutionally authorized purposes.



MANAGEMENT ADVISORY GROUP, INC.

Virginia

Florida

North Carolina

February 14, 2013

To: The Honorable Lioneld Jordan, Mayor
Honorable Members of the City Council
From: Carolyn Long, Executive Vice-President
Subject: 2012 Update – General Survey and Compensation Plan Final Report

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

Background Information

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

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

Market Findings for 2012

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

Geographic Compensation Differential:

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

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

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

Discussion of the Merit Pay Plan

Survey Data without a Geographic Compensation Differential Adjustment:

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

Survey Data with a Geographic Compensation Differential Adjustment:

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

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

Employment Cost Index Original Data Value

Series Id: CIU3020000000000A
Not Seasonally Adjusted
compensation: Wages and salaries
sector: State and local government
periodicity: 12-month percent change
Industryocc: All workers
Years: 2002 to 2012

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

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

Discussion of the Fire and Police Pay Plans

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

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

Observations:

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

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

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

Structure and Merit Adjustments Reported by other Jurisdictions:

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

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

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

Current Pay Plans:

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

Proposed Pay Plans:

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

List of Appendices:

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

- Appendix 1.0 - Proposed Pay Plans
- Appendix 2.0 - Salary Survey Summary with GCD Adjustment
- Appendix 3.0 - Salary Survey Detail with GCD Adjustment
- Appendix 4.0 - Salary Survey Summary without GCD Adjustment
- Appendix 5.0 - Salary Survey Detail without GCD Adjustment
- Appendix 6.0 - Current Pay Plans
- Appendix 7.0 - Supplemental Survey Questions with Data Summary

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

We appreciate this opportunity to assist the City of Fayetteville.

Sincerely,

A handwritten signature in black ink that reads "Carolyn Long". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

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

Phone: 703.590.7250

Fax: 703.590.0366

www.maginc.info

APPENDIX 1.0

PROPOSED PAY PLANS 2013

FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	ANNUALIZED	\$ 33,469	\$ 35,125	\$ 36,781	\$ 38,437	\$ 40,093	\$ 41,749	\$ 43,405	\$ 45,061	\$ 46,717	\$ 48,373
	HOURLY RATE - SHIFT	\$ 11.493	\$ 12.062	\$ 12.631	\$ 13.199	\$ 13.768	\$ 14.337	\$ 14.905	\$ 15.474	\$ 16.043	\$ 16.612
	40 HR WK RT RATE	\$ 16.091	\$ 16.887	\$ 17.683	\$ 18.479	\$ 19.275	\$ 20.072	\$ 20.868	\$ 21.664	\$ 22.460	\$ 23.256
Driver	ANNUALIZED	\$ 41,579	\$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53,603
	HOURLY RATE - SHIFT	\$ 14.279	\$ 14.737	\$ 15.196	\$ 15.655	\$ 16.114	\$ 16.572	\$ 17.031	\$ 17.490	\$ 17.949	\$ 18.408
	40 HR WK RT RATE	\$ 19.990	\$ 20.632	\$ 21.275	\$ 21.917	\$ 22.559	\$ 23.201	\$ 23.844	\$ 24.486	\$ 25.128	\$ 25.771
Captain	ANNUALIZED	\$ 51,576	\$ 53,429	\$ 55,283	\$ 57,136	\$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$ 66,404	\$ 68,257
	HOURLY RATE - SHIFT	\$ 17.712	\$ 18.348	\$ 18.985	\$ 19.621	\$ 20.258	\$ 20.894	\$ 21.530	\$ 22.167	\$ 22.803	\$ 23.440
	40 HR WK RT RATE	\$ 24.796	\$ 25.687	\$ 26.578	\$ 27.469	\$ 28.361	\$ 29.252	\$ 30.143	\$ 31.034	\$ 31.925	\$ 32.816
Battalion Chief	ANNUALIZED	\$ 58,347	\$ 60,403	\$ 62,459	\$ 64,515	\$ 66,572	\$ 68,628	\$ 70,684	\$ 72,740	\$ 74,796	\$ 76,852
	HOURLY RATE - SHIFT	\$ 20.037	\$ 20.743	\$ 21.449	\$ 22.155	\$ 22.861	\$ 23.567	\$ 24.273	\$ 24.979	\$ 25.685	\$ 26.391
	40 HR WK RT RATE	\$ 28.051	\$ 29.040	\$ 30.029	\$ 31.017	\$ 32.006	\$ 32.994	\$ 33.983	\$ 34.971	\$ 35.960	\$ 36.948

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

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

Fayetteville Proposed 2013 Police Pay Plan

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

SCHEDULED HOURS 2080

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

ADDITIONAL PAY

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

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

		Minimum Pay	Maximum Pay
Police Captain	Annualized	\$ 59,274	\$ 80,759
(Captains progress thru the pay range via the Merit pay system rather than the Step system)			

Proposed Pay Plans

Proposed Pay Plans
City of Fayetteville, Arkansas

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

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
107		\$24,726	\$29,671	\$37,682
430	MAINTENANCE WORKER IV ASPHALT			
431	MAINTENANCE WORKER IV CONCRETE			
432	MAINTENANCE WORKER IV DRAINAGE			
428	MAINTENANCE WORKER IV PARKS			
433	MAINTENANCE WORKER IV RIGHT OF WAY			
451	MAINTENANCE WORKER IV TRAILS			
454	MAINTENANCE WORKER IV WATER SEWER NO LICENSE			
117	METER READER			
252	POLICE SUPPORT SPECIALIST			
184	SENIOR PLANNING CLERK			
453	SENIOR SECRETARY - BUILDING SERVICES			
443	SENIOR SECRETARY - CITY ATTORNEY			
444	SENIOR SECRETARY - CITY CLERK			
422	SENIOR SECRETARY - PARKS AND REC			
260	SENIOR SECRETARY - POLICE			
476	YRCC RECREATION PROGRAM ASSISTANT II			
108		\$25,962	\$31,154	\$39,566
346	ACCOUNT CLERK PARKING			
261	ACCOUNTING CLERK - RECEIVABLE			
98	BUILDING MAINTENANCE WORKER II			
393	CONSTRUCTION MAINT WORKER IV			
59	EQUIPMENT MECHANIC I			
509	FLIGHT LINE OPERATIONS TECHNICIAN			
124	MAINTENANCE WORKER IV WATER SEWER LICENSED			
125	METER MAINTENANCE TECHNICIAN			
161	OPERATIONS ASSISTANT			
415	PLANNING TECH CURRENT PLANNING			
326	PLANNING TECH LONG RANGE			
230	PRODUCTION TECHNICIAN			
496	PROGRAMMING COORDINATOR			
144	PURCHASING TECHNICIAN			
501	RECREATION COORDINATOR			
503	RESIDENTIAL PERMIT COORDINATOR			
469	UTILITIES PROJECT COORDINATOR			
440	WAREHOUSE ATTENDANT WATER SEWER			
18	WATER FIELD SERVICE REPRESENTATIVE			
192	WATER/SEWER OPERATIONS CLERK			
109		\$27,260	\$32,712	\$41,544
139	ANIMAL SERVICES OFFICER			
249	BACKFLOW PREVENTION TECHNICIAN			
342	CONSTRUCTION LEAD MAINTENANCE WORKER			
399	DEPUTY COURT CLERK II			
13	DISPATCHER			
417	FLEET OPERATIONS ADMINISTRATIVE ASSISTANT			
281	ROUTE DRIVER			
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE			
76	SENIOR LEGAL ASSISTANT			
368	SR POLICE SUPPORT SPECIALIST			
126	TRAFFIC TECHNICIAN			
256	VETERINARY ASSISTANT			

Proposed Pay Plans
City of Fayetteville, Arkansas

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

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
112		\$31,557	\$37,868	\$48,093
114	METER OPERATIONS ASSISTANT			
459	OFFICE MANAGER - WATER/SEWER			
471	OFFICE MANAGER DEV SERVICES			
438	OFFICE MANAGER SOLID WASTE			
303	OFFICE MANAGER TRANSPORTATION			
318	SOLID WASTE COMMERCIAL REPRESENTATIVE			
67	TRAFFIC SIGNAL TECHNICIAN			
113		\$33,135	\$39,762	\$50,498
83	ACCOUNTANT - REVENUES			
339	BUDGET ANALYST			
115	CAD DRAFTER			
472	COMMUNITY OUTREACH COORDINATOR			
273	DISPATCH TRAINER			
3	FIELD SERVICE REPRESENTATIVE			
28	FINANCIAL COORDINATOR - AIRPORT			
419	FINANCIAL COORDINATOR - PARKS AND REC			
448	FINANCIAL COORDINATOR - POLICE			
336	FINANCIAL COORDINATOR - TRANSPORTATION			
510	FLIGHT LINE OPERATIONS SUPERVISOR			
257	GIS TECHNICIAN			
439	GIS TECHNICIAN WATER SEWER			
482	HOUSING MANAGER			
480	HVAC TECHNICIAN			
204	INSPECTOR/COMMERCIAL & RESIDENTIAL			
159	LEAD WAREHOUSE ATTENDANT			
242	PUMP AND TANK TECHNICIAN			
114		\$34,792	\$41,750	\$53,022
343	COMMUNITY SERVICES COORDINATOR			
499	DESIGN TECHNICIAN			
195	LAND AGENT I			
203	LEAD EQUIPMENT MECHANIC			
240	MAYOR'S OFFICE ADMINISTRATOR			
478	PROJECT COORDINATOR COM SVCS			
179	RECORDS COORDINATOR			
481	WARRANTY AND MATERIALS COORDINATOR			
148	WASTE REDUCTION COORDINATOR			
115		\$36,531	\$43,837	\$55,674
442	FIELD OPERATIONS SUPERVISOR - PARKING			
337	FIELD OPERATIONS SUPERVISOR - TRANSPORTATION			
32	HORTICULTURIST			
328	PARK PLANNER			
414	PLANNER - CURRENT PLANNING			
40	PLANNER - LONG RANGE			
175	PROPERTY/EVIDENCE MANAGER			
488	PW INSPECTION MANAGER			
397	SR CRIME SCENE TECH			
508	STAFF ENGINEER UNLICENSED			
361	URBAN FORESTER			
116		\$38,358	\$46,029	\$58,457
123	DISPATCH SHIFT SUPERVISOR			

Proposed Pay Plans
City of Fayetteville, Arkansas

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

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Merit				
122		\$51,403	\$61,684	\$78,338
58	BILLING AND COLLECTIONS MANAGER			
19	BUILDING OFFICIAL - SAFETY			
14	CITY CLERK/TREASURER			
347	MANAGMENT ACCOUNTING COORDINATOR			
274	PARKING AND TELECOMMUNICATIONS MANAGER			
254	PARKS MAINT SUPERINTENDENT			
132	PURCHASING MANAGER			
284	SR PROGRAMMER/ANALYST			
327	SUPPORT SERVICES MANAGER			
123		\$53,973	\$64,768	\$82,255
473	COMMUNICATIONS AND MARKETING DIRECTOR			
84	COMMUNITY SERVICES DIRECTOR			
493	DIRECTOR OF INTERNAL CONSULTING			
88	DISPATCH MANAGER			
85	INTERNAL AUDITOR			
124		\$56,672	\$68,006	\$86,368
390	SENIOR HR OFFICER			
90	STAFF ENGINEER			
435	STAFF ENGINEER WATER AND WASTEWATER			
268	VETERINARIAN			
125		\$59,505	\$71,407	\$90,686
470	CONSTRUCTION AND CONTRACT MANAGER			
492	DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING			
126		\$62,481	\$74,977	\$95,221
15	ACCOUNTING DIRECTOR			
154	ASSISTANT CITY ATTORNEY			
367	ASST CITY ENGINEER			
267	BUDGET DIRECTOR			
287	DEPUTY CITY PROSECUTOR			
20	FLEET OPERATIONS SUPERINTENDENT			
45	HUMAN RESOURCES DIRECTOR			
26	INFORMATION TECHNOLOGIES DIRECTOR			
79	PARKS & REC DIRECTOR			
218	SOLID WASTE DIRECTOR			
332	TRANSPORTATION MANAGER			
5	WATER & SEWER OPERATIONS MANAGER			
127		\$65,605	\$78,726	\$99,982
12	ASSISTANT FIRE CHIEF			
33	DEPUTY CHIEF OF POLICE			
128		\$68,885	\$82,662	\$104,981
140	CITY ENGINEER			
170	PROSECUTING ATTORNEY			
129		\$72,329	\$86,795	\$110,230
466	DEVELOPMENT SERVICES DIRECTOR			
465	TRANSPORTATION SERVICES DIRECTOR			
130		\$75,946	\$91,135	\$115,741
133	CITY ATTORNEY			
57	FIRE CHIEF			
81	POLICE CHIEF			
474	UTILITIES DIRECTOR			

Proposed Pay Plans
City of Fayetteville, Arkansas

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

276 Active Proposed Classes in the Merit Pay Plan

APPENDIX 2.0

SALARY SURVEY SUMMARY WITH GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 with GCD - Fire

Job Class Title	Averages For Each Job Class				City of Fayetteville				
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
FIREFIGHTER	\$33,138	\$47,894				44.5%	\$31,037 -6.8%	\$44,690 -7.2%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41,167	\$53,072				28.9%	\$37,179 -10.7%	\$51,734 -2.6%	39.1%
FIRE CAPTAIN	\$51,065	\$67,581				32.3%	\$43,039 -18.6%	\$59,889 -12.8%	39.2%
BATTALION CHIEF	\$57,769	\$76,091			\$66,716	31.7%	\$49,823 -15.9%	\$69,329 -9.8%	39.2%
Survey Averages	\$45,785	\$61,159			\$66,716	34.38%	\$40,270 -13.70%	\$56,411 -8.42%	40.08%

Salary Survey Results for City of Fayetteville with GCD - Police

Job Class Title	Averages For Each Job Class					City of Fayetteville			
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
POLICE OFFICER	\$35,303	\$50,155				42.1%	\$33,306 -6.0%	\$47,267 -6.1%	41.9%
POLICE CORPORAL	\$38,652	\$54,733				41.6%	\$41,378 6.6%	\$53,105 -3.1%	28.3%
POLICE SERGEANT	\$45,922	\$62,084				35.2%	\$43,389 -5.8%	\$61,476 -1.0%	41.7%
POLICE LIEUTENANT	\$51,111	\$68,745				34.5%	\$47,839 -6.8%	\$67,777 -1.4%	41.7%
POLICE CAPTAIN	\$58,687	\$79,959				36.2%	\$55,377 -6.0%	\$78,460 -1.9%	41.7%
Survey Averages	\$45,935	\$63,135				37.92%	\$44,258 -3.79%	\$61,617 -2.46%	39.22%

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

<u>Title</u>	<u>Average Market Min</u>	<u>Fayetteville Min</u>	<u>Difference at Min</u>	<u>Average Market Mid</u>	<u>Fayetteville Mid</u>	<u>Difference at Mid</u>	<u>Average Market Max</u>	<u>Fayetteville Max</u>	<u>Difference at Max</u>
MAINTENANCE WORKER III - WATER SEWER	\$27,488	\$23,055	-19.2%	\$33,888	\$29,095	-16.5%	\$40,288	\$35,135	-14.7%
MAINTENANCE WORKER II - PARKS	\$24,747	\$20,911	-18.3%	\$30,625	\$26,390	-16.0%	\$36,503	\$31,869	-14.5%
MAINTENANCE WORKER IV - ASPHALT	\$28,198	\$24,207	-16.5%	\$35,082	\$30,550	-14.8%	\$41,965	\$36,892	-13.8%
CUSTODIAN	\$22,347	\$18,967	-17.8%	\$27,131	\$23,937	-13.3%	\$31,915	\$28,906	-10.4%
SECRETARY - PROSECUTOR OFFICE	\$25,045	\$21,957	-14.1%	\$30,950	\$27,710	-11.7%	\$36,854	\$33,462	-10.1%
PARKING ENFORCEMENT OFFICER	\$23,894	\$20,911	-14.3%	\$29,429	\$26,390	-11.5%	\$34,964	\$31,869	-9.7%
CREW LEADER	\$33,667	\$29,424	-14.4%	\$41,350	\$37,133	-11.4%	\$49,034	\$44,842	-9.3%
BENEFITS ADMINISTRATOR	\$33,060	\$29,424	-12.4%	\$41,261	\$37,133	-11.1%	\$49,461	\$44,842	-10.3%
SENIOR SECRETARY - PARKS AND REC	\$27,674	\$24,207	-14.3%	\$33,813	\$30,550	-10.7%	\$39,952	\$36,892	-8.3%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$41,453	\$37,553	-10.4%	\$52,361	\$47,392	-10.5%	\$63,269	\$57,231	-10.6%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$29,787	\$26,689	-11.6%	\$37,012	\$33,681	-9.9%	\$44,237	\$40,673	-8.8%
SHELTER ATTENDANT	\$22,573	\$19,915	-13.3%	\$27,533	\$25,133	-9.5%	\$32,943	\$30,351	-8.5%
EQUIPMENT MECHANIC I	\$27,792	\$25,418	-9.3%	\$34,568	\$32,077	-7.8%	\$41,343	\$38,736	-6.7%
GIS TECHNICIAN	\$35,754	\$32,440	-10.2%	\$43,763	\$40,940	-6.9%	\$51,773	\$49,439	-4.7%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,112	\$32,440	-2.1%	\$43,580	\$40,940	-6.4%	\$54,049	\$49,439	-9.3%
PLANNER - CURRENT PLANNING	\$39,299	\$35,765	-9.9%	\$47,870	\$45,136	-6.1%	\$56,441	\$54,506	-3.6%
CITY ATTORNEY	\$80,855	\$74,353	-8.7%	\$99,105	\$93,834	-5.6%	\$117,354	\$113,314	-3.6%
CUSTOMER SERVICE REPRESENTATIVE I	\$24,563	\$23,055	-6.5%	\$30,648	\$29,095	-5.3%	\$36,732	\$35,135	-4.5%
CODE COMPLIANCE OFFICER	\$31,825	\$29,424	-8.2%	\$38,971	\$37,133	-4.9%	\$46,117	\$44,842	-2.8%
PURCHASING AGENT	\$39,525	\$37,553	-5.3%	\$49,569	\$47,392	-4.6%	\$59,614	\$57,231	-4.2%
EQUIPMENT MECHANIC II	\$31,154	\$29,424	-5.9%	\$38,802	\$37,133	-4.5%	\$46,450	\$44,842	-3.6%
FIELD OPERATIONS SUPERVISOR -TRANSPORTATION	\$38,823	\$35,765	-8.6%	\$47,164	\$45,136	-4.5%	\$55,505	\$54,506	-1.8%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,030	\$32,440	-8.0%	\$42,670	\$40,940	-4.2%	\$50,310	\$49,439	-1.8%
INFORMATION TECHNOLOGY DIRECTOR	\$62,879	\$61,171	-2.8%	\$79,949	\$77,198	-3.6%	\$97,018	\$93,224	-4.1%
METER READER	\$25,300	\$24,207	-4.5%	\$31,520	\$30,550	-3.2%	\$37,741	\$36,892	-2.3%
SENIOR PLANNER - CURRENT PLANNING	\$46,287	\$43,473	-6.5%	\$56,410	\$54,863	-2.8%	\$63,546	\$66,253	4.1%
ROUTE DRIVER	\$28,218	\$26,689	-5.7%	\$34,588	\$33,681	-2.7%	\$40,959	\$40,673	-0.7%
CHIEF OF STAFF	\$76,209	\$78,071	2.4%	\$100,184	\$98,526	-1.7%	\$124,159	\$118,980	-4.4%
DEPUTY COURT CLERK	\$25,231	\$24,207	-4.2%	\$30,783	\$30,550	-0.8%	\$36,336	\$36,892	1.5%
ACCOUNTING CLERK - RECEIVABLE	\$25,672	\$25,418	-1.0%	\$32,155	\$32,077	-0.2%	\$38,638	\$38,736	0.3%
POLICE CHIEF	\$77,264	\$74,353	-3.9%	\$93,096	\$93,834	0.8%	\$108,928	\$113,314	3.9%
DISPATCHER	\$26,941	\$26,689	-0.9%	\$33,223	\$33,681	1.4%	\$39,505	\$40,673	2.9%
OFFICE MANAGER TRANSPORTATION	\$30,282	\$30,895	2.0%	\$38,370	\$38,990	1.6%	\$46,457	\$47,084	1.3%
ANIMAL SERVICES OFFICER	\$26,919	\$26,689	-0.9%	\$32,807	\$33,681	2.6%	\$38,695	\$40,673	4.9%
PARKS MAINT SUPERINTENDENT	\$49,816	\$50,325	1.0%	\$61,178	\$63,511	3.7%	\$72,541	\$76,696	5.4%
RECREATION SUPERINTENDENT	\$47,622	\$47,929	0.6%	\$58,029	\$60,486	4.1%	\$68,435	\$73,043	6.3%
FINANCE DIRECTOR	\$76,232	\$78,071	2.4%	\$93,869	\$98,526	4.7%	\$111,506	\$118,980	6.3%
FINANCIAL ANALYST - BUDGET	\$37,619	\$39,431	4.6%	\$47,162	\$49,762	5.2%	\$56,705	\$60,093	5.6%
DISTRICT COURT ADMINISTRATOR	\$44,717	\$45,646	2.0%	\$54,132	\$57,606	6.0%	\$63,546	\$69,565	8.7%
ACCOUNTANT PAYROLL	\$29,585	\$30,895	4.2%	\$36,550	\$38,990	6.3%	\$43,515	\$47,084	7.6%
STAFF ENGINEER	\$53,162	\$55,483	4.2%	\$64,627	\$70,020	7.7%	\$76,091	\$84,557	10.0%
CITY ENGINEER	\$64,361	\$67,441	4.6%	\$78,537	\$85,110	7.7%	\$92,712	\$102,779	9.8%
LEAD COURT CLERK	\$29,869	\$30,895	3.3%	\$35,936	\$38,990	7.8%	\$42,003	\$47,084	10.8%
BUILDING MAINTENANCE SUPERVISOR	\$40,032	\$43,473	7.9%	\$49,826	\$54,863	9.2%	\$59,621	\$66,253	10.0%
ACCOUNTING CLERK - PAYABLES	\$27,571	\$29,424	6.3%	\$33,612	\$37,133	9.5%	\$39,653	\$44,842	11.6%
ACCOUNTING DIRECTOR	\$57,774	\$61,171	5.6%	\$68,306	\$77,198	11.5%	\$80,843	\$93,224	13.3%
SOLID WASTE DIRECTOR	\$57,109	\$61,171	6.6%	\$67,485	\$77,198	12.6%	\$77,862	\$93,224	16.5%
PROSECUTING ATTORNEY	\$60,284	\$67,441	10.6%	\$74,194	\$85,110	12.8%	\$88,104	\$102,779	14.3%
BILLING AND COLLECTIONS MANAGER	\$43,093	\$50,325	14.4%	\$54,910	\$63,511	13.5%	\$66,727	\$76,696	13.0%
ACCOUNTING MANAGER - PAYROLL AND PENSION	\$44,058	\$50,325	12.5%	\$54,015	\$63,511	15.0%	\$63,973	\$76,696	16.6%
DISPATCH MANAGER	\$43,286	\$52,841	18.1%	\$52,804	\$66,686	20.8%	\$62,322	\$80,530	22.6%
Average			-3.46%			-1.14%			0.39%

APPENDIX 3.0

SALARY SURVEY DETAIL WITH GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 with GCD

BATTALION CHIEF

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

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

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Good					☐		\$66,716
City of Joplin	Battalion Chief	Good	\$42,602		\$64,323	51.0%	☐		
City of Jonesboro	Battalion Chief	Good	\$48,441		\$72,663	50.0%	☐		
City of Springfield	Battalion Chief	Good	\$48,967		\$62,502	27.6%	☐		
City of Lee's Summit	Battalion Chief	Good	\$50,616		\$72,115	42.5%	☐		
City of Springdale	Battalion Chief	Good	\$50,747		\$76,121	50.0%	☐		
City of Columbia	Fire Battalion Chief	Good	\$50,791		\$73,835	45.4%	☐		
City of Bentonville	Battalion Chief	Good	\$52,399		\$81,901	56.3%	☐		
City of St. Joseph	Battalion Chief	Good	\$53,257		\$65,419	22.8%	☐		
City of Manhattan	Battalion Chief	Good	\$54,402		\$86,187	58.4%	☐		
City of Conway	Battalion Chief and District/Division Chief	Good	\$57,413		\$66,039	15.0%	☐		
City of Little Rock, AR	Battalion Chief	Good	\$67,004		\$83,155	24.1%	☐		
City of Fort Smith	Battalion Chief	Good	\$67,161		\$75,556	12.5%	☐		
City of College Station	Battalion Chief	Good	\$68,025		\$92,616	36.1%	☐		
City of Rogers	Battalion Chief	Good	\$69,068		\$79,664	15.3%	☐		
City of Midwest City	Assistant Chief	Good	\$85,639		\$89,273	4.2%	☐		

Average

\$57,769

\$76,091

31.7%

\$66,716

City of Fayetteville

Battalion Chief

\$49,823

\$69,329

39.2%

\$ Difference (\$7,946)

(\$6,762)

% Difference -15.9%

-9.8%

Salary Survey Results for City of Fayetteville with GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Descrip	The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain.
Quals	High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department and has successfully completed the IFSAC Driver/Operator program, preceding the date of the written promotional examination. Possess Firefighter I, Firefighter II, and EMT certifications.

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

Average			\$41,167		\$53,072	28.9%			
City of Fayetteville	Driver/Operator/Firefighter		\$37,179		\$51,734	39.1%			
	\$ Difference		(\$3,988)		(\$1,338)				
	% Difference		-10.7%		-2.6%				

Salary Survey Results for Fayetteville 2012 with GCD

FIRE CAPTAIN

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

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

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Fire Captain	Good	\$38,596		\$56,032	45.2%	☐		
City of Springfield	Fire Captain	Identic	\$39,612		\$50,560	27.6%	☐		
City of Lee's Summit	Fire Captain 1	Good	\$42,368		\$59,173	39.7%	☐		
City of Springdale	Fire Captain	Good	\$42,928		\$64,392	50.0%	☐		
City of Jonesboro	Fire Captain	Good	\$42,989		\$64,481	50.0%	☐		
City of Rogers	Captain/Medic	Good	\$45,057		\$76,729	70.3%	☐		
City of Bentonville	Fire Captain	Good	\$46,584		\$72,329	55.3%	☐		
City of North Little Rock	Captain	Good	\$48,127		\$58,774	22.1%	☐		
City of St. Joseph	Fire Captain	Identic	\$48,464		\$62,507	29.0%	☐		
City of Conway	Fire Captain	Good	\$49,278		\$58,581	18.9%	☐		
City of Columbia	Fire Battalion Chief	Good	\$50,791		\$73,835	45.4%	☒		
City of Manhattan	Lieutenant	Good	\$50,950		\$70,562	38.5%	☐		
City of Fort Smith	Captain	Good	\$54,318		\$59,477	9.5%	☐		
City of Norman	Fire Captain	Good	\$56,382		\$80,280	42.4%	☐		
City of Little Rock, AR	Fire Captain	Good	\$57,665		\$62,517	8.4%	☐		
City of College Station	Fire Captain	Good	\$62,843		\$81,836	30.2%	☐		
City of Lawrence	Fire Captain 2912	Identic	\$69,707		\$87,199	25.1%	☐		
City of Midwest City	Fire Captain	Good	\$72,521		\$77,187	6.4%	☐		

Average

\$51,065 \$67,581 32.3%

City of Fayetteville

Fire Captain

\$43,039 \$59,889 39.2%

\$ Difference (\$8,026) (\$7,692)

% Difference -18.6% -12.8%

Salary Survey Results for Fayetteville 2012 with GCD

FIREFIGHTER

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

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

Respondent	MatchingTitle	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Firefighter	Good	\$27,765		\$45,963	65.5%	☐		
City of Conway	Firefighter	Good	\$29,672		\$40,806	37.5%	☐		
City of St. Joseph	Firefighter	Good	\$29,921		\$42,547	42.2%	☐		
City of Jonesboro	Firefighter	Good	\$30,034		\$45,052	50.0%	☐		
City of Fort Smith	Firefighter	Good	\$30,054		\$43,851	45.9%	☐		
City of Springdale	Firefighter/EMT	Good	\$30,120		\$43,864	45.6%	☐		
City of Joplin	Firefighter/EMT	Identic	\$30,152		\$43,774	45.2%	☐		
City of Springfield	Firefighter	Identic	\$32,161		\$40,978	27.4%	☐		
City of Rogers	Firefighter/EMT	Good	\$32,230		\$55,624	72.6%	☐		
City of Lee's Summit	Firefighter	Identic	\$32,761		\$43,919	34.1%	☐		
City of Columbia	Firefighter I	Good	\$32,911		\$47,963	45.7%	☐		
City of Bentonville	Firefighter	Good	\$33,620		\$50,431	50.0%	☐		
City of Little Rock, AR	Firefighter	Good	\$34,127		\$50,282	47.3%	☐		
City of Manhattan	Firefighter I	Good	\$35,802		\$47,290	32.1%	☐		
City of Midwest City	Firefighter	Good	\$36,311		\$44,988	23.9%	☐		
City of College Station	Firefighter	Good	\$36,626		\$56,712	54.8%	☐		
City of Lawrence	Firefighter EMT - I	Identic	\$40,142		\$58,140	44.8%	☐		
City of Norman	Firefighter	Good	\$42,073		\$59,905	42.4%	☐		

Average			\$33,138		\$47,894	44.5%			
City of Fayetteville	Firefighter		\$31,037		\$44,690	44.0%			
		\$ Difference	(\$2,101)		(\$3,204)				
		% Difference	-6.8%		-7.2%				

Salary Survey Results for City of Fayetteville with GCD

POLICE CAPTAIN

Descrip	Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department. Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.
Quals	High School graduation or GED plus ten (10) years continuous experience as a Fayetteville Police Officer, three (3) of which have been in the capacity of a Lieutenant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander III	Good	\$41,159		\$72,670	76.6%	☐		
City of St. Joseph	Police Captain	Good	\$48,464		\$62,507	29.0%	☐		
City of Joplin	Police Captain/Assistant Chief of Police	Good	\$49,409		\$74,608	51.0%	☐		
City of Blue Springs	Captain	Good	\$50,148		\$75,221	50.0%	☒		
City of Lee's Summit	Police Captain	Good	\$50,616		\$72,115	42.5%	☐		
City of Springdale	Police Captain	Good	\$50,747		\$76,121	50.0%	☐		
City of Springfield	Police Captain	Good	\$51,450		\$81,067	57.6%	☐		
City of Jonesboro	Police Captain	Good	\$53,896		\$80,843	50.0%	☒		
City of Bentonville	Police Captain	Good	\$57,374		\$91,740	59.9%	☐		
City of Conway	Major	Good	\$57,413		\$64,944	13.1%	☐		
City of Florissant	Police Captain	Good	\$61,391		\$80,073	30.4%	☒		
City of Columbia	Police Captain	Good	\$61,621		\$89,534	45.3%	☒		
City of Little Rock, AR	Police Captain	Good	\$63,139		\$94,709	50.0%	☐		
City of Norman	Police Captain	Good	\$63,618		\$90,582	42.4%	☐		
City of Rogers	Police Captain	Good	\$63,822		\$78,876	23.6%	☐		
City of North Little Rock	Police Captain	Good	\$67,211		\$73,814	9.8%	☐		
City of Lawrence	Police Captain	Good	\$68,566		\$102,546	49.6%	☐		
City of Midwest City	Captain	Good	\$70,755		\$76,195	7.7%	☐		
City of Fort Smith	Major	Good	\$71,415		\$82,876	16.0%	☐		
City of O'Fallon	Police Captain	Identic	\$71,523		\$78,139	9.2%	☐		

Average

\$58,687 \$79,959 36.2%

City of Fayetteville

Police Captain

\$55,377 \$78,460 41.7%

\$ Difference (\$3,310) (\$1,499)
% Difference -6.0% -1.9%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE CORPORAL

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

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

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

Average		\$38,652	\$54,733	41.6%
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City of Fayetteville	Police Corporal	\$41,378	\$53,105	28.3%
		\$ Difference	\$2,726	(\$1,628)
		% Difference	6.6%	-3.1%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE LIEUTENANT

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

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Police Captain	Good	\$37,651	\$48,560	29.0%	☐		
University of Arkansas	HE Public Safety Commander II	Good	\$39,199	\$70,108	78.9%	☐		
City of Springdale	Lieutenant	Good	\$42,928	\$64,392	50.0%	☐		
City of Joplin	Police Lieutenant	Good	\$44,761	\$67,580	51.0%	☒		
City of Jonesboro	Police Lieutenant	Good	\$45,714	\$68,573	50.0%	☐		
City of Blue Springs	Lieutenant	Good	\$46,006	\$69,010	50.0%	☐		
City of Springfield	Police Lieutenant	Good	\$46,276	\$73,346	58.5%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$46,280	\$62,132	34.3%	☐		
City of Conway	Police Lieutenant	Good	\$49,278	\$57,112	15.9%	☐		
City of Bentonville	Police Lieutenant	Good	\$49,558	\$79,246	59.9%	☐		
City of Columbia	Police Lieutenant	Good	\$53,300	\$77,483	45.4%	☐		
City of Norman	Police Lieutenant	Good	\$54,374	\$77,421	42.4%	☐		
City of Little Rock, AR	Police Lieutenant	Good	\$54,629	\$81,944	50.0%	☐		
City of Florissant	Police Lieutenant	Good	\$56,764	\$74,060	30.5%	☐		
City of Rogers	Police Lieutenant	Good	\$57,532	\$64,786	12.6%	☐		
City of North Little Rock	Police Lieutenant	Good	\$57,719	\$63,439	9.9%	☐		
City of Fort Smith	Captain	Good	\$62,154	\$68,015	9.4%	☐		
City of Midwest City	Lieutenant	Good	\$63,481	\$68,362	7.7%	☐		
City of O'Fallon	Police Lieutenant	Good	\$63,498	\$70,584	11.2%	☐		

Average

\$51,111 \$68,745 34.5%

City of Fayetteville

Police Lieutenant

\$47,839 \$67,777 41.7%

\$ Difference (\$3,272) (4.8%)

% Difference -6.8%

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE OFFICER

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

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

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

Average		\$35,303	\$50,155	42.1%
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City of Fayetteville	Police Officer	\$33,306	\$47,267	41.9%
	\$ Difference	(\$1,997)	(\$2,888)	
	% Difference	-6.0%	-6.1%	

Salary Survey Results for City of Fayetteville with GCD - Police

POLICE SERGEANT

Descrip	The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.
Quals	High school graduation or GED plus five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the promotional exam date. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Supervisor	Good	\$32,249	\$59,157	83.4%	☐		
City of Springdale	Police Sergeant	Good	\$37,062	\$55,594	50.0%	☐		
City of Jonesboro	Police Sergeant	Good	\$40,262	\$60,391	50.0%	☐		
City of St. Joseph	Police Sergeant	Identic	\$40,439	\$52,157	29.0%	☐		
City of Conway	Police Sergeant	Good	\$41,448	\$48,677	17.4%	☐		
City of Springfield	Police Sergeant	Good	\$42,013	\$67,097	59.7%	☐		
City of Blue Springs	Sergeant	Good	\$42,207	\$63,312	50.0%	☐		
City of Lee's Summit	Police Sergeant 1	Good	\$42,368	\$59,173	39.7%	☐		
City of Joplin	Police Sergeant	Good	\$42,605	\$64,319	51.0%	☐		
City of Bentonville	Police Sergeant	Good	\$43,468	\$64,391	48.1%	☐		
City of Norman	Police Sergeant	Good	\$44,689	\$63,631	42.4%	☐		
City of Columbia	Police Sergeant	Good	\$46,108	\$67,066	45.5%	☐		
City of Midwest City	Sergeant	Good	\$47,456	\$60,747	28.0%	☐		
City of Rogers	Police Sergeant	Good	\$48,558	\$59,587	22.7%	☐		
City of North Little Rock	Police Sergeant	Good	\$50,025	\$54,319	8.6%	☐		
City of Fort Smith	Sergeant	Good	\$51,482	\$59,216	15.0%	☐		
City of Florissant	Police Sergeant	Good	\$51,600	\$67,323	30.5%	☐		
City of O'Fallon	Police Sergeant	Good	\$55,762	\$62,829	12.7%	☐		
City of Little Rock, AR	Police Sergeant	Good	\$58,034	\$62,060	6.9%	☐		
City of Lawrence	Police Sergeant	Good	\$60,603	\$90,636	49.6%	☐		

Average			\$45,922	\$62,084	35.2%			
City of Fayetteville	Police Sergeant		\$43,389	\$61,476	41.7%			
		\$ Difference	(\$2,533)	(\$608)				
		% Difference	-5.8%					

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

ACCOUNTANT PAYROLL

Descrip	The incumbent is responsible for processing the payroll for all City of Fayetteville employees and all procedures directly related to the said process in a timely and accurate manner.
Quals	High School Diploma or GED required. Five years of related payroll experience and/or training is required. Associates degree (A.A.) in any business field from a two year college or technical school preferred and degree may be accepted in lieu of up to two years of experience.

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

Average			\$29,585	\$36,550	\$43,515	47.1%
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City of Fayetteville	Accountant - Payroll		\$30,895	\$38,990	\$47,084	52.4%
		\$ Difference	\$1,310	\$2,440	\$3,569	
		% Difference	4.2%	6.3%	7.6%	

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

ACCOUNTING CLERK - PAYABLES

Descrip	Receives, verifies, and enters purchase orders; prints checks and ACH payments, balances accounts before and after printing checks, receives and processes statements/invoices. Researches, understands, interprets sales and use tax issues and stays current on any changes. Collects and runs reports to prepare sales and use tax reports for the City. Reconciles and records Franchise fees; tracks changes to the franchise ordinances.
Quals	High School Diploma or GED is required. Three years of related experience required. Specialized training in any business area or additional college courses in accounting may be substituted for experience. Accounting degree is preferred.

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

Average			\$27,571	\$33,612	\$39,653	43.8%
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City of Fayetteville	Accounting Clerk - Payables		\$29,424	\$28,433	\$44,842	52.4%
		\$ Difference	\$1,853	(\$5,179)	\$5,189	
		% Difference	6.3%	-18.2%	11.6%	

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

ACCOUNTING CLERK - RECEIVABLE

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

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

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

Average			\$25,672	\$32,155	\$38,638	50.5%	
City of Fayetteville	Accounting Clerk - Receivable		\$25,418	\$31,609	\$38,736	52.4%	
		\$ Difference	(\$254)	(\$546)	\$98		
		% Difference	-1.0%	-1.7%	0.3%		

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

ACCOUNTING DIRECTOR

Descrip	The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.
Quals	Bachelor's Degree (B.A. or B.S.) from a four year college or university in Accounting or Business Administration required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

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

Average			\$57,774	\$68,306	\$80,843	39.9%	
City of Fayetteville	Accounting Director		\$61,171	\$77,198	\$93,224	52.4%	
		\$ Difference	\$3,397	\$8,891	\$12,381		
		% Difference	5.6%	11.5%	13.3%		

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip	Oversees payroll functions, verify accuracy of payroll wages, deductions, and procedures. Oversees pension function, attend pension board meetings, work with City Clerk on pension issues. Oversees Accounts Receivable functions, verify accuracy of records, work with Accounts Receivable Clerk and other divisions on collections.
Quals	Bachelor's Degree (B.A. or B.S.) in Accounting, Finance or Business from four year college or university and four years of related experience and two years of management experience.

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

Average			\$44,058	\$54,015	\$63,973	45.2%
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City of Fayetteville	Accounting Manager - Payroll and Pension		\$50,325	\$63,511	\$76,696	52.4%
		\$ Difference	\$6,267	\$9,495	\$12,723	
		% Difference	12.5%	15.0%	16.6%	

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

ANIMAL SERVICES OFFICER

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

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

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

Average

\$26,919 \$32,807 \$38,695 43.7%

City of Fayetteville

Animal Services Officer

\$26,689 \$33,681 \$40,673 52.4%

\$ Difference (\$230) \$874 \$1,978

% Difference -0.9% 2.6% 4.9%

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

BENEFITS ADMINISTRATOR

Descrip	Responsible for handling daily administration of employee benefit plans – medical , dental, life, disability as well as various supplemental plan and tax favored medical savings accounts. Prepares and conducts benefits section of New Employee Orientation. Tracks eligibility and conducts enrollment meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of benefits annual open enrollment process.
Quals	High school diploma or GED and 5 years of experience directly relating to the Benefits Administration job duties described in this job description, or 5 years of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

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

Average			\$33,060	\$41,261	\$49,461	49.6%
City of Fayetteville	Benefits Administrator		\$29,424	\$31,609	\$44,842	52.4%
		\$ Difference	(\$3,636)	(\$9,652)	(\$4,619)	
		% Difference	-12.4%	-30.5%	-10.3%	

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

BILLING AND COLLECTIONS MANAGER

Descrip	Overall responsibility for the performance and supervision of periodic utility billing for water, sewer, solid waste and storm water utilities in compliance with approved rate ordinances, contracts and state laws. Provides critical information for the rate study development process for water and sewer utility rates.Ensures proper administration of outside contractual relationships for providing city services.
Quals	Associates degree from a two or four year college/university and five (5) years of related experience or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

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

City of Fayetteville	Billing and Collections Manager		\$50,325	\$63,511	\$76,696	52.4%
		\$ Difference	\$7,232	\$8,600	\$9,969	
		% Difference	14.4%	13.5%	13.0%	

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

BUILDING MAINTENANCE SUPERVISOR

Descrip	Plans, administers and supervises janitorial and routine building maintenance services, including custodial, repair, new construction, remodeling and some electrical, plumbing and HVAC.
Quals	High school diploma or GED is required, specialized training and/or additional college courses and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of 5 years of management experience.

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

Average			\$40,032	\$49,826	\$59,621	48.9%
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City of Fayetteville	Building Maintenance Supervisor		\$43,473	\$54,863	\$66,253	52.4%
		\$ Difference	\$3,441	\$5,037	\$6,632	
		% Difference	7.9%	9.2%	10.0%	

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

CHIEF OF STAFF

Descrip	Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. Works directly with Mayor and administrative staff to develop annual budgets and multi-year capital improvement programs.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university in Public or Business Administration and considerable (3 to 5 years) professional administrative management experience at the level of CEO or COO.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$59,350	\$74,187	\$89,025	50.0%	☐		
City of Joplin	Assistant City Manager	Good	\$73,677	\$92,175	\$110,674	50.2%	☐		
City of Lee's Summit	Deputy City Manager	Good	\$74,598	\$94,804	\$115,011	54.2%	☐		
City of Columbia	Deputy City Manager	Good	\$74,787	\$116,460	\$158,134	111.4%	☐		
City of Edmond	Assistant City Manager/Administration	Good	\$98,636	\$123,295	\$147,954	50.0%	☐		

Average			\$76,209	\$100,184	\$124,159	62.9%			
City of Fayetteville	Chief of Staff		\$78,071	\$98,526	\$118,980	52.4%			
		\$ Difference	\$1,862	(\$1,659)	(\$5,179)				
		% Difference	2.4%	-1.7%	-4.4%				

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

CITY ATTORNEY

Descrip	The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the primary litigator for the City and supervises insurance defense counsel, as needed.
Quals	Juris Doctorate. Licensed to practice law within the State of Arkansas, admission to the Bar of Arkansas and admission to practice before the Federal Courts in Arkansas.

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

Average			\$80,855	\$99,105	\$117,354	45.1%			\$87,377
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City of Fayetteville	City Attorney		\$74,353	\$93,834	\$113,314	52.4%			
		\$ Difference	(\$6,502)	(\$5,271)	(\$4,040)				
		% Difference	-8.7%	-5.6%	-3.6%				

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

CITY ENGINEER

Descrip	The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and a minimum of two years of management experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Driver's License.

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

Average			\$64,361	\$78,537	\$92,712	44.0%
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City of Fayetteville	City Engineer		\$67,441	\$85,110	\$102,779	52.4%
		\$ Difference	\$3,080	\$6,573	\$10,067	
		% Difference	4.6%	7.7%	9.8%	

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

CODE COMPLIANCE OFFICER

Descrip	The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations for safety, health and unsightly property conditions..
Quals	High School Diploma or GED is required. Prefer twelve months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Drivers License.

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

Average			\$31,825	\$38,971	\$46,117	44.9%	
City of Fayetteville	Code Compliance Officer		\$29,424	\$37,133	\$44,842	52.4%	
		\$ Difference	(\$2,401)	(\$1,838)	(\$1,275)		
		% Difference	-8.2%	-4.9%	-2.8%		

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

CREW LEADER

Descrip	Supervises all materials, personnel and equipment required to complete assigned projects. Reads and comprehends drawings of plans for streets, sidewalks, trails and drainage. Carries out supervisory responsibilities in accordance with the City's policies and applicable laws.
Quals	High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain valid Commercial Driver's License – Class A within 90 days of hire date.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Foreman I	Good	\$19,015	\$23,822	\$28,628	50.6%	☐		
State of Arkansas	Maintenance Supervisor	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of College Station	Crew Leader	Good	\$30,141	\$36,194	\$42,248	40.2%	☐		
City of Springfield	Team Leader	Good	\$30,465	\$37,005	\$43,544	42.9%	☐		
City of St. Joseph	Work Leader	Good	\$30,684	\$37,158	\$43,632	42.2%	☐		
University of Arkansas	Construction/Maintenance Coordinator	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Jonesboro	Crew Leader - Parks	Good	\$31,399	\$39,248	\$47,097	50.0%	☐		
City of Lee's Summit	Lead Maintenance Worker	Good	\$31,475	\$39,997	\$48,519	54.2%	☐		
City of O'Fallon	Crew Leader	Good	\$33,312	\$39,702	\$46,092	38.4%	☐		
City of Bentonville	Crew Leader - Street	Good	\$35,714	\$44,638	\$53,561	50.0%	☐		
City of Stillwater	Crew Chief (Various)	Good	\$37,611	\$45,634	\$53,658	42.7%	☐		
City of Rogers	Foreman - Street	Good	\$38,788	\$45,560	\$52,332	34.9%	☐		
City of Norman	Crew Chief	Good	\$41,349	\$50,111	\$58,874	42.4%	☐		
City of Conway	Assistant Street Superintendent - Construction	Good	\$42,439	\$47,063	\$51,686	21.8%	☐		
City of Florissant	Class A Foreman	Good	\$42,648	\$49,143	\$55,638	30.5%	☐		

Average			\$33,667	\$41,350	\$49,034	45.6%
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City of Fayetteville	Crew Leader		\$29,424	\$37,133	\$44,842	52.4%
		\$ Difference	(\$4,243)	(\$4,217)	(\$4,192)	
		% Difference	-14.4%	-11.4%	-9.3%	

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

CUSTODIAN

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

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

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Caretaker	Good	\$15,753	\$19,685	\$23,616	49.9%	☐		
State of Arkansas	Institutional Services Assistant	Good	\$16,288	\$21,403	\$26,517	62.8%	☐		
University of Arkansas	Institutional Service Assistant	Good	\$17,667	\$22,092	\$26,517	50.1%	☐		
City of Springfield	Custodian	Good	\$18,482	\$22,973	\$27,464	48.6%	☐		
NOARK	Janitor / Custodian	Good	\$19,400	\$23,834	\$28,268	45.7%	☐		
City of Conway	Custodian	Good	\$19,652	\$21,964	\$24,276	23.5%	☐		
City of Edmond	Custodian	Identic	\$20,828	\$26,036	\$31,243	50.0%	☐		
City of Columbia	Custodian	Identic	\$21,028	\$25,593	\$30,159	43.4%	☐		
City of Joplin	Custodial Worker	Good	\$21,339	\$26,157	\$30,975	45.2%	☐		
City of Midwest City	Janitor	Good	\$21,469	\$27,387	\$33,306	55.1%	☐		
City of Bentonville	Custodian	Good	\$22,483	\$27,613	\$32,743	45.6%	☐		
City of Jonesboro	Custodian	Good	\$22,536	\$28,170	\$33,804	50.0%	☐		
City of Lee's Summit	Custodian	Good	\$22,735	\$28,512	\$34,290	50.8%	☐		
City of Stillwater	Community Center Custodian	Good	\$22,779	\$27,611	\$32,443	42.4%	☐		
City of St. Joseph	Custodian	Identic	\$23,577	\$23,761	\$23,946	1.6%	☐		
City of Springdale	Custodian	Good	\$24,029	\$30,036	\$36,044	50.0%	☐		
City of Florissant	Custodian	Identic	\$24,085	\$27,747	\$31,410	30.4%	☐		
City of O'Fallon	Custodian	Identic	\$24,112	\$28,749	\$33,385	38.5%	☐		
City of Blue Springs	Maintenance Worker	Good	\$25,167	\$31,459	\$37,750	50.0%	☐		
City of Rogers	Custodian	Good	\$25,600	\$27,319	\$29,038	13.4%	☐		
City of Manhattan	Custodian	Good	\$25,615	\$32,981	\$40,347	57.5%	☐		
City of Lawrence	Custodian II	Identic	\$27,517	\$34,335	\$41,153	49.6%	☐		
City of Norman	Custodial Services Coordinator	Good	\$31,842	\$38,591	\$45,340	42.4%	☐		

Average

\$22,347 \$27,131 \$31,915 42.8%

City of Fayetteville

Custodian

\$18,967 \$23,937 \$28,906 52.4%

\$ Difference (\$3,380) (\$3,194) (\$3,009)

% Difference -17.8% -13.3% -10.4%

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip	Maintains an up-to-date and comprehensive understanding of the City's Ordinances that apply to the Billing and Collections Division and its operations. Has a thorough understanding of the billing process and be able to convey this information effectively to customers. Receives deposits and process, sets up new service, transfers water service to new addresses or disconnects service. This process includes researching bad debt accounts, setting sewer averages, and assuring that all paperwork is done accurately and in a timely manner. Processes impact fees.
Quals	High school diploma or GED. and two (2) years of related customer service and/or cashier experience.

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

Average			\$24,563	\$30,648	\$36,732	49.5%
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City of Fayetteville	Customer Service Representative I		\$23,055	\$29,095	\$35,135	52.4%
		\$ Difference	(\$1,508)	(\$1,553)	(\$1,597)	
		% Difference	-6.5%	-5.3%	-4.5%	

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

DEPUTY COURT CLERK

Descrip	The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner.
Quals	High school diploma or GED and two years of office related experience and/or training; or equivalent combination of education and experience. Two years of court experience preferred.

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

Average			\$25,231	\$30,783	\$36,336	44.0%	
City of Fayetteville	Deputy Court Clerk		\$24,207	\$30,550	\$36,892	52.4%	
		\$ Difference	(\$1,024)	(\$234)	\$556		
		% Difference	-4.2%	-0.8%	1.5%		

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

DISPATCH MANAGER

Descrip	Responsible for overall operations of the dispatch center making sure it is running in an efficient manner, including ensuring all calls for service are promptly and efficiently handled in accordance with current policies and procedures. Responsible for managing a three shift, seven day a week emergency response central dispatch center and must be prepared to take calls from dispatch personnel during these times.
Quals	High school diploma or GED plus specialized training and/or additional college courses five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Valid Driver's License. ACIC Level I and II certified. Must meet all NIMS Training requirements.

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

Average			\$43,286	\$52,804	\$62,322	44.0%
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City of Fayetteville	Dispatch Manager		\$52,841	\$66,686	\$80,530	52.4%
		\$ Difference	\$9,555	\$13,882	\$18,208	
		% Difference	18.1%	20.8%	22.6%	

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

DISPATCHER

Descrip	The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire and 911 calls. Also dispatches after hours city on-call staff in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately.
Quals	High school diploma and prefer one year of Public Safety Dispatcher or related experience. Ability to obtain ACIC (Arkansas Crime Information Center) Level I and II certification within six (6) months of date of hire. Ability to meet all NIMS (National Incident Management System) training requirements within six months of employment.

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

Average

\$26,941 \$33,223 \$39,505 46.6%

City of Fayetteville

Dispatcher

\$26,689 \$33,681 \$40,673 52.4%

\$ Difference (\$252) \$458 \$1,168

% Difference -0.9% 1.4% 2.9%

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

DISTRICT COURT ADMINISTRATOR

Descrip	Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide coordination of automated information system; coordinates staff development and training. Oversees clerical support activities relating to the administration of legal process and procedures. Maintains Judge's calendar and prepares daily schedule. Schedules and confirms hearings, trials, etc. on Judge's calendar. Acts as liaison between Judge and a variety of departments and agencies.
Quals	High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of two years of management experience.

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

Average			\$44,717	\$54,132	\$63,546	42.1%
City of Fayetteville	District Court Administrator		\$45,646	\$57,606	\$69,565	52.4%
		\$ Difference	\$929	\$3,474	\$6,019	
		% Difference	2.0%	6.0%	8.7%	

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

EQUIPMENT MECHANIC I

Descrip	This position is an entry level mechanic position requiring some training and experience on a variety of automotive, utility, and construction equipment. The position requires performance of a variety of maintenance and minor repair service on a routine preventive and corrective basis for City vehicles and equipment.
Quals	High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Class D Operator's License.

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

Average			\$27,792	\$34,568	\$41,343	48.8%	
City of Fayetteville	Equipment Mechanic I		\$25,418	\$32,077	\$38,736	52.4%	
		\$ Difference	(\$2,374)	(\$2,491)	(\$2,607)		
		% Difference	-9.3%	-7.8%	-6.7%		

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

EQUIPMENT MECHANIC II

Descrip	The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild.
Quals	High school diploma or GED plus specialized automotive repair training and/or technical courses and two years of related experience. Must possess a valid Class B Commercial Driver's License and maintain licensure for the duration of employment in this position.

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

Average

\$31,154 \$38,802 \$46,450 49.1%

City of Fayetteville

Equipment Mechanic II

\$29,424 \$37,133 \$44,842 52.4%

\$ Difference (\$1,730) (\$1,669) (\$1,608)

% Difference -5.9% -4.5% -3.6%

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Descrip	Provides supervision of sidewalk, street, drainage and trail construction programs. Visits work sites to inspect work in progress and ensure projects and work assignments are completed properly and according to schedule. Schedules maintenance and rehabilitation projects. Responsible for developing and scheduling annual work program and goals including cost projections.
Quals	High School Diploma or GED. Specialized training and/or additional college courses and three (3) years of related experience and/or training; or equivalent combination of education and experience. Minimum of one (1) year supervisory experience preferred. Valid Class B CDL.

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

Average			\$38,823	\$47,164	\$55,505	43.0%
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City of Fayetteville	Field Operations Supervisor - Transportation		\$35,765	\$45,136	\$54,506	52.4%
		\$ Difference	(\$3,058)	(\$2,028)	(\$999)	
		% Difference	-8.6%	-4.5%	-1.8%	

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

FINANCE DIRECTOR

Descrip	The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of independent pension boards of trustees.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

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

Average			\$76,232	\$93,869	\$111,506	46.3%
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City of Fayetteville	Finance Director		\$78,071	\$98,526	\$118,980	52.4%
		\$ Difference	\$1,839	\$4,657	\$7,474	
		% Difference	2.4%	4.7%	6.3%	

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

FINANCIAL ANALYST - BUDGET

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

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

Average			\$37,619	\$47,162	\$56,705	50.7%	
City of Fayetteville	Financial Analyst - Budget		\$39,431	\$49,762	\$60,093	52.4%	
		\$ Difference	\$1,812	\$2,600	\$3,388		
		% Difference	4.6%	5.2%	5.6%		

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

FINANCIAL COORDINATOR - PARKS AND REC

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

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

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lawrence	Administrative Support III - P&R	Good	\$30,819	\$38,455	\$46,091	49.6%	☐		
State of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%	☐		
City of College Station	Admin. Support Supervisor	Good	\$42,500	\$52,069	\$61,637	45.0%	☐		
Average			\$33,112	\$43,580	\$54,049	63.2%			

City of Fayetteville	Ffinancial Coordinator - Parks and Rec		\$32,440	\$40,940	\$49,439	52.4%	
		\$ Difference	(\$672)	(\$2,641)	(\$4,610)		
		% Difference	-2.1%	-6.5%	-9.3%		

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

GIS TECHNICIAN

Descrip	The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience; or equivalent combination of education and experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph							☐		
City of Lee's Summit	GIS Technician	Good	\$26,681	\$33,683	\$40,685	52.5%	☐		
State of Arkansas	GIS Technician	Identic	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of College Station	GIS Technician	Good	\$30,141	\$37,042	\$43,943	45.8%	☐		
City of Columbia	GIS Technician	Good	\$31,389	\$38,564	\$45,740	45.7%	☐		
City of Midwest City	GIS Technician	Good	\$31,404	\$40,061	\$48,717	55.1%	☐		
City of Stillwater	Dev Services GIS Technician	Good	\$32,443	\$39,359	\$46,275	42.6%	☐		
City of Blue Springs	GIS Coordinator	Good	\$32,592	\$40,740	\$48,888	50.0%	☐		
City of Joplin	GIS Data Base Operator	Good	\$33,283	\$40,800	\$48,316	45.2%	☐		
City of O'Fallon	GIS Technician	Good	\$35,608	\$42,458	\$49,309	38.5%	☐		
City of Bentonville	GIS Technician II	Good	\$35,714	\$44,638	\$53,561	50.0%	☐		
City of Manhattan	GIS Technician	Good	\$37,116	\$47,904	\$58,692	58.1%	☐		
City of Lawrence	GIS Analyst	Good	\$38,659	\$48,238	\$57,818	49.6%	☐		
City of Rogers	GIS/Mapping Technician	Good	\$40,046	\$40,046	\$40,046	0.0%	☐		
City of Jonesboro	GIS Coordinator	Good	\$40,262	\$50,326	\$60,391	50.0%	☐		
City of Edmond	GIS Analyst I	Good	\$40,527	\$50,659	\$60,791	50.0%	☐		
City of Springfield	GIS Analyst	Good	\$40,825	\$48,876	\$56,928	39.4%	☐		
City of Conway	GIS Coordinator	Good	\$41,740	\$47,278	\$52,815	26.5%	☐		
City of Norman	GIS Analyst I	Good	\$45,890	\$55,615	\$65,341	42.4%	☐		

Average			\$35,754	\$43,763	\$51,773	44.8%	
City of Fayetteville	GIS Technician		\$32,440	\$40,940	\$49,439	52.4%	
		\$ Difference	(\$3,314)	(\$2,824)	(\$2,334)		
		% Difference	-10.2%	-6.9%	-4.7%		

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip	Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems including Novel, OS/400 and Windows. Oversees development of needs assessments for IT infrastructure; facilitates and leads efforts to manage the life cycle of IT assets, ensuring the appropriate technology is available and utilized. Manages the development and implementation of all technology systems and processes ensuring interoperability of the architecture, systems, and applications.
Quals	Bachelors Degree (B.A.or B.S) required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field. A Bachelor of Science (B.S.) degree in Information Technology or related field is preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Rogers	IT Director	Good					☐		\$79,798
City of Blue Springs	Director, Information Technologies	Good	\$59,580	\$74,475	\$89,371	50.0%	☐		
City of Bentonville	Systems Manager	Good	\$61,294	\$82,754	\$104,214	70.0%	☐		
City of Lee's Summit	Chief Technology Officer	Good	\$61,423	\$77,718	\$94,012	53.1%	☐		
City of Jonesboro	Information Systems Director	Good	\$64,803	\$81,004	\$97,204	50.0%	☐		
NOARK	IT Team Leader	Good	\$67,297	\$83,794	\$100,290	49.0%	☐		
Average			\$62,879	\$79,949	\$97,018	54.3%			\$79,798

City of Fayetteville	Information Technology Director		\$61,171	\$77,198	\$93,224	52.4%
		\$ Difference	(\$1,708)	(\$2,751)	(\$3,794)	
		% Difference	-2.8%	-3.6%	-4.1%	

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip	Responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued.
Quals	High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector license within three months and Arkansas State Mechanical inspector license within three months of employment.

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

Average

\$35,030 \$42,670 \$50,310 43.6%

City of Fayetteville

Inspector/Commercial & Residential

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

\$ Difference (\$2,590) (\$1,731) (\$871)

% Difference -8.0% -4.2% -1.8%

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

LEAD COURT CLERK

Descrip	Assists Judge and District Court Administrator in the courtroom during arraignments and sentencings. Assists the Administrator in supervision and training of Court Clerks and fill in when the Administrator is not available. Assists in resolving problems including balancing the court report, and making adjustments for incorrectly assessed fines, costs or payments.
Quals	High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain and maintain certification with AR District Court Clerk Association preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant							☐		
City of Blue Springs	Court Clerk	Good	\$23,091	\$28,864	\$34,637	50.0%	☐		
City of Joplin	Senior Court Clerk	Good	\$24,747	\$30,338	\$35,929	45.2%	☐		
City of St. Joseph	Senior Court Representative	Good	\$26,113	\$31,547	\$36,980	41.6%	☐		
City of Springdale	Deputy Court Clerk	Good	\$26,635	\$33,294	\$39,954	50.0%	☐		
City of Springfield	Court Specialist	Good	\$26,966	\$32,389	\$37,812	40.2%	☐		
City of Manhattan	Court Clerk II	Good	\$28,847	\$37,180	\$45,513	57.8%	☐		
City of Lee's Summit	Court Services Officer	Good	\$28,960	\$36,681	\$44,402	53.3%	☐		
City of Conway	Administrative Assistant II	Good	\$31,211	\$35,257	\$39,303	25.9%	☐		
City of Stillwater	Municipal Court Deputy Court Clerk	Good	\$31,487	\$38,208	\$44,929	42.7%	☐		
City of Bentonville	Chief Deputy Court Clerk	Good	\$33,081	\$41,351	\$49,621	50.0%	☐		
City of Rogers	Chief Deputy Ckerk	Good	\$34,930	\$34,930	\$34,930	0.0%	☐		
City of College Station	Customer Services Coord./Courts	Good	\$36,110	\$43,357	\$50,605	40.1%	☐		
City of Norman	Deputy Court Clerk II	Good	\$36,116	\$43,769	\$51,423	42.4%	☐		
Average			\$29,869	\$35,936	\$42,003	40.6%			
City of Fayetteville	Lead Court Clerk		\$30,895	\$38,990	\$47,084	52.4%			
		\$ Difference	\$1,026	\$3,054	\$5,081				
		% Difference	3.3%	7.8%	10.8%				

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

MAINTENANCE WORKER II - PARKS

Descrip	This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. Operates weed eaters, riding mowers, bush hog, and pickup trucks.
Quals	High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License.

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

Average

\$24,747 \$30,625 \$36,503 47.5%

City of Fayetteville

Maintenance Worker II - Parks

\$20,911 \$26,390 \$31,869 52.4%

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

% Difference -18.3% -16.0% -14.5%

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

MAINTENANCE WORKER III - WATER SEWER

Descrip	The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and sewer leaks in order to keep the City's water lines intact and in good working order. Ensures maintenance of truck as well as the equipment on truck. Installs mains for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment.
Quals	High school diploma or GED and six months of related experience. Must possess a valid Commercial Driver's License with tanker endorsement within six months of employment.

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

Average			\$27,488	\$33,888	\$40,288	46.6%
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City of Fayetteville	Maintenance Worker III - Water Sewer		\$23,055	\$29,095	\$35,135	52.4%
		\$ Difference	(\$4,433)	(\$4,793)	(\$5,153)	
		% Difference	-19.2%	-16.5%	-14.7%	

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

MAINTENANCE WORKER IV - ASPHALT

Descrip	The incumbent is responsible for operating specialized heavy equipment such as asphalt paver, milling machine, sweeper, oil truck, and other specialized heavy equipment. Operates heavy construction equipment such as, dozer, grade-all, backhoe, grader, bobcat skid loader, dump truck, front end loader and rollers. .
Quals	High school diploma or GED and 18 months of related experience or training. Valid Driver's License and CDL – B.

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

Average			\$28,198	\$35,082	\$41,965	48.8%
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City of Fayetteville	Maintenance Worker IV - Asphalt		\$24,207	\$30,550	\$36,892	52.4%
		\$ Difference	(\$3,991)	(\$4,532)	(\$5,073)	
		% Difference	-16.5%	-14.8%	-13.8%	

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

METER READER

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

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

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs							☐		
City of College Station	Meter Services Field Rep.	Good	\$20,674	\$25,690	\$30,706	48.5%	☐		
City of Lee's Summit	Meter Reader	Good	\$22,735	\$28,512	\$34,290	50.8%	☐		
City of Midwest City	Meter Reader	Good	\$23,616	\$30,126	\$36,637	55.1%	☐		
City of Columbia	Meter Reader	Identic	\$23,924	\$29,239	\$34,553	44.4%	☐		
City of Edmond	Meter Reader	Identic	\$24,768	\$30,961	\$37,153	50.0%	☐		
City of Stillwater	Customer Service Meter Reader	Good	\$24,864	\$30,162	\$35,461	42.6%	☐		
City of Norman	Meter Reader	Identic	\$26,736	\$32,404	\$38,071	42.4%	☐		
City of Lawrence	Meter Reader	Identic	\$27,517	\$34,335	\$41,153	49.6%	☐		
City of Manhattan	Water Service Worker I	Good	\$27,571	\$35,511	\$43,451	57.6%	☐		
City of Bentonville	Meter Reader II	Good	\$30,595	\$38,264	\$45,933	50.1%	☐		

Average			\$25,300	\$31,520	\$37,741	49.2%
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City of Fayetteville	Meter Reader		\$24,207	\$30,550	\$36,892	52.4%
		\$ Difference	(\$1,093)	(\$971)	(\$849)	
		% Difference	-4.5%	-3.2%	-2.3%	

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

OFFICE MANAGER TRANSPORTATION

Descrip	The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate recordkeeping in the work order system. Provides guidance to employees and supervisors on payroll related matters.
Quals	High school diploma or GED plus specialized training and two years of related experience and/or training preferred.

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

Average			\$30,282	\$38,370	\$46,457	53.4%
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City of Fayetteville	Office Manager - Transportation		\$30,895	\$38,990	\$47,084	52.4%
		\$ Difference	\$613	\$620	\$627	
		% Difference	2.0%	1.6%	1.3%	

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

PARKING ENFORCEMENT OFFICER

Descrip	Incumbent is responsible for issuing parking citations using electronic handheld devices and printers. Collects money in meters and pay-machines. Collects parking citations from courtesy boxes. Performs maintenance on meters, parking gates and pay-machines. Resolve complaints regarding citations with general public/downtown employees.
Quals	High school diploma or GED and 12 months of related experience and/or training; or equivalent combination of education and experience. Valid Driver's License.

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

Average			\$23,894	\$29,429	\$34,964	46.3%
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City of Fayetteville	Parking Enforcement Officer		\$20,911	\$26,390	\$31,869	52.4%
		\$ Difference	(\$2,983)	(\$3,039)	(\$3,095)	
		% Difference	-14.3%	-11.5%	-9.7%	

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

PARKS MAINT SUPERINTENDENT

Descrip	The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes management of programs for grounds maintenance, athletic fields, turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Assists the Director in developing and managing the Parks and Rec Budget. Reports to the Director of Parks and Recreation.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator within two years of employment.

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

Average			\$49,816	\$61,178	\$72,541	45.6%
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City of Fayetteville	Parks Maintenance Superintendent		\$50,325	\$63,511	\$76,696	52.4%
		\$ Difference	\$509	\$2,332	\$4,155	
		% Difference	1.0%	3.7%	5.4%	

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

PLANNER - CURRENT PLANNING

Descrip	The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Reviews building permits for commercial and multi-family structures. Prepares and presents staff recommendations at public meetings. Assists the general public with development questions and/or complaints relating to zoning or land use issues.
Quals	Bachelor's degree (B.A. or B.S.) in a related field from four year college or university; or equivalent combination of education and experience. AICP certificate preferred.

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

Average			\$39,299	\$47,870	\$56,441	43.6%
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City of Fayetteville	Planner - Current Planning		\$35,765	\$45,136	\$54,506	52.4%
		\$ Difference	(\$3,534)	(\$2,735)	(\$1,935)	
		% Difference	-9.9%	-6.1%	-3.6%	

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

POLICE CHIEF

Descrip	The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statues and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.
Quals	Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Driver's License; State certification as a commissioned law enforcement officer in the State of Arkansas is required; possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of College Station							☐		
City of St. Joseph	Police Chief	Good					☐		\$89,269
City of Stillwater							☐		
City of Blue Springs	Chief of Police	Identic	\$64,942	\$81,178	\$97,413	50.0%	☒		
City of Joplin	Police Chief	Good	\$66,447	\$83,386	\$100,325	51.0%	☒		
City of Springdale	Chief	Good	\$68,994	\$86,243	\$103,492	50.0%	☐		
City of Lee's Summit	Chief of Police	Identic	\$69,778	\$88,847	\$107,916	54.7%	☒		
City of Bentonville	Police Chief	Good	\$72,039	\$93,647	\$115,255	60.0%	☐		
City of O'Fallon	Police Chief	Identic	\$72,391	\$86,300	\$100,209	38.4%	☐		
City of Midwest City	Police Chief	Good	\$74,049	\$86,641	\$99,232	34.0%	☐		
City of Florissant	Police Chief	Good	\$74,291	\$85,611	\$96,930	30.5%	☒		
City of Columbia	Police Chief	Identic	\$74,787	\$116,460	\$158,134	111.4%	☒		
City of Jonesboro	Chief of Police	Good	\$75,712	\$94,640	\$113,568	50.0%	☒		
City of Lawrence	Police Chief	Good	\$76,306	\$95,215	\$114,123	49.6%	☐		
City of Springfield	Police Chief	Good	\$77,769	\$98,414	\$119,060	53.1%	☐		
City of Conway	Police Chief	Good	\$81,856	\$81,856	\$81,856	0.0%	☐		
City of Edmond	Police Chief	Good	\$84,897	\$106,084	\$127,272	49.9%	☒		
City of Norman	Police Chief	Identic	\$89,100	\$107,982	\$126,864	42.4%	☒		
University of Arkansas	Director of University Police	Good	\$93,354	\$93,354	\$93,354	0.0%	☐		
City of Rogers	Police Chief	Good	\$96,781	\$96,781	\$96,781	0.0%	☐		
Average			\$77,264	\$93,096	\$108,928	41.0%			\$89,269
City of Fayetteville	Police Chief		\$74,353	\$93,834	\$113,314	52.4%			
		\$ Difference	(\$2,911)	\$737	\$4,386				
		% Difference	-3.9%	0.8%	3.9%				

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

PROSECUTING ATTORNEY

Descrip	The incumbent is responsible for prosecuting misdemeanors, traffic violations, hot checks and violations of City ordinances, including HMR taxes in District and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of subpoenas.
Quals	Juris Doctoral degree (J.D.) or equivalent and five years of litigation related experience and/or training. Must possess a valid Arkansas license to practice law.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	City Prosecutor	Good	\$46,181	\$55,925	\$65,669	42.2%	☒		
City of Lee's Summit	Prosecuting Attorney	Good	\$53,297	\$67,908	\$82,520	54.8%	☐		
City of Springdale	Deputy City Attorney	Good	\$55,961	\$69,951	\$83,941	50.0%	☐		
City of Manhattan	City Prosecutor	Good	\$56,992	\$73,732	\$90,472	58.7%	☒		
City of Bentonville	Attorney	Good	\$61,294	\$82,754	\$104,214	70.0%	☐		
City of Columbia	Assistant City Counselor III	Good	\$61,621	\$75,578	\$89,534	45.3%	☐		
City of Springfield	Assistant City Attorney IV	Good	\$63,666	\$83,065	\$102,464	60.9%	☐		
City of Rogers	Deputy City Attorney	Good	\$71,391	\$71,391	\$71,391	0.0%	☐		
City of Norman	Assistant City Attorney II	Good	\$72,150	\$87,440	\$102,731	42.4%	☐		

Average			\$60,284	\$74,194	\$88,104	46.1%
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City of Fayetteville	Prosecuting Attorney		\$67,441	\$85,110	\$102,779	52.4%
		\$ Difference	\$7,157	\$10,916	\$14,675	
		% Difference	10.6%	12.8%	14.3%	

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

PURCHASING AGENT

Descrip	Coordinates and assists departments in compiling information for request for proposals, bids, and request for qualifications; coordinate information to procure services, equipment, materials and supplies, and monitor preparation and distribution of proposals and bids to vendors. Monitors purchases for compliance to City ordinances, state laws and City policies. Manages the receiving, tabulating, and recording of bids and public bid opening to evaluate bids to determine compliance with bid specifications, purchasing policies, state and federal laws.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and two (2) years of related experience and/or training; or equivalent combination of education. Valid Driver's License. Certified Professional Public Buyer (CPPB) required.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Bossier City	Purchasing Agent	Good	\$29,900	\$37,627	\$45,353	51.7%	☐		
University of Arkansas	Buyer	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Lee's Summit	Senior Procurement Officer	Good	\$34,252	\$43,669	\$53,085	55.0%	☐		
City of Lawrence	Purchasing Specialist	Identic	\$34,517	\$43,070	\$51,623	49.6%	☐		
City of O'Fallon	Purchasing Agent	Good	\$35,608	\$42,458	\$49,309	38.5%	☐		
NOARK	Purchasing Agent/Buyer	Good	\$36,935	\$48,014	\$59,093	60.0%	☐		
City of St. Joseph	Purchasing Agent	Good	\$38,533	\$46,663	\$54,793	42.2%	☐		
City of College Station	Buyer	Good	\$42,500	\$52,069	\$61,637	45.0%	☐		
City of Norman	Procurement Analyst	Good	\$42,889	\$51,978	\$61,067	42.4%	☐		
City of Jonesboro	Purchasing Manager	Good	\$42,989	\$53,735	\$64,481	50.0%	☐		
City of Bentonville	Purchasing Agent	Good	\$45,007	\$56,247	\$67,488	50.0%	☐		
City of Springfield	Purchasing Agent	Good	\$46,421	\$55,134	\$63,847	37.5%	☐		
City of Edmond	Purchasing Manager	Good	\$47,421	\$59,276	\$71,131	50.0%	☐		
City of Columbia	Purchasing Agent	Good	\$55,936	\$68,620	\$81,304	45.4%	☐		

Average			\$39,525	\$49,569	\$59,614	50.8%	
City of Fayetteville	Purchasing Agent		\$37,553	\$47,392	\$57,231	52.4%	
		\$ Difference	(\$1,972)	(\$2,177)	(\$2,383)		
		% Difference	-5.3%	-4.6%	-4.2%		

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

RECREATION SUPERINTENDENT

Descrip	The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the department's recreation programs and staff that provide programs, including youth and adult softball, soccer, swimming, summer camps, football, public concerts, public movies, special events, etc. Responsible for the Department's marketing and promotion. Reports to the Parks and Recreation Director.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

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

Average			\$47,622	\$58,029	\$68,435	43.7%
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City of Fayetteville	Recreation Superintendent		\$47,929	\$60,486	\$73,043	52.4%
		\$ Difference	\$307	\$2,457	\$4,608	
		% Difference	0.6%	4.1%	6.3%	

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

ROUTE DRIVER

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

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

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

Average			\$28,218	\$34,588	\$40,959	45.2%			
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City of Fayetteville	Route Driver		\$26,689	\$33,681	\$40,673	52.4%			
		\$ Difference	(\$1,529)	(\$907)	(\$286)				
		% Difference	-5.7%	-2.7%	-0.7%				

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

SECRETARY - PROSECUTOR OFFICE

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

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

Average			\$25,045	\$30,950	\$36,854	47.1%	
City of Fayetteville	Secretary - Prosecutor Office		\$21,957	\$27,710	\$33,462	52.4%	
		\$ Difference	(\$3,088)	(\$3,240)	(\$3,392)		
		% Difference	-14.1%	-11.7%	-10.1%		

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip	Works closely with Division Manager and other Senior Staff to schedule staff workload and allocate resources according to identified needs and deal with the logistics of accomplishing all necessary tasks when the division is short-staffed. Handles customers that become angry, abusive or threatening with cashiers or other department personnel and troubleshoot cashiers' difficulties. Researches and responds to difficult customer problems and complaints. Provides solutions to the issues identified.
Quals	High school diploma or GED and five years of related experience in an office environment. Previous supervisory experience required.

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

Average

\$29,787 \$37,012 \$44,237 48.5%

City of Fayetteville

Senior Customer Service Representative

\$26,689 \$33,681 \$40,673 52.4%

\$ Difference (\$3,098) (\$3,331) (\$3,564)

% Difference -11.6% -9.9% -8.8%

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

SENIOR PLANNER - CURRENT PLANNING

Descrip	Trains, supervises and mentors employees in technical, management, and leadership responsibilities. Reviews development and zoning proposals to ensure that the projects are in compliance with the city's ordinances and policies. Reviews building permits for commercial and multi-family structures. Provides development proposal responses to the applicants/developers, for the purpose of moving a project through the development process in a timely manner.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training. AICP Certification preferred.

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

Average			\$46,287	\$56,410	\$66,532	43.7%	
City of Fayetteville	Senior Planner - Current Planning		\$43,473	\$54,863	\$66,253	52.4%	
		\$ Difference	(\$2,814)	(\$1,547)	(\$279)		
		% Difference	-6.5%	-2.8%	-0.4%		

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

SENIOR SECRETARY - PARKS AND REC

Descrip	Manages Parks and Recreation files. Answers phone calls and arranges appointments, manages multiple calendars and schedules meetings between multiple departments. Attends Parks and Recreation Advisory Board and Tree and Landscape Committee meetings; records minutes; notifies members, distributes agenda/materials, notifies media, keeps appropriate records and files of Board activities.
Quals	High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Administrative Assistant	Good	\$21,815	\$26,867	\$31,919	46.3%	☐		
City of Blue Springs	Administrative Secretary	Fair	\$23,091	\$28,864	\$34,637	50.0%	☐		
City of Springdale	Secretary	Good	\$24,029	\$30,036	\$36,044	50.0%	☐		
State of Arkansas	Administrative Specialist III	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Jonesboro	Administrative Assistant - Parks & Recreation	Good	\$25,944	\$32,430	\$38,917	50.0%	☐		
City of St. Joseph	Executive Secretary	Good	\$26,113	\$31,623	\$37,133	42.2%	☐		
City of Rogers	Secretary - Parks	Good	\$26,669	\$26,669	\$26,669	0.0%	☐		
City of Lee's Summit	Administrative Secretary	Good	\$26,681	\$33,683	\$40,685	52.5%	☐		
City of Edmond	Administrative Specialist II	Good	\$26,738	\$33,423	\$40,107	50.0%	☐		
City of Columbia	Administrative Support Assistant III	Good	\$27,275	\$33,502	\$39,729	45.7%	☐		
City of College Station	Staff Assistant	Good	\$27,627	\$33,136	\$38,645	39.9%	☐		
City of Florissant	Administrative Assistant	Good	\$29,124	\$33,563	\$38,003	30.5%	☐		
City of Bentonville	Secretary II	Good	\$30,595	\$38,264	\$45,933	50.1%	☐		
City of Lawrence	Administrative Support III	Good	\$30,819	\$38,455	\$46,091	49.6%	☐		
City of O'Fallon	Administrative Assistant	Good	\$31,017	\$36,973	\$42,929	38.4%	☐		
City of Manhattan	Administrative Assistant	Good	\$31,079	\$40,049	\$49,020	57.7%	☐		
City of Conway	Administrative Assistant II	Good	\$31,211	\$35,257	\$39,303	25.9%	☐		
City of Norman	Administrative Technician III	Good	\$33,029	\$40,028	\$47,027	42.4%	☐		

Average			\$27,674	\$33,813	\$39,952	44.4%			
City of Fayetteville	Senior Secretary - Parks and Rec		\$24,207	\$30,550	\$36,892	52.4%			
		\$ Difference	(\$3,467)	(\$3,263)	(\$3,060)				
		% Difference	-14.3%	-10.7%	-8.3%				

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

SHELTER ATTENDANT

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

Quals High school diploma or GED.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper I	Good	\$16,515	\$19,469	\$22,423	35.8%	☐		
City of Rogers	Kennel Attendant	Good	\$17,130	\$19,142	\$21,155	23.5%	☐		
City of Conway	Kennel Technician	Good	\$19,652	\$21,964	\$24,276	23.5%	☐		
City of Jonesboro	Kennel Master	Good	\$22,536	\$28,170	\$33,804	50.0%	☐		
City of Springdale	Animal Caretaker	Good	\$22,726	\$28,407	\$34,089	50.0%	☐		
City of Lee's Summit	Shelter Attendant	Good	\$22,735	\$28,513	\$34,290	50.8%	☐		
City of Edmond	Animal Shelter Specialist	Good	\$22,798	\$28,498	\$34,198	50.0%	☐		
City of Joplin	Animal Warden I	Good	\$23,561	\$28,884	\$34,208	45.2%	☐		
City of St. Joseph	Animal Care Specialist	Good	\$26,342	\$31,899	\$37,457	42.2%	☐		
City of Norman	Kennel Attendant	Good	\$26,736	\$32,404	\$38,071	42.4%	☐		
City of Manhattan	Animal Shelter Technician I	Good	\$27,571	\$35,511	\$43,451	57.6%	☐		
Average			\$22,573	\$27,533	\$32,493	43.9%			

City of Fayetteville	Shelter Attendant	\$19,915	\$25,133	\$30,351	52.4%
	\$ Difference	(\$2,658)	(\$2,400)	(\$2,142)	
	% Difference	-13.3%	-9.5%	-7.1%	

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

SOLID WASTE DIRECTOR

Descrip	Manages all operations of Solid Waste and Recycling Division, including collection, disposal, recycling and compost operations. Develops, manages and plans the annual budget and capital improvement program for the Division. Ensures division operations are in compliance with regulatory and legal requirements.
Quals	Associate's degree (AA) and six (6) years of related experience with a minimum of two (2) years in supervision. Bachelor's degree (B.A. or B.S.) with four (4) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Sanitation Superintendent						☐		
City of St. Joseph	Superintendent of Solid Waste	Good	\$46,181	\$55,925	\$65,669	42.2%	☐		
City of O'Fallon	Environmental Services Superintendent	Good	\$51,695	\$61,627	\$71,560	38.4%	☐		
City of Lawrence	Solid Waste Division Manager	Identic	\$54,313	\$67,771	\$81,230	49.6%	☐		
City of Columbia	Solid Waste Manager	Good	\$55,936	\$68,620	\$81,304	45.4%	☐		
City of Edmond	Solid Waste Superintendent	Good	\$61,210	\$76,512	\$91,815	50.0%	☐		
City of Springfield	Superintendent of Solid Waste	Good	\$63,071	\$74,588	\$86,105	36.5%	☐		
City of Conway	Sanitation Director	Good	\$67,354	\$67,354	\$67,354	0.0%	☐		

Average			\$57,109	\$67,485	\$77,862	36.3%	
City of Fayetteville	Soloid Waste Director		\$61,171	\$77,198	\$93,224	52.4%	
		\$ Difference	\$4,062	\$9,712	\$15,362		
		% Difference	6.6%	12.6%	16.5%		

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

STAFF ENGINEER

Descrip	The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards and ordinances and by established criteria.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or Master's degree in Engineering and two (2) years related experience. P.E. certification preferred.

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

Average			\$53,162	\$64,627	\$76,091	43.1%	
City of Fayetteville	Staff Engineer		\$55,483	\$70,020	\$84,557	52.4%	
		\$ Difference	\$2,321	\$5,393	\$8,466		
		% Difference	4.2%	7.7%	10.0%		

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Descrip	The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City.
Quals	High school diploma or GED plus specialized training and/or additional college courses and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess or obtain a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade I, Class I Sewer License.

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

Average			\$41,453	\$52,361	\$63,269	52.6%
City of Fayetteville	Water Sewer Field Maintenance Supervisor		\$37,553	\$47,392	\$57,231	52.4%
		\$ Difference	(\$3,900)	(\$4,969)	(\$6,038)	
		% Difference	-10.4%	-10.5%	-10.5%	

APPENDIX 4.0

SALARY SURVEY SUMMARY WITHOUT GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 without GCD - Fire

Job Class Title	Averages For Each Job Class				City of Fayetteville				
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
FIREFIGHTER	\$33,427	\$48,277				44.4%	\$31,037 -7.7%	\$44,690 -8.0%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41,558	\$53,546				28.8%	\$37,179 -11.8%	\$51,734 -3.5%	39.1%
FIRE CAPTAIN	\$51,499	\$68,118				32.3%	\$43,039 -19.7%	\$59,889 -13.7%	39.2%
BATTALION CHIEF	\$58,114	\$76,513			\$68,008	31.7%	\$49,823 -16.6%	\$69,329 -10.4%	39.2%
Survey Averages	\$46,149	\$61,614			\$68,008	34.30%	\$40,270 -14.60%	\$56,411 -9.22%	40.08%

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

Job Class Title	Averages For Each Job Class					City of Fayetteville			
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
POLICE OFFICER	\$36,472	\$51,809				42.1%	\$33,306 -9.5%	\$47,267 -9.6%	41.9%
POLICE CORPORAL	\$38,960	\$55,272				41.9%	\$41,378 5.8%	\$53,105 -4.1%	28.3%
POLICE SERGEANT	\$47,454	\$64,068				35.0%	\$43,389 -9.4%	\$61,476 -4.2%	41.7%
POLICE LIEUTENANT	\$52,806	\$70,918				34.3%	\$47,839 -10.4%	\$67,777 -4.6%	41.7%
POLICE CAPTAIN	\$60,548	\$82,364				36.0%	\$55,377 -9.3%	\$78,460 -5.0%	41.7%
Survey Averages	\$47,248	\$64,886				37.85%	\$44,258 -6.76%	\$61,617 -5.31%	39.22%

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

<u>Title</u>	<u>Average Market Min</u>	<u>Fayetteville Min</u>	<u>Difference at Min</u>	<u>Average Market Mid</u>	<u>Fayetteville Mid</u>	<u>Difference at Mid</u>	<u>Average Market Max</u>	<u>Fayetteville Max</u>	<u>Difference at Max</u>
MAINTENANCE WORKER II - PARKS	\$25,449	\$20,911	-21.7%	\$31,470	\$26,390	-19.2%	\$37,491	\$31,869	-17.6%
MAINTENANCE WORKER III - WATER SEWER	\$28,083	\$23,055	-21.8%	\$34,617	\$29,095	-19.0%	\$41,151	\$35,135	-17.1%
CUSTODIAN	\$22,957	\$18,967	-21.0%	\$27,859	\$23,937	-16.4%	\$32,761	\$28,906	-13.3%
MAINTENANCE WORKER IV - ASPHALT	\$28,390	\$24,207	-17.3%	\$35,303	\$30,550	-15.6%	\$42,216	\$36,892	-14.4%
CREW LEADER	\$34,689	\$29,424	-17.9%	\$42,569	\$37,133	-14.6%	\$50,448	\$44,842	-12.5%
SENIOR SECRETARY - PARKS AND REC	\$28,632	\$24,207	-18.3%	\$34,970	\$30,550	-14.5%	\$41,308	\$36,892	-12.0%
WATER SEWER FIELD MAINTENANCE SUPERVISOR	\$42,661	\$37,553	-13.6%	\$53,840	\$47,392	-13.6%	\$65,019	\$57,231	-13.6%
BENEFITS ADMINISTRATOR	\$33,807	\$29,424	-14.9%	\$42,150	\$37,133	-13.5%	\$50,493	\$44,842	-12.6%
PARKING ENFORCEMENT OFFICER	\$24,209	\$20,911	-15.8%	\$29,822	\$26,390	-13.0%	\$35,435	\$31,869	-11.2%
SECRETARY - PROSECUTOR OFFICE	\$25,302	\$21,957	-15.2%	\$31,273	\$27,710	-12.9%	\$37,245	\$33,462	-11.3%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$30,171	\$26,689	-13.0%	\$37,452	\$33,681	-11.2%	\$44,732	\$40,673	-10.0%
SHELTER ATTENDANT	\$22,846	\$19,915	-14.7%	\$27,869	\$25,133	-10.9%	\$32,892	\$30,351	-8.4%
GIS TECHNICIAN	\$36,378	\$32,440	-12.1%	\$44,533	\$40,940	-8.8%	\$52,689	\$49,439	-6.6%
EQUIPMENT MECHANIC I	\$28,039	\$25,418	-10.3%	\$34,860	\$32,077	-8.7%	\$41,151	\$38,736	-6.2%
PLANNER - CURRENT PLANNING	\$40,069	\$35,765	-12.0%	\$48,819	\$45,136	-8.2%	\$57,569	\$54,506	-5.6%
CUSTOMER SERVICE REPRESENTATIVE I	\$25,227	\$23,055	-9.4%	\$31,463	\$29,095	-8.1%	\$37,700	\$35,135	-7.3%
FIELD OPERATIONS SUPERVISOR -TRANSPORTATION	\$40,143	\$35,765	-12.2%	\$48,787	\$45,136	-8.1%	\$57,431	\$54,506	-5.4%
INFORMATION TECHNOLOGY DIRECTOR	\$65,579	\$61,171	-7.2%	\$83,333	\$77,198	-7.9%	\$101,087	\$93,224	-8.4%
CODE COMPLIANCE OFFICER	\$32,626	\$29,424	-10.9%	\$39,956	\$37,133	-7.6%	\$47,285	\$44,842	-5.4%
PURCHASING AGENT	\$40,416	\$37,553	-7.6%	\$50,662	\$47,392	-6.9%	\$60,908	\$57,231	-6.4%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$35,933	\$32,440	-10.8%	\$43,726	\$40,940	-6.8%	\$51,590	\$49,439	-4.4%
FINANCIAL COORDINATOR - PARKS AND REC	\$33,204	\$32,440	-2.4%	\$43,696	\$40,940	-6.7%	\$54,189	\$49,439	-9.6%
CITY ATTORNEY	\$81,105	\$74,353	-9.1%	\$99,439	\$93,834	-6.0%	\$117,772	\$113,314	-3.9%
EQUIPMENT MECHANIC II	\$31,597	\$29,424	-7.4%	\$39,327	\$37,133	-5.9%	\$47,057	\$44,842	-4.9%
ROUTE DRIVER	\$28,898	\$26,689	-8.3%	\$35,406	\$33,681	-5.1%	\$41,913	\$40,673	-3.0%
METER READER	\$25,606	\$24,207	-5.8%	\$31,905	\$30,550	-4.4%	\$38,203	\$36,892	-3.6%
SENIOR PLANNER - CURRENT PLANNING	\$46,974	\$43,473	-8.1%	\$57,281	\$54,863	-4.4%	\$67,588	\$66,253	-2.0%
CHIEF OF STAFF	\$77,868	\$78,071	0.3%	\$102,374	\$98,526	-3.9%	\$126,879	\$118,980	-6.6%
DEPUTY COURT CLERK	\$25,962	\$24,207	-7.2%	\$31,665	\$30,550	-3.6%	\$37,368	\$36,892	-1.3%
POLICE CHIEF	\$79,737	\$74,353	-7.2%	\$96,112	\$93,834	-2.4%	\$112,486	\$113,314	0.7%
ACCOUNTING CLERK - RECEIVABLE	\$26,041	\$25,418	-2.5%	\$32,614	\$32,077	-1.7%	\$39,187	\$38,736	-1.2%
DISPATCHER	\$27,769	\$26,689	-4.0%	\$34,214	\$33,681	-1.6%	\$40,660	\$40,673	0.0%
ANIMAL SERVICES OFFICER	\$27,672	\$26,689	-3.7%	\$33,715	\$33,681	-0.1%	\$39,759	\$40,673	2.2%
PARKS MAINT SUPERINTENDENT	\$51,630	\$50,325	-2.6%	\$63,411	\$63,511	0.2%	\$75,191	\$76,696	2.0%
OFFICE MANAGER TRANSPORTATION	\$30,692	\$30,895	0.7%	\$38,886	\$38,990	0.3%	\$47,080	\$47,084	0.0%
RECREATION SUPERINTENDENT	\$49,049	\$47,929	-2.3%	\$59,744	\$60,486	1.2%	\$70,439	\$73,043	3.6%
ACCOUNTANT PAYROLL	\$30,817	\$30,895	0.3%	\$38,047	\$38,990	2.4%	\$45,378	\$47,084	3.6%
FINANCE DIRECTOR	\$77,847	\$78,071	0.3%	\$95,821	\$98,526	2.7%	\$113,796	\$118,980	4.4%
FINANCIAL ANALYST - BUDGET	\$38,384	\$39,431	2.7%	\$48,100	\$49,762	3.3%	\$57,816	\$60,093	3.8%
DISTRICT COURT ADMINISTRATOR	\$45,937	\$45,646	-0.6%	\$55,607	\$57,606	3.5%	\$65,278	\$69,565	6.2%
CITY ENGINEER	\$65,948	\$67,441	2.2%	\$80,439	\$85,110	5.5%	\$94,930	\$102,779	7.6%
STAFF ENGINEER	\$54,371	\$55,483	2.0%	\$66,056	\$70,020	5.7%	\$77,741	\$84,557	8.1%
LEAD COURT CLERK	\$30,252	\$30,895	2.1%	\$36,424	\$38,990	6.6%	\$42,595	\$47,084	9.5%
BUILDING MAINTENANCE SUPERVISOR	\$40,978	\$43,473	5.7%	\$50,987	\$54,863	7.1%	\$60,995	\$66,253	7.9%
ACCOUNTING CLERK - PAYABLES	\$28,244	\$29,424	4.0%	\$34,421	\$37,133	7.3%	\$40,599	\$44,842	9.5%
SOLID WASTE DIRECTOR	\$59,014	\$61,171	3.5%	\$69,781	\$77,198	9.6%	\$80,547	\$93,224	13.6%
ACCOUNTING DIRECTOR	\$58,434	\$61,171	4.5%	\$69,122	\$77,198	10.5%	\$81,758	\$93,224	12.3%
PROSECUTING ATTORNEY	\$61,285	\$67,441	9.1%	\$75,451	\$85,110	11.3%	\$89,618	\$102,779	12.8%
BILLING AND COLLECTIONS MANAGER	\$43,364	\$50,325	13.8%	\$55,227	\$63,511	13.0%	\$67,091	\$76,696	12.5%
ACCOUNTING MANAGER - PAYROLL AND PENSION	\$44,525	\$50,325	11.5%	\$54,584	\$63,511	14.1%	\$64,643	\$76,696	15.7%
DISPATCH MANAGER	\$44,004	\$52,841	16.7%	\$53,707	\$66,686	19.5%	\$63,411	\$80,530	21.3%
Average			-5.68%			-3.29%			-1.74%

APPENDIX 5.0

SALARY SURVEY DETAIL WITHOUT GCD ADJUSTMENT

Salary Survey Results for Fayetteville 2012 without GCD

BATTALION CHIEF

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

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Good					☐		\$68,008
City of Joplin	Battalion Chief	Good	\$40,963		\$61,849	51.0%	☐		
City of Jonesboro	Battalion Chief	Good	\$47,076		\$70,615	50.0%	☐		
City of Springfield	Battalion Chief	Good	\$49,213		\$62,816	27.6%	☐		
City of Springdale	Battalion Chief	Good	\$50,696		\$76,045	50.0%	☐		
City of Columbia	Fire Battalion Chief	Good	\$51,617		\$75,036	45.4%	☐		
City of Bentonville	Battalion Chief	Good	\$51,727		\$80,850	56.3%	☐		
City of Manhattan	Battalion Chief	Good	\$53,231		\$84,332	58.4%	☐		
City of St. Joseph	Battalion Chief	Good	\$55,592		\$68,287	22.8%	☐		
City of Lee's Summit	Battalion Chief	Good	\$57,388		\$81,763	42.5%	☐		
City of Conway	Battalion Chief and District/Division Chief	Good	\$57,528		\$66,171	15.0%	☐		
City of Fort Smith	Battalion Chief	Good	\$65,205		\$73,356	12.5%	☐		
City of College Station	Battalion Chief	Good	\$67,552		\$91,972	36.1%	☐		
City of Little Rock, AR	Battalion Chief	Good	\$68,371		\$84,852	24.1%	☐		
City of Rogers	Battalion Chief	Good	\$68,519		\$79,032	15.3%	☐		
City of Midwest City	Assistant Chief	Good	\$87,031		\$90,725	4.2%	☐		

Average			\$58,114		\$76,513	31.7%			\$68,008
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City of Fayetteville	Battalion Chief		\$49,823		\$69,329	39.2%			
		\$ Difference	(\$8,291)		(\$7,184)				
		% Difference	-16.6%		-10.4%				

Salary Survey Results for Fayetteville 2012 without GCD - Fire

DRIVER/OPERATOR/FIREFIGHTER

Descrip	The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain.
Quals	High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department and has successfully completed the IFSAC Driver/Operator program, preceding the date of the written promotional examination. Possess Firefighter I, Firefighter II, and EMT certifications.

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

Average

\$41,558 \$53,546 28.8%

City of Fayetteville

Driver/Operator/Firefighter

\$37,179 \$51,734 39.1%

\$ Difference (\$4,379) (\$1,812)

% Difference -11.8% -3.5%

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIRE CAPTAIN

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

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

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Fire Captain	Good	\$37,111	\$53,877	45.2%	☐		
City of Springfield	Fire Captain	Identic	\$39,811	\$50,814	27.6%	☐		
City of Jonesboro	Fire Captain	Good	\$41,777	\$62,664	50.0%	☐		
City of Springdale	Fire Captain	Good	\$42,885	\$64,327	50.0%	☐		
City of Rogers	Captain/Medic	Good	\$44,699	\$76,120	70.3%	☐		
City of Bentonville	Fire Captain	Good	\$45,986	\$71,401	55.3%	☐		
City of Lee's Summit	Fire Captain 1	Good	\$48,036	\$67,089	39.7%	☐		
City of North Little Rock	Captain	Good	\$49,059	\$59,912	22.1%	☐		
City of Conway	Fire Captain	Good	\$49,377	\$58,698	18.9%	☐		
City of Manhattan	Lieutenant	Good	\$49,853	\$69,044	38.5%	☐		
City of St. Joseph	Fire Captain	Identic	\$50,588	\$65,247	29.0%	☐		
City of Columbia	Fire Battalion Chief	Good	\$51,617	\$75,036	45.4%	☒		
City of Fort Smith	Captain	Good	\$52,736	\$57,745	9.5%	☐		
City of Norman	Fire Captain	Good	\$57,299	\$81,586	42.4%	☐		
City of Little Rock, AR	Fire Captain	Good	\$58,842	\$63,793	8.4%	☐		
City of College Station	Fire Captain	Good	\$62,406	\$81,267	30.2%	☐		
City of Lawrence	Fire Captain 2912	Identic	\$71,202	\$89,069	25.1%	☐		
City of Midwest City	Fire Captain	Good	\$73,700	\$78,442	6.4%	☐		

Average			\$51,499	\$68,118	32.3%			
City of Fayetteville	Fire Captain		\$43,039	\$59,889	39.2%			
		\$ Difference	(\$8,460)	(\$8,229)				
		% Difference	-19.7%	-13.7%				

Salary Survey Results for Fayetteville 2012 without GCD - Fire

FIREFIGHTER

Descrip	Responds to emergency and non-emergency calls for service including but not limited to rescue, fire suppression, back up, ventilation, salvage and overhaul, hazardous material tactics, emergency medical assistance, utilities, air supply, rehabilitation, exposure, water supply, and specialized rescue tactics. Assist with safety education for the community. Cleans and maintains station and equipment. Participates in personal, company and department training.
Quals	High school diploma or general education degree (GED). Possess one of the following: EMT certificate, Firefighter I and Firefighter II through IFSAC, Medical certification or license at a higher level (paramedic, nurse, etc.), 12 college credit hours in core curriculum courses (English, Math, Science, Communications, Speech, Journalism or Foreign Language), Accredited Fire Academy certification (NFPA, Pro-Board, etc.), or a minimum of two years honorable service in the US Armed Forces including National Guard. Valid driver's license. If not already certified, ability to obtain EMT-B, Firefighter I and Firefighter II within 12 months of hire.

Respondent	MatchingTitle	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Firefighter	Good	\$28,303	\$46,853	65.5%	☐		
City of Joplin	Firefighter/EMT	Identic	\$28,992	\$42,090	45.2%	☐		
City of Fort Smith	Firefighter	Good	\$29,178	\$42,573	45.9%	☐		
City of Jonesboro	Firefighter	Good	\$29,188	\$43,782	50.0%	☐		
City of Conway	Firefighter	Good	\$29,731	\$40,888	37.5%	☐		
City of Springdale	Firefighter/EMT	Good	\$30,090	\$43,820	45.6%	☐		
City of St. Joseph	Firefighter	Good	\$31,233	\$44,413	42.2%	☐		
City of Rogers	Firefighter/EMT	Good	\$31,974	\$55,182	72.6%	☐		
City of Springfield	Firefighter	Identic	\$32,323	\$41,184	27.4%	☐		
City of Bentonville	Firefighter	Good	\$33,189	\$49,784	50.0%	☐		
City of Columbia	Firefighter I	Good	\$33,446	\$48,743	45.7%	☐		
City of Little Rock, AR	Firefighter	Good	\$34,823	\$51,308	47.3%	☐		
City of Manhattan	Firefighter I	Good	\$35,031	\$46,272	32.1%	☐		
City of College Station	Firefighter	Good	\$36,371	\$56,318	54.8%	☐		
City of Midwest City	Firefighter	Good	\$36,902	\$45,720	23.9%	☐		
City of Lee's Summit	Firefighter	Identic	\$37,144	\$49,795	34.1%	☐		
City of Lawrence	Firefighter EMT - I	Identic	\$41,003	\$59,387	44.8%	☐		
City of Norman	Firefighter	Good	\$42,757	\$60,879	42.4%	☐		

Average			\$33,427	\$48,277	44.4%
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City of Fayetteville	Firefighter		\$31,037	\$44,690	44.0%
		\$ Difference	(\$2,390)	(\$3,587)	
		% Difference	-7.7%	-8.0%	

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

POLICE CAPTAIN

Descrip	Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department. Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.
Quals	High School graduation or GED plus ten (10) years continuous experience as a Fayetteville Police Officer, three (3) of which have been in the capacity of a Lieutenant immediately preceding the date of the promotional exam. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

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

Average			\$60,548	\$82,364	36.0%			
City of Fayetteville	Police Captain		\$55,377	\$78,460	41.7%			
		\$ Difference	(\$5,171)	(\$3,904)				
		% Difference	-9.3%	-5.0%				

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

POLICE CORPORAL

Descrip	This position is responsible for field level supervision of patrol officers as well as to provide traffic enforcement and enforcement of all state and city laws. Some of the critical functions of this position include enforcing laws, protecting person(s) and property, investigating criminal activity and preparing reports. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances.
Quals	High School Diploma or GED with at least five (5) years continuous experience as a Police Officer with the Fayetteville Police Department. Successful completion of six (6) hours of college English. Must possess a valid Driver's License and Intermediate Police Officer Certificate. Must possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment used by this position.

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Corporal	Good	\$33,624		\$48,816	45.2%	☐		
City of Rogers	Police Corporal	Good	\$35,006		\$55,307	58.0%	☐		
City of Springfield	Police Corporal	Good	\$35,693		\$57,616	61.4%	☐		
City of Bentonville	Police Corporal	Good	\$39,021		\$57,803	48.1%	☐		
City of Lee's Summit	Master Police Officer	Good	\$44,033		\$63,895	45.1%	☐		
City of Fort Smith	Corporal	Good	\$46,384		\$48,194	3.9%	☐		
Average			\$38,960		\$55,272	41.9%			
City of Fayetteville	Police Corporal		\$41,378		\$53,105	28.3%			
		\$ Difference	\$2,418		(\$2,167)				
		% Difference	5.8%		-4.1%				

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

POLICE LIEUTENANT

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

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Commander II	Good	\$39,199	\$70,108	78.9%	☐		
City of St. Joseph	Police Captain	Good	\$39,301	\$50,689	29.0%	☐		
City of Springdale	Lieutenant	Good	\$42,885	\$64,327	50.0%	☐		
City of Joplin	Police Lieutenant	Good	\$43,039	\$64,981	51.0%	☒		
City of Jonesboro	Police Lieutenant	Good	\$44,426	\$66,640	50.0%	☐		
City of Springfield	Police Lieutenant	Good	\$46,509	\$73,715	58.5%	☐		
City of Bentonville	Police Lieutenant	Good	\$48,922	\$78,229	59.9%	☐		
City of Conway	Police Lieutenant	Good	\$49,377	\$57,226	15.9%	☐		
City of Blue Springs	Lieutenant	Good	\$52,102	\$78,154	50.0%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$52,471	\$70,445	34.3%	☐		
City of Columbia	Police Lieutenant	Good	\$54,167	\$78,743	45.4%	☐		
City of Norman	Police Lieutenant	Good	\$55,258	\$78,680	42.4%	☐		
City of Little Rock, AR	Police Lieutenant	Good	\$55,744	\$83,616	50.0%	☐		
City of Rogers	Police Lieutenant	Good	\$57,075	\$64,272	12.6%	☐		
City of North Little Rock	Police Lieutenant	Good	\$58,837	\$64,668	9.9%	☐		
City of Fort Smith	Captain	Good	\$60,344	\$66,034	9.4%	☐		
City of Midwest City	Lieutenant	Good	\$64,513	\$69,474	7.7%	☐		
City of Florissant	Police Lieutenant	Good	\$66,081	\$86,216	30.5%	☐		
City of O'Fallon	Police Lieutenant	Good	\$73,070	\$81,224	11.2%	☐		

Average

\$52,806 \$70,918 34.3%

City of Fayetteville

Police Lieutenant

\$47,839 \$67,777 41.7%

\$ Difference (\$4,967) (\$3,141)

% Difference -10.4% -4.6%

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

POLICE OFFICER

Descrip	The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and visitors and answers calls for service ranging from friendly assists to highly stressful and dangerous incidents.
Quals	High school or GED. Must possess a valid Driver's License and be able to obtain a Basic Police Officer Certificate. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

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

Average

\$36,472 \$51,809 42.1%

City of Fayetteville

Police Officer

\$33,306 \$47,267 41.9%

\$ Difference (\$3,166)

(\$4,542)

% Difference -9.5%

-9.6%

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

POLICE SERGEANT

Descrip	The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.
Quals	High school graduation or GED plus five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the promotional exam date. Must possess a valid Driver's License and certification as a commissioned law enforcement officer in the State of Arkansas. Possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min		Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	HE Public Safety Supervisor	Good	\$32,249		\$59,157	83.4%	☐		
City of Springdale	Police Sergeant	Good	\$37,025		\$55,538	50.0%	☐		
City of Jonesboro	Police Sergeant	Good	\$39,127		\$58,689	50.0%	☐		
City of Joplin	Police Sergeant	Good	\$40,966		\$61,845	51.0%	☐		
City of Conway	Police Sergeant	Good	\$41,531		\$48,775	17.4%	☐		
City of St. Joseph	Police Sergeant	Identic	\$42,212		\$54,444	29.0%	☐		
City of Springfield	Police Sergeant	Good	\$42,224		\$67,434	59.7%	☐		
City of Bentonville	Police Sergeant	Good	\$42,910		\$63,565	48.1%	☐		
City of Norman	Police Sergeant	Good	\$45,416		\$64,666	42.4%	☐		
City of Columbia	Police Sergeant	Good	\$46,858		\$68,157	45.5%	☐		
City of Blue Springs	Sergeant	Good	\$47,800		\$71,701	50.0%	☐		
City of Lee's Summit	Police Sergeant 1	Good	\$48,036		\$67,089	39.7%	☐		
City of Rogers	Police Sergeant	Good	\$48,173		\$59,114	22.7%	☐		
City of Midwest City	Sergeant	Good	\$48,227		\$61,735	28.0%	☐		
City of Fort Smith	Sergeant	Good	\$49,982		\$57,491	15.0%	☐		
City of North Little Rock	Police Sergeant	Good	\$50,994		\$55,371	8.6%	☐		
City of Little Rock, AR	Police Sergeant	Good	\$59,218		\$63,327	6.9%	☐		
City of Florissant	Police Sergeant	Good	\$60,070		\$78,374	30.5%	☐		
City of Lawrence	Police Sergeant	Good	\$61,903		\$92,580	49.6%	☐		
City of O'Fallon	Police Sergeant	Good	\$64,168		\$72,300	12.7%	☐		

Average

\$47,454 \$64,068 35.0%

City of Fayetteville

Police Sergeant

\$43,389 \$61,476 41.7%

\$ Difference (\$4,065) (\$2,592)

% Difference -9.4% -4.2%

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

ACCOUNTANT PAYROLL

Descrip	The incumbent is responsible for processing the payroll for all City of Fayetteville employees and all procedures directly related to the said process in a timely and accurate manner.
Quals	High School Diploma or GED required. Five years of related payroll experience and/or training is required. Associates degree (A.A.) in any business field from a two year college or technical school preferred and degree may be accepted in lieu of up to two years of experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Payroll/Purchasing Clerk	Good	\$21,557	\$26,427	\$31,296	45.2%	☐		
NOARK	Payroll Clerk	Good	\$27,140	\$34,513	\$41,885	54.3%	☐		
City of Stillwater	AccountingPayroll Technician	Good	\$28,433	\$34,497	\$40,560	42.7%	☐		
City of Blue Springs	Account Technician - Payroll	Good	\$28,502	\$35,627	\$42,752	50.0%	☐		
City of St. Joseph	Payroll Technician	Good	\$28,693	\$34,747	\$40,801	42.2%	☐		
State of Arkansas	Payroll Services Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
University of Arkansas	Payroll Services Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Midwest City	Payroll Coordinator	Good	\$31,914	\$40,712	\$49,510	55.1%	☐		
City of Lee's Summit	Payroll Specialist	Good	\$32,835	\$41,613	\$50,392	53.5%	☐		
City of Rogers	Payroll Specialist	Good	\$33,134	\$33,134	\$33,134	0.0%	☐		
City of Springfield	Accounting Technician	Good	\$33,224	\$39,727	\$46,230	39.1%	☐		
City of Florissant	Accounting Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%	☐		
City of Lawrence	Payroll Specialist	Good	\$35,257	\$43,994	\$52,730	49.6%	☐		
City of O'Fallon	Payroll Specialist	Identic	\$38,344	\$45,692	\$53,040	38.3%	☐		
Average			\$30,817	\$38,047	\$45,278	46.9%			
City of Fayetteville	Accountant - Payroll		\$30,895	\$38,990	\$47,084	52.4%			
		\$ Difference	\$78	\$942	\$1,806				
		% Difference	0.3%	2.4%	3.8%				

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

ACCOUNTING CLERK - PAYABLES

Descrip	Receives, verifies, and enters purchase orders; prints checks and ACH payments, balances accounts before and after printing checks, receives and processes statements/invoices. Researches, understands, interprets sales and use tax issues and stays current on any changes. Collects and runs reports to prepare sales and use tax reports for the City. Reconciles and records Franchise fees; tracks changes to the franchise ordinances.
Quals	High School Diploma or GED is required. Three years of related experience required. Specialized training in any business area or additional college courses in accounting may be substituted for experience. Accounting degree is preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Accounting Clerk	Good	\$17,696	\$21,692	\$25,688	45.2%	☐		
City of Bossier City	Accounts Clerk III	Good	\$18,750	\$23,481	\$28,212	50.5%	☐		
City of College Station	Acct. Customer Service Rep.	Good	\$22,630	\$26,535	\$30,439	34.5%	☐		
NOARK	Accounting Clerk I	Good	\$25,017	\$30,179	\$35,340	41.3%	☐		
State of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lee's Summit	Accounting Clerk	Good	\$25,777	\$32,327	\$38,877	50.8%	☐		
City of St. Joseph	Account Technician	Good	\$25,896	\$31,359	\$36,823	42.2%	☐		
City of Blue Springs	Accounts Payable Technician	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Jonesboro	Accounts Payable Specialist	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Manhattan	Finance Clerk	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Springfield	Accounting Services Representative	Good	\$27,664	\$33,213	\$38,762	40.1%	☐		
City of Columbia	Accounting Assistant	Good	\$27,718	\$34,047	\$40,375	45.7%	☐		
City of Stillwater	Accounting Payroll Technician	Good	\$28,433	\$34,497	\$40,560	42.7%	☐		
City of Bentonville	Accounting Specialist II	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
City of Springdale	Accounts Payable Clerk	Good	\$30,515	\$38,144	\$45,773	50.0%	☐		
City of Florissant	Accounting Clerk	Good	\$33,904	\$39,073	\$44,241	30.5%	☐		
City of Lawrence	Payroll Specialist	Good	\$35,257	\$43,994	\$52,730	49.6%	☐		
City of O'Fallon	Accounts Payable Clerk	Identic	\$35,693	\$42,547	\$49,400	38.4%	☐		
City of Rogers	Accounts Payable	Good	\$36,608	\$36,608	\$36,608	0.0%	☐		
City of Conway	Accounts Payable Accountant	Good	\$41,155	\$45,155	\$49,155	19.4%	☐		

Average			\$28,244	\$34,421	\$40,599	43.7%
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City of Fayetteville	Accounting Clerk - Payables		\$29,424	\$37,133	\$44,842	52.4%
		\$ Difference	\$1,180	\$2,712	\$4,243	
		% Difference	4.0%	7.3%	9.5%	

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

ACCOUNTING CLERK - RECEIVABLE

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

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

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

Average **\$26,041** **\$32,614** **\$39,187** **50.5%**

City of Fayetteville Accounting Clerk - Receivable **\$25,418** **\$32,077** **\$38,736** **52.4%**

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

% Difference -2.5% -1.7% -1.2%

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

ACCOUNTING DIRECTOR

Descrip	The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.
Quals	Bachelor's Degree (B.A. or B.S.) from a four year college or university in Accounting or Business Administration required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

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

Average

\$58,434 \$69,122 \$81,758 39.9%

City of Fayetteville

Accounting Director

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

\$ Difference \$2,737 \$8,076 \$11,466

% Difference 4.5% 10.5% 12.3%

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

ACCOUNTING MANAGER - PAYROLL AND PENSION

Descrip	Oversees payroll functions, verify accuracy of payroll wages, deductions, and procedures. Oversees pension function, attend pension board meetings, work with City Clerk on pension issues. Oversees Accounts Receivable functions, verify accuracy of records, work with Accounts Receivable Clerk and other divisions on collections.
Quals	Bachelor's Degree (B.A. or B.S.) in Accounting, Finance or Business from four year college or university and four years of related experience and two years of management experience.

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

Average			\$44,525	\$54,584	\$64,643	45.2%
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City of Fayetteville	Accounting Manager - Payroll and Pension		\$50,325	\$63,511	\$76,696	52.4%
		\$ Difference	\$5,800	\$8,926	\$12,053	
		% Difference	11.5%	14.1%	15.7%	

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

ANIMAL SERVICES OFFICER

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

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

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper II	Good	\$17,852	\$22,342	\$26,832	50.3%	☐		
City of Springfield	Animal Control Officer	Good	\$23,395	\$28,708	\$34,021	45.4%	☐		
City of Rogers	Animal Control	Good	\$24,294	\$25,397	\$26,499	9.1%	☐		
City of College Station	Animal Control Officer	Good	\$25,251	\$29,734	\$34,216	35.5%	☐		
City of Springdale	Animal Control Officer	Good	\$25,307	\$31,634	\$37,960	50.0%	☐		
City of Stillwater	Animal Welfare Officer	Good	\$26,000	\$31,554	\$37,107	42.7%	☐		
City of Blue Springs	Animal Control Officer	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Joplin	Animal Warden II	Good	\$26,266	\$32,199	\$38,131	45.2%	☐		
City of Midwest City	Animal Control Officer	Good	\$26,400	\$33,678	\$40,955	55.1%	☐		
City of Columbia	Animal Control Officer	Good	\$26,528	\$32,531	\$38,534	45.3%	☐		
City of Jonesboro	Animal Control Officer	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Edmond	Animal Welfare Officer I	Good	\$27,173	\$33,966	\$40,759	50.0%	☐		
City of Conway	Animal Welfare Officer	Good	\$27,979	\$31,896	\$35,812	28.0%	☐		
City of Bentonville	Animal Control Officer	Good	\$27,997	\$34,972	\$41,947	49.8%	☐		
City of Lawrence	Animal Control Officer	Good	\$28,107	\$35,072	\$42,036	49.6%	☐		
City of St. Joseph	Animal Control Officer	Good	\$28,906	\$35,005	\$41,103	42.2%	☐		
City of Lee's Summit	Animal Control Officer	Good	\$30,250	\$38,189	\$46,128	52.5%	☐		
City of Manhattan	Animal Services Officer	Good	\$30,410	\$39,187	\$47,965	57.7%	☐		
City of Florissant	Class C Laborer	Good	\$33,904	\$39,073	\$44,241	30.5%	☐		
City of O'Fallon	Animal Services Officer	Identic	\$35,693	\$42,547	\$49,400	38.4%	☐		
City of Norman	Animal Welfare Officer	Good	\$36,703	\$44,481	\$52,259	42.4%	☐		

Average

\$27,672 **\$33,715** **\$39,759** **43.7%**

City of Fayetteville

Animal Services Officer

\$26,689 **\$33,681** **\$40,673** **52.4%**

\$ Difference (\$983) (\$34) \$914

% Difference -3.7% -0.1% 2.2%

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

BENEFITS ADMINISTRATOR

Descrip	Responsible for handling daily administration of employee benefit plans – medical , dental, life, disability as well as various supplemental plan and tax favored medical savings accounts. Prepares and conducts benefits section of New Employee Orientation. Tracks eligibility and conducts enrollment meetings for retirement plans. Reviews eligibility, prepares and provides Family & Medical Leave Act documents to employees. Performs day to day tasks of benefits annual open enrollment process.
Quals	High school diploma or GED and 5 years of experience directly relating to the Benefits Administration job duties described in this job description, or 5 years of similar benefits related work in the insurance industry; or equivalent combination of education and experience.

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

Average			\$33,807	\$42,150	\$50,493	49.4%	
City of Fayetteville	Benefits Administrator		\$29,424	\$37,133	\$44,842	52.4%	
		\$ Difference	(\$4,383)	(\$5,017)	(\$5,651)		
		% Difference	-14.9%	-13.5%	-12.6%		

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

BILLING AND COLLECTIONS MANAGER

Descrip	Overall responsibility for the performance and supervision of periodic utility billing for water, sewer, solid waste and storm water utilities in compliance with approved rate ordinances, contracts and state laws. Provides critical information for the rate study development process for water and sewer utility rates.Ensures proper administration of outside contractual relationships for providing city services.
Quals	Associates degree from a two or four year college/university and five (5) years of related experience or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field.

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

Average			\$43,364	\$55,227	\$67,091	54.7%			
City of Fayetteville	Billing and Collections Manager		\$50,325	\$63,511	\$76,696	52.4%			
		\$ Difference	\$6,961	\$8,283	\$9,605				
		% Difference	13.8%	13.0%	12.5%				

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

BUILDING MAINTENANCE SUPERVISOR

Descrip	Plans, administers and supervises janitorial and routine building maintenance services, including custodial, repair, new construction, remodeling and some electrical, plumbing and HVAC.
Quals	High school diploma or GED is required, specialized training and/or additional college courses and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of 5 years of management experience.

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

Average

\$40,978 **\$50,987** **\$60,995** 48.8%

City of Fayetteville

Building Maintenance Supervisor

\$43,473 **\$54,863** **\$66,253** **52.4%**

\$ Difference \$2,495 \$3,876 \$5,258

% Difference 5.7% 7.1% 7.9%

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

CHIEF OF STAFF

Descrip	Functions as Chief Operating Officer for the City. Performs a variety of executive-level duties to coordinate the administrative and operational activities of the Mayor. Directly supervises eight senior level directors, representing all major departments within the City except Police and Fire; however provides management input into policy & budget development, and annual work plans goals for the public safety departments. The incumbent is responsible for providing executive oversight and working to ensure the policy directives from the Mayor and City Council are implemented within the areas of responsibility. Works directly with Mayor and administrative staff to develop annual budgets and multi-year capital improvement programs.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university in Public or Business Administration and considerable (3 to 5 years) professional administrative management experience at the level of CEO or COO.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Chief Operations Officer	Good	\$57,677	\$72,097	\$86,516	50.0%	☐		
City of Joplin	Assistant City Manager	Good	\$70,843	\$88,630	\$106,417	50.2%	☐		
City of Columbia	Deputy City Manager	Good	\$76,003	\$118,354	\$160,705	111.4%	☐		
City of Lee's Summit	Deputy City Manager	Good	\$84,578	\$107,488	\$130,398	54.2%	☐		
City of Edmond	Assistant City Manager/Administration	Good	\$100,240	\$125,300	\$150,360	50.0%	☐		

Average			\$77,868	\$102,374	\$126,879	62.9%			
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City of Fayetteville	Chief of Staff		\$78,071	\$98,526	\$118,980	52.4%			
		\$ Difference	\$203	(\$3,848)	(\$7,899)				
		% Difference	0.3%	-3.9%	-6.6%				

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

CITY ATTORNEY

Descrip	The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the primary litigator for the City and supervises insurance defense counsel, as needed.
Quals	Juris Doctorate. Licensed to practice law within the State of Arkansas, admission to the Bar of Arkansas and admission to practice before the Federal Courts in Arkansas.

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

Average			\$81,105	\$99,439	\$117,772	45.2%			\$87,654
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City of Fayetteville	City Attorney		\$74,353	\$93,834	\$113,314	52.4%			
		\$ Difference	(\$6,752)	(\$5,605)	(\$4,458)				
		% Difference	-9.1%	-6.0%	-3.9%				

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

CITY ENGINEER

Descrip	The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and a minimum of two years of management experience. Master's degree in Engineering with two years management experience preferred. Professional Engineers License in the state of Arkansas. Valid Driver's License.

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

Average			\$65,948	\$80,439	\$94,930	43.9%
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City of Fayetteville	City Engineer		\$67,441	\$85,110	\$102,779	52.4%
		\$ Difference	\$1,493	\$4,671	\$7,849	
		% Difference	2.2%	5.5%	7.6%	

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

CODE COMPLIANCE OFFICER

Descrip	The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations for safety, health and unsightly property conditions..
Quals	High School Diploma or GED is required. Prefer twelve months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Drivers License.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24,662	\$30,979	\$37,296	51.2%	☐		
City of Springdale	Code Enforcement Officer	Good	\$25,307	\$31,634	\$37,960	50.0%	☐		
City of Blue Springs	Codes Inspector	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Midwest City	Code Officer I	Good	\$26,400	\$33,678	\$40,955	55.1%	☐		
City of Jonesboro	Code Enforcement Officer	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Conway	Code Enforcement Officer	Good	\$27,979	\$31,896	\$35,812	28.0%	☐		
City of College Station	Code Enforcement Officer	Good	\$28,538	\$35,704	\$42,869	50.2%	☐		
City of Lee's Summit	Neighborhood Services Officer	Good	\$32,835	\$41,588	\$50,342	53.3%	☐		
City of Manhattan	Code Services Officer	Good	\$34,299	\$44,294	\$54,288	58.3%	☐		
City of Columbia	Code Enforcement Specialist	Good	\$35,100	\$43,114	\$51,128	45.7%	☐		
City of Edmond	Code Inspector	Good	\$35,180	\$43,975	\$52,770	50.0%	☐		
City of Lawrence	Code Enforcement Officer	Identic	\$35,357	\$44,044	\$52,730	49.1%	☐		
City of Rogers	Code Officer	Good	\$36,296	\$38,948	\$41,600	14.6%	☐		
City of Norman	Code Compliance Inspector	Good	\$36,703	\$44,481	\$52,259	42.4%	☐		
City of Bentonville	Code Enforcement Officer	Good	\$38,085	\$47,601	\$57,117	50.0%	☐		
City of Springfield	Code Compliance Investigator	Good	\$41,621	\$49,463	\$57,304	37.7%	☐		
City of O'Fallon	Multi-Discipline Inspector	Good	\$43,597	\$51,990	\$60,382	38.5%	☐		

Average			\$32,626	\$39,956	\$47,285	44.9%
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City of Fayetteville	Code Compliance Officer		\$29,424	\$37,133	\$44,842	52.4%
		\$ Difference	(\$3,202)	(\$2,823)	(\$2,443)	
		% Difference	-10.9%	-7.6%	-5.4%	

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

CREW LEADER

Descrip	Supervises all materials, personnel and equipment required to complete assigned projects. Reads and comprehends drawings of plans for streets, sidewalks, trails and drainage. Carries out supervisory responsibilities in accordance with the City's policies and applicable laws.
Quals	High School Diploma or GED and two (2) years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain valid Commercial Driver's License – Class A within 90 days of hire date.

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

Average

\$34,689 **\$42,569** **\$50,448** 45.4%

City of Fayetteville

Crew Leader

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

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

% Difference -17.9% -14.6% -12.5%

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

CUSTODIAN

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

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

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Caretaker	Good	\$15,993	\$19,985	\$23,976	49.9%	☐		
State of Arkansas	Institutional Services Assistant	Good	\$16,288	\$21,403	\$26,517	62.8%	☐		
University of Arkansas	Institutional Service Assistant	Good	\$17,667	\$22,092	\$26,517	50.1%	☐		
City of Springfield	Custodian	Good	\$18,574	\$23,088	\$27,602	48.6%	☐		
NOARK	Janitor / Custodian	Good	\$19,400	\$23,834	\$28,268	45.7%	☐		
City of Conway	Custodian	Good	\$19,691	\$22,008	\$24,325	23.5%	☐		
City of Joplin	Custodial Worker	Good	\$20,518	\$25,151	\$29,784	45.2%	☐		
City of Edmond	Custodian	Identic	\$21,167	\$26,459	\$31,751	50.0%	☐		
City of Columbia	Custodian	Identic	\$21,370	\$26,010	\$30,649	43.4%	☐		
City of Midwest City	Janitor	Good	\$21,818	\$27,833	\$33,847	55.1%	☐		
City of Stillwater	Community Center Custodian	Good	\$21,819	\$26,447	\$31,075	42.4%	☐		
City of Jonesboro	Custodian	Good	\$21,901	\$27,376	\$32,851	50.0%	☐		
City of Bentonville	Custodian	Good	\$22,194	\$27,259	\$32,323	45.6%	☐		
City of Springdale	Custodian	Good	\$24,005	\$30,006	\$36,008	50.0%	☐		
City of St. Joseph	Custodian	Identic	\$24,611	\$24,803	\$24,996	1.6%	☐		
City of Manhattan	Custodian	Good	\$25,064	\$32,271	\$39,478	57.5%	☐		
City of Rogers	Custodian	Good	\$25,397	\$27,102	\$28,808	13.4%	☐		
City of Lee's Summit	Custodian	Good	\$25,777	\$32,327	\$38,877	50.8%	☐		
City of O'Fallon	Custodian	Identic	\$27,747	\$33,083	\$38,418	38.5%	☐		
City of Florissant	Custodian	Identic	\$28,038	\$32,302	\$36,566	30.4%	☐		
City of Lawrence	Custodian II	Identic	\$28,107	\$35,072	\$42,036	49.6%	☐		
City of Blue Springs	Maintenance Worker	Good	\$28,502	\$35,627	\$42,752	50.0%	☐		
City of Norman	Custodial Services Coordinator	Good	\$32,360	\$39,219	\$46,077	42.4%	☐		

Average			\$22,957	\$27,859	\$32,761	42.7%
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City of Fayetteville	Custodian		\$18,967	\$23,937	\$28,906	52.4%
		\$ Difference	(\$3,990)	(\$3,922)	(\$3,855)	
		% Difference	-21.0%	-16.4%	-13.3%	

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

CUSTOMER SERVICE REPRESENTATIVE I

Descrip	Maintains an up-to-date and comprehensive understanding of the City's Ordinances that apply to the Billing and Collections Division and its operations. Has a thorough understanding of the billing process and be able to convey this information effectively to customers. Receives deposits and process, sets up new service, transfers water service to new addresses or disconnects service. This process includes researching bad debt accounts, setting sewer averages, and assuring that all paperwork is done accurately and in a timely manner. Processes impact fees.
Quals	High school diploma or GED. and two (2) years of related customer service and/or cashier experience.

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

Average			\$25,227	\$31,463	\$37,700	49.4%
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City of Fayetteville	Customer Service Representative I		\$23,055	\$29,095	\$35,135	52.4%
		\$ Difference	(\$2,172)	(\$2,368)	(\$2,565)	
		% Difference	-9.4%	-8.1%	-7.3%	

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

DEPUTY COURT CLERK

Descrip	The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner.
Quals	High school diploma or GED and two years of office related experience and/or training; or equivalent combination of education and experience. Two years of court experience preferred.

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

Average			\$25,962	\$31,665	\$37,368	43.9%	
City of Fayetteville	Deputy Court Clerk		\$24,207	\$30,550	\$36,892	52.4%	
		\$ Difference	(\$1,755)	(\$1,115)	(\$476)		
		% Difference	-7.3%	-3.7%	-1.3%		

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

DISPATCH MANAGER

Descrip	Responsible for overall operations of the dispatch center making sure it is running in an efficient manner, including ensuring all calls for service are promptly and efficiently handled in accordance with current policies and procedures. Responsible for managing a three shift, seven day a week emergency response central dispatch center and must be prepared to take calls from dispatch personnel during these times.
Quals	High school diploma or GED plus specialized training and/or additional college courses five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Valid Driver's License. ACIC Level I and II certified. Must meet all NIMS Training requirements.

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

Average			\$44,004	\$53,707	\$63,411	44.1%
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City of Fayetteville	Dispatch Manager		\$52,841	\$66,686	\$80,530	52.4%
		\$ Difference	\$8,837	\$12,978	\$17,119	
		% Difference	16.7%	19.5%	21.3%	

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

DISPATCHER

Descrip	The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire and 911 calls. Also dispatches after hours city on-call staff in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately.
Quals	High school diploma and prefer one year of Public Safety Dispatcher or related experience. Ability to obtain ACIC (Arkansas Crime Information Center) Level I and II certification within six (6) months of date of hire. Ability to meet all NIMS (National Incident Management System) training requirements within six months of employment.

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

Average			\$27,769	\$34,214	\$40,660	46.4%
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City of Fayetteville	Dispatcher		\$26,689	\$33,681	\$40,673	52.4%
		\$ Difference	(\$1,080)	(\$533)	\$13	
		% Difference	-4.0%	-1.6%	0.0%	

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DISTRICT COURT ADMINISTRATOR

Descrip	Evaluates court operations and procedures, provides recommendations and directions in order to create procedural and operational streamlining; provide coordination of automated information system; coordinates staff development and training. Oversees clerical support activities relating to the administration of legal process and procedures. Maintains Judge's calendar and prepares daily schedule. Schedules and confirms hearings, trials, etc. on Judge's calendar. Acts as liaison between Judge and a variety of departments and agencies.
Quals	High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of two years of management experience.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Municipal Court Administrator	Good	\$36,911	\$46,139	\$55,366	50.0%	☐		
City of Springdale	Court Clerk	Good	\$38,328	\$47,909	\$57,491	50.0%	☐		
City of Midwest City	Court Clerk	Good	\$38,617	\$49,262	\$59,907	55.1%	☐		
City of Stillwater	Municipal Court Clerk	Good	\$39,374	\$47,767	\$56,160	42.6%	☐		
City of St. Joseph	Municipal Court Administrator	Good	\$40,222	\$48,708	\$57,195	42.2%	☐		
City of College Station	Court Operations Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Bentonville	Chief Court Clerk	Good	\$44,470	\$60,029	\$75,587	70.0%	☐		
City of Florissant	Court Clerk	Good	\$45,136	\$52,010	\$58,884	30.5%	☐		
City of Manhattan	Couty Services Officer	Good	\$46,093	\$59,592	\$73,091	58.6%	☐		
City of Lee's Summit	Court Administrator	Good	\$46,169	\$59,245	\$72,322	56.6%	☐		
City of Norman	Chief Deputy Court Clerk	Good	\$46,636	\$56,520	\$66,403	42.4%	☐		
City of Rogers	Chief Court Clerk	Good	\$47,403	\$47,403	\$47,403	0.0%	☐		
City of O'Fallon	Court Administrator	Good	\$48,901	\$58,313	\$67,725	38.5%	☐		
City of Lawrence	Municipal Court Manager	Good	\$49,534	\$61,808	\$74,082	49.6%	☐		
City of Joplin	Municipal Court Administrator	Good	\$49,912	\$62,636	\$75,360	51.0%	☐		
City of Springfield	Municipal Court Administrator	Good	\$50,170	\$59,551	\$68,931	37.4%	☐		
City of Conway	District Court Clerk/Department Director	Good	\$54,574	\$54,574	\$54,574	0.0%	☐		
City of Edmond	Municipal Court Administrator	Good	\$62,205	\$77,757	\$93,308	50.0%	☐		

Average			\$45,937	\$55,607	\$65,278	42.1%	
City of Fayetteville	District Court Administrator		\$45,646	\$57,606	\$69,565	52.4%	
		\$ Difference	(\$291)	\$1,998	\$4,287		
		% Difference	-0.6%	3.5%	6.2%		

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EQUIPMENT MECHANIC I

Descrip	This position is an entry level mechanic position requiring some training and experience on a variety of automotive, utility, and construction equipment. The position requires performance of a variety of maintenance and minor repair service on a routine preventive and corrective basis for City vehicles and equipment.
Quals	High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Class D Operator's License.

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

Average			\$28,039	\$34,860	\$41,680	48.6%	
City of Fayetteville	Equipment Mechanic I		\$25,418	\$32,077	\$38,736	52.4%	
		\$ Difference	(\$2,621)	(\$2,783)	(\$2,944)		
		% Difference	-10.3%	-8.7%	-7.6%		

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

EQUIPMENT MECHANIC II

Descrip	The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild.
Quals	High school diploma or GED plus specialized automotive repair training and/or technical courses and two years of related experience. Must possess a valid Class B Commercial Driver's License and maintain licensure for the duration of employment in this position.

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

Average

\$31,597 \$39,327 \$47,057 48.9%

City of Fayetteville

Equipment Mechanic II

\$29,424 \$37,133 \$44,842 52.4%

\$ Difference (\$2,173) (\$2,194) (\$2,215)

% Difference -7.4% -5.9% -4.9%

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

FIELD OPERATIONS SUPERVISOR - TRANSPORTATION

Descrip	Provides supervision of sidewalk, street, drainage and trail construction programs. Visits work sites to inspect work in progress and ensure projects and work assignments are completed properly and according to schedule. Schedules maintenance and rehabilitation projects. Responsible for developing and scheduling annual work program and goals including cost projections.
Quals	High School Diploma or GED. Specialized training and/or additional college courses and three (3) years of related experience and/or training; or equivalent combination of education and experience. Minimum of one (1) year supervisory experience preferred. Valid Class B CDL.

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

Average			\$40,143	\$48,787	\$57,431	43.1%			
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City of Fayetteville	Field Operations Supervisor - Transportation		\$35,765	\$45,136	\$54,506	52.4%			
		\$ Difference	(\$4,378)	(\$3,651)	(\$2,925)				
		% Difference	-12.2%	-8.1%	-5.4%				

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

FINANCE DIRECTOR

Descrip	The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of independent pension boards of trustees.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of education and experience including eight years of management experience. MBA or advanced degree in financial management or accounting preferred. Preferred licenses/certificates include: CPA, CPFO, CGFM, CFA, CIA or CPM.

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

Average			\$77,847	\$95,821	\$113,796	46.2%			
City of Fayetteville	Finance Director		\$78,071	\$98,526	\$118,980	52.4%			
		\$ Difference	\$224	\$2,704	\$5,184				
		% Difference	0.3%	2.7%	4.4%				

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

FINANCIAL ANALYST - BUDGET

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

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

Average			\$38,384	\$48,100	\$57,816	50.6%
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City of Fayetteville	Financial Analyst - Budget		\$39,431	\$49,762	\$60,093	52.4%
		\$ Difference	\$1,047	\$1,662	\$2,277	
		% Difference	2.7%	3.3%	3.8%	

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

FINANCIAL COORDINATOR - PARKS AND REC

Descrip	Responsible for monitoring the department's purchasing, internal accounting, and work order system. Audits and approves P-card purchase requests and reconciliations for accuracy and compliance with policy. Prepares monthly budget performance reports and analyzes the results of these reports to identify the need for correcting journal entries or budget adjustments. Prepares correcting entries as needed. Prepares various revenue reports such as the Park Revenue report, HMR report, etc. Coordinates the development, management, and planning of the annual budget and work program for each program within the Parks and Recreation Department and assists with five year Capital Improvement Projects.
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Quals	High School Diploma or GED and two years of related experience and/or training; prefer Bachelor's Degree in related field.
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Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Fiscal Support Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Lawrence	Administrative Support III - P&R	Good	\$31,480	\$39,280	\$47,080	49.6%	☐		
State of Arkansas	Fiscal Support Supervisor	Good	\$33,861	\$47,988	\$62,115	83.4%	☐		
City of College Station	Admin. Support Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
Average			\$33,204	\$43,696	\$54,189	63.2%			

City of Fayetteville	Financial Coordinator - Parks and Rec		\$32,440	\$40,940	\$49,439	52.4%	
		\$ Difference	(\$764)	(\$2,757)	(\$4,750)		
		% Difference	-2.4%	-6.7%	-9.6%		

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

GIS TECHNICIAN

Descrip	The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience; or equivalent combination of education and experience.

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

Average			\$36,378	\$44,533	\$52,689	44.8%			
City of Fayetteville	GIS Technician		\$32,440	\$40,940	\$49,439	52.4%			
		\$ Difference	(\$3,938)	(\$3,594)	(\$3,250)				
		% Difference	-12.1%	-8.8%	-6.6%				

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

INFORMATION TECHNOLOGY DIRECTOR

Descrip	Manages technical staff responsible for the day-to-day operations, maintenance, security and performance of the City's information technology infrastructure. Oversees management and security of a Local Area Network (LAN) and a Wide Area Network (WAN) encompassing multiple operating systems including Novel, OS/400 and Windows. Oversees development of needs assessments for IT infrastructure; facilitates and leads efforts to manage the life cycle of IT assets, ensuring the appropriate technology is available and utilized. Manages the development and implementation of all technology systems and processes ensuring interoperability of the architecture, systems, and applications.
Quals	Bachelors Degree (B.A.or B.S) required and five (5) years of related experience and/or training or equivalent combination of education and experience and a minimum of three (3) years of management experience in a related field. A Bachelor of Science (B.S.) degree in Information Technology or related field is preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Rogers	IT Director	Good					☐		\$79,165
City of Bentonville	Systems Manager	Good	\$60,507	\$81,692	\$102,877	70.0%	☐		
City of Jonesboro	Information Systems Director	Good	\$62,977	\$78,721	\$94,465	50.0%	☐		
NOARK	IT Team Leader	Good	\$67,297	\$83,794	\$100,290	49.0%	☐		
City of Blue Springs	Director, Information Technologies	Good	\$67,474	\$84,344	\$101,213	50.0%	☐		
City of Lee's Summit	Chief Technology Officer	Good	\$69,641	\$88,116	\$106,590	53.1%	☐		
Average			\$65,579	\$83,333	\$101,087	54.1%			\$79,165

City of Fayetteville	Information Technology Director		\$61,171	\$77,198	\$93,224	52.4%
		\$ Difference	(\$4,408)	(\$6,136)	(\$7,863)	
		% Difference	-7.2%	-7.9%	-8.4%	

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

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip	Responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued.
Quals	High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector license within three months and Arkansas State Mechanical inspector license within three months of employment.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Inspector, Code Enforcement	Good	\$24,662	\$30,979	\$37,296	51.2%	☐		
City of Springdale	Building Inspector	Good	\$27,911	\$34,889	\$41,867	50.0%	☐		
City of Jonesboro	Inspector	Good	\$29,188	\$36,485	\$43,782	50.0%	☐		
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$30,202	\$36,575	\$42,947	42.2%	☐		
State of Arkansas	Construction Inspector	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Joplin	Building Inspector	Good	\$32,003	\$39,231	\$46,458	45.2%	☐		
City of College Station	Construction Inspector	Good	\$32,573	\$39,136	\$45,698	40.3%	☐		
City of Blue Springs	Building Inspector - CD	Good	\$33,863	\$42,330	\$50,796	50.0%	☐		
City of Stillwater	Dev Services Building Inspector II	Good	\$33,966	\$41,205	\$48,443	42.6%	☐		
City of Manhattan	Zoning Inspector I	Good	\$34,299	\$44,294	\$54,288	58.3%	☐		
City of Midwest City	Building/Housing Code Inspector	Good	\$35,106	\$44,784	\$54,461	55.1%	☐		
City of Lee's Summit	Building Inspector	Good	\$35,686	\$45,348	\$55,010	54.2%	☐		
City of Rogers	Inspector - Inspection	Good	\$36,130	\$37,731	\$39,333	8.9%	☐		
City of Columbia	Senior Building Inspector	Good	\$36,883	\$45,259	\$53,635	45.4%	☐		
City of Springfield	Building Insprctor	Good	\$38,022	\$45,334	\$52,645	38.5%	☐		
City of Bentonville	Building Inspector	Good	\$38,085	\$47,601	\$57,117	50.0%	☐		
City of Lawrence	Building Inspector II	Identic	\$39,488	\$49,273	\$59,058	49.6%	☐		
City of Florissant	Multi Building Inspector	Good	\$41,038	\$47,289	\$53,539	30.5%	☐		
City of O'Fallon	Multi-Discipline Inspector	Good	\$43,597	\$51,990	\$60,382	38.5%	☐		
City of Norman	Building Inspector	Good	\$49,902	\$60,478	\$71,053	42.4%	☐		
City of Conway	Code Enforcement Officer	Good	\$51,283	\$55,263	\$59,243	15.5%	☐		

Average			\$35,933	\$43,762	\$51,590	43.6%
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City of Fayetteville	Inspector/Commercial & Residential		\$32,440	\$40,940	\$49,439	52.4%
		\$ Difference	(\$3,493)	(\$2,822)	(\$2,151)	
		% Difference	-10.8%	-6.9%	-4.4%	

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

LEAD COURT CLERK

Descrip	Assists Judge and District Court Administrator in the courtroom during arraignments and sentencings. Assists the Administrator in supervision and training of Court Clerks and fill in when the Administrator is not available. Assists in resolving problems including balancing the court report, and making adjustments for incorrectly assessed fines, costs or payments.
Quals	High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Ability to obtain and maintain certification with AR District Court Clerk Association preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Senior Court Clerk	Good	\$23,795	\$29,171	\$34,547	45.2%	☐		
City of Blue Springs	Court Clerk	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Springdale	Deputy Court Clerk	Good	\$26,609	\$33,261	\$39,914	50.0%	☐		
City of Springfield	Court Specialist	Good	\$27,102	\$32,552	\$38,002	40.2%	☐		
City of St. Joseph	Senior Court Representative	Good	\$27,258	\$32,930	\$38,601	41.6%	☐		
City of Manhattan	Court Clerk II	Good	\$28,226	\$36,379	\$44,533	57.8%	☐		
City of Stillwater	Municipal Court Deputy Court Clerk	Good	\$30,160	\$36,598	\$43,035	42.7%	☐		
City of Conway	Administrative Assistant II	Good	\$31,274	\$35,328	\$39,382	25.9%	☐		
City of Bentonville	Chief Deputy Court Clerk	Good	\$32,656	\$40,820	\$48,984	50.0%	☐		
City of Lee's Summit	Court Services Officer	Good	\$32,835	\$41,588	\$50,342	53.3%	☐		
City of Rogers	Chief Deputy Ckerk	Good	\$34,653	\$34,653	\$34,653	0.0%	☐		
City of College Station	Customer Services Coord./Courts	Good	\$35,859	\$43,056	\$50,253	40.1%	☐		
City of Norman	Deputy Court Clerk II	Good	\$36,703	\$44,481	\$52,259	42.4%	☐		

Average			\$30,252	\$36,424	\$42,595	40.8%			
City of Fayetteville	Lead Court Clerk		\$30,895	\$38,990	\$47,084	52.4%			
		\$ Difference	\$643	\$2,566	\$4,489				
		% Difference	2.1%	6.6%	9.5%				

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

MAINTENANCE WORKER II - PARKS

Descrip	This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. Operates weed eaters, riding mowers, bush hog, and pickup trucks.
Quals	High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Recreation Maintenance Worker I	Good	\$16,368	\$20,460	\$24,552	50.0%	☐		
City of Conway	Facilities Maintenance/Groundskeeper	Good	\$19,691	\$22,008	\$24,325	23.5%	☐		
City of College Station	Groundsworker	Good	\$20,010	\$23,504	\$26,998	34.9%	☐		
State of Arkansas	Maintenance Assistant	Good	\$20,788	\$28,508	\$36,227	74.3%	☐		
City of Joplin	Laborer I	Good	\$21,556	\$26,426	\$31,296	45.2%	☐		
City of Jonesboro	Park Maintenance Worker	Good	\$21,901	\$27,376	\$32,851	50.0%	☐		
City of Rogers	Maintenance/Equipment Operator	Good	\$22,298	\$25,823	\$29,349	31.6%	☐		
City of Columbia	Maintenance Assistant I	Good	\$22,304	\$27,174	\$32,044	43.7%	☐		
City of Springfield	Maintenance Worker	Good	\$22,402	\$27,477	\$32,552	45.3%	☐		
City of Edmond	Park Maintenance Worker II	Good	\$23,169	\$28,962	\$34,754	50.0%	☐		
City of Midwest City	Equipment Operator I	Good	\$24,000	\$30,616	\$37,232	55.1%	☐		
City of Springdale	Parks Maintenance II	Good	\$24,005	\$30,006	\$36,008	50.0%	☐		
City of Stillwater	PE & R Maintenance Worker II	Good	\$24,523	\$29,754	\$34,986	42.7%	☐		
University of Arkansas	Maintenance Worker Specialist	Good	\$25,268	\$35,810	\$46,351	83.4%	☐		
City of Bentonville	Parks Maintenance Worker II	Good	\$25,896	\$32,386	\$38,875	50.1%	☐		
City of Norman	Maintenance Worker I	Good	\$27,171	\$32,931	\$38,690	42.4%	☐		
NOARK	Maintenance II	Good	\$27,206	\$33,804	\$40,402	48.5%	☐		
City of St. Joseph	Equipment Operator	Good	\$27,497	\$33,298	\$39,099	42.2%	☐		
City of Blue Springs	Maintenance Worker	Good	\$28,502	\$35,627	\$42,752	50.0%	☐		
City of Lee's Summit	Skilled Parks Specialist	Good	\$30,250	\$38,189	\$46,128	52.5%	☐		
City of Manhattan	Maintenance Worker II	Good	\$30,410	\$39,187	\$47,965	57.7%	☐		
City of Lawrence	Park & Facilities Maintenance II	Identic	\$31,480	\$39,280	\$47,080	49.6%	☐		
City of O'Fallon	Park Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%	☐		
City of Florissant	Class B Laborer	Good	\$41,038	\$47,289	\$53,539	30.5%	☐		

Average

\$25,449 \$31,470 \$37,491 47.3%

City of Fayetteville

Maintenance Worker II - Parks

\$20,911 \$26,390 \$31,869 52.4%

\$ Difference (\$4,538) (\$5,080) (\$5,622)

% Difference -21.7% -19.3% -17.6%

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

MAINTENANCE WORKER III - WATER SEWER

Descrip	The incumbent is responsible for gathering supplies and equipment for job assignments, including performing tasks as assigned to repair water and sewer leaks in order to keep the City's water lines intact and in good working order. Ensures maintenance of truck as well as the equipment on truck. Installs mains for both water and sewer. Installs water and sewer taps as needed. Maintains tools and equipment.
Quals	High school diploma or GED and six months of related experience. Must possess a valid Commercial Driver's License with tanker endorsement within six months of employment.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Laborer II	Good	\$22,655	\$27,774	\$32,892	45.2%	☐		
City of Columbia	Maintenance Assistant II	Good	\$24,313	\$29,714	\$35,115	44.4%	☐		
City of St. Joseph	Sewer Maintenance Laborer	Good	\$24,611	\$29,803	\$34,996	42.2%	☐		
City of College Station	W/WW Systems Operator	Good	\$25,251	\$29,734	\$34,216	35.5%	☐		
City of Springfield	Sewer Repair Working Leader	Good	\$26,062	\$31,793	\$37,523	44.0%	☐		
City of Blue Springs	Water Service Technician	Good	\$26,151	\$32,689	\$39,227	50.0%	☐		
City of Jonesboro	Equipment Operator II	Good	\$26,538	\$33,173	\$39,807	50.0%	☐		
City of Lee's Summit	Service Technician	Good	\$27,906	\$35,113	\$42,321	51.7%	☐		
City of Stillwater	Water Utilities Maintenance Worker II	Good	\$28,434	\$34,497	\$40,560	42.6%	☐		
City of Midwest City	Crew Leader I	Good	\$29,013	\$37,010	\$45,008	55.1%	☐		
City of Edmond	Utility Line Maintenance Worker III	Good	\$29,175	\$36,469	\$43,762	50.0%	☐		
City of Bentonville	WW Collection Specialist III	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		
City of Manhattan	Maintenance Technician	Good	\$30,410	\$39,187	\$47,965	57.7%	☐		
City of Norman	Maintenance Worker II	Good	\$32,360	\$39,219	\$46,077	42.4%	☐		
City of O'Fallon	Maintenance Worker	Good	\$33,051	\$39,395	\$45,739	38.4%	☐		
NOARK	Maintenance III	Good	\$33,198	\$40,534	\$47,870	44.2%	☐		

Average			\$28,083	\$34,617	\$41,151	46.5%
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City of Fayetteville	Maintenance Worker III - Water Sewer		\$23,055	\$29,095	\$35,135	52.4%
		\$ Difference	(\$5,028)	(\$5,522)	(\$6,016)	
		% Difference	-21.8%	-19.0%	-17.1%	

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

MAINTENANCE WORKER IV - ASPHALT

Descrip	The incumbent is responsible for operating specialized heavy equipment such as asphalt paver, milling machine, sweeper, oil truck, and other specialized heavy equipment. Operates heavy construction equipment such as, dozer, grade-all, backhoe, grader, bobcat skid loader, dump truck, front end loader and rollers. .
Quals	High school diploma or GED and 18 months of related experience or training. Valid Driver's License and CDL – B.

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

Average			\$28,390	\$35,303	\$42,216	48.7%
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City of Fayetteville	Maintenance Worker IV - Asphalt		\$24,207	\$30,550	\$36,892	52.4%
		\$ Difference	(\$4,183)	(\$4,753)	(\$5,324)	
		% Difference	-17.3%	-15.6%	-14.4%	

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

METER READER

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

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

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of College Station	Meter Services Field Rep.	Good	\$20,530	\$25,512	\$30,493	48.5%	☐		
City of Stillwater	Customer Service Meter Reader	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Midwest City	Meter Reader	Good	\$24,000	\$30,616	\$37,232	55.1%	☐		
City of Columbia	Meter Reader	Identic	\$24,313	\$29,714	\$35,115	44.4%	☐		
City of Edmond	Meter Reader	Identic	\$25,171	\$31,464	\$37,757	50.0%	☐		
City of Lee's Summit	Meter Reader	Good	\$25,777	\$32,327	\$38,877	50.8%	☐		
City of Manhattan	Water Service Worker I	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Norman	Meter Reader	Identic	\$27,171	\$32,931	\$38,690	42.4%	☐		
City of Lawrence	Meter Reader	Identic	\$28,107	\$35,072	\$42,036	49.6%	☐		
City of Bentonville	Meter Reader II	Good	\$30,202	\$37,773	\$45,344	50.1%	☐		

Average			\$25,606	\$31,905	\$38,203	49.2%
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City of Fayetteville	Meter Reader		\$24,207	\$30,550	\$36,892	52.4%
		\$ Difference	(\$1,399)	(\$1,355)	(\$1,311)	
		% Difference	-5.8%	-4.4%	-3.6%	

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

OFFICE MANAGER TRANSPORTATION

Descrip	The incumbent is responsible for the efficient workflow of the office; supervising and directing the work of clerical support staff. Performs database management, upkeep and auditing. Prepares monthly, quarterly and annual reports. Oversees data entry of daily work orders to ensure accurate recordkeeping in the work order system. Provides guidance to employees and supervisors on payroll related matters.
Quals	High school diploma or GED plus specialized training and two years of related experience and/or training preferred.

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

Average			\$30,692	\$38,886	\$47,080	53.4%	
City of Fayetteville	Office Manager - Transportation		\$30,895	\$38,990	\$47,084	52.4%	
		\$ Difference	\$203	\$103	\$4		
		% Difference	0.7%	0.3%	0.0%		

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

PARKING ENFORCEMENT OFFICER

Descrip	Incumbent is responsible for issuing parking citations using electronic handheld devices and printers. Collects money in meters and pay-machines. Collects parking citations from courtesy boxes. Performs maintenance on meters, parking gates and pay-machines. Resolve complaints regarding citations with general public/downtown employees.
Quals	High school diploma or GED and 12 months of related experience and/or training; or equivalent combination of education and experience. Valid Driver's License.

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

Average			\$24,209	\$29,822	\$35,435	46.4%
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City of Fayetteville	Parking Enforcement Officer		\$20,911	\$26,390	\$31,869	52.4%
		\$ Difference	(\$3,298)	(\$3,432)	(\$3,566)	
		% Difference	-15.8%	-13.0%	-11.2%	

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

PARKS MAINT SUPERINTENDENT

Descrip	The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes management of programs for grounds maintenance, athletic fields, turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Assists the Director in developing and managing the Parks and Rec Budget. Reports to the Director of Parks and Recreation.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and three years of management experience. National Playground Safety Inspectors Certification and Certified Pool Operator within two years of employment.

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

Average			\$51,630	\$63,411	\$75,191	45.6%			
City of Fayetteville	Parks Maintenance Superintendent		\$50,325	\$63,511	\$76,696	52.4%			
		\$ Difference	(\$1,305)	\$100	\$1,505				
		% Difference	-2.6%	0.2%	2.0%				

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

PLANNER - CURRENT PLANNING

Descrip	The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Reviews building permits for commercial and multi-family structures. Prepares and presents staff recommendations at public meetings. Assists the general public with development questions and/or complaints relating to zoning or land use issues.
Quals	Bachelor's degree (B.A. or B.S.) in a related field from four year college or university; or equivalent combination of education and experience. AICP certificate preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Planner	Good	\$21,296	\$26,710	\$32,124	50.8%	☐		
City of Springfield	Associate City Planner	Good	\$35,770	\$42,825	\$49,879	39.4%	☐		
City of Jonesboro	Sr. Planner	Good	\$35,813	\$44,767	\$53,721	50.0%	☐		
City of Blue Springs	Associate Planner	Good	\$36,911	\$46,139	\$55,366	50.0%	☐		
City of Conway	Planning Specialist/Cartographer	Good	\$37,650	\$42,640	\$47,629	26.5%	☐		
City of Stillwater	Dev Services Planner	Good	\$38,230	\$46,374	\$54,517	42.6%	☐		
City of Columbia	Planner	Good	\$38,644	\$47,456	\$56,268	45.6%	☒		
City of Lee's Summit	Planner	Good	\$38,834	\$49,511	\$60,187	55.0%	☐		
City of Joplin	Municipal Planner	Good	\$38,990	\$48,928	\$58,865	51.0%	☒		
City of Rogers	Planner I	Good	\$39,770	\$39,770	\$39,770	0.0%	☐		
City of Manhattan	Planner I	Good	\$39,998	\$51,657	\$63,315	58.3%	☒		
City of Bentonville	Planner	Good	\$41,142	\$51,418	\$61,693	50.0%	☐		
City of College Station	Staff Planner	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Norman	Planner I	Good	\$46,636	\$56,520	\$66,403	42.4%	☐		
City of Edmond	Planner		\$48,192	\$60,240	\$72,288	50.0%	☐		
City of Lawrence	Planner II	Identic	\$49,534	\$61,808	\$74,082	49.6%	☐		
City of O'Fallon	Plan Reviewer	Good	\$51,563	\$61,463	\$71,363	38.4%	☐		

Average			\$40,069	\$48,819	\$57,569	43.7%
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City of Fayetteville	Planner - Current Planning		\$35,765	\$45,136	\$54,506	52.4%
		\$ Difference	(\$4,304)	(\$3,684)	(\$3,063)	
		% Difference	-12.0%	-8.2%	-5.6%	

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

POLICE CHIEF

Descrip	The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statues and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.
Quals	Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Driver's License; State certification as a commissioned law enforcement officer in the State of Arkansas is required; possess or have the ability to obtain certification to operate AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

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

Average			\$79,737	\$96,112	\$112,486	41.1%			\$93,183
City of Fayetteville	Police Chief		\$74,353	\$93,834	\$113,314	52.4%			
		\$ Difference	(\$5,384)	(\$2,278)	\$828				
		% Difference	-7.2%	-2.4%	0.7%				

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

PROSECUTING ATTORNEY

Descrip	The incumbent is responsible for prosecuting misdemeanors, traffic violations, hot checks and violations of City ordinances, including HMR taxes in District and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of subpoenas.
Quals	Juris Doctoral degree (J.D.) or equivalent and five years of litigation related experience and/or training. Must possess a valid Arkansas license to practice law.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	City Prosecutor	Good	\$48,206	\$58,377	\$68,548	42.2%	☒		
City of Manhattan	City Prosecutor	Good	\$55,765	\$72,145	\$88,525	58.7%	☒		
City of Springdale	Deputy City Attorney	Good	\$55,905	\$69,881	\$83,857	50.0%	☐		
City of Lee's Summit	Prosecuting Attorney	Good	\$60,427	\$76,994	\$93,560	54.8%	☐		
City of Bentonville	Attorney	Good	\$60,507	\$81,692	\$102,877	70.0%	☐		
City of Columbia	Assistant City Counselor III	Good	\$62,623	\$76,807	\$90,990	45.3%	☐		
City of Springfield	Assistant City Attorney IV	Good	\$63,986	\$83,483	\$102,979	60.9%	☐		
City of Rogers	Deputy City Attorney	Good	\$70,824	\$70,824	\$70,824	0.0%	☐		
City of Norman	Assistant City Attorney II	Good	\$73,323	\$88,862	\$104,401	42.4%	☐		

Average			\$61,285	\$75,451	\$89,618	46.2%			
City of Fayetteville	Prosecuting Attorney		\$67,441	\$85,110	\$102,779	52.4%			
		\$ Difference	\$6,156	\$9,659	\$13,161				
		% Difference	9.1%	11.3%	12.8%				

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

PURCHASING AGENT

Descrip	Coordinates and assists departments in compiling information for request for proposals, bids, and request for qualifications; coordinate information to procure services, equipment, materials and supplies, and monitor preparation and distribution of proposals and bids to vendors. Monitors purchases for compliance to City ordinances, state laws and City policies. Manages the receiving, tabulating, and recording of bids and public bid opening to evaluate bids to determine compliance with bid specifications, purchasing policies, state and federal laws.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and two (2) years of related experience and/or training; or equivalent combination of education. Valid Driver's License. Certified Professional Public Buyer (CPPB) required.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Specialist	Good	\$29,251	\$41,454	\$53,657	83.4%	☐		
City of Bossier City	Purchasing Agent	Good	\$30,356	\$38,200	\$46,044	51.7%	☐		
University of Arkansas	Buyer	Good	\$30,713	\$43,527	\$56,340	83.4%	☐		
City of Lawrence	Purchasing Specialist	Identic	\$35,257	\$43,994	\$52,730	49.6%	☐		
NOARK	Purchasing Agent/Buyer	Good	\$36,935	\$48,014	\$59,093	60.0%	☐		
City of Lee's Summit	Senior Procurement Officer	Good	\$38,834	\$49,511	\$60,187	55.0%	☐		
City of St. Joseph	Purchasing Agent	Good	\$40,222	\$48,708	\$57,195	42.2%	☐		
City of O'Fallon	Purchasing Agent	Good	\$40,976	\$48,859	\$56,742	38.5%	☐		
City of Jonesboro	Purchasing Manager	Good	\$41,777	\$52,221	\$62,664	50.0%	☐		
City of College Station	Buyer	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Norman	Procurement Analyst	Good	\$43,586	\$52,823	\$62,060	42.4%	☐		
City of Bentonville	Purchasing Agent	Good	\$44,429	\$55,526	\$66,622	50.0%	☐		
City of Springfield	Purchasing Agent	Good	\$46,654	\$55,411	\$64,168	37.5%	☐		
City of Edmond	Purchasing Manager	Good	\$48,192	\$60,240	\$72,288	50.0%	☐		
City of Columbia	Purchasing Agent	Good	\$56,846	\$69,736	\$82,626	45.4%	☐		

Average			\$40,416	\$50,662	\$60,908	50.7%	
City of Fayetteville	Purchasing Agent		\$37,553	\$47,392	\$57,231	52.4%	
		\$ Difference	(\$2,863)	(\$3,270)	(\$3,677)		
		% Difference	-7.6%	-6.9%	-6.4%		

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

RECREATION SUPERINTENDENT

Descrip	The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Department. Coordinates external special events, leagues and tournaments utilizing Fayetteville Parks for events/programs. Oversees the department's recreation programs and staff that provide programs, including youth and adult softball, soccer, swimming, summer camps, football, public concerts, public movies, special events, etc. Responsible for the Department's marketing and promotion. Reports to the Parks and Recreation Director.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and including three years of management experience. Must possess a valid Driver's License. Must obtain Certified Parks & Recreation Professional within two years of employment. Must obtain CPR certification with six months of employment.

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

Average			\$49,049	\$59,744	\$70,439	43.6%
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City of Fayetteville	Recreation Superintendent		\$47,929	\$60,486	\$73,043	52.4%
		\$ Difference	(\$1,120)	\$742	\$2,604	
		% Difference	-2.3%	1.2%	3.6%	

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

ROUTE DRIVER

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

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

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

Average			\$28,898	\$35,406	\$41,913	45.0%
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City of Fayetteville	Route Driver		\$26,689	\$33,681	\$40,673	52.4%
		\$ Difference	(\$2,209)	(\$1,725)	(\$1,240)	
		% Difference	-8.3%	-5.1%	-3.0%	

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

SECRETARY - PROSECUTOR OFFICE

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

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

Average			\$25,302	\$31,273	\$37,245	47.2%	
City of Fayetteville	Secretary - Prosecutor Office		\$21,957	\$27,710	\$33,462	52.4%	
		\$ Difference	(\$3,345)	(\$3,564)	(\$3,783)		
		% Difference	-15.2%	-12.9%	-11.3%		

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

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip	Works closely with Division Manager and other Senior Staff to schedule staff workload and allocate resources according to identified needs and deal with the logistics of accomplishing all necessary tasks when the division is short-staffed. Handles customers that become angry, abusive or threatening with cashiers or other department personnel and troubleshoot cashiers' difficulties. Researches and responds to difficult customer problems and complaints. Provides solutions to the issues identified.
Quals	High school diploma or GED and five years of related experience in an office environment. Previous supervisory experience required.

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

Average			\$30,171	\$37,452	\$44,732	48.3%
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City of Fayetteville	Senior Customer Service Representative		\$26,689	\$33,681	\$40,673	52.4%
		\$ Difference	(\$3,482)	(\$3,771)	(\$4,059)	
		% Difference	-13.0%	-11.2%	-10.0%	

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

SENIOR PLANNER - CURRENT PLANNING

Descrip	Trains, supervises and mentors employees in technical, management, and leadership responsibilities. Reviews development and zoning proposals to ensure that the projects are in compliance with the city's ordinances and policies. Reviews building permits for commercial and multi-family structures. Provides development proposal responses to the applicants/developers, for the purpose of moving a project through the development process in a timely manner.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training. AICP Certification preferred.

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

Average			\$46,974	\$57,281	\$67,588	43.9%			
City of Fayetteville	Senior Planner - Current Planning		\$43,473	\$54,863	\$66,253	52.4%			
		\$ Difference	(\$3,501)	(\$2,418)	(\$1,335)				
		% Difference	-8.1%	-4.4%	-2.0%				

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

SENIOR SECRETARY - PARKS AND REC

Descrip	Manages Parks and Recreation files. Answers phone calls and arranges appointments, manages multiple calendars and schedules meetings between multiple departments. Attends Parks and Recreation Advisory Board and Tree and Landscape Committee meetings; records minutes; notifies members, distributes agenda/materials, notifies media, keeps appropriate records and files of Board activities.
Quals	High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.

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

Average			\$28,632	\$34,970	\$41,308	44.3%	
City of Fayetteville	Senior Secretary - Parks and Rec		\$24,207	\$30,550	\$36,892	52.4%	
		\$ Difference	(\$4,425)	(\$4,421)	(\$4,416)		
		% Difference	-18.3%	-14.5%	-12.0%		

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

SHELTER ATTENDANT

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

Quals High school diploma or GED.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bossier City	Animal Control Helper I	Good	\$16,767	\$19,765	\$22,764	35.8%	☐		
City of Rogers	Kennel Attendant	Good	\$16,994	\$18,990	\$20,987	23.5%	☐		
City of Conway	Kennel Technician	Good	\$19,691	\$22,008	\$24,325	23.5%	☐		
City of Jonesboro	Kennel Master	Good	\$21,901	\$27,376	\$32,851	50.0%	☐		
City of Joplin	Animal Warden I	Good	\$22,655	\$27,774	\$32,892	45.2%	☐		
City of Springdale	Animal Caretaker	Good	\$22,703	\$28,379	\$34,055	50.0%	☐		
City of Edmond	Animal Shelter Specialist	Good	\$23,169	\$28,962	\$34,754	50.0%	☐		
City of Lee's Summit	Shelter Attendant	Good	\$25,777	\$32,327	\$38,878	50.8%	☐		
City of Manhattan	Animal Shelter Technician I	Good	\$26,978	\$34,746	\$42,515	57.6%	☐		
City of Norman	Kennel Attendant	Good	\$27,171	\$32,931	\$38,690	42.4%	☐		
City of St. Joseph	Animal Care Specialist	Good	\$27,497	\$33,298	\$39,099	42.2%	☐		
Average			\$22,846	\$27,869	\$32,892	44.0%			

City of Fayetteville	Shelter Attendant	\$19,915	\$25,133	\$30,351	52.4%
	\$ Difference	(\$2,931)	(\$2,736)	(\$2,541)	
	% Difference	-14.7%	-10.9%	-8.4%	

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

SOLID WASTE DIRECTOR

Descrip	Manages all operations of Solid Waste and Recycling Division, including collection, disposal, recycling and compost operations. Develops, manages and plans the annual budget and capital improvement program for the Division. Ensures division operations are in compliance with regulatory and legal requirements.
Quals	Associate's degree (AA) and six (6) years of related experience with a minimum of two (2) years in supervision. Bachelor's degree (B.A. or B.S.) with four (4) years of related experience and a minimum of two (2) years of supervisory experience. Valid Driver's License. Facility Operators License/ADEQ.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Superintendent of Solid Waste	Good	\$48,206	\$58,377	\$68,548	42.2%	☐		
City of Lawrence	Solid Waste Division Manager	Identic	\$55,478	\$69,225	\$82,972	49.6%	☐		
City of Columbia	Solid Waste Manager	Good	\$56,846	\$69,736	\$82,626	45.4%	☐		
City of O'Fallon	Environmental Services Superintendent	Good	\$59,488	\$70,918	\$82,347	38.4%	☐		
City of Edmond	Solid Waste Superintendent	Good	\$62,205	\$77,757	\$93,308	50.0%	☐		
City of Springfield	Superintendent of Solid Waste	Good	\$63,388	\$74,963	\$86,538	36.5%	☐		
City of Conway	Sanitation Director	Good	\$67,489	\$67,489	\$67,489	0.0%	☐		

Average			\$59,014	\$69,781	\$80,547	36.5%			
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City of Fayetteville	Soloid Waste Director		\$61,171	\$77,198	\$93,224	52.4%			
		\$ Difference	\$2,157	\$7,417	\$12,677				
		% Difference	3.5%	9.6%	13.6%				

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

STAFF ENGINEER

Descrip	The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards and ordinances and by established criteria.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or Master's degree in Engineering and two (2) years related experience. P.E. certification preferred.

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

Average			\$54,371	\$66,056	\$77,741	43.0%
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City of Fayetteville	Staff Engineer		\$55,483	\$70,020	\$84,557	52.4%
		\$ Difference	\$1,112	\$3,964	\$6,816	
		% Difference	2.0%	5.7%	8.1%	

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

WATER SEWER FIELD MAINTENANCE SUPERVISOR

Descrip	The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedules daily and weekly jobs, provides leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City.
Quals	High school diploma or GED plus specialized training and/or additional college courses and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess or obtain a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade I, Class I Sewer License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$45,674	\$60,009	91.5%	☒		
University of Arkansas	Skilled Trades Foreman	Good	\$32,249	\$45,703	\$59,157	83.4%	☐		
City of Blue Springs	Waste Water Supervisor	Good	\$33,863	\$42,330	\$50,796	50.0%	☐		
City of Springfield	Maintenance Supervisor	Good	\$34,570	\$43,088	\$51,605	49.3%	☐		
City of St. Joseph	Sewer Maintenance Supervisor	Good	\$39,149	\$47,409	\$55,668	42.2%	☒		
City of Columbia	Wastewater Operations Supervisor	Good	\$40,552	\$49,787	\$59,022	45.5%	☒		
City of Stillwater	Water Distribution Supervisor	Good	\$40,560	\$49,202	\$57,845	42.6%	☐		
City of Edmond	Utility Services Coordinator	Good	\$41,186	\$51,483	\$61,779	50.0%	☐		
City of College Station	Maintenance Supervisor	Good	\$42,205	\$51,707	\$61,209	45.0%	☐		
City of Lee's Summit	Operations Supervisor - Water Operations	Good	\$42,316	\$54,125	\$65,935	55.8%	☐		
City of Lawrence	Utilities Manager	Good	\$44,227	\$55,186	\$66,145	49.6%	☐		
City of Bentonville	Assistant Water Department Manager	Good	\$44,470	\$60,029	\$75,587	70.0%	☐		
City of Midwest City	Wastewater & Water Supervisor	Good	\$46,726	\$57,881	\$69,036	47.7%	☐		
City of Manhattan	Utility Superintendent	Good	\$50,502	\$65,302	\$80,101	58.6%	☒		
City of Norman	Utilities Supervisor	Good	\$53,894	\$65,316	\$76,737	42.4%	☒		
City of O'Fallon	Water Sewer Assistant Manager	Good	\$64,771	\$77,220	\$89,669	38.4%	☐		

Average			\$42,661	\$53,840	\$65,019	52.4%
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City of Fayetteville	Water Sewer Field Maintenance Supervisor		\$37,553	\$47,392	\$57,231	52.4%
		\$ Difference	(\$5,108)	(\$6,448)	(\$7,788)	
		% Difference	-13.6%	-13.6%	-13.6%	

APPENDIX 6.0

CURRENT PAY PLANS

2009 - 2012 FIRE DEPARTMENT PAY PLAN

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

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

2009 - 2012 POLICE PAY PLAN

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

SCHEDULED HOURS 2080

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

ADDITIONAL PAY

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

		Minimum Pay	Maximum Pay
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POLICE CAPTAIN	Annualized	\$ 55,377	\$ 78,460
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(Captains progress thru the pay range via the Merit pay system rather than the Step system)

City of Fayetteville
Job Titles and Grades

CURRENT MERIT PAY PLAN

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

City of Fayetteville
Job Titles and Grades

JOB CODE	JOB TITLE	JOB GRADE	MINIMUM	MARKET	MAXIMUM
454	MAINTENANCE WORKER IV WATER SEWER NO LICENSE	107	\$ 24,207	\$ 29,049	\$ 36,892
117	METER READER	107	\$ 24,207	\$ 29,049	\$ 36,892
252	POLICE SUPPORT SPECIALIST	107	\$ 24,207	\$ 29,049	\$ 36,892
184	SENIOR PLANNING CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
260	SENIOR SECRETARY - POLICE	107	\$ 24,207	\$ 29,049	\$ 36,892
453	SENIOR SECRETARY BUILDING SERVICES	107	\$ 24,207	\$ 29,049	\$ 36,892
443	SENIOR SECRETARY- CITY ATTORNEY	107	\$ 24,207	\$ 29,049	\$ 36,892
444	SENIOR SECRETARY- CITY CLERK	107	\$ 24,207	\$ 29,049	\$ 36,892
422	SENIOR SECRETARY- PARKS AND REC	107	\$ 24,207	\$ 29,049	\$ 36,892
476	YRCC RECREATION PROGRAM ASSISTANT II	107	\$ 24,207	\$ 29,049	\$ 36,892
346	ACCOUNT CLERK PARKING	108	\$ 25,418	\$ 30,501	\$ 38,736
261	ACCOUNTING CLERK - RECEIVABLE	108	\$ 25,418	\$ 30,501	\$ 38,736
98	BUILDING MAINTENANCE WORKER II	108	\$ 25,418	\$ 30,501	\$ 38,736
393	CONSTRUCTION MAINT WORKER IV	108	\$ 25,418	\$ 30,501	\$ 38,736
59	EQUIPMENT MECHANIC I	108	\$ 25,418	\$ 30,501	\$ 38,736
509	FLIGHT LINE OPERATIONS TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
124	MAINTENANCE WORKER IV WATER SEWER LICENSED	108	\$ 25,418	\$ 30,501	\$ 38,736
125	METER MAINTENANCE TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
161	OPERATIONS ASSISTANT	108	\$ 25,418	\$ 30,501	\$ 38,736
415	PLANNING TECH CURRENT PLANNING	108	\$ 25,418	\$ 30,501	\$ 38,736
326	PLANNING TECH LONG RANGE	108	\$ 25,418	\$ 30,501	\$ 38,736
230	PRODUCTION TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
496	PROGRAMING COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
144	PURCHASING TECHNICIAN	108	\$ 25,418	\$ 30,501	\$ 38,736
501	RECREATION COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
503	RESIDENTIAL PERMIT COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
469	UTILITIES PROJECT COORDINATOR	108	\$ 25,418	\$ 30,501	\$ 38,736
440	WAREHOUSE ATTENDANT WATER SEWER	108	\$ 25,418	\$ 30,501	\$ 38,736
18	WATER FIELD SERVICE REPRESENTATIVE	108	\$ 25,418	\$ 30,501	\$ 38,736
192	WATER/SEWER OPERATIONS CLERK	108	\$ 25,418	\$ 30,501	\$ 38,736
139	ANIMAL SERVICES OFFICER	109	\$ 26,689	\$ 32,026	\$ 40,673
249	BACKFLOW PREVENTION TECHNICIAN	109	\$ 26,689	\$ 32,026	\$ 40,673
342	CONSTRUCTION LEAD MAINTENANCE WORKER	109	\$ 26,689	\$ 32,026	\$ 40,673
399	DEPUTY COURT CLERK II	109	\$ 26,689	\$ 32,026	\$ 40,673
13	DISPATCHER	109	\$ 26,689	\$ 32,026	\$ 40,673
417	FLEET OPERATIONS ADMINISTRATIVE ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
281	ROUTE DRIVER	109	\$ 26,689	\$ 32,026	\$ 40,673
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE	109	\$ 26,689	\$ 32,026	\$ 40,673
76	SENIOR LEGAL ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
368	SR POLICE SUPPORT SPECIALIST	109	\$ 26,689	\$ 32,026	\$ 40,673
126	TRAFFIC TECHNICIAN	109	\$ 26,689	\$ 32,026	\$ 40,673
256	VETERINARY ASSISTANT	109	\$ 26,689	\$ 32,026	\$ 40,673
71	BILLING AND COLLECTIONS COORDINATOR	110	\$ 28,023	\$ 33,628	\$ 42,707
485	DESIGNER	110	\$ 28,023	\$ 33,628	\$ 42,707
491	RECYCLING ATTENDANT	110	\$ 28,023	\$ 33,628	\$ 42,707
385	RELIEF DRIVER	110	\$ 28,023	\$ 33,628	\$ 42,707
506	SENIOR CLERK-CODIFIER	110	\$ 28,023	\$ 33,628	\$ 42,707
72	ACCOUNTING CLERK - PAYABLES	111	\$ 29,424	\$ 35,309	\$ 44,842
372	ADMINISTRATIVE ASSISTANT MAYOR'S OFFICE	111	\$ 29,424	\$ 35,309	\$ 44,842
300	ADMINISTRATIVE-ASST COMMUNITY RESOURCES	111	\$ 29,424	\$ 35,309	\$ 44,842
321	BENEFITS ADMINISTRATOR	111	\$ 29,424	\$ 35,309	\$ 44,842
134	CODE COMPLIANCE OFFICER	111	\$ 29,424	\$ 35,309	\$ 44,842

City of Fayetteville
Job Titles and Grades

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

City of Fayetteville
Job Titles and Grades

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

City of Fayetteville
Job Titles and Grades

JOB CODE	JOB TITLE	JOB GRADE	MINIMUM	MARKET	MAXIMUM
389	ASSISTANT DISPATCH MANAGER	119	\$ 43,473	\$ 52,167	\$ 66,253
323	BUILDING MAINTENANCE SUPERVISOR	119	\$ 43,473	\$ 52,167	\$ 66,253
307	BUSINESS SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
371	CONTRACT GRANT FINANCIAL ACCOUNTANT	119	\$ 43,473	\$ 52,167	\$ 66,253
461	FIRE IT SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
398	PARK PLANNER II	119	\$ 43,473	\$ 52,167	\$ 66,253
344	POLICE IT SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
412	SENIOR PLANNER-CURRENT PLANNING	119	\$ 43,473	\$ 52,167	\$ 66,253
253	SYSTEMS ANALYST	119	\$ 43,473	\$ 52,167	\$ 66,253
366	DATABASE ADMINISTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
22	DISTRICT COURT ADMINSTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
200	GIS COORDINATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
354	SYSTEMS ADMINSTRATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
375	TRAILS COORDINATOR	120	\$ 45,646	\$ 54,776	\$ 69,565
288	NETWORK ENGINEER	121	\$ 47,929	\$ 57,514	\$ 73,043
486	PARK PLANNING SUPT	121	\$ 47,929	\$ 57,514	\$ 73,043
401	POLICE IT MANAGER	121	\$ 47,929	\$ 57,514	\$ 73,043
189	RECREATION SUPERINTENDENT	121	\$ 47,929	\$ 57,514	\$ 73,043
408	ACCOUNTING MANAGER- PAYROLL AND PENSION	122	\$ 50,325	\$ 60,390	\$ 76,696
68	ACCOUNTING MANAGER-INVESTMENT AND CASH	122	\$ 50,325	\$ 60,390	\$ 76,696
314	AIRPORT DIRECTOR	122	\$ 50,325	\$ 60,390	\$ 76,696
23	ANIMAL SERVICES SUPERINTENDENT	122	\$ 50,325	\$ 60,390	\$ 76,696
455	ASSISTANT TRANSPORTATION MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
394	ASSISTANT WATER/SEWER OPERATIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
58	BILLING AND COLLECTIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
19	BUILDING OFFICIAL- SAFETY	122	\$ 50,325	\$ 60,390	\$ 76,696
14	CITY CLERK/TREASURER	122	\$ 50,325	\$ 60,390	\$ 76,696
290	HUMAN RESOURCES ADMINISTRATOR	122	\$ 50,325	\$ 60,390	\$ 76,696
347	MANAGMENT ACCOUNTING COORDINATOR	122	\$ 50,325	\$ 60,390	\$ 76,696
274	PARKING AND TELECOMMUNICATIONS MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
254	PARKS MAINT SUPERINTENDENT	122	\$ 50,325	\$ 60,390	\$ 76,696
132	PURCHASING MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
284	SR PROGRAMMER/ANALYST	122	\$ 50,325	\$ 60,390	\$ 76,696
327	SUPPORT SERVICES MANAGER	122	\$ 50,325	\$ 60,390	\$ 76,696
473	COMMUNICATIONS AND MARKETING DIRECTOR	123	\$ 52,841	\$ 63,410	\$ 80,530
84	COMMUNITY SERVICES DIRECTOR	123	\$ 52,841	\$ 63,410	\$ 80,530
493	DIRECTOR OF INTERNAL CONSULTING	123	\$ 52,841	\$ 63,410	\$ 80,530
88	DISPATCH MANAGER	123	\$ 52,841	\$ 63,410	\$ 80,530
85	INTERNAL AUDITOR	123	\$ 52,841	\$ 63,410	\$ 80,530
390	SENIOR HR OFFICER	124	\$ 55,483	\$ 66,580	\$ 84,557
90	STAFF ENGINEER	124	\$ 55,483	\$ 66,580	\$ 84,557
435	STAFF ENGINEER WATER AND WASTEWATER	124	\$ 55,483	\$ 66,580	\$ 84,557
268	VETERINARIAN	124	\$ 55,483	\$ 66,580	\$ 84,557
470	CONSTRUCTION AND CONTRACT MANAGER	125	\$ 58,258	\$ 69,909	\$ 88,785
492	DIRECTOR SUSTAINABILITY AND STRATEGIC PLANNING	125	\$ 58,258	\$ 69,909	\$ 88,785
15	ACCOUNTING DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
154	ASSISTANT CITY ATTORNEY	126	\$ 61,171	\$ 73,405	\$ 93,224
367	ASST CITY ENGINEER	126	\$ 61,171	\$ 73,405	\$ 93,224
267	BUDGET DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
287	DEPUTY CITY PROSECUTOR	126	\$ 61,171	\$ 73,405	\$ 93,224
20	FLEET OPERATIONS SUPERINTENDENT	126	\$ 61,171	\$ 73,405	\$ 93,224
45	HUMAN RESOURCES DIRECTOR	126	\$ 61,171	\$ 73,405	\$ 93,224

City of Fayetteville Job Titles and Grades

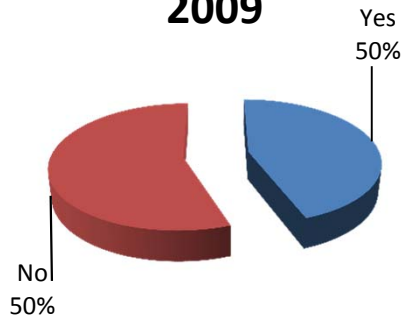
[illegible]

APPENDIX 7.0

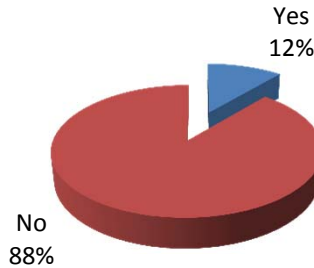
SUPPLEMENTAL SURVEY QUESTIONS AND DATA SUMMARY

City of Fayetteville, AR Supplemental Survey Results Summary

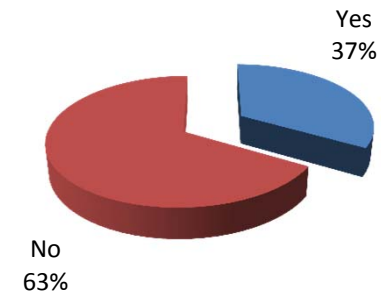
**Structure Change
2009**



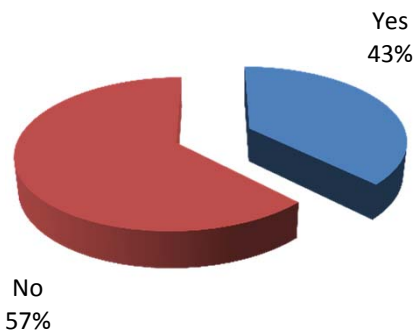
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2010**



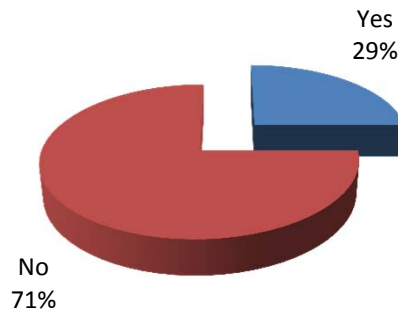
**Structure Change
2011**



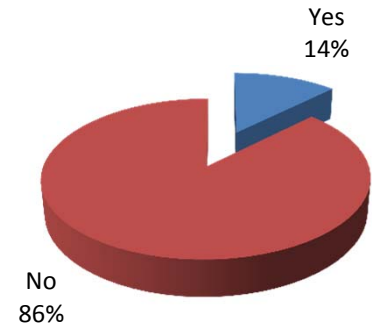
COLA Increase 2009



COLA Increase 2010

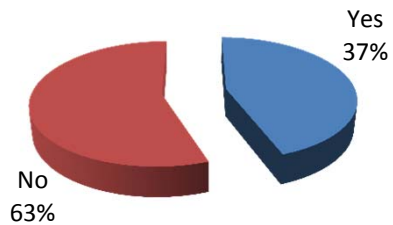


COLA Increase 2011

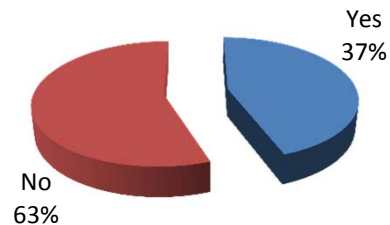


City of Fayetteville, AR Supplemental Survey Summary

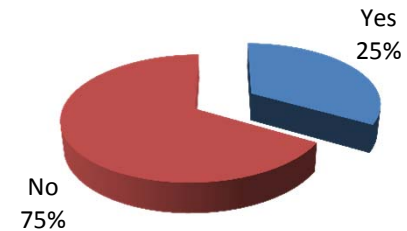
**Other Pay Increases
2009**



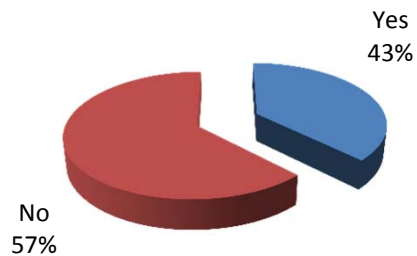
**Other Pay Increases
2010**



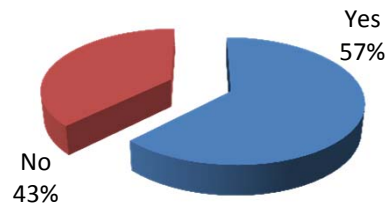
**Other Pay Increases
2011**



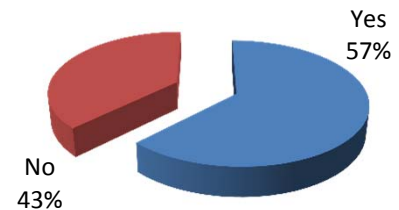
**Increase Insurance
Cost for EE 2009**



**Increase Insurance
Cost for EE 2010**



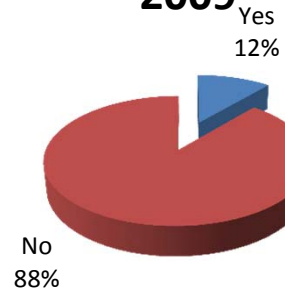
**Increase Insurance
Cost for EE 2011**



City of Fayetteville, AR Supplemental Survey Summary

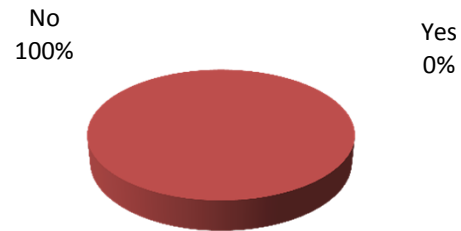
Furloughs/Lay Offs

2009



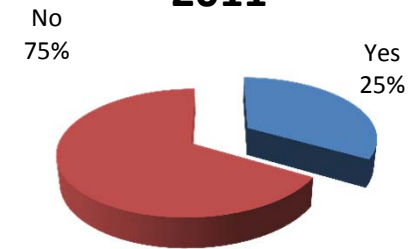
Furloughs/Layoffs

2010



Furloughs/Lay Offs

2011



City of Fayetteville, AR Supplemental Survey Responses

<u>Overall Structure Increase</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>Yes 2009</u>	<u>No 2009</u>	<u>Yes 2010</u>	<u>No 2010</u>	<u>Yes 2011</u>	<u>No 2011</u>
Bosier City, LA	N	N	N	4	5	1	8	3	6
College Station, TX	N	N	N						
Florissant, MO	N	N	Y						
Joplin, MO	Y	Y	Y						
Lee's Summit, MO	N	N	N						
O'Fallon, MO	Y	N	N						
Springfield, MO	N	N	Y						
State of Arkansas	Y	N	N						
University of Arkansas	Y	N	N						

City of Fayetteville, AR Supplemental Survey Results

<u>COLA</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>Yes 2009</u>	<u>No 2009</u>	<u>Yes 2010</u>	<u>No 2010</u>	<u>Yes 2011</u>	<u>No 2011</u>
Bosier City, LA	Y	N	N	3	5	2	6	1	7
College Station, TX	N	N	N						
Florissant, MO	N	N	N						
Joplin, MO	N	N	N						
Lee's Summit, MO	N	N	N						
Springfield, MO	N	N	Y						
State of Arkansas	Y	Y	N						
University of Arkansas	Y	Y	N						

City of Fayetteville, AR Supplemental Survey Results

<u>Other Increase</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>Yes 2009</u>	<u>No 2009</u>	<u>Yes 2010</u>	<u>No 2010</u>	<u>Yes 2011</u>	<u>No 2011</u>
Bosier City, LA	N	N	N	4	5	4	5	3	6
College Station, TX	Y	Y	Y						
Florissant, MO	N	N	Y						
Joplin, MO	N	N	N						
Lee's Summit, MO	Y	Y	N						
O'Fallon, MO	N	N	N						
Springfield, MO	N	N	Y						
State of Arkansas	Y	Y	N						
University of Arkansas	Y	Y	N						

City of Fayetteville, AR Supplemental Survey Results

<u>EE Insurance Cost Increase</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>Yes 2009</u>	<u>No 2009</u>	<u>Yes 2010</u>	<u>No 2010</u>	<u>Yes 2011</u>	<u>No 2011</u>
Bosier City, LA	N	Y	N	3	5	5	3	5	3
College Station, TX	N	Y	Y						
Florissant, MO	N	N	N						
Joplin, MO	N	N	Y						
O'Fallon, MO	Y	Y	Y						
Springfield, MO	N	N	N						
State of Arkansas	Y	Y	Y						
University of Arkansas	Y	Y	Y						

City of Fayetteville, AR Supplemental Survey Results

<u>Furlough</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>Yes 2009</u>	<u>No 2009</u>	<u>Yes 2010</u>	<u>No 2010</u>	<u>Yes 2011</u>	<u>No 2011</u>
Bosier City, LA	Y	N	N	1	8	0	9	3	6
College Station, TX	N	N	Y						
Florissant, MO	N	N	N						
Joplin, MO	N	N	N						
Lee's Summit, MO	N	N	N						
O'Fallon, MO	N	N	N						
Springfield, MO	N	N	N						
State of Arkansas	N	N	Y						
University of Arkansas	N	N	Y						

Handed out at the City Council Meeting. 3/5/13



THE CITY OF FAYETTEVILLE, ARKANSAS
DEPARTMENT CORRESPONDENCE

www.accessfayetteville.org

CITY COUNCIL AGENDA MEMO

To: Fayetteville City Council

Thru: Mayor Lioneld Jordan

From: Don Marr, Chief of Staff *DM*
Michele Bechhold, Senior HR Officer *MB*

Date: March 5, 2013

Subject: Merit Pay Grid and Revised MAG Salary Survey Report

Please find attached two new documents for the Employee Compensation Adjustment Council item.

The first document is the Proposed 2013 Merit Pay Grid.

The second document is a revised Salary Survey Report. This revised report corrects Battalion Chief pay information on five separate pages as listed below. The page numbers listed refer to the page numbers in the electronic PDF copy. For your convenience, a separate, five page PDF document comprised of only the revised pages is also included.

Page 8	Appendix 1.0, Fayetteville Proposed 2013 Fire Department Pay Plan
Page 19	Appendix 2.0, Salary Survey Results for Fayetteville 2012 with GCD – Fire
Page 23	Appendix 3.0, Salary Survey Results for Fayetteville 2012 with GCD, Battalion Chief
Page 84	Appendix 4.0, Salary Survey Results for Fayetteville 2012 without GCD – Fire
Page 88	Appendix 5.0 Salary Survey Results for Fayetteville without GCD, Battalion Chief

Staff is available if you have any questions.

FAYETTEVILLE PROPOSED 2013 FIRE DEPARTMENT PAY PLAN

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Firefighter	ANNUALIZED	\$ 33,469	\$ 35,125	\$ 36,781	\$ 38,437	\$ 40,093	\$ 41,749	\$ 43,405	\$ 45,061	\$ 46,717	\$ 48,373
	HOURLY RATE - SHIFT	\$ 11.493	\$ 12.062	\$ 12.631	\$ 13.199	\$ 13.768	\$ 14.337	\$ 14.905	\$ 15.474	\$ 16.043	\$ 16.612
	40 HR WK RT RATE	\$ 16.091	\$ 16.887	\$ 17.683	\$ 18.479	\$ 19.275	\$ 20.072	\$ 20.868	\$ 21.664	\$ 22.460	\$ 23.256
Driver	ANNUALIZED	\$ 41,579	\$ 42,915	\$ 44,251	\$ 45,587	\$ 46,923	\$ 48,259	\$ 49,595	\$ 50,931	\$ 52,267	\$ 53,603
	HOURLY RATE - SHIFT	\$ 14.279	\$ 14.737	\$ 15.196	\$ 15.655	\$ 16.114	\$ 16.572	\$ 17.031	\$ 17.490	\$ 17.949	\$ 18.408
	40 HR WK RT RATE	\$ 19.990	\$ 20.632	\$ 21.275	\$ 21.917	\$ 22.559	\$ 23.201	\$ 23.844	\$ 24.486	\$ 25.128	\$ 25.771
Captain	ANNUALIZED	\$ 51,576	\$ 53,429	\$ 55,283	\$ 57,136	\$ 58,990	\$ 60,843	\$ 62,697	\$ 64,550	\$ 66,404	\$ 68,257
	HOURLY RATE - SHIFT	\$ 17.712	\$ 18.348	\$ 18.985	\$ 19.621	\$ 20.258	\$ 20.894	\$ 21.530	\$ 22.167	\$ 22.803	\$ 23.440
	40 HR WK RT RATE	\$ 24.796	\$ 25.687	\$ 26.578	\$ 27.469	\$ 28.361	\$ 29.252	\$ 30.143	\$ 31.034	\$ 31.925	\$ 32.816
Battalion Chief	ANNUALIZED	\$ 58,347	\$ 60,403	\$ 62,459	\$ 64,515	\$ 66,572	\$ 68,628	\$ 70,684	\$ 72,740	\$ 74,796	\$ 76,852
	HOURLY RATE - SHIFT	\$ 20.037	\$ 20.743	\$ 21.449	\$ 22.155	\$ 22.861	\$ 23.567	\$ 24.273	\$ 24.979	\$ 25.685	\$ 26.391
	40 HR WK RT RATE	\$ 28.051	\$ 29.040	\$ 30.029	\$ 31.017	\$ 32.006	\$ 32.994	\$ 33.983	\$ 34.971	\$ 35.960	\$ 36.948

SHIFT PERSONNEL SCHEDULED HOURS

2912

DAY PERSONNEL SCHEDULED HOURS

2080

SCHEDULE INCLUDES COMPENSATION FOR ALL RECOGNIZED HOLIDAYS

ADDITIONAL PAY

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

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

Salary Survey Results for Fayetteville 2012 with GCD - Fire

Job Class Title	Averages For Each Job Class					City of Fayetteville					
	Min	Max	Start	Avg	Actual	Range Width	Min		Max	Range Width	
FIREFIGHTER	\$33,138	\$47,894				44.5%	\$31,037	-6.8%	\$44,690	-7.2%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41,167	\$53,072				28.9%	\$37,179	-10.7%	\$51,734	-2.6%	39.1%
FIRE CAPTAIN	\$51,065	\$67,581				32.3%	\$43,039	-18.6%	\$59,889	-12.8%	39.2%
BATTALION CHIEF	\$57,769	\$76,091			\$66,716	31.7%	\$49,823	-15.9%	\$69,329	-9.8%	39.2%
Survey Averages	\$45,785	\$61,159			\$66,716	34.38%	\$40,270	-13.70%	\$56,411	-8.42%	40.08%

Salary Survey Results for Fayetteville 2012 with GCD

BATTALION CHIEF

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

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Good				☐		\$66,716
City of Joplin	Battalion Chief	Good	\$42,602	\$64,323	51.0%	☐		
City of Jonesboro	Battalion Chief	Good	\$48,441	\$72,663	50.0%	☐		
City of Springfield	Battalion Chief	Good	\$48,967	\$62,502	27.6%	☐		
City of Lee's Summit	Battalion Chief	Good	\$50,616	\$72,115	42.5%	☐		
City of Springdale	Battalion Chief	Good	\$50,747	\$76,121	50.0%	☐		
City of Columbia	Fire Battalion Chief	Good	\$50,791	\$73,835	45.4%	☐		
City of Bentonville	Battalion Chief	Good	\$52,399	\$81,901	56.3%	☐		
City of St. Joseph	Battalion Chief	Good	\$53,257	\$65,419	22.8%	☐		
City of Manhattan	Battalion Chief	Good	\$54,402	\$86,187	58.4%	☐		
City of Conway	Battalion Chief and District/Division Chief	Good	\$57,413	\$66,039	15.0%	☐		
City of Little Rock, AR	Battalion Chief	Good	\$67,004	\$83,155	24.1%	☐		
City of Fort Smith	Battalion Chief	Good	\$67,161	\$75,556	12.5%	☐		
City of College Station	Battalion Chief	Good	\$68,025	\$92,616	36.1%	☐		
City of Rogers	Battalion Chief	Good	\$69,068	\$79,664	15.3%	☐		
City of Midwest City	Assistant Chief	Good	\$85,639	\$89,273	4.2%	☐		
Average			\$57,769	\$76,091	31.7%			\$66,716

City of Fayetteville	Battalion Chief		\$49,823	\$69,329	39.2%
		\$ Difference	(\$7,946)	(\$6,762)	
		% Difference	-15.9%	-9.8%	

Salary Survey Results for Fayetteville 2012 without GCD - Fire

Job Class Title	Averages For Each Job Class						City of Fayetteville		
	Min	Max	Start	Avg	Actual	Range Width	Min	Max	Range Width
FIREFIGHTER	\$33,427	\$48,277				44.4%	\$31,037 -7.7%	\$44,690 -8.0%	44.0%
DRIVER/OPERATOR/FIREFIGHTER	\$41,558	\$53,546				28.8%	\$37,179 -11.8%	\$51,734 -3.5%	39.1%
FIRE CAPTAIN	\$51,499	\$68,118				32.3%	\$43,039 -19.7%	\$59,889 -13.7%	39.2%
BATTALION CHIEF	\$58,114	\$76,513			\$68,008	31.7%	\$49,823 -16.6%	\$69,329 -10.4%	39.2%
Survey Averages	\$46,149	\$61,614			\$68,008	34.30%	\$40,270 -14.60%	\$56,411 -9.22%	40.08%

Salary Survey Results for Fayetteville 2012 without GCD

BATTALION CHIEF

Descrip	Supervision of all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire department personnel and enforcement of City and Department policies and procedures.
Quals	High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Fire Captain with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination, (six years of general experience and one year of management experience).

Respondent	Matching Title	Match	Min	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Good				☐		\$68,008
City of Joplin	Battalion Chief	Good	\$40,963	\$61,849	51.0%	☐		
City of Jonesboro	Battalion Chief	Good	\$47,076	\$70,615	50.0%	☐		
City of Springfield	Battalion Chief	Good	\$49,213	\$62,816	27.6%	☐		
City of Springdale	Battalion Chief	Good	\$50,696	\$76,045	50.0%	☐		
City of Columbia	Fire Battalion Chief	Good	\$51,617	\$75,036	45.4%	☐		
City of Bentonville	Battalion Chief	Good	\$51,727	\$80,850	56.3%	☐		
City of Manhattan	Battalion Chief	Good	\$53,231	\$84,332	58.4%	☐		
City of St. Joseph	Battalion Chief	Good	\$55,592	\$68,287	22.8%	☐		
City of Lee's Summit	Battalion Chief	Good	\$57,388	\$81,763	42.5%	☐		
City of Conway	Battalion Chief and District/Division Chief	Good	\$57,528	\$66,171	15.0%	☐		
City of Fort Smith	Battalion Chief	Good	\$65,205	\$73,356	12.5%	☐		
City of College Station	Battalion Chief	Good	\$67,552	\$91,972	36.1%	☐		
City of Little Rock, AR	Battalion Chief	Good	\$68,371	\$84,852	24.1%	☐		
City of Rogers	Battalion Chief	Good	\$68,519	\$79,032	15.3%	☐		
City of Midwest City	Assistant Chief	Good	\$87,031	\$90,725	4.2%	☐		
Average			\$58,114	\$76,513	31.7%			\$68,008

City of Fayetteville	Battalion Chief	\$49,823	\$69,329	39.2%
\$ Difference		(\$8,291)	(\$7,184)	
% Difference		-16.6%	-10.4%	

PROPOSED 2013 THREE TIER MERIT PAY GRID

GRADE	ANNUALIZED SALARY				****HOURLY RATE		
	MINIMUM	MARKET	MAXIMUM		MINIMUM	MARKET	MAXIMUM
TIER 1							
101	\$ 19,997	\$ 23,996	\$ 30,475		\$ 9.614	\$ 11.537	\$ 14.652
102	\$ 20,996	\$ 25,195	\$ 31,998		\$ 10.094	\$ 12.113	\$ 15.384
103	\$ 22,046	\$ 26,455	\$ 33,598		\$ 10.599	\$ 12.719	\$ 16.153
104	\$ 23,148	\$ 27,778	\$ 35,278		\$ 11.129	\$ 13.355	\$ 16.961
105	\$ 24,306	\$ 29,167	\$ 37,042		\$ 11.686	\$ 14.023	\$ 17.809
106	\$ 25,521	\$ 30,625	\$ 38,894		\$ 12.270	\$ 14.724	\$ 18.699
107/108**	\$ 26,798	\$ 32,157	\$ 40,840		\$ 12.883	\$ 15.460	\$ 19.634
TIER 2							
109	\$ 28,041	\$ 33,650	\$ 42,735		\$ 13.481	\$ 16.178	\$ 20.546
110	\$ 29,444	\$ 35,333	\$ 44,873		\$ 14.156	\$ 16.987	\$ 21.573
111	\$ 30,916	\$ 37,099	\$ 47,116		\$ 14.863	\$ 17.836	\$ 22.652
112	\$ 32,461	\$ 38,954	\$ 49,471		\$ 15.606	\$ 18.728	\$ 23.784
113	\$ 34,085	\$ 40,902	\$ 51,945		\$ 16.387	\$ 19.664	\$ 24.974
114	\$ 35,788	\$ 42,946	\$ 54,542		\$ 17.206	\$ 20.647	\$ 26.222
115	\$ 37,578	\$ 45,094	\$ 57,269		\$ 18.066	\$ 21.680	\$ 27.533
116	\$ 39,457	\$ 47,349	\$ 60,133		\$ 18.970	\$ 22.764	\$ 28.910
TIER 3							
117	\$ 40,274	\$ 48,330	\$ 61,379		\$ 19.363	\$ 23.235	\$ 29.509
118	\$ 42,288	\$ 50,746	\$ 64,448		\$ 20.331	\$ 24.397	\$ 30.984
119	\$ 44,403	\$ 53,283	\$ 67,670		\$ 21.347	\$ 25.617	\$ 32.534
120	\$ 46,623	\$ 55,948	\$ 71,054		\$ 22.415	\$ 26.898	\$ 34.161
121	\$ 48,954	\$ 58,745	\$ 74,606		\$ 23.535	\$ 28.243	\$ 35.868
122	\$ 51,402	\$ 61,682	\$ 78,337		\$ 24.712	\$ 29.655	\$ 37.662
123	\$ 53,972	\$ 64,767	\$ 82,254		\$ 25.948	\$ 31.138	\$ 39.545
124	\$ 56,670	\$ 68,005	\$ 86,366		\$ 27.245	\$ 32.695	\$ 41.522
125	\$ 59,504	\$ 71,405	\$ 90,684		\$ 28.608	\$ 34.329	\$ 43.598
126	\$ 62,480	\$ 74,976	\$ 95,219		\$ 30.038	\$ 36.046	\$ 45.779
127	\$ 65,603	\$ 78,724	\$ 99,980		\$ 31.540	\$ 37.848	\$ 48.067
128	\$ 68,884	\$ 82,661	\$ 104,979		\$ 33.117	\$ 39.741	\$ 50.471
129	\$ 72,328	\$ 86,793	\$ 110,228		\$ 34.773	\$ 41.728	\$ 52.994
130	\$ 75,944	\$ 91,133	\$ 115,739		\$ 36.512	\$ 43.814	\$ 55.644
131	\$ 79,741	\$ 95,690	\$ 121,526		\$ 38.337	\$ 46.005	\$ 58.426
132	\$ 83,728	\$ 100,474	\$ 127,602		\$ 40.254	\$ 48.305	\$ 61.347
133	\$ 87,915	\$ 105,498	\$ 133,983		\$ 42.267	\$ 50.720	\$ 64.415
134	\$ 92,310	\$ 110,773	\$ 140,682		\$ 44.380	\$ 53.256	\$ 67.635

** The new grid implementation moves all positions graded 107 and 108 into the same grade as a market equity adjustment. After averaging, the market is not recognizing a difference in pay at these two grade levels. Moving forward, jobs in grades 107 and 108 will be listed on the pay grid with one pay range labeled 107/108. From a status change standpoint, employee movement from a position graded 107 to 108 will not be a promotion; it will be a lateral move.

****NOTE: The hourly rates listed above will be rounded to two decimal places upon implementation.

PROPOSED 2013 MERIT PAY GRID TIER 1 (10.70% Increase)

GRADE	MINIMUM	MARKET	MAXIMUM		MINIMUM HOURLY	MARKET HOURLY	MAXIMUM HOURLY
101	\$ 19,997	\$ 23,996	\$ 30,475		\$ 9.614	\$ 11.537	\$ 14.652
102	\$ 20,996	\$ 25,195	\$ 31,998		\$ 10.094	\$ 12.113	\$ 15.384
103	\$ 22,046	\$ 26,455	\$ 33,598		\$ 10.599	\$ 12.719	\$ 16.153
104	\$ 23,148	\$ 27,778	\$ 35,278		\$ 11.129	\$ 13.355	\$ 16.961
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106	\$ 25,521	\$ 30,625	\$ 38,894		\$ 12.270	\$ 14.724	\$ 18.699
107/108**	\$ 26,798	\$ 32,157	\$ 40,840		\$ 12.883	\$ 15.460	\$ 19.634

** The new grid implementation moves all positions graded 107 and 108 into the same grade as a market equity adjustment. After averaging, the market is not recognizing a difference in pay at these two grade levels. Moving forward, jobs in grades 107 and 108 will be listed on the pay grid with one pay range labeled 107/108. From a status change standpoint, employee movement from a position graded 107 to 108 will not be a promotion; it will be a lateral move.

PROPOSED 2013 MERIT PAY GRID TIER 2 (5.07% Increase)

GRADE	MINIMUM	MARKET	MAXIMUM		MINIMUM HOURLY	MARKET HOURLY	MAXIMUM HOURLY
109	\$ 28,041	\$ 33,650	\$ 42,735		\$ 13.481	\$ 16.178	\$ 20.546
110	\$ 29,444	\$ 35,333	\$ 44,873		\$ 14.156	\$ 16.987	\$ 21.573
111	\$ 30,916	\$ 37,099	\$ 47,116		\$ 14.863	\$ 17.836	\$ 22.652
112	\$ 32,461	\$ 38,954	\$ 49,471		\$ 15.606	\$ 18.728	\$ 23.784
113	\$ 34,085	\$ 40,902	\$ 51,945		\$ 16.387	\$ 19.664	\$ 24.974
114	\$ 35,788	\$ 42,946	\$ 54,542		\$ 17.206	\$ 20.647	\$ 26.222
115	\$ 37,578	\$ 45,094	\$ 57,269		\$ 18.066	\$ 21.680	\$ 27.533
116	\$ 39,457	\$ 47,349	\$ 60,133		\$ 18.970	\$ 22.764	\$ 28.910

PROPOSED 2013 MERIT PAY GRID TIER 3 (2.14% Increase)

GRADE	MINIMUM	MARKET	MAXIMUM		MINIMUM HOURLY	MARKET HOURLY	MAXIMUM HOURLY
117	\$ 40,274	\$ 48,330	\$ 61,379		\$ 19.363	\$ 23.235	\$ 29.509
118	\$ 42,288	\$ 50,746	\$ 64,448		\$ 20.331	\$ 24.397	\$ 30.984
119	\$ 44,403	\$ 53,283	\$ 67,670		\$ 21.347	\$ 25.617	\$ 32.534
120	\$ 46,623	\$ 55,948	\$ 71,054		\$ 22.415	\$ 26.898	\$ 34.161
121	\$ 48,954	\$ 58,745	\$ 74,606		\$ 23.535	\$ 28.243	\$ 35.868
122	\$ 51,402	\$ 61,682	\$ 78,337		\$ 24.712	\$ 29.655	\$ 37.662
123	\$ 53,972	\$ 64,767	\$ 82,254		\$ 25.948	\$ 31.138	\$ 39.545
124	\$ 56,670	\$ 68,005	\$ 86,366		\$ 27.245	\$ 32.695	\$ 41.522
125	\$ 59,504	\$ 71,405	\$ 90,684		\$ 28.608	\$ 34.329	\$ 43.598
126	\$ 62,480	\$ 74,976	\$ 95,219		\$ 30.038	\$ 36.046	\$ 45.779
127	\$ 65,603	\$ 78,724	\$ 99,980		\$ 31.540	\$ 37.848	\$ 48.067
128	\$ 68,884	\$ 82,661	\$ 104,979		\$ 33.117	\$ 39.741	\$ 50.471
129	\$ 72,328	\$ 86,793	\$ 110,228		\$ 34.773	\$ 41.728	\$ 52.994
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134	\$ 92,310	\$ 110,773	\$ 140,682		\$ 44.380	\$ 53.256	\$ 67.635

Mayor Lioneld Jordan
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

Ward 1 Position 1 – Adella Gray
Ward 1 Position 2 – Sarah Marsh
Ward 2 Position 1 – Mark Kinion
Ward 2 Position 2 – Matthew Petty
Ward 3 Position 1 – Justin Tennant
Ward 3 Position 2 – Martin W. Schoppmeyer, Jr.
Ward 4 Position 1 – Rhonda Adams
Ward 4 Position 2 – Alan T. Long

**Tentative Agenda
City of Fayetteville Arkansas
City Council Meeting
March 05, 2013**

A meeting of the Fayetteville City Council will be held on March 05, 2013 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Call to Order

Roll Call

Pledge of Allegiance

Mayor's Announcements, Proclamations and Recognitions:

City Council Meeting Presentations, Reports and Discussion Items:

Agenda Additions:

A. Consent:

1. Approval of the February 19, 2013 City Council meeting minutes.
2. **2013 Overlay/Sidewalk Projects:** A resolution approving the Transportation Division Overlay/Sidewalk Projects list for 2013.
3. **Transportation Bond Trail Improvements:** A resolution approving a budget adjustment in the total amount of \$4,296.00 recognizing unappropriated bond monies for trail improvements.

4. **Ozarks Electric Cooperative Corporation Easement:** A resolution authorizing the transfer of an easement interest to Ozarks Electric Cooperative Corporation on certain city-owned property near the Noland Wastewater Treatment Facility to provide for a relocation of electrical utility service.
5. **Bid #13-16 Scurlock Industries:** A resolution awarding Bid #13-16 and authorizing the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the total amount of \$71,404.71 for the construction of a trail tunnel for the TSA LA GI Trail, and approving a five percent (5%) project contingency.
6. **Mahler Property Donation:** A resolution authorizing acceptance of a donation of 1.21 acres of property from Lori and Alex Mahler near Cato Springs Road to be utilized for the future Cato Springs Trail Trailhead.
7. **Garland Avenue Widening and Improvement Project:** A resolution approving a settlement agreement with Glen David Wilson, Trustee, Timothy Hinkle, Trustee, and Linda Hinkle regarding condemnation litigation filed as part of the N. Garland Avenue Widening and Improvement Project.

B. Unfinished Business:

1. **McClelland Consulting Engineers:** A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00. ***This resolution was tabled at the February 19, 2013 City Council meeting to the March 5, 2013 City Council meeting.***

C. New Business:

1. **VAC 13-4298 (1253 W. Showroom Dr./Fiat of Fayetteville):** An ordinance approving VAC 13-4298 submitted by Crafton Tull and Associates for property located at 1253 West Showroom Drive to vacate an utility easement, a total of 0.08 acres.
2. **Illinois River Watershed Partnership:** An ordinance waiving the requirement for bids by applying §34.23(F) Purchases and Contracts Not in Excess of \$20,000.00 of the Fayetteville Code of Ordinances and approving a contract with the Illinois River Watershed Partnership in the amount of \$10,000.00 for watershed education and planning services.
3. **Regional Urban Stormwater Education Program:** An ordinance waiving the requirements of formal competitive bidding and approving a Memorandum of Understanding with the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

4. **Amend Chapter 166 Development:** An ordinance amending subsection 166.04(l)(ii)(f) of Chapter 166 Development of the Unified Development Code to change the dedication ratios related to Parkland Dedications.
5. **Wedington Corridor Neighborhood Master Plan:** A resolution to adopt the Wedington Corridor Neighborhood Master Plan vision document and illustrative master plan.
6. **2013 Employee Compensation:** **This is a place holder item. The completed agenda packet will be presented at Agenda Session.**

D. City Council Agenda Session Presentations:

1. **Tyson Building Demolition Plan Discussion – David Jurgens and Paul Becker**

E. City Council Tours:

1. **April 8, 2013 5:00 PM**
Westside Wastewater Treatment Plant
- May 6, 2013 5:00 PM**
Noland Wastewater Treatment Plant and Biosolids Management Site

F. Announcements:

Adjournment:

NOTICE TO MEMBERS OF THE AUDIENCE

All interested persons may address the City Council on agenda items of New and Old Business. Please wait for the Mayor to request public comment and then come to the podium, give your name, address, and comments about the agenda item. Please address only the Mayor. Questions are usually answered by the Mayor, Aldermen or Staff after the public comment period is over. Please keep your comments brief and respectful. Each person is only allowed one turn at the microphone for discussion of an agenda item.

All cell phones must be silenced and may not be used within the City Council Chambers.

Below is a portion of the **Rules of Order and Procedure of the Fayetteville City Council** pertaining to City Council meetings:

Agenda additions. A new item which is requested to be added to the agenda at a City Council meeting should only be considered if it requires immediate City Council consideration and if the normal agenda setting process is not practical. The City Council may only place such new item on the City Council meeting's agenda by suspending the rules by two-thirds vote. Such agenda addition shall be heard prior to the Consent Agenda.

Consent Agenda. Consent Agenda items shall be read by the Mayor and voted upon as a group without discussion by the City Council. If an Alderman wishes to comment upon or discuss a Consent Agenda item, that item shall be removed and considered immediately after the Consent Agenda has been voted upon.

Old business and new business.

Presentations by staff and applicants. Agenda items shall be introduced by the Mayor and, if an ordinance, read by the City Attorney. City staff shall then present a report. An agenda applicant (city contractor, rezoning or development applicant, etc.) may present its proposal only during this presentation period, but may be recalled by an alderman later to answer questions. Staff and applicants may use electronic visual aids in a City Council meeting as part of their presentation.

Public comments. Public comment shall be allowed for all members of the audience on all items of old and new business and subjects of public hearings. No electronic visual aid presentations shall be allowed, but the public may submit photos, petitions, etc. to be distributed to the City Council. If a member of the public wishes for the City Clerk to distribute materials to the City Council before its meeting, such materials should be supplied to the City Clerk office no later than 9:00 a.m. on the day of the City Council meeting. Any member of the public shall first state his or her name and address, followed by a concise statement of the person's position on the question under discussion. Repetitive comments should be avoided; this applies to comments made previously either to the City Council or to the Planning Commission when those Planning Commission minutes have been provided to the Aldermen. All remarks shall be addressed to the Mayor or the City Council as a whole and not to any particular member of the City Council. No person other than the Aldermen and the person having the floor shall be permitted to enter into any discussions without permission of the Mayor. No questions shall be directed to an Alderman or city staff member except through the Mayor.

Courtesy and respect. All members of the public, all city staff and elected officials shall accord the utmost courtesy and respect to each other at all times. All shall refrain from rude or derogatory remarks, reflections as to integrity, abusive comments and statements about motives or personalities. Any member of the public who violates these standards shall be ruled out of order by the Mayor, must immediately cease speaking and shall leave the podium.

Interpreters or TDD for hearing impaired are available for all City Council meetings, a 72 hour advance notice is required. For further information or to request an interpreter, please call 575-8330.

A copy of the complete City Council agenda is available at accessfayetteville.org or in the office of the City Clerk, 113 W. Mountain, Fayetteville, Arkansas.

City of Fayetteville Staff Review Form

A. 2
2013 Overlay/Sidewalk Projects
Page 1 of 10

**City Council Agenda Items
and
Contracts, Leases or Agreements**

3/5/2013

City Council Meeting Date
Agenda Items Only

John Nelson

Submitted By

Transportation

Division

Transportation Services

Department

Action Required:

A resolution approving the Transportation Division Overlay/Sidewalk Project list for 2013.

\$ -

Cost of this request

\$ -

Category / Project Budget

Program Category / Project Name

\$ -

Account Number

Funds Used to Date

Program / Project Category Name

\$ -

Project Number

Remaining Balance

Fund Name

Budgeted Item

☒

Budget Adjustment Attached

☐

Terry A. Gully
Department Director

2-7-13
Date

Previous Ordinance or Resolution # 5173

J. B. Kelly
City Attorney

2-8-13
Date

Original Contract Date:

Original Contract Number:

Paul A. Babin
Finance and Internal Services Director

2-8-2013
Date

Received in City Clerk's Office 2-03-13 P02:23 RCVD
WBS

Don Man
Chief of Staff

2-8-13
Date

Received in Mayor's Office



Frank Jordan
Mayor

2/9/13
Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor Jordan and City Council

Thru: Don Marr, Chief of Staff
Terry Gulley, Transportation Services Department Director *TJG*

From: John Nelson, Management Accounting Coordinator

Date: February 7, 2013

Subject: Approval of 2013 Overlay/Sidewalk Projects

PROPOSAL:

Staff and the Street Committee recommend a resolution approving the Transportation Division overlay/sidewalks projects list for 2013. The 2013 project list was presented to the Street Committee on February 4, 2013. The Street Committee requests the final list be presented to the City Council for its approval by resolution in accordance with Ordinance No. 5173.

RECOMMENDATION:

Each year the Transportation Division reviews the need for street overlays based on existing conditions of streets. The In-House Pavement Improvements program includes asphalt, curb and guttering, pavement striping, and preparation costs for the overlays. The Sidewalk Improvements program improves the connectivity of the sidewalk system by constructing new sidewalk and replacing or repairing sidewalks throughout the city. This project also includes funding for ADA accessible ramps required for the In-House Pavement Improvements.

The 2013 overlay project primary list proposes a total of 36,508 linear feet or 6.8 miles summarized by ward as follows:

Ward #1	12,267 linear feet	(2.3 miles)
Ward #2	8,577 linear feet	(1.6 miles)
Ward #3	8,575 linear feet	(1.6 miles)
Ward #4	7,089 linear feet	(1.3 miles)

The plan also includes an additional 5.1 miles of streets for micro seal and an alternate list of asphalt overlays.

The 2013 sidewalk improvements project list proposes a total of 27,348 linear feet summarized by ward as follows:

Ward #1	11,125 linear feet
Ward #2	6,125 linear feet
Ward #3	4,515 linear feet
Ward #4	5,583 linear feet

BUDGET IMPACT:

Funds for labor, equipment, materials, and services are included in the 2013 Sales Tax Capital Improvements Fund project budgets (In-House Pavement Improvements \$1,865,000; Sidewalk Improvements \$115,000).

RESOLUTION NO. _____

**A RESOLUTION APPROVING THE TRANSPORTATION DIVISION
OVERLAY/SIDEWALK PROJECTS LIST FOR 2013**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:**

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves the Transportation Division Overlay/Sidewalk Projects list for 2013. A copy of the 2013 Overlay/Sidewalk Projects list, marked Exhibit "A", is attached hereto and made a part hereof.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

2013 Street Improvement Project List

A. 2
2013 Overlay/Sidewalk Projects
Page 5 of 10

Asphalt Overlays

Ward	Street	From	To	Length
1	11th St.	School Ave.	Dunn Ave.	333
1	Center St.	School Ave.	150 feet east of School Ave.	150
1	Cline Ave	Cato Springs Rd.	Dead End	657
1	Clover Ave.	Eden Circle	Cato Springs Rd.	1,649
1	Eden Circle	Cul de sac	Clover Dr.	556
1	Fairway Ln.	College Ave.	Country Club Dr.	1,060
1	Missouri Way	Oklahoma Way	Dogwood Ln.	1,012
1	Morningside Dr.	Huntsville Rd.	15th St.	2,637
1	Oklahoma Way	Missouri Way	Texas Way	1,200
1	Selle Dr.	Emma St.	Cato Springs Rd.	753
1	Summit Ave.	Dickson St.	Center St.	1,235
1	Texas Way	Oklahoma Way	Skyline Dr.	1,025
1	Spot Repairs	Various	Locations	
1	Striping	Various	Locations	

**Ward 1 Overlay Total 12,267 Feet
2.3 Miles**

Ward	Street	From	To	Length
2	Davidson St.	Park Ave.	College Ave.	899
2	Davidson St.	College Ave.	Willow Ave.	825
2	Forest Ave.	Louise St.	Lafayette St.	1,162
2	Gregg Ave.	Prospect St.	North St.	1,307
2	Leverett Ave.	Maple St.	Cleveland St.	1,325
2	Louise St.	Park Ave.	Dead End	381
2	Lynn's Pl.	Deane St.	Cul de sac	320
2	Mt Nord St.	Forest Ave.	Mock Ave.	528
2	Sheridan Ave.	Elm St.	Overcrest St.	548
2	South St.	West Ave.	Archibald Yell Blvd.	1,282
2	Spot Repairs	Various	Locations	
2	Striping	Various	Locations	

**Ward 2 Overlay Total 8,577 Feet
1.6 Miles**

Ward	Street	From	To	Length
3	Mckee Circle	Appleby Rd.	Cul de sac	352
3	Millsap Rd.	North Hills Blvd.	College Ave.	2,648
3	Township St.	Old Wire Rd.	Crossover Rd.	5,086
3	Warwick Dr.	Oak Bailey Dr.	Dead End	489
3	Spot Repairs	Various	Locations	
3	Striping	Various	Locations	

**Ward 3 Overlay Total 8,575 Feet
1.6 Miles**

Ward	Street	From	To	Length
4	Ed Moore Ln.	Wedington Dr.	Dead End	650
4	Foster Ln.	Double Springs Rd.	Dead End	1,750
4	Lancelot Ave.	Wedington Dr.	Cul de sac	566
4	Nicole Ln.	Double Springs Rd.	Dead End	625
4	Reed Rd.	85th Ave.	Dead End	1,056
4	Sang Ave.	Cleveland St.	Wedington Dr.	1,320
4	Venus St.	Lewis Ave.	Eastern Ave.	330
4	Wilmoth Rd.	Reed Rd.	Dead End	792
4	Spot Repairs	Various	Locations	
4	Striping	Various	Locations	

**Ward 4 Overlay Total 7,089 Feet
1.3 Miles**



2013 Street Improvement Project List

A. 2
2013 Overlay/Sidewalk Projects
Page 6 of 10

Micro Seal

Ward	Street	From	To	Length
3	Ash St.	Old Wire Rd.	Dead End	1,098
3	Market Ave.	Parking Lot	Rolling Hills Dr.	479
3	Masonic Dr.	Nottingham Ct.	Cul de Sac	1,395
3	Old Missouri Rd.	Honeysuckle Ln.	Joyce Blvd.	2,327
3	Oxford Pl.	Summerhill Dr.	Cul de Sac	187
3	Samantha Ave.	Ash St.	Dead End	115
3	Wimbledon Pl.	Summerhill Dr.	Cul de Sac	160
3	Windsor Pl.	Summerhill Dr.	Cul de Sac	140

Ward 3 Micro Seal Total 5,901 Feet
1.1 Miles

Ward	Street	From	To	Length
4	Albany Ln.	La Salle Dr.	Essex Dr.	732
4	Anne St.	Timbercrest Dr.	Timberline Dr.	1,009
4	Buckeye St.	Harvard St.	Salem Rd.	1,000
4	Cornell St.	Dartmouth Ave.	Salem Rd.	390
4	Dartmouth Ave.	Yale St.	Cornell St.	502
4	Essex Dr.	Albany Ln.	Salem Rd.	916
4	Fairfax St.	Radcliffe Ave.	Salem Rd.	643
4	Flint Ave.	Shale St.	Mica St.	317
4	Granite Ave.	Mica St.	Shale St.	313
4	Greenleaf Dr.	Anne St.	Mulberry St.	413
4	Harvard St.	Buckeye St.	Salem Rd.	1,200
4	Mica St.	Granite Ave.	Cul de sac	989
4	Mulberry St.	Greenleaf Dr.	Timbercrest Ave.	281
4	Oakfield St.	Timberline Dr.	Timbercrest Ave.	575
4	Princeton St.	Dartmouth Ave.	Salem Rd.	460
4	Radcliffe Ave.	La Salle Dr.	Fairfax St.	525
4	Salem Rd.	Dead End	Wedington Dr.	3,520
4	Shale St.	Granite Ave.	Flint Ave.	522
4	Timber Ridge Ct.	Timberline Dr.	Cul de sac	502
4	Timbercrest Ave.	Oakfield St.	Mulberry St.	1,048
4	Timberline Dr.	Oakfield St.	Salem Rd.	1,520
4	Vassar St.	Salem Rd.	Cul de sac	1,140
4	Weatherwood Ct.	Anne St.	Cul de sac	425
4	Woodfield Way	Oakfield St.	Timberline Dr.	876
4	Yale St.	Salem Rd.	Cul de sac	1,050

Ward 4 Micro Seal Total 20,868 Feet
4.0 Miles

Overlay Total 6.9
Micro Seal Total 5.1
Total 2013 Improvement 12.0

2013 Street Improvement Project List

A. 2
2013 Overlay/Sidewalk Projects
Page 7 of 10

Alternate Asphalt Overlays

Ward	Street	From	To	Length
1	Dunn Ave.	National St.	Eleventh St.	452
1	Ellis Ave.	Hill St.	Dunn Ave.	1,453
1	Storer Ave.	Cleveland St.	North St.	1,270
1	Wyman Rd.	Stonebridge Rd.	City Limits	3,104
2	Edgehill Dr.	Cul-de-sac	Lakeridge Dr.	1,052
2	Leverett Ave.	Cleveland St.	North St.	1,250
2	McConnell Ave.	Knapp Dr.	Drake St.	2,671
2	University Ave.	Dickson St.	Center St.	1,259
3	Pembroke Rd.	Shrewsbury Ln.	Rockwood Tr.	1,417
3	Shrewsbury Ln.	Ridgeway Dr.	Pembroke Rd.	1,217

15,145 Feet
2.9 Miles

2013 - 2014 Sidewalk Plan

								Sidewalk
Type	Ward	Street	From	To	Placement	Type	Feet	
CIP	2013	1	Armstrong Ave.	15th St.	Borick Dr.	East side	New	3,550
CIP	2013	1	Ashwood Ave.	18th St.	Razorback Rd.	N / E	New	1,900
CIP	2013	1	Dickson St.	Washington Ave.	Fletcher Ave.	South side	Replacement	1,750
CIP	2013	1	Huntsville Rd.	Morningside Dr.	Happy Hollow Rd.	South side	New	3,925
						Ward Total	11,125	
CIP	2013	2	Ash St.	Rayview Dr.	Walnut Ave.	East side	Replacement	480
CIP	2013	2	Leverett Ave.	Cleveland St.	Maple St.	Both sides	Replacement	2,650
CIP	2013	2	North St.	Vanderventer Ave.	Shady Ln.	North side	Replacement	310
CIP	2013	2	Sycamore St.	College Ave.	Walnut Ave.	South side	Replacement	300
CIP	2013	2	Walnut Ave.	Ash St.	Sycamore St.	East side	Replacement	1,100
CIP	2013	2	Woolsey Ave.	North St.	Prospect St.	East side	New	1,285
						Ward Total	6,125	
CIP	2013	3	Azalea Terrace	Country Way	Robin Rd.	West side	Replacement	950
CIP	2013	3	Country Way	Azalea Terrace	Gulley Park	South side	Replacement	1,450
CIP	2013	3	Maintenance Repairs	Various	Locations	Any side	Replacement	250
CIP	2013	3	Terry Dr.	Township St.	Stewart St.	West / North	Replacement	940
CIP	2013	3	Warwick Dr.	Oak Bailey Dr.	Existing Sidewalk	South side	New	525
CIP	2013	3	Wayne Dr.	Village Dr.	Appleby Rd.	West side	New	200
CIP	2013	3	Woodland Ave.	Poplar St.	Sycamore St.	East side	Replacement	200
						Ward Total	4,515	
CIP	2013	4	Cleveland St.	Sang Ave.	Hall Ave.	North side	Replacement	250
CIP	2013	4	Hotz Dr.	Palmer Ave.	Razorback Rd.	North side	New	830
CIP	2013	4	Maintenance Repairs	Various	Locations	Any side	Replacement	250
CIP	2013	4	Salem Rd.	Old Town Ln.	Earnhart Dr.	West side	New	460
CIP	2013	4	Salem Rd.	Bentgrass Rd.	Clabber Creek Blvd.	West side	New	317
STTB	2013	4	Cross Ave.	Halsell Rd.	Markham Rd.		New	650
STTB	2013	4	Halsell Rd.	Sang Ave.	Cross Ave.		New	725
STTB	2013	4	Salem Rd.	Clearwood Dr.	Mt. Comfort Rd.		New	1,286
STTB	2013	4	Sang Ave.	Loren Circle	Halsell Rd.		New	815
						Ward Total	5,583	
						2013 Grand Total	27,348	

2013 - 2014 Sidewalk Plan

								Sidewalk
Type	Ward	Street	From	To	Placement	Type	Feet	
BOND	2014	1	Cato Springs Rd.	Razorback Rd.	School Ave.		New	5,240
BOND	2014	1	Hwy. 16 East	Armstrong Ave.	Stonebridge Rd.	Both sides	New	12,800
CIP	2014	1	Maintenance Repairs	Various	Locations	Any side	Replacement	250
CIP	2014	1	Morningside Dr.	Huntsville Rd.	Fairlane St.	West side	New	610
CIP	2014	1	School Ave.	MLK Blvd.	9th Street	East side	New	530
						Total	19,430	
BOND	2014	2	Garland Ave.	Mel-mar St.	North St.	Both sides	New	7,880
CIP	2014	2	Davidson St.	College Ave.	Willow Ave.	North side	50% / 50%	890
CIP	2014	2	Davidson St.	Park Ave.	College Ave.	North side	Replacement	850
CIP	2014	2	Dickson St.	Arkansas Ave.	College Ave.	Crosswalks	Replacement	240
CIP	2014	2	Forest Ave.	Louise St.	Lafayette St.	West side	Replacement	1,350
CIP	2014	2	Lafayette St.	Washington Ave.	Willow Ave.	Both sides	Replacement	100
CIP	2014	2	Maintenance Repairs	Various	Locations	Any side	Replacement	250
CIP	2014	2	Mountain St.	School Ave.	Existing sidewalk	North side	Replacement	100
CIP	2014	2	South St.	West Ave.	Archibald Yell Blvd.	Both sides	Replacement	1,200
CIP	2014	2	University Ave.	Dickson St.	Whiteside Dr.	East side	Replacement	750
STTB	2014	2	Deane St.	Porter Rd.	Garland Ave.	South side	New	5,286
						Total	18,896	
BOND	2014	3	Crossover Rd.	Joyce Blvd.	Mission Blvd.	Both sides	New	24,000
						Total	24,000	
STTB	2014	4	46th St.	Wedington Dr.	Existing Sidewalk		New	1,250
STTB	2014	4	Berry St.	Lonnie Ave.	Sang Ave.		New	1,475
STTB	2014	4	Berry St.	Sang Ave.	Private St.		New	650
STTB	2014	4	Broyles Ave.	Persimmon St.	Existing Sidewalk		New	2,550
STTB	2014	4	Center St.	Hartman Ave.	Razorback Rd.		New	825
STTB	2014	4	Double Springs Rd.	Abilene Dr.	Greens Chapel Rd.		New	1,025
STTB	2014	4	Halsell Rd.	Cross Ave.	Oliver Ave.		New	1,450
STTB	2014	4	Lonnie Ave.	Wedington Dr.	Ora Dr.		New	420
STTB	2014	4	Markham Rd.	Cross Ave.	Razorback Rd.		New	1,850
STTB	2014	4	Oliver Ave.	Maple St.	Halsell Rd.		New	650
STTB	2014	4	Oliver Ave.	Cleveland St.	Maple St.		New	1,325
STTB	2014	4	Ora Dr.	Lonnie Ave.	Sang Ave.		New	1,735
STTB	2014	4	Ora Dr.	Sang Ave.	Eva Ave.		New	1,120
STTB	2014	4	Palmer Ave.	Markham Rd.	Center St.		New	1,950
STTB	2014	4	Persimmon St.	Rupple Rd.	Salem Rd.		New	570
STTB	2014	4	Sunset Dr.	Wedington Dr.	Vista Dr.		New	340
						Total	19,185	

City of Fayetteville Staff Review Form

A. 3
 Transportation Bond Trail Improvements
 Page 1 of 4

City Council Agenda Items
 and
 Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
 Agenda Items Only

John Nelson

Submitted By

Transportation

Division

Transportation Services

Department

Action Required:

A resolution approving a budget adjustment in the amount of \$4,296 recognizing unappropriated bond monies for trail improvements.

\$ 4,296

Cost of this request

\$

Category / Project Budget

TRANSPORTATION BOND
 Trail Improvements

Program Category / Project Name

4520.9550.5814.05

Account Number

\$

Funds Used to Date

Program / Project Category Name

06036

Project Number

\$

Remaining Balance

Fund Name

Budgeted Item

☒

Budget Adjustment Attached

☒

Tony J. Bulley
 Department Director

2-15-13

Date

Previous Ordinance or Resolution #

5277

Paul A. Bell
 City Attorney

2-15-13

Date

Original Contract Date:

Original Contract Number:

Paul A. Bahr
 Finance and Internal Services Director

2-18-2013

Date

Received in City 2-15-13 P01:31 RCVD
 Clerk's Office

Don Man
 Chief of Staff

2-18-13

Date

Received in
 Mayor's Office

ENTERED
 2/15/13
 77

Lionel Jordan
 Mayor

2/20/13

Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Paul Becker, Finance Director

From: John Nelson, Management Accounting Coordinator *jl*

Date: February 15, 2013

Subject: Transportation Bond Trail Improvements

PROPOSAL:

A resolution approving a budget adjustment in the amount of \$4,296 recognizing unappropriated bond monies for trail improvements.

RECOMMENDATION:

In September 2006 voters approved a bond issue for the purposes of improving the City's transportation system. An initial \$800,000 for trail projects was completed and the remaining \$1.3 million of authorized bonds for trail projects were issued in 2009.

BUDGET IMPACT:

The attached budget adjustment will fund Transportation Bond Trail Improvements.

RESOLUTION NO. _____

**A RESOLUTION APPROVING A BUDGET ADJUSTMENT IN THE TOTAL
AMOUNT OF \$4,296.00 RECOGNIZING UNAPPROPRIATED BOND
MONIES FOR TRAIL IMPROVEMENTS**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves a budget adjustment, a copy of which is attached as Exhibit "A", in the total amount of \$4,296.00 recognizing unappropriated bond monies for trail improvements.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

**City of Fayetteville, Arkansas
Budget Adjustment Form**

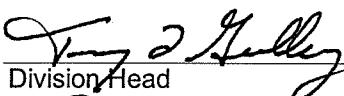
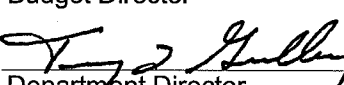
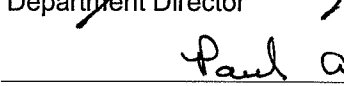
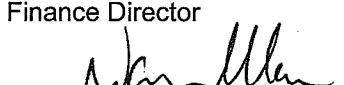
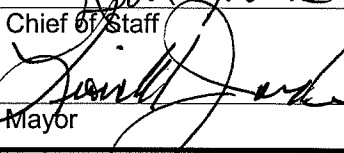
A. 3
Transportation Bond Trail Improvements
Page **Adjustment Number**

V12.0724

Budget Year 2013	Division: Transportation Services Department: Transportation Services	Request Date 3/5/2013	
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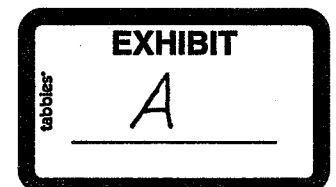
BUDGET ADJUSTMENT DESCRIPTION / JUSTIFICATION

This budget adjustment recognizes unappropriated bond monies for trail improvements.

 Division Head	<u>2-15-13</u> Date	Prepared By: <u>John Nelson</u> jnelson
 Budget Director	<u>2-19-13</u> Date	Reference: _____
 Department Director	<u>2-15-13</u> Date	Budget & Research Use Only
 Finance Director	<u>2-19-2013</u> Date	Type: A B C D E P
 Chief of Staff	<u>2-19-13</u> Date	General Ledger Date _____
 Mayor	<u>2/20/13</u> Date	Posted to General Ledger Initial _____ Date _____
		Checked / Verified Initial _____ Date _____

TOTAL BUDGET ADJUSTMENT

Account Name	Account Number	TOTAL BUDGET ADJUSTMENT		Project.Sub Number
		4,296	4,296	
		Increase / (Decrease)		
		Expense	Revenue	
Trails	4520.9550.5814.05	4,296		06036 . 1002
Proceeds from bond sales	4520.0952.6884.00		4,296	06036 . 1002
Prior Fund Balance	4999,97			.
				.
				.



City of Fayetteville Staff Review Form

A. 4
Ozarks Electric Cooperative
Corporation Easement
Page 1 of 10

City Council Agenda Items
and
Contracts, Leases or Agreements

05
06-Mar-13

City Council Meeting Date
Agenda Items Only

David Jurgens
Submitted By

Wastewater Treatment
Division

Utilities
Department

Action Required:

Approving granting an easement to Ozarks Electric Cooperative on the land owned by the City near the Noland Wastewater Treatment Facility.

Cost of this request	\$0.00	\$ -	Wastewater Treatment
Account Number		Category / Project Budget	Program Category / Project Name
Project Number		\$ -	Wastewater Treatment
		Funds Used to Date	Program / Project Category Name
		\$ -	Water/Sewer
		Remaining Balance	Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☐

David Jurgens 14 Jan 13 Previous Ordinance or Resolution # _____
Department Director Date

John Ballig 1-14-13 Original Contract Date: _____
City Attorney Date Original Contract Number: _____

Paul a. Becher 1-15-2013
Finance and Internal Services Director Date

01-14-13 P02:45 RCVD
Received in City Clerk's Office
Kind

Don Man 1-15-13
Chief of Staff Date

Received in Mayor's Office
ENTERED 1/14/13
D.H.

Donald J. Jurgens 1/15/13
Mayor Date

Comments:



www.accessfayetteville.org

To: Fayetteville City Council

Thru: Mayor Lioneld Jordan
Don Marr, Chief of Staff

From: David Jurgens, Utilities Director
Fayetteville Water and Sewer Committee

Date: January 14, 2013

Subject: Easement to Ozarks Electric Cooperative, Noland Wastewater Treatment Facility

RECOMMENDATION

Staff recommends approving granting an easement to Ozarks Electric Cooperative on the land owned by the City near the Noland Wastewater Treatment Facility (WWTF).

BACKGROUND

Ozarks Electric Cooperative is in the initial stages of upgrading one of their electric lines near the Noland WWTF. The aging electrical infrastructure in this area has reached its acceptable service life and needs to be replaced. This project to rebuild the line will provide more reliable service to the area as well as allow Ozarks Electric to accommodate additional load. Design requirements have changed since the line was constructed and two areas have been flagged as needing additional easement to install guy wires to support poles. They are located approximately half a mile south of Noland WWTF facility and are on City property.

DISCUSSION

Ozarks Electric has an existing 100' easement centered on their existing electrical line. These power lines provide electricity to the Noland WWTF as well as other area customers. It is in the City's best interest to have fully reliable power to this site. Their design requirements have changed significantly since the existing lines were installed in 1968 when the first WWTF was constructed on this site. The new design criteria require a different guy wire arrangement than applied for the existing lines, and thus the guy wires will be outside the existing easement at two locations. The two areas contain 0.08 and 0.06 acres. Granting this easement has no negative impact on City operations at these locations.

BUDGET IMPACT

None.

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE TRANSFER OF AN EASEMENT INTEREST TO OZARKS ELECTRIC COOPERATIVE CORPORATION ON CERTAIN CITY-OWNED PROPERTY NEAR THE NOLAND WASTEWATER TREATMENT FACILITY TO PROVIDE FOR A RELOCATION OF ELECTRICAL UTILITY SERVICE

WHEREAS, Ozarks Electric Cooperative Corporation provides electrical service to the Noland Wastewater Treatment Facility; and

WHEREAS, the current electric line is being upgraded by Ozarks Electric Cooperative Corporation to accommodate additional electrical load; and

WHEREAS, it is in the City's best interest to have fully reliable electrical power to the site by providing additional easement area to accommodate the electrical upgrade;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves the transfer of an easement interest to Ozarks Electric Cooperative Corporation as described in the attached draft "Utility Easement" which is incorporated into this Resolution as Exhibit "A", and further authorizes the Mayor and City Clerk to execute any necessary documents to effectuate the transfer of the easement interest.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

UTILITY EASEMENT

KNOW ALL MEN BY THESE PRESENTS, That we the undersigned, whether one or more, City of Fayetteville, Arkansas, 113 W. Mountain, Fayetteville, AR. 72701 hereinafter called "**Grantors**", for the sum of \$1.00 and good and valuable consideration, the receipt of which is hereby acknowledged do hereby grant and convey unto **Ozark Electric Cooperative (Grantee)**, hereinafter called "Cooperative", whose principal office is in Fayetteville, Arkansas, and unto its successors, licensees or assigns, a perpetual easement right, privilege, and authority to enter upon the lands of the undersigned Grantor, and to place, construct, reconstruct, erect, excavate, add to, relocate, rebuild, modify, change operating voltage level, repair, replace, patrol, operate and maintain on, over, and under the described lands, and in and upon all streets, roads, highways and other rights of way abutting said premises, overhead lines and underground cables of one or more circuits to serve as service, distribution, or transmission lines, or combinations of all, to transmit electrical energy and communications, including but not limited to poles, towers, wires, buried cable, guys, brace poles, guy wires, anchors, and other appurtenances necessary thereto, together with the right of ingress and egress to and from the lines of the Cooperative, over the lands of Grantors, which said lands of Grantors situated in the County of Washington, State of Arkansas, are described as follows:
See Property Description: Page 3

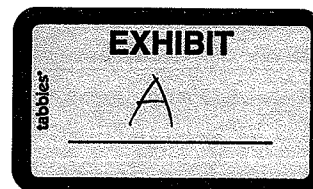
The location of the utility easement on the above-described premises being generally described as follows:

Guy tracts #1 & #2 as shown on the attached Exhibit A.,

At points of angle and termination in the line, Cooperative shall have the right to place anchors, stub poles, and guy wires. The location of anchors, stub poles and guy wire shall be finally determined as they are constructed within the utility easement shown on Exhibit A.

Grantors do also hereby grant and convey to Cooperative the perpetual right to clear and keep clear by cutting, trimming, the application of federally registered herbicides or removing by any other manner all brush, trees, timber, and vegetation within the defined easement and, at the Cooperative's option, to trim or remove all other trees outside of the defined easement that would in the sole opinion of the Cooperative, endanger the safety of the public or be a hazard to the operation and maintenance of the lines, and to dispose of trees and brush in any manner desired by the Cooperative. And agree that no shrubs, trees, or structures shall be planted or constructed within the defined easement. And the removal of any structures, trees, or other obstructions placed in the easement after the construction of said line will be removed at the expense of the property owner.

Grantors agree to make no use of, nor permit others to make any use of said easement strip that would reduce in clearance or in any other way interfere with the proper and safe operation and/or maintenance of said line by Cooperative. Grantors further agree that Grantors will not make or allow others to make any attachments to any line, poles, or structures of Cooperative although the Cooperative retains the right to do so at its discretion.



Grantors agree that all poles, wires, transformers and all other facilities installed by and at the expense of Cooperative on Grantors' property pursuant to the rights granted by this easement shall remain the property of Cooperative and may be removed by Cooperative at its option.

No delay in exercising any or all of the rights granted herein to Cooperative shall be interpreted to be a surrender of any of the said rights nor abandonment of the easement granted.

All provisions contained herein shall run with the land and be binding on the parties, their heirs, successors, representatives and assigns.

And any and all dower, curtesy, distributive shares or homestead interest the undersigned, or either of them, may have inconsistent with the rights herein conferred is hereby relinquished and released to the extent necessary to permit the free enjoyment of said rights and to that extent only. In so doing, the undersigned do not deed the ownership of said lands.

Grantors covenant to and with Cooperative that they are lawfully seized and possessed of said lands, and have good and lawful right to and power to sell and convey said land and the easement granted herein and that said land is free and clear of all liens and encumbrances and that Grantors will forever warrant and defend the title to said easement and the quiet possession thereof against the lawful claims and demands of all persons whomever.

**City of Fayetteville, Arkansas,
A municipal corporation**

ATTEST:

By:

Lioneld Jordan, Mayor

[Seal]

Sondra Smith, City Clerk

ACKNOWLEDGMENT

STATE OF ARKANSAS)

COUNTY OF WASHINGTON)

ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Lioneld Jordan** and **Sondra Smith**, to me well known as the persons who executed the foregoing document, and who stated and acknowledged that they are the **Mayor** and **City Clerk** of the **City of Fayetteville, Arkansas, a municipal corporation**, and are duly authorized in their respective capacities to execute the foregoing instrument for and in the name and behalf of said municipal corporation, and further stated and acknowledged that they had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this _____ day of _____, 2012.

MY COMMISSION EXPIRES:

Notary Public

UTILITY EASEMENT

Property Description (Deed Book 688 at Page 1)

The East Half(E1/2) of the Northwest Quarter (NW ¼) of the Southeast Quarter (SE ¼) of Section Seven (7) Twenty (20) acres, more or less, the Southeast Quarter (SE ¼) of the Northeast Quarter (NE ¼) of Section Seven (7) Forty (40) acres; and eight and one half (8 ½) acres off of the North side of the Northeast Quarter of the Southeast Quarter of Section Seven (7) described as follows, to-wit; Beginning at the Northeast corner of said Forty acre tract, thence South Seventeen(17) rods, and two (2) feet, thence West Eighty (80) rods, thence North Seventeen (17) rods and two (2) feet, thence East Eighty (80) rods to the place of beginning. Also the Southwest Quarter of the Northwest Quarter of Section (8) except that part lying East of the Center of White River running through said forty acre tract to the North line thereof which was deeded to William Eads by J.G.Tunstall, containing herein Twenty-five (25) acres more or less, also a part of the Northwest Quarter of the Southwest Quarter of Section Eight (8) described as follows, to-wit; Beginning at the Northeast corner of said Forty acre tract and running thence South Seventeen (17) rods and two (2) feet, thence West eighty (80) rods, thence North 17 rods and two feet, thence East eighty (80) rods to the place of beginning, containing eight and one-half (8 ½) acres more or less, all in Township Sixteen (16) North of Range Twenty-nine (29) West of the 5th P.M. containing One Hundred and two (102) acres more or less from date of the patents or final entries.

TRACT #
CITY OF
FAYETTEVILLE

1 of 3

OZARKS ELECTRIC COOPERATIVE CORP.
FAYETTEVILLE, ARKANSAS
EXHIBIT "A"

PART OF THE EAST 1/2
SEC. 6 T16N-R29W
PART OF THE EAST 1/2
SEC. 7 T16N-R29W
WASHINGTON COUNTY, ARKANSAS



NOT TO SCALE

LEGEND

————— PROPERTY LINE
- - - - - SECTION LINE



ERIC S. DURKIN
ARKANSAS P.L.S. #1718
AGENT FOR ALLGEIER, MARTIN and
ASSOCIATES, INC.

SURVEYOR'S DECLARATION

I HEREBY DECLARE THAT THIS EXHIBIT WAS PREPARED
UNDER MY SUPERVISION. THIS EXHIBIT DEPICTS
APPARENT OWNERSHIP LINES AND WAS PREPARED
EXCLUSIVELY FROM INSTRUMENTS OF RECORD.

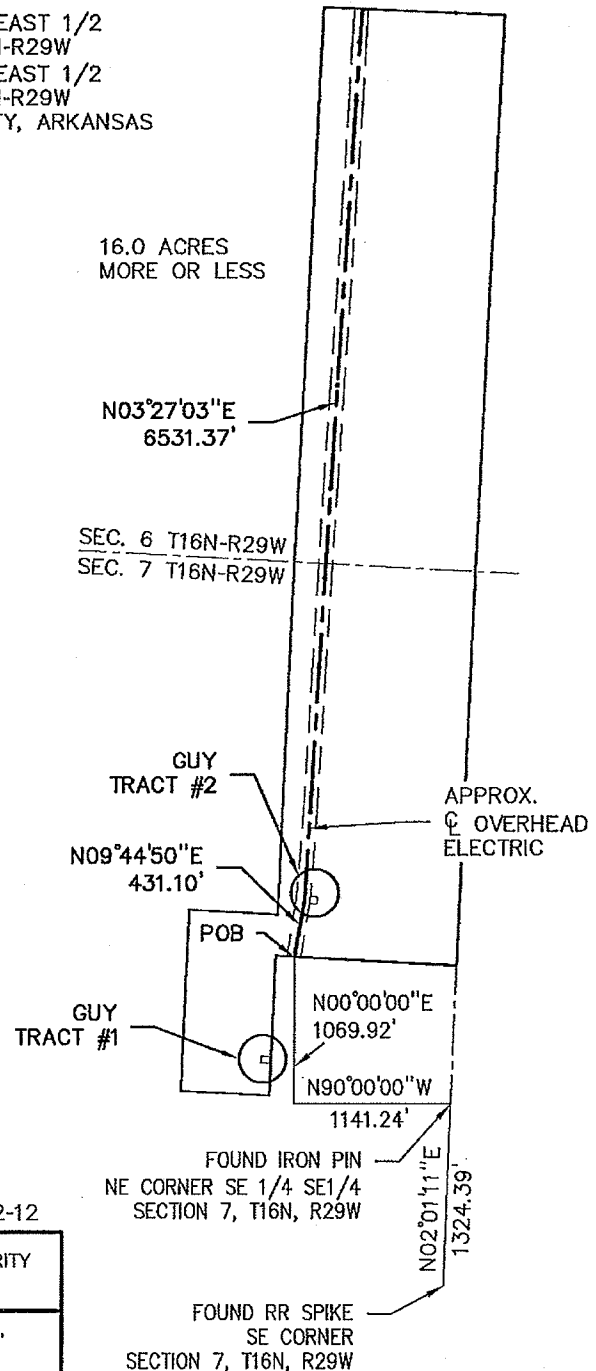
10-22-12

THIS DRAWING IS A DOCUMENT OF SERVICE AND IS THE PROPERTY OF
ALLGEIER, MARTIN and ASSOCIATES, INC. THIS DOCUMENT SHALL NOT
BE USED ON THIS OR OTHER PROJECTS WITHOUT THE WRITTEN
CONSENT OF ALLGEIER, MARTIN and ASSOCIATES, INC.

CERTIFICATE OF AUTHORITY
ARKANSAS NO. 126



ALLGEIER, MARTIN and ASSOCIATES, INC.
CONSULTING ENGINEERS
7231 EAST 24TH STREET
JOPLIN, MISSOURI 64804 (417) 680-7200



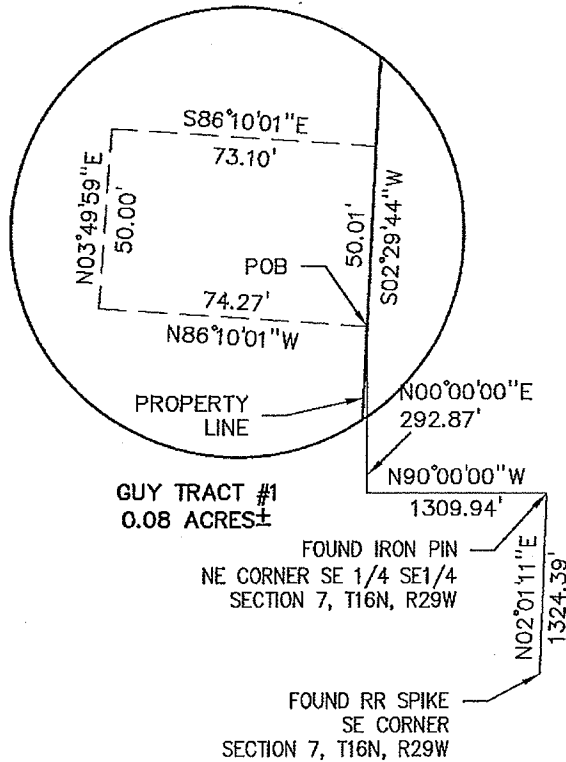
2 of 3

TRACT #
CITY OF
FAYETTEVILLE

OZARKS ELECTRIC COOPERATIVE CORP.
FAYETTEVILLE, ARKANSAS
EXHIBIT "A"



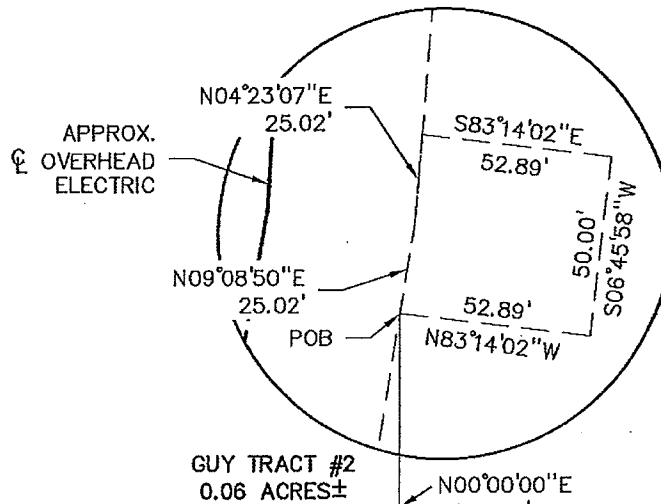
NOT TO SCALE



GUY TRACT #1
0.08 ACRES±

FOUND IRON PIN
NE CORNER SE 1/4 SE1/4
SECTION 7, T16N, R29W

FOUND RR SPIKE
SE CORNER
SECTION 7, T16N, R29W



GUY TRACT #2
0.06 ACRES±

N00°00'00"E
1466.20'
N90°00'00"W
1031.51'
FOUND IRON PIN
NE CORNER SE 1/4 SE1/4
SECTION 7, T16N, R29W

FOUND RR SPIKE
SE CORNER
SECTION 7, T16N, R29W

SURVEYOR'S DECLARATION

I HEREBY DECLARE THAT THIS EXHIBIT WAS PREPARED UNDER MY
SUPERVISION. THIS EXHIBIT DEPICTS APPARENT OWNERSHIP LINES AND
WAS PREPARED EXCLUSIVELY FROM INSTRUMENTS OF RECORD.

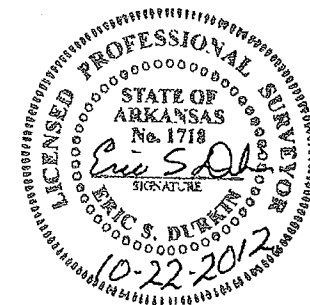
10-22-12

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CERTIFICATE OF AUTHORITY
ARKANSAS NO. 126



ALLGEIER, MARTIN and ASSOCIATES, INC.
CONSULTING ENGINEERS
7231 EAST 24TH STREET
JOPLIN, MISSOURI 64804 (417) 680-7200



ERIC S. DURKIN
ARKANSAS P.L.S. #1718
AGENT FOR ALLGEIER, MARTIN and
ASSOCIATES, INC.

TRACT #
CITY OF
FAYETTEVILLE

OZARKS ELECTRIC COOPERATIVE CORP.
FAYETTEVILLE, ARKANSAS
EXHIBIT "A"

3 of 3

CENTERLINE EASEMENT DESCRIPTION:

THE EASEMENT HEREIN GRANTED WILL BE 100 FEET IN WIDTH AND LIE 50 FEET EACH SIDE OF THE FOLLOWING DESCRIBED CENTERLINE (SIDELINES ARE LENGTHENED OR SHORTENED AS REQUIRED TO END OF THE GRANTOR'S BOUNDARY):

COMMENCING AT A FOUND RAILROAD SPIKE AT THE SOUTHEAST CORNER OF SECTION 7, TOWNSHIP 16 NORTH, RANGE 29 WEST, WASHINGTON COUNTY, ARKANSAS; THENCE N02°01'11"E, 1324.39 FEET TO A FOUND IRON PIN AT THE NORTHEAST CORNER OF THE SOUTHEAST QUARTER OF THE SOUTHEAST QUARTER OF SAID SECTION 7; THENCE N90°00'00"W, 1141.24 FEET; THENCE N00°00'00"E, 1069.92 FEET TO THE INTERSECTION OF AN OVERHEAD ELECTRIC CENTERLINE AND THE GRANTOR'S BOUNDARY LINE, ALSO BEING THE POINT OF BEGINNING; THENCE N09°44'50"E, 431.10 FEET TO A POINT OF DEFLECTION; THENCE N03°27'03"E, 6531.37 FEET MORE OR LESS TO THE GRANTOR'S NORTH BOUNDARY LINE. SUBJECT TO ANY ROAD RIGHT-OF-WAY, EASEMENTS, OR RESERVATIONS, IF ANY.

16.0 ACRES MORE OR LESS.

GUY TRACT #1 EASEMENT DESCRIPTION:

THE EASEMENT HEREIN GRANTED IN THE SOUTHEAST QUARTER OF SECTION 7, TOWNSHIP 16 NORTH, RANGE 29 WEST, WASHINGTON COUNTY, ARKANSAS, MORE FULLY DESCRIBED AS FOLLOWS:

COMMENCING AT A FOUND RAILROAD SPIKE AT THE SOUTHEAST CORNER OF SAID SECTION 7; THENCE N02°01'11"E, 1324.39 FEET TO A FOUND IRON PIN AT THE NORTHEAST CORNER OF THE SOUTHEAST QUARTER OF THE SOUTHEAST QUARTER OF SAID SECTION 7; THENCE N90°00'00"W, 1309.94 FEET; THENCE N00°00'00"E, 292.87 FEET TO THE POINT OF BEGINNING; THENCE N86°10'01"W, 74.27 FEET; THENCE N03°49'59"E, 50.00 FEET; THENCE S86°10'01"E, 73.10 FEET; THENCE S02°29'44"W, 50.01 FEET TO THE POINT OF BEGINNING. SUBJECT TO ANY ROAD RIGHT-OF-WAY, EASEMENTS, OR RESERVATIONS, IF ANY.

0.08 ACRES MORE OR LESS.

GUY TRACT #2 EASEMENT DESCRIPTION:

THE EASEMENT HEREIN GRANTED IN THE SOUTHEAST QUARTER OF SECTION 7, TOWNSHIP 16 NORTH, RANGE 29 WEST, WASHINGTON COUNTY, ARKANSAS, MORE FULLY DESCRIBED AS FOLLOWS:

COMMENCING AT A FOUND RAILROAD SPIKE AT THE SOUTHEAST CORNER OF SAID SECTION 7; THENCE N02°01'11"E, 1324.39 FEET TO A FOUND IRON PIN AT THE NORTHEAST CORNER OF THE SOUTHEAST QUARTER OF THE SOUTHEAST QUARTER OF SAID SECTION 7; THENCE N90°00'00"W, 1031.51 FEET; THENCE N00°00'00"E, 1466.20 FEET TO THE POINT OF BEGINNING; THENCE N09°08'50"E, 25.02 FEET; THENCE N04°23'07"E, 25.02 FEET; THENCE S83°14'02"E, 52.89 FEET; THENCE S06°45'58"W, 50.00 FEET; THENCE N83°14'02"W, 52.89 FEET TO THE POINT OF BEGINNING. SUBJECT TO ANY ROAD RIGHT-OF-WAY, EASEMENTS, OR RESERVATIONS, IF ANY.

0.06 ACRES MORE OR LESS.

SURVEYOR'S DECLARATION

I HEREBY DECLARE THAT THIS EXHIBIT WAS PREPARED UNDER MY SUPERVISION. THIS EXHIBIT DEPICTS APPARENT OWNERSHIP LINES AND WAS PREPARED EXCLUSIVELY FROM INSTRUMENTS OF RECORD.

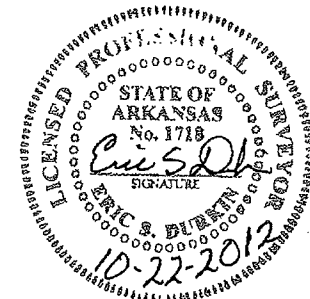
10-22-12

THIS DRAWING IS A DOCUMENT OF SERVICE AND IS THE PROPERTY OF ALLGEIER, MARTIN AND ASSOCIATES, INC. THIS DOCUMENT SHALL NOT BE USED ON THIS OR OTHER PROJECTS WITHOUT THE WRITTEN CONSENT OF ALLGEIER, MARTIN AND ASSOCIATES, INC.

CERTIFICATE OF AUTHORITY
ARKANSAS NO. 126



ALLGEIER, MARTIN AND ASSOCIATES, INC.
CONSULTING ENGINEERS
7231 EAST 24TH STREET
JOPLIN, MISSOURI 64804 (417) 680-7200



ERIC S. DURKIN
ARKANSAS P.L.S. #1718
AGENT FOR ALLGEIER, MARTIN AND ASSOCIATES, INC.

City of Fayetteville Staff Review Form

A. 5
 Bid #13-16 Scurlock Industries
 Page 1 of 6

**City Council Agenda Items
 and
 Contracts, Leases or Agreements**

March 5, 2013
 City Council Meeting Date
 Agenda Items Only

Matt Mihalevich *MM*

Submitted By

Engineering

Division

Development Services

Department

Action Required:

Approval of a resolution awarding Bid #13-16 and approving the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the amount of \$65,359.00 plus sales tax in the amount of \$6,045.71 for a total contract amount of \$71,404.71 for installation through an existing tunnel under the Arkansas & Missouri Railroad Tsa La Gi (Cherokee). Approval of a 5% contingency in the amount of \$3,570.24 is also requested.

\$ 74,974.95

Cost of this request

\$ 1,548,000.00

Category / Project Budget

Trail Development

Program Category / Project Name

4470.9470.5814.05

Account Number

\$ 135,107.26

Funds Used to Date

Trail Improvements

Program / Project Category Name

02016 / 1203

Project Number

\$ 1,412,892.74

Remaining Balance

Sales Tax Capital Improvements

Fund Name

Budgeted Item ☒

Budget Adjustment Attached ☐

[Signature]
 Department Director

02-14-2013
 Date

Previous Ordinance or Resolution #

[Signature]
 City Attorney

2-15-13
 Date

Original Contract Date:

Original Contract Number:

Paul A. Boehm
 Finance and Internal Services Director

2-15-2015
 Date

Received in City 02-14-13 05:00 RCVD
 Clerk's Office

[Signature]
 Chief of Staff

2-15-13
 Date

Received in
 Mayor's Office

[Signature]
 Mayor

2/19/13
 Date



Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director *JP*
Chris Brown, City Engineer *CB*

From: Matt Mihalevich, Trails Coordinator *MM*

Date: February 14th, 2013

Subject: Tsa La Gi (Cherokee) Trail – Precast Box Culvert Bids

RECOMMENDATION:

Staff recommends approval of a resolution awarding Bid #13-16 and approving the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the amount of \$65,359.00 plus sales tax in the amount of \$6,045.71 for a total contract amount of \$71,404.71 for installation through an existing tunnel under the Arkansas & Missouri Railroad Tsa La Gi (Cherokee). Approval of a 5% contingency in the amount of \$3,570.24 is also requested.

PROPOSAL:

The Tsa La Gi (Cherokee) Trail is a 1.6 mile trail that will run along an abandoned railroad corridor just south of Martin Luther King Jr. Blvd. This trail will provide a safe alternative transportation route for the numerous new student housing and commercial developments along the corridor. The trail will include a tunnel for safe crossing under the Arkansas & Missouri Railroad. There is existing tunnel that was installed in the early 1900's as part of the Ozark & Cherokee Central Railroad. The concrete tunnel is showing signs of age and the Arkansas & Missouri Railroad has requested the tunnel be upgraded to current railroad loading design to use for the trail. Staff reviewed several alternatives to preserve the historic look of the existing tunnel, however due to the degrading condition of the concrete, salvaging the old tunnel is cost prohibitive. The cost effective solution includes inserting the 12' by 12' precast concrete box culvert sections as a liner in the old tunnel and backfilling the sides and top with clean stone to accomplish the required loadings. The City's in-house trails construction crew has been working diligently on the trail project and will install the tunnel using the precast box culvert sections from this bid.

BUDGET IMPACT:

Funds for the purchase of the precast box culvert sections have been budgeted as part of the Capital Improvements Program for Trail Development. 3 bids were received and low bidder is Scurlock Industries of Fayetteville – see attached bid tabulation.

RESOLUTION NO. _____

A RESOLUTION AWARDDING BID #13-16 AND AUTHORIZING THE PURCHASE OF PRECAST BOX CULVERT SECTIONS FROM SCURLOCK INDUSTRIES OF FAYETTEVILLE IN THE TOTAL AMOUNT OF \$71,404.71 FOR THE CONSTRUCTION OF A TRAIL TUNNEL FOR THE TSA LA GI TRAIL, AND APPROVING A FIVE PERCENT (5%) PROJECT CONTINGENCY

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby awards Bid #13-16 and authorizes the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the total amount of \$71,404.71 for the construction of a trail tunnel for the Tsa La Gi Trail.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a project contingency of five percent (5%).

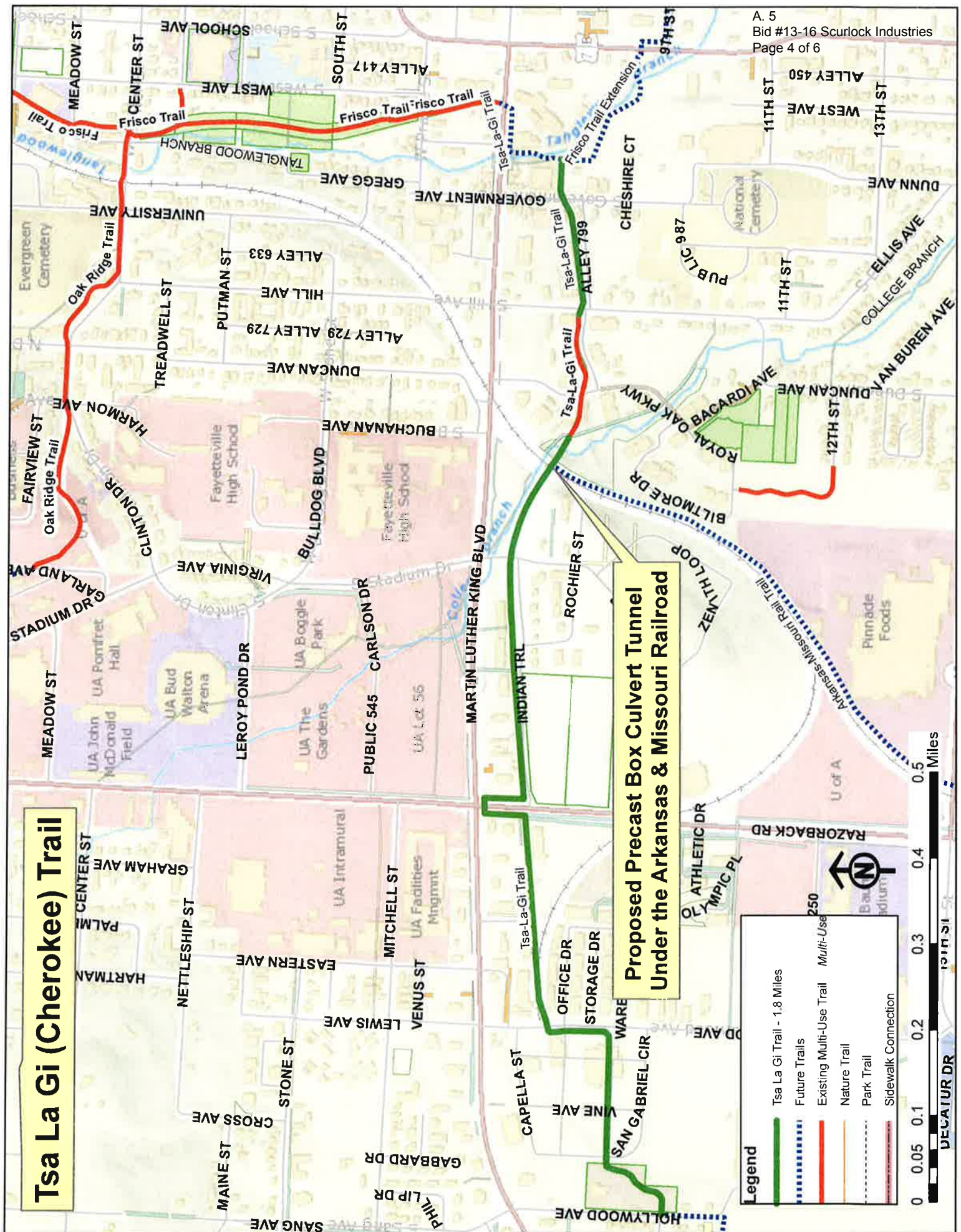
PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer





BID: 13-16
DATE: 02/14/13
TIME: 2:00 PM
CITY OF FAYETTEVILLE

Bid 13-16, Pre-Cast Concrete Box Culverts

Item #	Description	Unit of Measure	Est. Qty.	Hanson Pipe and Precast		Industrial Precast Inc.		Scurlock Industries	
				Unit Price	Extended Price	Unit Price	Extended Price	Unit Price	Extended Price
1	Five (5) foot section of 12 ft wide by 12 ft tall pre-cast concrete box culvert. PRICE PER EACH 5 FT SECTION	Per 5 FT Section	20	\$ 7,610.00	\$ 152,200.00	\$ 4,950.00	\$ 99,000.00	\$ 3,233.75	\$ 64,675.00
2	12" wide ConSeal CS-212 joint membrane wrap with CS-75 primer. PRICE PER LINEAR FOOT	Per Linear Foot	684	\$ 2.40	\$ 1,641.60	\$ 3.00	\$ 2,052.00	\$ 1.00	\$ 684.00
Total Bid Price =					\$ 153,841.60		\$ 101,052.00		\$ 65,359.00

*NOTICE: Bid award is contingent upon vendor meeting minimum specifications and formal authorization by City officials.

CERTIFIED: *Julie Paladino* 02/14/13
FOR, PURCH AGENT WITNESS DATE

City Of Fayetteville - Purchase Order (PO) Request (Not a Purchase Order)										Requisition No.:	Date:
<i>All purchases under \$2500 shall be used on a P-Card unless medical or 1099 service related. (Call x256 with questions) All PO Request shall be scanned to the Purchasing e-mail: Purchasing@ci.fayetteville.ar.us</i>										P.O Number:	Expected Delivery Date:
Vendor #: 17158		Vendor Name:		Scurlock Industries of Fay, Inc.				Mail Yes: ☒ No: ☐		No: X	
Address:		Fob Point:						Taxable Yes: ☒ No: ☐		Quotes Attached Yes: ☐ No: ☐	
City:		State:		Zip Code:		Ship to code: 104		Division Head Approval:		No: X	
Requester: Ginny Gundlach		Requester's Employee #:		2283				Extension:		x3489	
Item Description		Quantity		Unit of Issue		Unit Cost		Extended Cost		Account Numbers	
1 Precast Concrete Box Culvert for Tsa La Gi Trail		1		LOT		65,359.00		65,359.00		4470.9470.5814.05	
2								\$0.00			
3								\$0.00			
4								\$0.00			
5								\$0.00			
6								\$0.00			
7								\$0.00			
8								\$0.00			
9								\$0.00			
10								\$0.00			
* Shipping/Handling				Lot				\$0.00			
Special Instructions:											
Per Bid 13-16 and Res _____											
Subtotal: \$65,359.00 Tax: \$6,045.71 Total: \$71,404.71											
Approvals: _____ Mayor: _____ Finance & Internal Services Director: _____ Dispatch Manager: _____ Department Director: _____ Budget Manager: _____ Utilities Manager: _____ Purchasing Manager: _____ IT Manager: _____ Other: _____											

City of Fayetteville Staff Review Form

A. 6
Mahler Property Donation
Page 1 of 8

City Council Agenda Items and Contracts, Leases or Agreements

March 5th, 2013

City Council Meeting Date
Agenda Items Only

Matt Mihalevich *MM*

Engineering

Development Services

Submitted By

Division

Department

Action Required:

Approval of a donation of 1.21 acres of property to the City of Fayetteville by Lori and Alex Mahler located on Cato Springs Road to be utilized for the future Cato Springs Trail and trailhead.

N/A

Cost of this request

N/A

Category / Project Budget

N/A

Program Category / Project Name

N/A

Account Number

N/A

Funds Used to Date

N/A

Program / Project Category Name

N/A

Project Number

N/A

Remaining Balance

N/A

Fund Name

Budgeted Item

Budget Adjustment Attached

Department Director

Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

City Attorney

Date

Finance and Internal Services Director

Date

Received in City
Clerk's Office

Chief of Staff

Date

Received in
Mayor's Office

Mayor

Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director JP
Chris Brown, City Engineer CB

From: Matt Mihalevich, Trails Coordinator MM

Date: February 14th, 2013

Subject: Mahler Property Donation for Cato Springs Trail

PROPOSAL:

Approval of a donation of 1.21 acres of property to the City of Fayetteville by Lori and Alex Mahler located on Cato Springs Road to be utilized for the future Cato Springs Trail and trailhead.

RECOMMENDATION:

City staff was contacted by Mr. Alex Mahler regarding his desire to donate property on Cato Springs Road for the Cato Springs trail and trailhead. The Fayetteville Alternative Transportation and Trails (FATT) Master Plan identifies the Cato Springs Trail extending south from the Town Branch Trail along Cato Springs Branch to the future Regional Park west of I-540 and Cato Springs Road (see attached map). Staff has reviewed the proposed trail alignment and the property is suitable for the future trail and trailhead. The Cato Springs Trail is not scheduled for construction within the next 5 years, but since the property owner is willing to donate now, it is the time to consider acceptance of the property for the future.

Several piles of concrete and soil have been deposited on Mr. Mahler's property over the years creating a violation of the City grading ordinance and the flood damage prevention code. The violation has not been addressed and is now before the City Prosecutor's office waiting on a court date of late March or early April. If the property donation is approved, the City will be required to remove the soil piles and bring the property into compliance as quickly as possible. The Transportation Trails Construction Crew has agreed to perform the necessary work to bring the property into compliance and the Parks Department will then seed with native grasses and brush hog the property annually. Any code violations, fines and court costs that Mr. Mahler could possibly be liable for are not transferable with the property. Correspondence with Deputy City Prosecutor, Brian Thomas is included in the packet.

On February 30th, Parks, Transportation and Engineering Staff met on site to discuss the property and supported the donation for the trail. On February 4th, the Parks and Recreation Advisory Board unanimously approved the donation subject to inspection of the property for hazardous materials. On February 8th staff inspected the property and no hazardous materials were found.

BUDGET IMPACT:

The cost for the clean-up and seeding will be allocated from existing Trails and Parks budgets.

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING ACCEPTANCE OF A DONATION OF 1.21 ACRES OF PROPERTY FROM LORI AND ALEX MAHLER NEAR CATO SPRINGS ROAD TO BE UTILITIZED FOR THE FUTURE CATO SPRINGS TRAIL TRAILHEAD

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby authorizes acceptance of a donation of 1.21 acres of property described in the attached Exhibit "A" from Lori and Alex Mahler located near Cato Springs Road to be utilized for the future Cato Springs Trail trailhead.

PASSED and **APPROVED** this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

WARRANTY DEED

BE IT KNOWN BY THESE PRESENTS:

THAT WE, **Alex Mahler and Lori Mahler, husband and wife**, hereinafter called GRANTOR, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable consideration, the receipt of which is hereby acknowledged, do hereby grant, bargain, sell and convey unto the **City of Fayetteville, Arkansas, a municipal corporation**, hereinafter called GRANTEE, and unto Grantee's successors and assigns, the following described land situated in the County of Washington, State of Arkansas, to-wit:

Part of the Northwest Quarter (NW¼) of the Northwest Quarter (NW¼) of Section Twenty-eight (28) in Township Sixteen (16) North, Range Thirty (30) West, being more particularly described as follows, to-wit: Beginning at a point 215 feet East of the Northwest corner of said forty acre tract and running thence East 332 feet more or less to the centerline of branch, thence in a Southwest direction along center of branch to a point due South of the beginning point, thence North to the point of beginning, less and except that portion on the North side embraced in Cato Springs Road, also less and except part of the Northwest Quarter (NW¼) of Section Twenty-eight (28) in Township Sixteen (16) North, Range Thirty (30) West, described as follows, to-wit: Beginning at a point 425 feet East of the Northwest corner of said forty acre tract, and running thence East 70 feet, more or less, thence South to the centerline of branch, thence in a Southwest direction along the center of branch to a point due South of the beginning point, thence North to the point of beginning.

LESS AND EXCEPT Cato Springs Road right-of-way: A part of the Northwest Quarter (NW¼) of the Northwest Quarter (NW¼) of Section Twenty-Eight (28), Township Sixteen (16) North, Range Thirty (30) West in Washington County, Arkansas, being more particularly described as follows: Commencing at the Northwest (NW) corner of said forty (40) acre tract; thence along the North line of said tract South 87°13'23" East 215.00 feet to the POINT OF BEGINNING, being the Northwest (NW) corner of a property described in Book 1231, Page 528 as recorded with the Circuit Clerk of said county; thence continuing along said North line South 87°13'23" East 210.00 feet; thence leaving said North line South 02°31'31" West 37.93 feet; thence North 85°18'23" West 148.65 feet; thence North 87°01'38" West 61.45 feet to the West line of said property; thence along said West line North 02°31'31" East 32.74 feet to the Point of Beginning, containing 7,283 square feet, more or less; LESS AND EXCEPT that portion deeded to the City of Fayetteville described in Book 704, Page 170 as recorded with said Circuit Clerk, containing 2,358 square feet, more or less; having a net total of 4,925 square feet, more or less, consisting of 4,140 square feet in existing right-of-way and 785 square feet in new proposed right-of-way. Subject all other easements and rights-of-way of record, if any.

TO HAVE AND TO HOLD the said lands and appurtenances hereunto belonging unto the said Grantee and Grantee's successors and assigns, forever. And the said Grantors, hereby covenant that they are lawfully seized of said lands and premises; that the same is unencumbered, and that the Grantors will forever warrant and defend the title to the said lands against all legal claims whatever.

WITNESS the execution hereof on this _____ day of _____, 2013.

REVENUE STAMPS AFFIDAVIT

The foregoing deed has the correct amount of Revenue
Stamps affixed to it or is exempt from such stamps.

Signed:

City of Fayetteville
113 W. Mountain
Fayetteville, AR 72701

Alex Mahler

Lori Mahler

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF WASHINGTON

ss.

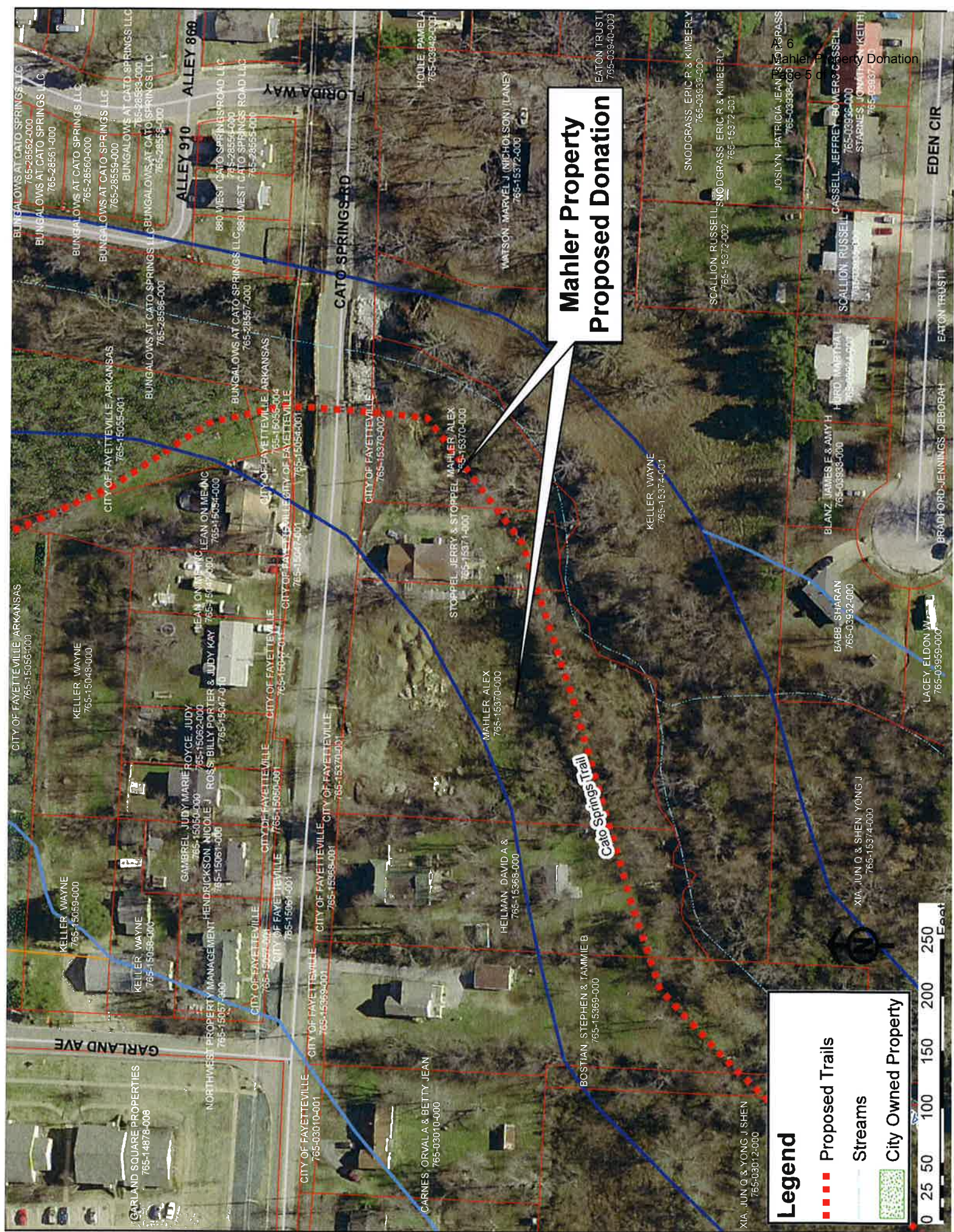
BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Alex Mahler and Lori Mahler, husband and wife**, to me well known as the persons who executed the foregoing document, and who stated and acknowledged that they had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal this _____ day of _____, 2013.

MY COMMISSION EXPIRES:



Notary Public



Fayetteville Active Transportation and Trails Master Plan

For More Information,
Please visit <http://trails.accessfayetteville.org>

**Frisco Trail Extension
Construction 2013**

**Tsa La Gi Trail
Construction 2013**

Walker Park

**Town Branch Trail
Construction 2013**

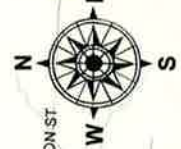
Mahler Property

Future Regional Park

Legend

- Near Term Trail Projects (Under Design)
- Future Trails
- Existing Trails Multi-Use
- Bike Lane
- Bike Lane/Shared Lane
- Shared Lane
- Shared Lane, One-way
- Park

A. 6
Mahler Property Donation
Page 6 of 8



December 2012

Matt,

Mr. Mahler's hearing for the grading violation will not likely come up on a court docket until late March or early April. If the property is brought into compliance before the hearing by Mr. Mahler, or the property is sold or even donated to the city then there will not be a need to have the hearing. Of course if the City were to receive the property as a donation it would be prudent to have it brought into compliance as quickly as possible if it is not so already on the date of transfer. As we talked about, any code violations or especially any fines or court costs that Mr. Mahler could possibly be liable for is not transferable with the property. This holds true not just for the City but for any subsequent title holder.

Let me know how it goes.
Brian

Brian Thomas
Deputy City Prosecutor
(479) 575-8377
TDD (Telecommunication Device for the Deaf (479) 521-1316

City of Fayetteville Staff Review Form

A. 7
Garland Avenue Widening and
Improvement Project
Page 1 of 14

City Council Agenda Items
and
Contracts, Leases or Agreements

~~3/6/2012~~ 3-5-13

City Council Meeting Date
Agenda Items Only

Chris Brown ^{CB}
Submitted By

Engineering
Division

Development Services
Department

Action Required:

Approval of a Resolution authorizing settlement of the Condemnation Case with Glen David Wilson on Garland Avenue (North to Melmar) Water and Sewer Relocation Project.

\$ -
Cost of this request

\$ -
Category / Project Budget

Transportation Bond Program
Program Category / Project Name

-
Account Number

\$ -
Funds Used to Date

Land Acquisition
Program / Project Category Name

-
Project Number

\$ -
Remaining Balance

Sales Tax Capital Improvements
Fund Name

Budgeted Item ☒

Budget Adjustment Attached ☐

Wing Chen
Department Director 02-14-2013
Date

Previous Ordinance or Resolution # _____

Joe Kelly
City Attorney 2-15-13
Date

Original Contract Date: _____

Original Contract Number: _____

Paul a. Behn
Finance and Internal Services Director 2-15-2013
Date

Received in City Clerk's Office 02-14-13 P04:39 RCV-
Kim J.

Don Man
Chief of Staff _____
Date

Received in Mayor's Office
ENTERED 3/15/13
PJT

Donald Jordan
Mayor 2/19/13
Date

Comments:

CITY COUNCIL AGENDA MEMO

City Council Meeting of March 5, 2013

To: Mayor Jordan and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Director of Development Services *JP*

From: Chris Brown *CB*

Date: February 14, 2013

Subject: Approval of a Resolution authorizing settlement of the Condemnation Case with Glen David Wilson on Garland Avenue (North to Melmar) Water and Sewer Relocation Project.

PROPOSAL:

Improvements to Garland Avenue (Highway 112) are planned as part of a City of Fayetteville and Arkansas State Highway and Transportation Department (AHTD) partnering project. Our agreement with AHTD provides that the City is responsible for 50% of the construction cost, up to \$1.5 million, and all of the cost of right of way acquisition and relocation of utility facilities.

Construction of roadway improvements, including construction of a 4-lane roadway with intermittent medians, bike lanes, pedestrian sidewalks, and three new signals, will be administered by AHTD. This construction is currently in the very preliminary stages, and is planned for completion in mid-2014.

Prior to the roadway construction, all utilities, including those owned by the City of Fayetteville Water and Sewer Division, were relocated out of the limits of the planned roadway construction. In order to complete the relocation, utility easements were needed from several property owners, including property owned by the Glen David Wilson Trust and Linda Hinkle. This property includes the Harp's Grocery Store and the vacant lot to the north of Harp's.

City staff was unable to acquire the necessary easement on this property by negotiation; therefore, it was necessary to acquire it by condemnation. The City Council authorized condemnation in March of 2012, and the City Attorney filed the condemnation complaint with the Circuit Court and received the Order of Possession soon thereafter. A deposit of \$30,700, representing the appraised value of the easement, was made into the Registry of the Court at the time of filing.

Since that time, City staff and representatives of Mr. Wilson have worked together to come to a proposed settlement, which is detailed in the attached document. If approved by the City Council, the settlement provisions will include:

- 1) The property owners agree to dedicate a utility easement (at no cost to the City) just outside the right of way of Garland Avenue. This easement was intended to be dedicated as part of the development of the Harp's store, but the easement document was never recorded. The easement area has been used by utilities since the store was built, and the signatures of the property owners on the easement document simply confirms and ratifies the easement.
- 2) The City agrees to vacate the right of way of Mount Comfort Road, as depicted by the cross-hatched areas in the attached Exhibit "B". This vacation will occur after Mount Comfort Road is re-aligned to Holly Street, and the existing area of Mount Comfort is no longer needed for public street purposes. A utility easement will be retained as needed for use by public utilities.
- 3) The City will receive the \$30,700 deposited with the Court back, to be returned in the project account.

RECOMMENDATION:

Staff recommends approval of the settlement..

BUDGET IMPACT:

This action will reduce the cost of the project by \$30,700.

RESOLUTION NO. _____

A RESOLUTION APPROVING A SETTLEMENT AGREEMENT WITH
GLEN DAVID WILSON, TRUSTEE, TIMOTHY HINKLE, TRUSTEE, AND
LINDA HINKLE REGARDING CONDEMNATION LITIGATION FILED AS
PART OF THE N. GARLAND AVENUE WIDENING AND IMPROVEMENT
PROJECT

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves the agreement with Glen David Wilson, Trustee, Timothy Hinkle, Trustee and Linda Hinkle, as full and final settlement of condemnation litigation (City of Fayetteville v. Wilson, et al., Washington County Circuit Court Case No. CV 2012-656-2) filed as part of the N. Garland Avenue Widening and Improvement Project.

Section 2: That the City Council of the City of Fayetteville, Arkansas, in furtherance of the settlement, hereby understands its obligation to adopt at a future date a street vacation of portions of Mt. Comfort Road and James Street as described in the settlement.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer



Kit Williams
City Attorney

Jason B. Kelley
Assistant City Attorney

MEMORANDUM

TO: MAYOR & CITY COUNCIL

FROM: JASON KELLEY, ASST. CITY ATTORNEY

CC: KIT WILLIAMS, CITY ATTORNEY

DATE: FEBRUARY 15, 2013

RE: GLEN DAVID WILSON, ET. AL, CONDEMNATION SETTLEMENT PROPOSAL

I am pleased to present a very advantageous condemnation settlement related to the necessary taking of a utility easement on the "Harps property" along N. Garland Avenue which will result in the city obtaining an easement deed and **saving nearly \$31,000.00 on the Project.**

In 2012, the Council authorized our office to file an eminent domain lawsuit to obtain a utility easement on the property as part of the N. Garland Avenue Widening and Improvement Project. The City's appraiser valued the taking at \$30,700.00, which was the sum placed on court deposit when the lawsuit was filed. During negotiation and after historical research, it was agreed by the parties that a 25 foot utility easement along the property and adjacent to the Garland Avenue right-of way was to have been dedicated to the City as part of the original large-scale development approval for the Harps construction in the late 1980s. No record exists showing this was ever formally accomplished. In exchange for all the current property owners signing a utility easement deed to the City clarifying the 25 foot easement, the City agreed, subject to your approval, to vacate the portions of Mt. Comfort Road and James Street which the City and Highway Department had already planned to destroy and remove as part of the realignment of the Mt. Comfort Road/Garland Avenue intersection at Holly Street. The City will retain a utility easement along the vacated area for utilities already in place in the area.

In short, this settlement allows the City to obtain the necessary easement (which we already should have had) for the N. Garland Avenue Widening and Improvement Project without additional monetary cost to the Project, so long as we vacate the portions of Mt. Comfort and James Street we already planned to destroy and remove. ***The \$30,700.00 currently on court deposit would be returned to the City.***

Assuming this settlement is accepted by you, a separate street vacation agenda item will be presented in the future which the Council will be contractually obligated to adopt, since it will be an approved term of settlement in the condemnation litigation. Needless to say, I recommend the approval of this settlement.

SETTLEMENT FRAMEWORK

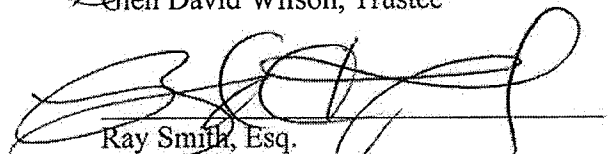
The City of Fayetteville, subject to approval of its Mayor and City Council, and Glen David Wilson, Trustee, hereby enter into this settlement framework for purposes of settling all issues related to utility easement acquisition at issue in eminent domain litigation currently pending in Washington County Circuit Court Case No. CV 12-656-2 (City of Fayetteville v. Wilson, Trustee et al.). The settlement framework is as follows:

1. Glen David Wilson, Trustee (hereinafter "Wilson") agrees to execute a General Utility Easement Deed and to assist in obtaining the signatures of Timothy Hinkle and Linda Kay Hinkle (hereinafter "Hinkles"), to an agreed upon and existing twenty-five foot (25') utility easement along property jointly owned by Wilson and the Hinkles. A copy of the easement deed and description is attached to this settlement framework as Exhibit "A".

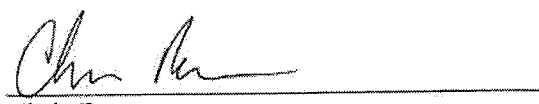
2. The City of Fayetteville (hereinafter "Fayetteville"), agrees to vacate portions of the current Mount Comfort Road and James Street, described as Tracts A and B in the attached Exhibit "B", within ninety (90) days of activation of the new traffic signal at the newly relocated Mount Comfort Road and Garland Avenue intersection which is being constructed as part of the Garland Avenue Widening and Improvement Project (hereinafter the "Project"). Wilson and Fayetteville agree that Fayetteville will retain utility easements through Tracts A and B for existing utilities currently located in the area to be vacated. Fayetteville states that the re-alignment of James Street and Mount Comfort Road to connect to Holly Street as part of the Project will render Tracts A and B of no use to the public for street right of way.

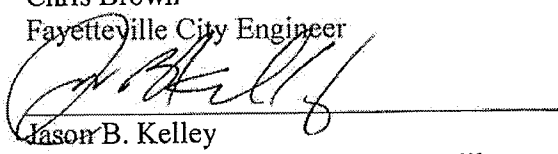
3. Wilson and Fayetteville agree that once the General Utility Easement Deed (Exhibit "A") is fully executed by Wilson and the Hinkles and delivered to Fayetteville, that the parties will agree to a dismissal of the pending eminent domain suit, Washington County Circuit Court Case No. CV 12-656-2. Any court registry deposit for estimated compensation related to the litigation shall be returned by the court to Fayetteville.


Glen David Wilson, Trustee


Ray Smith, Esq.
Attorney for Glen David Wilson, Trustee

Date: 02.01.03


Chris Brown
Fayetteville City Engineer


Jason B. Kelley
Assistant City Attorney of Fayetteville

Date: 1-30-13

Garland Avenue Improvements
Parcel No. 765-13768-000

GENERAL UTILITY EASEMENT

BE IT KNOWN BY THESE PRESENTS:

THAT Glen David Wilson, Trustee, Glen David Wilson Trust Agreement of 2001, u/d July 13, 2001 (1/2 interest), Linda Kay Hinkle (1/4 interest) and Timothy C. Hinkle, Trustee of the Timothy C. Hinkle Trust u/d/t December 1, 1995 (1/4 interest), hereinafter called GRANTOR, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable consideration, the receipt of which is hereby acknowledged, does hereby GRANT, SELL and CONVEY unto the City of Fayetteville, Arkansas, a municipal corporation, hereinafter called GRANTEE, and unto Grantee's successors and assigns, a permanent easement for the purpose of construction, maintenance, repair and/or replacement, enlargement and operations of roadway, drainage, sidewalks, and general utilities including water and/or sanitary sewer pipe line or lines, manholes, natural gas, electrical power, telephone, fiber optic cable(s) and television communication line or lines, and appurtenances thereto, on over, across, and under the following described land situated in the County of Washington, State of Arkansas, to-wit:

PROPERTY DESCRIPTION: (Deed Ref. 2007-00023583, seventh description, and Deed Refs. 2002-094498 and 2007-42911)

Part of the Southeast Quarter (SE $\frac{1}{4}$) of the Northeast Quarter (NE $\frac{1}{4}$) of Section Eight (8), Township Sixteen (16) North, Range Thirty (30) West in Washington County, Arkansas, and being more particularly described as follows, to-wit: From the Southeast (SE) corner of said forty-acre tract, run North 190.0 feet; thence West 36.80 feet to the POINT OF BEGINNING; thence running West 401.51 feet; thence North 0°39'00" East 376.94 feet; thence East 2.48 feet; thence North 89°59'14" East 369.56 feet to a point on the right-of-way line of Mt. Comfort Road, thence along the right-of-way of Mt. Comfort Road and Highway 112 the following: South 20°44'29" East 71.16 feet; thence South 310.46 feet to the POINT OF BEGINNING, and containing 3.437 acres, more or less, subject to easements and rights-of-way, if any.

PERMANENT EASEMENT DESCRIPTION:

A part of the Southeast Quarter (SE $\frac{1}{4}$) of the Northeast Quarter (NE $\frac{1}{4}$) of Section 8, Township 16 North, Range 30 West and being more particularly described as follows, to-wit: Commencing at the Northeast corner of said Section 8, thence South 02°36'57" West 2,079.97 feet, thence North 87°23'03" West 70.51 feet to the Westerly right-of-way of Arkansas State Highway 112 (Garland Avenue), thence along said right-of-way South 05°21'15" East 20.83 feet, to the Point of Beginning; thence continuing along said right-of-way South 05°21'15" East 3.20 feet; thence South 74°00'01" East 13.35 feet; thence South 02°04'14" West 101.10 feet; thence South 01°23'28" West 189.75 feet; thence North 88°18'37" West 5.0 feet; thence South 05°06'45" West 34.83 feet; thence South 32°15'42" East 21.79 feet; thence leaving said right-of-way North 87°38'26" West 24.79 feet; thence North 02°04' 49" East 349.92 feet to the Point of Beginning and containing 5,381 square feet, more or less.

Together with the rights, easements, and privileges in or to said lands which may be required for the full enjoyment of the rights herein granted.

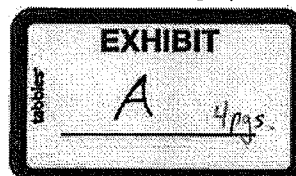
TO HAVE AND TO HOLD unto said Grantee, its successors and assigns, until the use of said permanent easement is relinquished, abandoned or vacated and so long as such pipe line or lines, electrical power, telephone and/or television lines or cables, manholes and/or appurtenances thereto shall be maintained, together with free ingress to and egress from the real estate first herein above described for the uses and purposes herein above set forth.

The said Grantor is to fully use and enjoy the said premises except for the purposes hereinbefore granted to the said Grantee, which hereby agrees to bury all pipes, lines and/or cables where feasible, to a sufficient depth so as not to interfere with cultivation of soil, and that manholes will be constructed flush with the surface of the ground except in bottom lands where they shall be at a height above water.

The Grantor agrees no to erect any buildings or structures in said permanent easement.

The Grantee shall have the right to construct additional pipe lines, electric power lines, telephone and/or television lines or cables upon the above described easement at any time in the future and agrees to pay any damages as a result of such future construction as set out in this easement.

The consideration first above recited as being paid to Grantor by Grantee is in full satisfaction of every right hereby granted. All covenants and agreements herein contained shall extend to and be binding upon the respective heirs, legal representatives, successors and assigns of the parties hereto.



GENERAL UTILITY EASEMENT
Page 2 of 3

It is hereby understood and agreed that the party securing this document in behalf of the Grantee is without authority to make any covenant or agreement not herein expressed.

WITNESS the execution hereof on this the 1st day of Feb., 2013.

Glen David Wilson Trust Agreement of 2001,
u/t/d July 13, 2001

By:

Glen David Wilson, Trustee

Linda Kay Hinkle

Timothy C. Hinkle Trust u/d/t December 1, 1995

By:

Timothy C. Hinkle, Trustee

ACKNOWLEDGMENT

STATE OF ARKANSAS

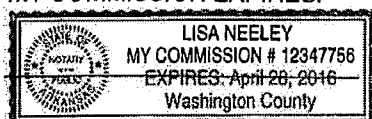
COUNTY OF WASHINGTON

ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Glen David Wilson, Trustee, Glen David Wilson Trust Agreement of 2001, u/t/d July 13, 2001**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that he had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this 1st day of February, 2013.

MY COMMISSION EXPIRES:



Lisa Neeley
Notary Public

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF WASHINGTON

ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Linda Kay Hinkle**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that she had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this _____ day of _____, 2013.

MY COMMISSION EXPIRES:

Notary Public

GENERAL UTILITY EASEMENT
Page 3 of 3

ACKNOWLEDGMENT

STATE OF ARKANSAS
COUNTY OF WASHINGTON

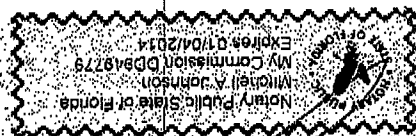
}
ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Timothy C. Hinkle, Trustee of the Timothy C. Hinkle Trust u/d/t December 1, 1995**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that he had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this _____ day of _____, 2013.

MY COMMISSION EXPIRES:

Notary Public



Notary Public

MY COMMISSION EXPIRES

WITNESS my hand and seal on this 16 day of JANUARY 2013

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared Linda Kay Hinkle, to me well known as the person who executed the foregoing document, and who stated and acknowledged that she had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

ACKNOWLEDGMENT

Notary Public

MY COMMISSION EXPIRES

WITNESS my hand and seal on this 16 day of JANUARY 2013

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared Glen David Wilson, Trustee, Glen David Wilson, Trust Agreement of 2001, dated July 13, 2001, to me well known as the person who executed the foregoing document, and who stated and acknowledged that he had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

ACKNOWLEDGMENT

Timothy C. Hinkle, Trustee

By

Timothy C. Hinkle Trust u/d/d December 1, 1995

Glen David Wilson, Trustee

By

Glen David Wilson, Trust Agreement of 2001, dated July 13, 2001

WITNESS the execution hereof on this 16 day of JANUARY 2013

It is hereby understood and agreed that the party securing this document in behalf of the Grantee is without authority to make any covenant or agreement not herein expressed.

GENERAL UTILITY EASEMENT

Page 2 of 3

Fax 479-575-8315

GENERAL UTILITY EASEMENT
Page 2 of 3

It is hereby understood and agreed that the party securing this document in behalf of the Grantee is without authority to make any covenant or agreement not herein expressed.

WITNESS the execution hereof on this the 16th day of January, 2013.

Glen David Wilson Trust Agreement of 2001,
u/d July 13, 2001

By:

Glen David Wilson, Trustee

Linda Kay Hinkle

Timothy C. Hinkle Trust u/d/t December 1, 1995

By:

Timothy C. Hinkle, Trustee
Timothy C. Hinkle, Trustee

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF WASHINGTON

} ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Glen David Wilson, Trustee, Glen David Wilson Trust Agreement of 2001, u/d July 13, 2001**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that he had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this _____ day of _____, 2013.

MY COMMISSION EXPIRES:

Notary Public

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF WASHINGTON

} ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Linda Kay Hinkle**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that she had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

WITNESS my hand and seal on this _____ day of _____, 2013.

MY COMMISSION EXPIRES:

Notary Public

GENERAL UTILITY EASEMENT
Page 3 of 3

ACKNOWLEDGMENT

STATE OF Pennsylvania

COUNTY OF Huntingdon

}

ss.

BE IT REMEMBERED, that on this date, before the undersigned, a duly commissioned and acting Notary Public within and for said County and State, personally appeared **Timothy C. Hinkle, Trustee of the Timothy C. Hinkle Trust u/d/t December 1, 1995**, to me well known as the person who executed the foregoing document, and who stated and acknowledged that he had so signed, executed and delivered said instrument for the consideration, uses and purposes therein mentioned and set forth.

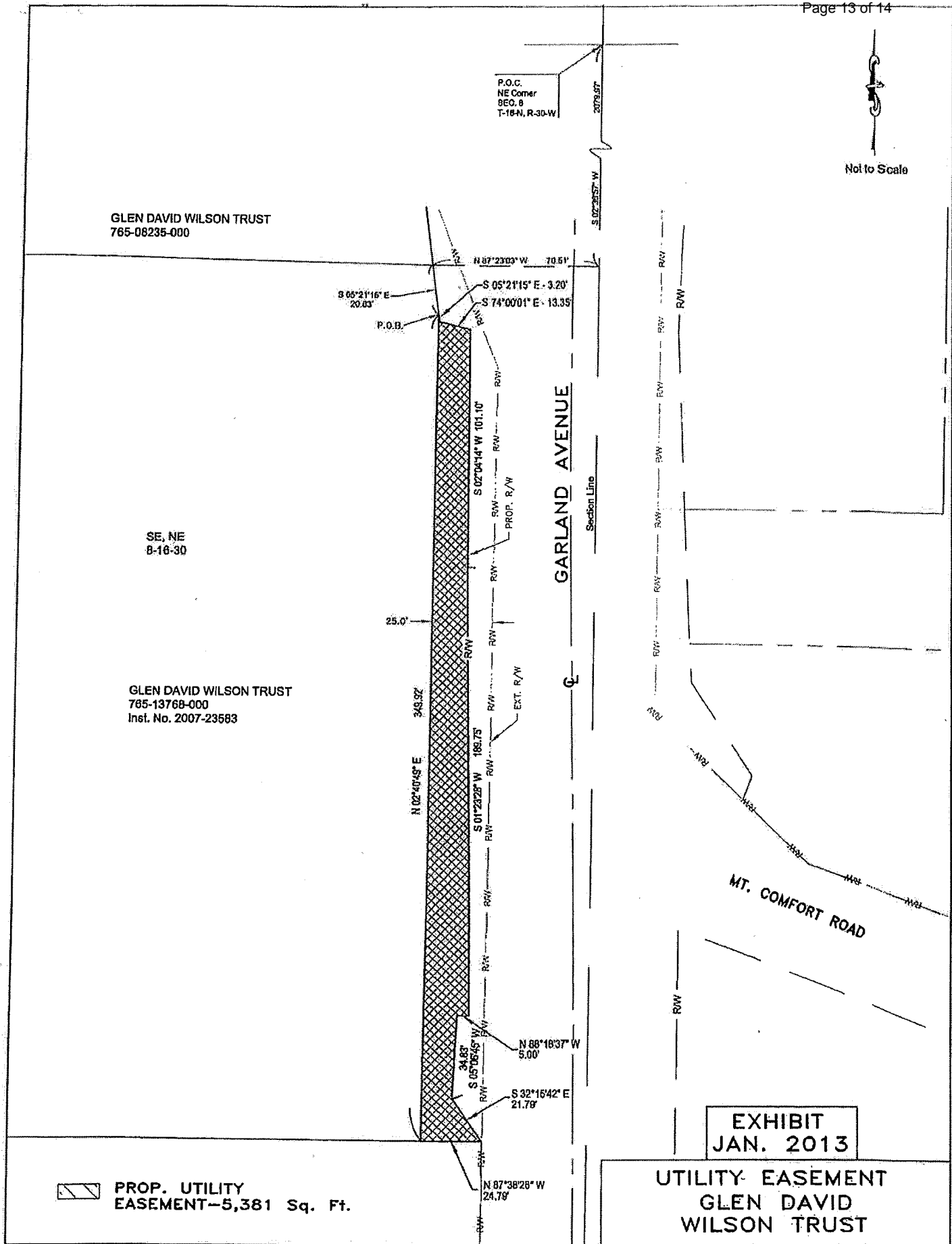
WITNESS my hand and seal on this 16th day of January, 2013.

MY COMMISSION EXPIRES:

May 11, 2014Amber D. Reed
Notary Public

COMMONWEALTH OF PENNSYLVANIA

Notarial Seal
AMBER D. REED, Notary Public
Huntingdon Boro, Huntingdon County
My Commission Expires May 11, 2014



City of Fayetteville Staff Review Form

B. 1
McClelland Consulting Engineers
Page 1 of 44

City Council Agenda Items
and
Contracts, Leases or Agreements

2/19/2013

City Council Meeting Date
Agenda Items Only

Chris Brown *CB*

Submitted By

Engineering

Division

Development Services

Department

Action Required:

A resolution approving an Agreement with McClelland Consulting Engineers for professional services for the rehabilitation of the historic Maple Street Bridge and Lafayette Street Bridge in the amount of \$279,071.90. This also recognizes federal grant revenue in the amount of \$223,257.00

045.55 CB

223,257.00 Federal grant revenue
223,257.00 Professional Services

56,000 2009 Transportation Bonds
Cost of this request
4470.0947.4309.00
4470.9470.5314.00
4520.9540.5314.00
Account Number

06035.1101

Project Number

\$ 289,623.00

Category / Project Budget

\$ -

\$ -

Funds Used to Date

\$ -

\$ -

\$ 289,623.00

Remaining Balance

Historic Lafayette & Maple Bridges

Program Category / Project Name

Street Improvements

Program / Project Category Name

09 Transportation Bonds & Federal Gr

Fund Name

Budgeted Item ☐Budget Adjustment Attached ☒

Department Director

02-05-2013
Date

Previous Ordinance or Resolution #

City Attorney

2-5-13
Date

Original Contract Date:

Original Contract Number:

Finance and Internal Services Director

2-5-2013
DateReceived in City
Clerk's Office

02-05-13 A09:11 RCVD

Chief of Staff

2-5-13
DateReceived in
Mayor's Office

Mayor

2/5/13
Date

Comments:

Tabbed to the 03/05/13 CC mtg at the 2/19/13 CC mtg.

Revised January 15, 2009

CITY COUNCIL AGENDA MEMO

Council Meeting of February 19, 2013

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director

From: Chris Brown, City Engineer *CB*

Date: February 4, 2013

Subject: **A Resolution approving an Agreement with McClelland Consulting Engineers, Inc. for professional services for the rehabilitation of the historic Maple Street Bridge and Lafayette Street Bridge in the amount of \$279,045.55 and approve a Budget Adjustment.**

BACKGROUND:

This project is located in downtown Fayetteville near the University campus on Maple Street and on Lafayette Street over a single track of the Arkansas & Missouri Railroad. The concrete bridges were built in 1936 & 1938 with approximate lengths of 83' & 120', are listed on the National Register of Historic Places and will require special rehabilitation work to retain this designation. It is the intent of the City to preserve and enhance the historic attributes and life of both bridges in a cost effective way. The historic integrity of the bridges must be maintained throughout the rehabilitation construction process.

On February 16, 2011 in response to a letter from the City requesting federal funding for the Maple and Lafayette Street historic bridges, the City received a letter from the Arkansas State Highway and Transportation Department advising that the subject bridges qualify for funding from the Federal-aid Highway Bridge Replacement and Rehabilitation Program (HBRRP) to restore both bridges. The HBRRP utilizes 80% Federal-aid and 20% local matching funds with a limitation of \$1 million in Federal-aid available per project. In subsequent correspondence, the AHTD also confirmed that the two bridges may be combined into a single project for purposes of the program. The total estimate for rehabilitation of the two bridges (including deck replacement of the Maple Street bridge) is approximately \$1.4 million.

A request for Letters Of Interest was advertised on April 20, 2012 and the City received two valid responses on May 16th. On May 25th, a Selection Committee containing City Staff and one City Council Member convened and voted to request proposals from both firms. RFQ's were sent to both firms on July 3rd with a due date of July 27th.

On July 30, 2012, a selection committee consisting of City staff and Alderman Bobby Ferrell selected McClelland Consulting Engineers (MCE) of Fayetteville to provide these services, along with their bridge subconsultants Horner and Shifrin of St. Louis. Since that time, the City has been working with the AHTD and MCE to develop a contract acceptable to all parties.

PROPOSAL:

MCE has provided a proposed scope and fee in the amount of \$279,045.55. This contract will be paid based on hourly rates for work completed, up to the total contract amount. This contract has been reviewed and approved by the AHTD, and is ready for review and approval by the City Council.

This design project will provide for the rehabilitation of two historic bridges including repairing/replacing the retaining wall near the Lafayette Bridge only, repair/replace bridge railings, period lighting, deck surfacing, expansion joints, abutment bearings, deck drains, concrete fascia beams, concrete abutment backwalls, concrete sidewalk, and approach pavement. Storm drainage systems, relocated utility facilities, maintenance of traffic and other incidental systems and facilities will be designed and constructed as necessary.

This design agreement has allotted 9 (nine) months for completion, however, this time frame may be extended depending upon the review workload of the Arkansas State Highway and Transportation Department (AHTD). The consultant will prepare and submit final plans and specifications to the City which will be used by AHTD to advertise a separate construction project which will be administered solely by the AHTD.

RECOMMENDATION:

Staff recommends City Council approval of the contract with McClelland Consulting Engineers, Inc. for providing the professional design services for the rehabilitation of the historic Maple Street Bridge and Lafayette Street Bridge.

BUDGET IMPACT:

This project is based on an Agreement Of Understanding with AHTD in which Federal Aid money will pay 80% of the contract amount and the City will pay 20%. These services will be funded either through the Transportation Bond Program or the CIP Program in an existing project set up for bridge cost sharing. The cost of these services will not exceed \$279,045.55, with the City's share being 20% or \$55,809.11.

RESOLUTION NO. _____

A RESOLUTION APPROVING A PROFESSIONAL ENGINEERING DESIGN SERVICES AGREEMENT WITH MCCLELLAND CONSULTING ENGINEERS IN THE AMOUNT OF \$279,045.55 FOR THE REHABILITATION OF THE HISTORIC MAPLE STREET AND LAFAYETTE STREET BRIDGES, AND APPROVING A BUDGET ADJUSTMENT RECOGNIZING FEDERAL GRANT REVENUE IN THE AMOUNT OF \$223,257.00

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a budget adjustment, a copy of which is attached to this Resolution as Exhibit "A", recognizing federal grant revenue in the amount of \$223,257.00.

PASSED and APPROVED this 19th day of February, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

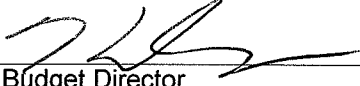
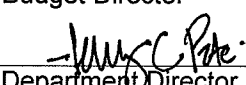
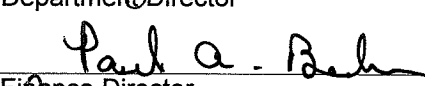
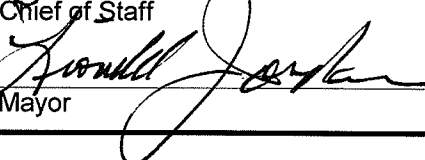
**City of Fayetteville, Arkansas
Budget Adjustment Form**

B. 1 V12.0724
McClelland Consulting Engineers

Budget Year 2013	Division: Engineering Department: Development Services	Request Date 2/4/2013	Adjustment Number
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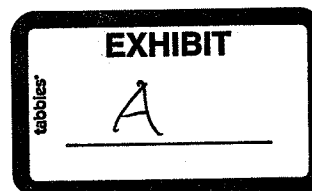
BUDGET ADJUSTMENT DESCRIPTION / JUSTIFICATION

This budget adjustment is to recognize the federal grant revenue of \$223,257.00 due from AHTD for the design phase of the Historic Lafayette and Maple Bridges. There is also transfer from the Crossover project to the Historic Bridges project which represents the City portion of the project expense (\$56,000.00).

 Division Head	Date	Prepared By: <u>Peggy Bell</u>	
 Budget Director	2-5-2013 Date	Reference:	<i>kspringer</i>
 Department Director	02-05-2013 Date	Budget & Research Use Only	
 Finance Director	2-5-2013 Date	Type: A B C <u>D</u> E P	
 Chief of Staff	2-5-13 Date	General Ledger Date	
 Mayor	2/5/13 Date	Posted to General Ledger	Initial Date
		Checked / Verified	Initial Date

TOTAL BUDGET ADJUSTMENT

Account Name	Account Number		223,257	223,257	Project.Sub Number
			Increase / (Decrease) Expense	Revenue	
Federal Grants-Capital	4470.0947.4309.00	RI	-	223,257	06035 . 1101
Professional services	4470.9470.5314.00	EX	223,257		06035 . 1101
Street improvements	4520.9540.5809.00	EX	(56,000)		06035 . 2000
Professional services	4520.9540.5314.00	EX	56,000		06035 . 1101
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Project Request Form

Request for Additional Subprojects

Project Number : 06035
Project Title : Transportation Bond Street Improvements

Sub Project Request:

Sub Project Number : 1101
Sub Project Title : Lafayette & Maple Bridges
Sub Project Status : Active
Sub Project Manager : Chris Brown
Grant (Y/N) : Yes

GL Accounts Assigned:	4470.0947.4309.00	Federal Grants - Capital
	4470.9470.5314.00	Professional Services
	4520.9540.5314.00	Professional Services

Sub Project Request:

Sub Project Number :
Sub Project Title :
Sub Project Status :
Sub Project Manager :
Grant (Y/N) :

GL Accounts Assigned:		

Sub Project Request:

Sub Project Number :
Sub Project Title :
Sub Project Status :
Sub Project Manager :
Grant (Y/N) :

GL Accounts Assigned:		

J:\EXCEL\Historic Bridges\[Historic Bridges add accounts.xls]Additional Subprojects

Peggy Bell 2/4/2013

Requested By

Entered By

AGREEMENT
FOR
ENGINEERING SERVICES
(LOCAL VERSION – COST PLUS FEE)

JOB NO. 040618
FEDERAL AID PROJECT ("FAP") NO. BRN-9142(29)
Maple St. & Lafayette St. Bridge Rehab.
(Fayetteville)(S)
Washington County

PREAMBLE

THIS AGREEMENT, entered into this ____ day of _____, 2013, by and between The City of Fayetteville, Arkansas("Owner"),and McClelland Consulting Engineers, Inc. ("Consultant"), a corporation existing under the laws of the State of Arkansas, with principal offices at 1810 North College Avenue, Fayetteville, Arkansas 72703 and 900 West Markham, Little Rock, Arkansas 72203.

WITNESSETH:

WHEREAS, the City of Fayetteville is planning to rehabilitate the historic Maple Street Bridge (Bridge Number 01940) and Lafayette Street Bridge (Bridge Number 01941), including related approach work in Fayetteville, Arkansas, and requires the professional services from McClelland Consulting Engineers, Inc. to perform a geotechnical evaluation, topographic survey, design, construction administration, and construction observation, and,

WHEREAS, the City of Fayetteville's forces are fully employed on other urgent work that prevents their early assignment to the aforementioned work; and,

WHEREAS, McClelland Consulting Engineers, Inc.'s staff is adequate and well qualified, and it has been determined that its current workload will permit completion of the project on schedule.

NOW THEREFORE, it is considered to be in the best public interest for the City of Fayetteville to obtain the assistance of McClelland Consulting Engineers, Inc.'s organization in connection with engineering services. In consideration of the faithful performance of each party of the mutual covenants and agreements set forth hereinafter, it is mutually agreed as follows:

1. PRELIMINARY MATTERS

- 1.1. "McClelland Consulting Engineers, Inc.'s Representative" shall be Daniel Barnes, P.E., until written notice is provided to the City of Fayetteville designating a new representative.
- 1.2. "Contract Ceiling Price." The Contract Ceiling Price for this Agreement is \$279,045.55
- 1.3. The Contract Ceiling Price is the maximum aggregate amount of all payments that the City of Fayetteville may become obligated to make under this Agreement. In no event, unless modified in writing, shall total payments by the City of Fayetteville under this Agreement exceed the Contract Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost, exceeding the Contract Ceiling Price. McClelland Consulting Engineers, Inc. additionally agrees that half cell potential tests, bridge deck replacement

design, and analysis of existing structures for bridge deck replacement will not be performed unless authorized by the City of Fayetteville.

- 1.4. "Contract Price" is aggregate amount of allowable costs and fees to be paid by the City of Fayetteville under this Agreement.
- 1.5. "Default" means the failure of McClelland Consulting Engineers, Inc. to perform any of the provisions of this Agreement. *Default includes, but is not limited to, failure to complete phases of the work according to schedule or failure to make progress in the work so as to endanger timely performance of this Agreement, failure to pay subcontractors in a timely manner, failure to comply with federal and state laws, and failure to comply with certifications made in or pursuant to this Agreement.*
- 1.6. "Department" or "AHTD" means the Arkansas State Highway and Transportation Department.
- 1.7. "DOT" means the United States Department of Transportation.
- 1.8. "FAR" means the Federal Acquisition Regulations, codified in 48 C.F.R.
- 1.9. "Fee" whether fixed or otherwise is a dollar amount that includes McClelland Consulting Engineers, Inc.'s profit on the job.
- 1.10. "FHWA" means the Federal Highway Administration.
- 1.11. "Indirect Cost Rate." The Indirect Cost Rate is defined in the provisions of 48 C.F.R. Part 31, and is also subject to any limitations contained herein. The Indirect Cost Rate for McClelland Consulting Engineers, Inc. under this Agreement shall be 184.34 percent. If applicable, the Indirect Cost Rate for each subcontractor shall be listed in Appendix B.
- 1.12. "Title I Services" are those services provided by McClelland Consulting Engineers, Inc. before the award of the contract for the construction of the Project, consisting primarily of engineering services for the planning or design of the Project.
- 1.13. "Title I Services Ceiling Price." The Title I Services Ceiling Price for this Agreement is \$250,044.26. The Title I Services Ceiling price is the maximum aggregate amount of all payments that the City of Fayetteville may become obligated to make under this Agreement for fees and costs related to Title I Services. In no event, unless modified in writing, shall total payments by the City of Fayetteville related to Title I Services exceed the Title I Services Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment for, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost related to, Title I Services exceeding the Title I Services Ceiling Price.
- 1.14. "Title II Multiplier" (if applicable) is the mark-up by which the fee and indirect costs associated with Title II services are calculated. The Title II Multiplier, which accounts for the fee and indirect costs, is multiplied by the salary rate, as shown on the Schedule of Salary Ranges, of the particular individual(s) performing the Title II services. The Title II Multiplier for the term of this Agreement is 3.18.
- 1.15. "Title II Services" are those services provided by McClelland Consulting Engineers, Inc. after the award of the contract for the construction of the Project, consisting primarily of engineering services during the construction of the Project.
- 1.16. "Title II Services Ceiling Price". The Title II Services Ceiling Price for this Agreement is \$29,001.29. The Title II Services Ceiling price is the maximum aggregate amount of

all payments that the City of Fayetteville may become obligated to make under this Agreement for fees and costs related to Title II Services. In no event, unless modified in writing, shall total payments by the City of Fayetteville related to Title II Services exceed the Title II Services Ceiling Price. McClelland Consulting Engineers, Inc. shall not be entitled to receive adjustment, reimbursement, or payment for, nor shall the City of Fayetteville, its officers, agents, employees, or representatives, incur any liability for, any fee or cost related to, Title II Services exceeding the Title II Services Ceiling Price.

2. TYPE OF AGREEMENT

- 2.1. This Agreement is a cost-plus-fixed-fee contract. McClelland Consulting Engineers, Inc. is being hired to perform professional engineering services in connection with the Project as set forth herein. In consideration for Title I services performed, the City of Fayetteville will reimburse McClelland Consulting Engineers, Inc. for allowable direct and indirect costs, as defined herein, and pay McClelland Consulting Engineers, Inc. a fixed fee. If Title II services are to be performed, the City of Fayetteville will reimburse McClelland Consulting Engineers, Inc. for allowable direct costs and also pay McClelland Consulting Engineers, Inc. an amount determined by multiplying the salary rate of the individual(s) performing the Title II services, as shown on the Schedule of Salary Ranges, by the Title II Multiplier.
- 2.2. The Project to be performed under this Agreement is a federally-assisted project and federal funds will be used, in part, to pay McClelland Consulting Engineers, Inc.. Therefore, notwithstanding any provision of this Agreement, all payments, costs, and expenditures are subject to the requirements and limitations of 48 C.F.R. Part 31, and McClelland Consulting Engineers, Inc. shall certify the accuracy of all invoices and requests for payment, along with supporting documentation and any information provided in determining the Indirect Cost Rates.

3. COSTS, FEES, AND PAYMENT

3.1. Allowable costs.

3.1.1. Allowable costs are subject to the limitations, regulations, and cost principles and procedures in 48 C.F.R. Part 31, which are expressly incorporated into this Agreement by reference. For the purpose of reimbursing allowable costs (except as provided in subparagraph 2 below, with respect to pension, deferred profit sharing, and employee stock ownership plan contributions), the term *costs* includes only—

3.1.1.1. Those recorded costs that, at the time of the request for reimbursement, McClelland Consulting Engineers, Inc. has paid by cash, check, or other form of actual payment for items or services purchased directly for the Agreement;

3.1.1.2. When McClelland Consulting Engineers, Inc. is not delinquent in paying costs of contract performance in the ordinary course of business, costs incurred, but not necessarily paid, for—

- Materials issued from McClelland Consulting Engineers, Inc.'s inventory and placed in the production process for use in its performance under this Agreement;
- Direct labor;

- Direct travel;
- Other direct in-house costs; and
- Properly allocable and allowable indirect costs, as shown in the records maintained by McClelland Consulting Engineers, Inc. for purposes of obtaining reimbursement under government contracts; and
- The amount of progress payments that have been paid to McClelland Consulting Engineers, Inc.'s subcontractors under similar cost standards.

3.1.2. McClelland Consulting Engineers, Inc.'s contributions to any pension or other post-retirement benefit, profit-sharing or employee stock ownership plan funds that are paid quarterly or more often may be included in indirect costs for payment purposes; *provided*, that McClelland Consulting Engineers, Inc. pays the contribution to the fund within 30 days after the close of the period covered. Payments made 30 days or more after the close of a period shall not be included until McClelland Consulting Engineers, Inc. actually makes the payment. Accrued costs for such contributions that are paid less often than quarterly shall be excluded from indirect costs for payment purposes until McClelland Consulting Engineers, Inc. actually makes the payment.

3.1.3. Notwithstanding the audit and adjustment of invoices or vouchers, allowable indirect costs under this Agreement shall be obtained by applying Indirect Cost Rates established in accordance with Subsection 3.3 below.

3.1.4. Any statements in specifications or other documents incorporated in this Agreement by reference designating performance of services or furnishing of materials at McClelland Consulting Engineers, Inc.'s expense or at no cost to the City of Fayetteville shall be disregarded for purposes of cost-reimbursement.

3.2. *Salaries.* The following schedule covers the classification of personnel and the salary ranges for all personnel anticipated to be assigned to this project by McClelland Consulting Engineers, Inc.:

3.2.1.1. SCHEDULE OF SALARY RANGES

<u>Labor Classification</u>	<u>Labor Rate Range</u>
Principal Engineer	\$41.27 - \$50.50
Project Engineer	\$25.84 - \$41.40
Engineering Technician	\$16.50 - \$30.00
Construction Observer	\$15.00 - \$31.25
Chief Draftsman	\$22.00 - \$25.00
Draftsman	\$15.38 - \$19.00
Survey Technician	\$17.00 - \$27.00
Registered Land Surveyor	\$21.50 - \$32.00
Field Survey (1-man or Rodman)	\$16.50 - \$24.00
Survey (2- man or Robotic) Crew	\$17.00 - \$27.00
Geotech Engineer	\$26.66 - \$41.40
Soils Lab Supervisor	\$16.25 - \$21.50
Soils Lab Technician	\$12.90 - \$15.25
Office Administration	\$14.50 - \$19.50
Clerical	\$10.50 - \$20.00

3.2.1.2. The City of Fayetteville shall reimburse McClelland Consulting Engineers, Inc. for overtime costs only when the overtime has been authorized in writing by the City of Fayetteville. When authorized, overtime shall be reimbursed at the rate of time and one-half for all nonexempt employees. Notwithstanding this provision, McClelland Consulting Engineers, Inc. must comply with all federal and state wage and hour laws and regulations, regardless whether the overtime is considered reimbursable under this Agreement.

3.3. *Indirect Cost Rates.*

3.3.1. Allowable indirect costs incurred by McClelland Consulting Engineers, Inc. shall also be reimbursed by the City of Fayetteville at the Indirect Cost Rate. The Indirect Cost Rate of McClelland Consulting Engineers, Inc. for this Agreement shall be the rate as set forth in subsection 1.11. If applicable, the Indirect Cost Rate for subcontractors shall be determined in the same manner and subject to the same limitations as McClelland Consulting Engineers, Inc., and shall be listed for each subcontractor identified in Appendix B. The Indirect Cost Rate, or any adjustment thereto, shall not change any monetary ceiling, contract obligation, or specific cost allowance, or disallowance provided for in this Agreement except as provided for in sections 3.3.4. and 3.3.5. The Indirect Cost Rate must reflect the allowable indirect costs pursuant to 48 C.F.R. Part 31 ("FAR").

3.3.2. In establishing the Indirect Cost Rate or proposing any adjustment thereto, McClelland Consulting Engineers, Inc. shall, upon request, submit to the City of Fayetteville, FHWA, or their representatives an audited indirect cost rate and supporting cost data in accordance with the requirements set forth in the current *Arkansas Highway & Transportation Department Indirect Cost Rate Audit Requirements*.

3.3.3. During the term of this Agreement, if an audit of a subsequent accounting period of McClelland Consulting Engineers, Inc. demonstrates that McClelland Consulting Engineers, Inc. has incurred allowable indirect costs at a different rate than the Indirect Cost Rate, the Indirect Cost Rate shall be adjusted. Any adjustment is subject to the audit and documentation requirements of the FAR and the current *Arkansas Highway & Transportation Department Indirect Cost Rate Audit Requirements*. Except in the case of a provisional Indirect Cost Rate, as provided in the following subparagraphs, or the disallowance of cost following a subsequent audit, any adjustment to the Indirect Cost Rate shall be effective only prospectively from the date that the adjustment is accepted.

3.3.4. In order to expedite some projects, when an audited indirect cost rate has not yet been submitted and approved, the City of Fayetteville may extend a temporary waiver and accept a provisional indirect cost rate. This provisional rate must be reviewed by, and receive a positive recommendation from the Arkansas Highway and Transportation Department's Chief Auditor. The provisional cost proposal must be accompanied by written assurance from an independent CPA that he/she has been engaged to audit the costs in accordance with the above requirements. The anticipated audit must be based on costs incurred in the most recently completed fiscal year for which the cost data is available, with the audit scheduled to begin within a reasonable time frame. If the date of the initial cost proposal is within the last quarter of the current fiscal year, the audit may be delayed until the current

fiscal year is closed and the final cost data is available. The written assurance from the CPA that he or she has been engaged to perform the audit at an appropriate time is still required.

- 3.3.5. Once an audited indirect cost rate is approved, the ceiling prices provided for in the initial agreement using the provisional indirect cost rate will be adjusted with a supplemental agreement to implement the resulting increase or decrease from revising the indirect cost rate, and all amounts paid McClelland Consulting Engineers, Inc. prior to receipt and acceptance of an audited indirect cost rate will be retroactively adjusted for changes in the indirect cost rate. However, no changes in hours, fixed fees, or other costs will be allowed as a result of applying the audited indirect cost rate.
- 3.4. *Fees.* The justification for the fees and costs is contained in Appendix A. In addition to reimbursement of the allowable costs as set forth above, the City of Fayetteville shall pay to McClelland Consulting Engineers, Inc. a fixed fee of **\$7,844.18** for Title I Services. For Title II Services, if applicable, the City of Fayetteville shall reimburse McClelland Consulting Engineers, Inc. for allowable direct costs and also pay to McClelland Consulting Engineers, Inc. an amount determined by multiplying the salary rate of the individual(s) performing the Title II Services, as shown on the Schedule of Salary Ranges, by the Title II Multiplier. The Title II Multiplier shall account for all fees and indirect costs associated with Title II services.
- 3.5. *Invoices, Reimbursement, and Partial Payments.* Submission of invoices and payment of the fees shall be made as follows, unless modified by the written agreement of both parties:
- 3.5.1. Not more often than once per month, McClelland Consulting Engineers, Inc. shall submit to the City of Fayetteville, in such form and detail as the City of Fayetteville may require, an invoice or voucher supported by a statement of the claimed allowable costs for performing this Agreement, and estimates of the amount and value of the work accomplished under this Agreement. The invoices for costs and estimates for fees shall be supported by any data requested by the City of Fayetteville.
- 3.5.2. In making estimates for fee purposes, such estimates shall include only the amount and value of the work accomplished and performed by McClelland Consulting Engineers, Inc. under this Agreement which meets the standards of quality established under this Agreement. McClelland Consulting Engineers, Inc. shall submit with the estimates any supporting data required by the City of Fayetteville. At a minimum, the supporting data shall include a progress report in the form and number required by the City of Fayetteville.
- 3.5.3. Upon approval of the estimate by the City of Fayetteville, payment upon properly executed vouchers shall be made to McClelland Consulting Engineers, Inc., as soon as practicable, of 100 percent of the allowed costs, and of 90 percent of the approved amount of the estimated fee, less all previous payments. Notwithstanding any other provision of this Agreement, only costs and fees determined to be allowable by the City of Fayetteville in accordance with subpart 31.2 of the Federal Acquisition Regulations (FAR) in effect on the date of this Agreement and under the terms of this Agreement shall be reimbursed or paid.
- 3.5.4. Before final payment under the Agreement, and as a condition precedent thereto, McClelland Consulting Engineers, Inc. shall execute and deliver to the City of Fayetteville a release of all claims which are known or reasonably could have been known to exist against the City of Fayetteville arising under or by virtue of this Agreement, other than any claims that are specifically excepted by McClelland

Consulting Engineers, Inc. from the operation of the release in amounts stated in the release.

- 3.6. *Title I Services, Title II Services, and Contract Ceiling Prices.* The parties agree that aggregate payments under this Agreement, including all costs and fees, shall not exceed the Contract Ceiling Price. The parties further agree that aggregate payments for Title I services under this Agreement, including all costs and fees, shall not exceed the Title I Services Ceiling Price; and that aggregate payments for Title II services under this Agreement, including all costs and fees, shall not exceed the Title II Services Ceiling Price. No adjustment of the Indirect Cost Rate or the Title II Multiplier, claim, or dispute shall affect the limits imposed by these ceiling prices. No payment of costs or fees shall be made above these ceiling prices unless the Agreement is modified in writing.

3.7. *Final payment.*

- 3.7.1. McClelland Consulting Engineers, Inc. shall submit a completion invoice or voucher, designated as such, promptly upon completion of the work, but no later than forty-five (45) days (or longer, as the City of Fayetteville may approve in writing) after the completion date. Upon approval of the completion invoice or voucher, and upon McClelland Consulting Engineers, Inc.'s compliance with all terms of this Agreement, the City of Fayetteville shall promptly pay any balance of allowable costs and any retainage owed to McClelland Consulting Engineers, Inc.. After the release of said retainage McClelland Consulting Engineers, Inc. agrees that it will continue to provide consultation services to the City of Fayetteville as needed through supplemental agreement(s) with respect to the contracted services under this Agreement until all work is completed under both Title I and Title II.

- 3.7.2. McClelland Consulting Engineers, Inc. shall pay to the City of Fayetteville any refunds, rebates, credits, or other amounts (including interest, if any) accruing to or received by McClelland Consulting Engineers, Inc. or any assignee under this Agreement, to the extent that those amounts are properly allocable to costs for which McClelland Consulting Engineers, Inc. has been reimbursed by the City of Fayetteville. Reasonable expenses incurred by McClelland Consulting Engineers, Inc. for securing refunds, rebates, credits, or other amounts shall be allowable costs if approved by the City of Fayetteville. Before final payment under this Agreement, McClelland Consulting Engineers, Inc. and each assignee whose assignment is in effect at the time of final payment shall execute and deliver—

- An assignment to the City of Fayetteville, in form and substance satisfactory to the City of Fayetteville, of refunds, rebates, credits, or other amounts (including interest, if any) properly allocable to costs for which McClelland Consulting Engineers, Inc. has been reimbursed by the City of Fayetteville under this Agreement; and,
- A release discharging the City of Fayetteville, its officers, agents, and employees from all liabilities, obligations, and claims which were known or could reasonably have been known to exist arising out of or under this Agreement.

- 3.8. *City of Fayetteville's Right to Withhold Payment.* The City of Fayetteville may withhold payment to such extent as it deems necessary as a result of: (1) third party claims arising out of the services of McClelland Consulting Engineers, Inc. and made against the City of Fayetteville; (2) evidence of fraud, over-billing, or overpayment; (3) inclusion of non-allowable costs; (4) failure to make prompt payments to subcontractors in the time provided by this Agreement; (5) payment requests received including fees for unapproved subcontractors; and/or (6) McClelland Consulting Engineers, Inc.'s default or unsatisfactory performance of services. The withholding of payment under

this provision shall in no way relieve McClelland Consulting Engineers, Inc. of its obligation to continue to perform its services under this Agreement.

4. DISALLOWANCE OF COSTS

- 4.1. Notwithstanding any other clause of this Agreement, the City of Fayetteville may at any time issue to McClelland Consulting Engineers, Inc. a written notice of intent to disallow specified costs incurred or planned for incurrence under this Agreement that have been determined not to be allowable under the contract terms.
- 4.2. Failure to issue a notice under this Section shall not affect the City of Fayetteville's rights to take exception to incurred costs.
- 4.3. If a subsequent audit reveals that: (1) items not properly reimbursable have, in fact, been reimbursed as direct costs; or (2) that the Indirect Cost Rate contains items not properly reimbursable under the FAR; then, in the case of indirect costs, the Indirect Cost Rate shall be amended retroactively to reflect the actual allowable indirect costs incurred, and, in the case of both direct and indirect costs, the City of Fayetteville may offset, or McClelland Consulting Engineers, Inc. shall repay to City of Fayetteville, any overpayment.

5. RECORDS & AUDITS

- 5.1. *Records* includes books, documents, accounting procedures and practices, and other data, regardless of type and regardless of whether such items are in written form, in the form of computer data, or in any other form.
- 5.2. *Examination.* McClelland Consulting Engineers, Inc. shall maintain, and the City of Fayetteville, AHTD, FHWA, and their authorized representatives shall have the right to examine and audit all records and other evidence sufficient to reflect properly all costs (direct and indirect) claimed to have been incurred or anticipated to be incurred in performance of this Agreement. This right of examination shall also include examination and audit of any records considered, relied upon, or relating to the determination of the Indirect Cost Rate or any certification thereof, including any CPA audit relied upon to establish the rate. This right of examination shall also include inspection at all reasonable times of McClelland Consulting Engineers, Inc.'s offices and facilities, or parts of them, engaged in performing the Agreement.
- 5.3. *Supporting Data.* If McClelland Consulting Engineers, Inc. has been required to submit data in connection with any action relating to this Agreement, including the negotiation of or pre-negotiation audit of the Indirect Cost Rate, the negotiation of the Fee, request for cost reimbursement, request for payment, request for an adjustment, or assertion of a claim, the City of Fayetteville, AHTD, FHWA, or their authorized representatives, in order to evaluate the accuracy, completeness, and accuracy of the data, shall have the right to examine and audit all of McClelland Consulting Engineers, Inc.'s records, including computations and projections, related to—
 - The determination or certification of the Indirect Cost Rate, including any independent CPA audit or certification thereof;
 - Any proposal for the Agreement, subcontract, or modification;
 - Discussions conducted on the proposal(s), including those related to negotiating;

- Fees or allowable costs under the Agreement, subcontract, or modification;
 - Performance of the Agreement, subcontract or modification; or,
 - The amount and basis of any claim or dispute.
- 5.4. *Audit.* The City of Fayetteville, AHTD, FHWA, or their authorized representatives, shall have access to and the right to examine any of McClelland Consulting Engineers, Inc.'s records involving transactions related to this Agreement or a subcontract hereunder.
- 5.5. *Reports.* If McClelland Consulting Engineers, Inc. is required to furnish cost, funding, or performance reports, the City of Fayetteville, AHTD, FHWA, or their authorized representatives shall have the right to examine and audit the supporting records and materials, for the purpose of evaluating (1) the effectiveness of McClelland Consulting Engineers, Inc.'s policies and procedures to produce data compatible with the objectives of these reports and (2) the data reported.
- 5.6. *Availability.* McClelland Consulting Engineers, Inc. shall retain and make available at its office at all reasonable times the records, materials, and other evidence described in this Section and Section 28, Disputes and Claims, for examination, audit, or reproduction, until five years after final payment under this Agreement, or for any longer period required by statute or by other clauses of this Agreement. In addition—
- 5.6.1. If this Agreement is completely or partially terminated, the records relating to the work terminated shall be retained and made available for five years after the termination; and,
- 5.6.2. Records relating to any claim or dispute, or to litigation or the settlement of claims arising under or relating to this Agreement shall be retained and made available until after any such claims or litigation, including appeals, are finally resolved.
- 5.7. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.
- 5.8. *Freedom of Information Act.* City of Fayetteville contracts and documents prepared while performing City of Fayetteville contractual work are subject to the Arkansas Freedom of Information Act. If a Freedom of Information Act request is presented to the City of Fayetteville, McClelland Consulting Engineers, Inc. will do everything possible to provide the documents in a prompt and timely manner as prescribed in the Arkansas Freedom of Information Act (A.C.A. 25-19-101 et seq.) Only legally authorized photocopying costs pursuant to the FOIA may be assessed for this compliance.

6. DESCRIPTION OF THE PROJECT

- 6.1. The City of Fayetteville is planning to rehabilitate the historic Maple Street Bridge and Lafayette Street Bridge, including related approach work, and requires the professional services from McClelland Consulting Engineers, Inc. to perform a geotechnical evaluation, survey, environmental documentation, design, and engineering management services during construction.

7. INFORMATION AND TITLE I SERVICES TO BE PROVIDED BY MCCLELLAND CONSULTING ENGINEERS, INC.

7.1. Survey

- Complete a detailed topographic, property, and utility survey as needed for design of the improvements as listed in Paragraph 6.1. Elevation control will be established using AHTD elevation procedures.

7.2. Geotechnical Investigation

- Drill two borings adjacent to the rotated retaining wall located in the eastern approach of the Lafayette Street Bridge.
- Obtain samples of the soil strata.
- Obtain core samples of the underlying rock strata.
- Perform laboratory tests for moisture content, classifications, unit weights, unconfined compression tests.
- Interpret and evaluate geotechnical data for retaining wall design/rehabilitation and the pavement structure.
- Perform two pavement cores on each bridge approach (8 total cores) to determine existing pavement section.
- Take six concrete samples (cores) from each bridge deck and perform 30 chloride tests.
- Perform chain drag testing on each bridge deck. The City of Fayetteville will be responsible for the removal of the asphalt on the bridge decks.
- Complete Half-Cell Potential Test (2 Each if chloride content warrants).

7.3. Environmental Documentation

- Environmental Data Collection - Preliminary environmental data associated with the proposed project area will be collected and assessed for the social, economic, and environmental impacts area, including:
 1. Air Quality
 2. Noise Quality
 3. Hazardous Materials
 4. Wetlands and Stream Impacts
 5. Water Quality, including Public Drinking Supplies
 6. Farmland
 7. Land Use and Land Cover
 8. Terrestrial and Aquatic Communities
 9. Endangered Species
 10. Economic
 11. Community
 12. Relocations of Homes and Businesses
 13. Environmental Justice and Title VI
 14. Recreational Areas
 15. Archeological and Historic Sites
 16. Visual
 17. Section 4(f)
 18. Secondary and Cumulative Impacts
- Coordinate with relevant regulatory agencies as required (FEMA, USACOE, SHPO, ADEQ, USFWS and others) to resolve environmental issues and obtain permits.
- Environmental Constraints Map - All environmental data collected will be transferred to appropriately scaled aerial photographs to produce a map that indicates all known environmentally sensitive areas.

- Prepare environmental document, including cultural resources clearance from the State Historic Preservation Office. A Tier 3 Categorical Exclusion is likely the required documentation. Include location studies and Section 4(f) evaluations if necessary.
- Submit draft environmental document in electronic format for review by the City of Fayetteville and AHTD.
- Perform alterations necessary to respond to comments made in the City of Fayetteville's and AHTD's reviews.
- Submit final draft to the City of Fayetteville and AHTD for FHWA approval.
- Prepare designated number of copies of environmental document after FHWA approval and distribute as directed. An electronic copy of the approved environmental document in pdf form will be provided to the AHTD.

7.4. Design

- Prepare project design criteria and submit to AHTD for review before preliminary design work. AHTD Standard Specifications for Highway Construction will be used.
- Complete site visit for visual verification of previous bridge inspection.
- Develop an engineering design for the roadway approach improvements and associated utility relocations, as needed. Submit design plans for review by the City of Fayetteville and AHTD at the 30%, 60%, and 90% stages. Submit an updated cost estimate with each design review, include costs for utilities, railroad permits, railroad personnel & equipment, etc at applicable.
 - Maple Street Bridge Design Scope
 - Complete approach design
 - Coordinate non city owned utility relocations
 - Design city owned utility relocations/extensions.
 - Lafayette Street Bridge Design Scope
 - Complete approach design
 - Coordinate non city owned utility relocations
 - Design city owned utility relocations/extensions
 - Replace or repair leaning wall at SW corner of approach using original plans to replicate existing wall – Take design from Horner and Shifrin, Inc and develop construction drawings,
- Prepare necessary exhibits, and attend all necessary public involvement meetings and public hearings (5 total).
- Coordinate design and construction with franchise utility companies' relocations to assure adequate space for all facilities and timely relocations.
- Coordinate with Railroad to obtain any permits necessary for the Contractor to perform the work.
- Prepare final construction plans and specifications for the roadway approach improvements. Plans will be completed in both Microstation and AutoCAD formats.
- Provide right of way acquisition documents and engineering services required for acquisition of rights of way and easements if needed.
- Provide a final set of signed and sealed roadway approach improvement drawings to AHTD Bridge Division for record purposes.
- When requested, clarify and technical issues that may arise from contractors preparing a bid, and provide written documentation to assist in issuing addenda, as needed.

8. INFORMATION TO BE PROVIDED BY THE CITY OF FAYETTEVILLE

- 8.1. The City of Fayetteville shall make available to McClelland Consulting Engineers, Inc. all technical data in the City of Fayetteville's possession, including laboratory tests, maps, surveys, borings, and other information required by McClelland Consulting Engineers, Inc. and relating to McClelland Consulting Engineers, Inc.'s work.

9. TITLE II SERVICES TO BE PROVIDED BY MCCLELLAND CONSULTING ENGINEERS, INC.

9.1. Survey Control

- McClelland Consulting Engineers, Inc. shall establish the survey control baseline(s) along with sufficient baseline control points and benchmarks at appropriate intervals along the project for use by the Contractor and McClelland Consulting Engineers, Inc. in performing verification surveys of construction layout. McClelland Consulting Engineers, Inc. shall (1) make and record such measurements as are necessary to calculate and document quantities for pay items; and (2) perform incidental engineering surveys as may be necessary to carry out the services covered by this agreement and to verify and confirm the accuracy of the Contractor's survey layout work. All survey work shall be performed under the supervision of a Surveyor registered in the State of Arkansas.

9.2. Engineering Management Services

- Review of shop drawings and submittals, as requested.
- Provide design related solutions to construction problems and issues that may arise during construction.
- Assist the City of Fayetteville in preparing for any litigation or other action that may arise as a result of the Project.
- McClelland Consulting Engineers, Inc. does not make any representation as to the legal sufficiency of contracts it helps to coordinate and the City of Fayetteville if solely responsible for determining that all contracts meet its legal requirements.
- Prepare the SWPPP documents and plans, and insure that all requirements of ADEQ and the City of Fayetteville are met.

10. COORDINATION WITH CITY OF FAYETTEVILLE

- 10.1. Throughout the Project, McClelland Consulting Engineers, Inc. shall hold *monthly* conferences, if needed, in Fayetteville, Arkansas, or such other location as designated by the City of Fayetteville, with representatives of the City of Fayetteville, the AHTD, and the FHWA so that as the Project progresses, McClelland Consulting Engineers, Inc. shall have full benefit of the City of Fayetteville's knowledge of existing needs and facilities and be consistent with the City of Fayetteville's current policies and practices. The extent and character of the work to be done by McClelland Consulting Engineers, Inc. shall be subject to the general oversight and approval of the City of Fayetteville.

11. OFFICE LOCATION FOR REVIEW OF WORK

- 11.1. Review of the work as it progresses and all files and documents produced under this Agreement may be made by representatives of the City of Fayetteville, the AHTD, and the FHWA at the project office of McClelland Consulting Engineers, Inc. located in

Fayetteville or Little Rock, Arkansas or at the regional offices of McClelland Consulting Engineers, Inc. located in N/A or McClelland Consulting Engineers, Inc.'s Arkansas office located at N/A.

12. ACCESS TO PROPERTY

- 12.1. McClelland Consulting Engineers, Inc.'s services to the City of Fayetteville may require entry upon private property. The City of Fayetteville will present or mail to private landowners a letter of introduction and explanation, describing the work, which shall be drafted by McClelland Consulting Engineers, Inc.. McClelland Consulting Engineers, Inc. will make reasonable attempts to notify resident landowners who are obvious and present when McClelland Consulting Engineers, Inc. is in the field. McClelland Consulting Engineers, Inc. is not expected to provide detailed contact with individual landowners. McClelland Consulting Engineers, Inc. is not expected to obtain entry by means other than the consent of the landowner. If McClelland Consulting Engineers, Inc. is denied entry to private property by the landowner, McClelland Consulting Engineers, Inc. will not enter the property. If denied entry to the property, McClelland Consulting Engineers, Inc. shall notify the City of Fayetteville and advise the City of Fayetteville of an alternate evaluation method if one is feasible. The City of Fayetteville shall decide on the course of action to obtain access to the property.

13. DELIVERABLES

- 13.1. Meeting minutes, correspondence, bi-weekly project estimates, materials testing reports, environmental documents, design submittals and survey data files for the project. At the close of the project, the records will be assembled in accordance with current City of Fayetteville and AHTD policies and submitted to the City of Fayetteville and AHTD for review and approval.

14. SUBCONTRACTING

- 14.1. Unless expressly disclosed in Appendix B, McClelland Consulting Engineers, Inc. may not subcontract any of the services to be provided herein without the express written approval of the City of Fayetteville. All subcontractors, including those listed in Appendix B, shall be bound by the terms of this Agreement. All subcontractors shall be subject to all contractual and legal restrictions concerning payment and determination of allowable costs, and subject to all disclosure and audit provisions contained herein and in any applicable federal or state law.
- 14.2. Unless the consent or approval specifically provides otherwise, neither consent by the City of Fayetteville to any subcontract nor approval of McClelland Consulting Engineers, Inc.'s purchasing system shall constitute a determination (1) of the acceptability of any subcontract terms or conditions, (2) of the acceptability of any subcontract price or of any amount paid under any subcontract, or (3) to relieve McClelland Consulting Engineers, Inc. of any responsibility, obligation, or duty under this Agreement.
- 14.3. No subcontract placed under this Agreement shall provide for payment on a cost-plus-a-percentage-of-cost basis, and any fee payable under cost-reimbursement subcontracts shall not exceed the fee limitations of the FAR.
- 14.4. Furthermore, notwithstanding any other provision within this Agreement, no reimbursement or payment for any markup of the cost of any subcontract shall be

considered by the City of Fayetteville without the express written agreement of the City of Fayetteville.

14.5. *Prompt Payment.* McClelland Consulting Engineers, Inc. shall pay subcontractors for satisfactory performance of their subcontracts within 30 days of receipt of each payment by the City of Fayetteville to McClelland Consulting Engineers, Inc.. Any retainage payments held by McClelland Consulting Engineers, Inc. must be returned to the subcontractor within 30 days after the subcontractor's work is completed. Failure to comply with this provision shall be considered a Default by McClelland Consulting Engineers, Inc.. If McClelland Consulting Engineers, Inc. fails to comply with this provision, in addition to any other rights or remedies provided under this Agreement, the City of Fayetteville, at its sole option and discretion, may:

- make payments directly to the subcontractor and offset such payments, along with any administrative costs incurred by the City of Fayetteville, against reimbursements or payments otherwise due McClelland Consulting Engineers, Inc.;
- notify any sureties; and/or,
- withhold any or all reimbursements or payments otherwise due to McClelland Consulting Engineers, Inc. until McClelland Consulting Engineers, Inc. ensures that the subcontractors have been and will be promptly paid for work performed.

14.6. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.

15. RESPONSIBILITY OF MCCLELLAND CONSULTING ENGINEERS, INC.

15.1. Notwithstanding any review, approval, acceptance, or payment by the City of Fayetteville, McClelland Consulting Engineers, Inc. shall be responsible for the professional quality, technical accuracy, and the coordination of all designs, drawings, specifications, and other services furnished by McClelland Consulting Engineers, Inc. under this Agreement. McClelland Consulting Engineers, Inc. shall, without additional compensation, correct or revise any errors or deficiencies in its designs, drawings, specifications, and other services.

15.2. McClelland Consulting Engineers, Inc. shall demonstrate to the City of Fayetteville the presence and implementation of quality assurance in the performance of McClelland Consulting Engineers, Inc.'s work. McClelland Consulting Engineers, Inc. shall identify individual(s) responsible, as well as methods used to determine the completeness and accuracy of drawings, specifications, and cost estimates.

15.3. McClelland Consulting Engineers, Inc. further agrees that in its performance of work under this Agreement, it shall adhere to the requirements in the Design Standards of the AHTD and FHWA, which shall be incorporated herein by reference.

15.4. The City of Fayetteville shall have the right at any time and in its sole discretion to submit for review all or any portion of McClelland Consulting Engineers, Inc.'s work to consulting engineers engaged by the City of Fayetteville for that purpose. McClelland Consulting Engineers, Inc. shall fully cooperate with any such review.

15.5. McClelland Consulting Engineers, Inc. and any subcontractor shall employ qualified and competent personnel to perform the work under this Agreement.

15.6. Neither the City of Fayetteville's review, approval, or acceptance of, nor payment for, the services required under this Agreement shall be construed to operate as a waiver of

any rights under this Agreement, or of any cause of action arising out of the performance of this Agreement. McClelland Consulting Engineers, Inc. shall be and remain liable to the City of Fayetteville for all damages to the City of Fayetteville caused by McClelland Consulting Engineers, Inc.'s negligent performance of any of the services furnished under this Agreement.

- 15.7. The rights and remedies of the City of Fayetteville provided under this Agreement are in addition to any other rights and remedies provided by law.
- 15.8. If McClelland Consulting Engineers, Inc. is comprised of more than one legal entity, each such entity shall be jointly and severally liable hereunder.

16. WARRANTY OF SERVICES

- 16.1. *Definitions. Acceptance*, as used in this Agreement, means the act of an authorized representative of the City of Fayetteville by which the City of Fayetteville approves specific services, as partial or complete performance of the Agreement. *Correction*, as used in this Agreement, means the elimination of a defect.
- 16.2. Notwithstanding inspection and acceptance by the City of Fayetteville or any provision concerning the conclusiveness thereof, McClelland Consulting Engineers, Inc. warrants that all services performed and work product under this Agreement will, at the time of acceptance, be free from defects in workmanship and conform to the requirements of this Agreement.
- 16.3. If McClelland Consulting Engineers, Inc. is required to correct or re-perform, it shall be at no cost to the City of Fayetteville, and any services corrected or re-performed by McClelland Consulting Engineers, Inc. shall be subject to this Section to the same extent as work initially performed. If McClelland Consulting Engineers, Inc. fails or refuses to correct or re-perform, the City of Fayetteville may, by contract or otherwise, correct or replace with similar services and charge to McClelland Consulting Engineers, Inc. the cost occasioned to the City of Fayetteville thereby, or make an equitable adjustment in the Contract Price.
- 16.4. If the City of Fayetteville does not require correction or re-performance, the City of Fayetteville shall make an equitable adjustment in the Contract Price.
- 16.5. Nothing within this Section shall constitute a waiver or exclusion of any other right or remedy that the City of Fayetteville may possess at law or under this Agreement.

17. TERM, COMMENCEMENT, AND COMPLETION

- 17.1. This Agreement shall commence on the effective date set forth above and remain in effect until the completion of McClelland Consulting Engineers, Inc.'s Scope of Services, as defined herein, to be completed within a period of nine (9) months, unless extended or terminated by the City of Fayetteville in accordance with this Agreement.
- 17.2. McClelland Consulting Engineers, Inc. shall begin work under the terms of this Agreement within ten (10) days of receiving written notice to proceed. [If services are to be performed in subsequent phases, then each phase shall be commenced upon the City of Fayetteville's approval of the previous phase. McClelland Consulting Engineers, Inc. shall not be entitled to any compensation or reimbursement for services performed in a phase unless and until it has received approval from the City of Fayetteville to proceed with such services.]

- 17.3. It is further agreed that time is of the essence in performance of this Agreement. McClelland Consulting Engineers, Inc. shall complete the work, or each phase, as scheduled, and the City of Fayetteville shall provide any required approval of the work or phase meeting the requirements contained herein in a reasonable and timely manner. The Project shall be completed as follows:

Topographic Survey	6 weeks from notice to proceed
Environmental Documentation	16 weeks from notice to proceed
Geotechnical Investigation	6 weeks from notice to proceed
Submit 30% Design for Review/Comment	13 weeks from notice to proceed
Submit 60% Design for Review/Comment	4 weeks from 30% approval
Submit 90% Design for Review/Comment	11 weeks from 60% approval
Submit 100% Design for Review/Approval	7 weeks from 90% approval

18. TERMINATION

- 18.1. The City of Fayetteville may terminate this Agreement in whole or, from time to time, in part, for the City of Fayetteville's convenience or because of the Default of McClelland Consulting Engineers, Inc..
- 18.2. The City of Fayetteville shall terminate this Agreement by delivering to McClelland Consulting Engineers, Inc. written notice of the termination.
- 18.3. Upon receipt of the notice, McClelland Consulting Engineers, Inc. shall:
- Immediately discontinue all services affected (unless the notice directs otherwise).
 - Deliver to the City of Fayetteville all data, drawings, specifications, reports, estimates, summaries, and other information and materials accumulated in performing this Agreement, whether completed or in process.
 - Terminate all subcontracts to the extent they relate to the work terminated.
 - In the sole discretion and option of the City of Fayetteville, and if and only if requested to do so, assign to the City of Fayetteville all right, title, and interest of McClelland Consulting Engineers, Inc. under the subcontracts terminated, in which case the City of Fayetteville shall have the right to settle any claim or dispute arising out of those subcontracts without waiver of any right or claim the City of Fayetteville may possess against McClelland Consulting Engineers, Inc..
 - With approval or ratification by the City of Fayetteville, settle all outstanding liabilities arising from the termination of subcontracts, the cost of which would be allowable in whole or in part, under this Agreement.
 - Complete performance of any work not terminated.
 - Take any action that may be necessary, or that the City of Fayetteville may direct, for the protection and preservation of the property related to this Agreement which is in the possession of McClelland Consulting Engineers, Inc. and in which the City of Fayetteville has or may acquire an interest.
- 18.4. If the termination is for the convenience of the City of Fayetteville, the City of Fayetteville shall make an equitable adjustment in the Contract Price, subject to the

Ceiling Prices and Funding Limitations provisions, *but shall allow no anticipated fee or profit on unperformed services.*

- 18.5. If the termination is for McClelland Consulting Engineers, Inc.'s Default, the City of Fayetteville may complete the work by contract or otherwise and McClelland Consulting Engineers, Inc. shall be liable for any reasonable and necessary additional cost incurred by the City of Fayetteville to the extent caused by McClelland Consulting Engineers, Inc.'s default.
- 18.6. Disputes and claims arising from termination of this Agreement shall be governed by Section 28, Claims and Disputes (48 CFR 31.205-42(e) (2)).
- 18.7. The rights and remedies of the City of Fayetteville provided in this Section are in addition to any other rights and remedies provided by law or under this Agreement, and shall not constitute a waiver of any other such right or remedy.

19. STOP WORK ORDERS

- 19.1. The City of Fayetteville may, at any time, by written order to McClelland Consulting Engineers, Inc., require McClelland Consulting Engineers, Inc. to stop all, or any part, of the work called for by this Agreement for a period of up to 90 days after the order is delivered to McClelland Consulting Engineers, Inc., and for any further period to which the parties may agree. Upon receipt of the order, McClelland Consulting Engineers, Inc. shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop work order is delivered to McClelland Consulting Engineers, Inc., or within any extension of that period to which the parties shall have agreed, the City of Fayetteville shall either—
- 19.1.1. Cancel the stop work order; or
- 19.1.2. Terminate the work pursuant to Section 18, Termination.
- 19.2. If a stop work order issued under this Section is canceled or the period of the order or any extension thereof expires, McClelland Consulting Engineers, Inc. shall resume work. The City of Fayetteville shall make an equitable adjustment in the delivery schedule or Contract Price, or both, and the Agreement shall be modified in writing accordingly, if—
- The stop work order was not issued because of McClelland Consulting Engineers, Inc.'s Default in its performance of its obligations under any part of this Agreement; and,
 - The stop work order results in an increase in the time required for, or in McClelland Consulting Engineers, Inc.'s cost properly allocable to, the performance of any part of this Agreement; and,
 - McClelland Consulting Engineers, Inc. provides Notice of Potential Claim pursuant to Section 28, Disputes and Claims.

20. CHANGES

- 20.1. The City of Fayetteville may at any time, by written order, and without notice to the sureties, if any, make changes within the general scope of this Agreement, including but not limited to: (1) drawings, designs, or specifications; (2) time of performance (i.e.,

hours of the day, days of the week, etc.); and (3) places of inspection, delivery, or acceptance.

20.2. If any such change causes an increase or decrease in the cost of, or the time required for, performance of any part of the work under this Agreement, whether or not changed by the order, the City of Fayetteville shall make an equitable adjustment in the (1) estimated cost, delivery or completion schedule, or both; (2) amount of any fee; and (3) other affected terms.

20.3. All claims and disputes shall be governed by the Section 28, Claims and Disputes. As provided in Section 28, McClelland Consulting Engineers, Inc. must provide written notice of its intention to make a claim for additional compensation before beginning the work on which the claim is based. If such notice is not given, McClelland Consulting Engineers, Inc. hereby agrees to waive any claim for such additional compensation.

20.4. Failure to agree to any adjustment shall be a dispute under Section 28, Disputes and Claims. *However, nothing in this Section or any other provision of this Agreement shall excuse McClelland Consulting Engineers, Inc. from proceeding with the Agreement as changed.*

21. OWNERSHIP OF DOCUMENTS & DATA

21.1. All project documents and data, regardless of form and including but not limited to original drawings, disks of CADD drawings, cross-sections, estimates, files, field notes, and data, shall be the property of the City of Fayetteville. McClelland Consulting Engineers, Inc. shall further provide all documents and data to the City of Fayetteville upon the City of Fayetteville's request. McClelland Consulting Engineers, Inc. may retain reproduced copies of drawings and other documents. In the event that any patent rights or copyrights are created in any of the documents, data compilations, or any other work product, the City of Fayetteville shall have an irrevocable license to use such documents, or data compilations, or work product.

22. PATENT AND COPYRIGHT INFRINGEMENT

22.1. McClelland Consulting Engineers, Inc. shall report to the City of Fayetteville, promptly and in reasonable written detail, each notice or claim of patent or copyright infringement based on the performance of this Agreement of which McClelland Consulting Engineers, Inc. has knowledge.

22.2. In the event of any claim or suit against the City of Fayetteville on account of any alleged patent or copyright infringement arising out of the performance of this Agreement or out of the use of any supplies furnished or work or services performed under this Agreement, McClelland Consulting Engineers, Inc. shall furnish to the City of Fayetteville, when requested by the City of Fayetteville, all evidence and information in possession of McClelland Consulting Engineers, Inc. pertaining to such suit or claim. Such evidence and information shall be furnished at the expense of McClelland Consulting Engineers, Inc..

22.3. McClelland Consulting Engineers, Inc. agrees to include, and require inclusion of, the provisions of this Section in all subcontracts at any tier for supplies or services.

22.4. McClelland Consulting Engineers, Inc. shall indemnify the City of Fayetteville and its officers, agents, and employees against liability, including costs and attorneys' fees, for infringement of any United States patent or copyright arising from the manufacture or

delivery of supplies, the performance of services, or the construction, alteration, modification, or repair of real property under this Agreement, or out of the use or disposal by or for the account of the City of Fayetteville of such supplies or construction work.

- 22.5. This indemnity shall not apply unless McClelland Consulting Engineers, Inc. shall have been informed within ten (10) business days following the City of Fayetteville's receipt of legal notice of any suit alleging such infringement and shall have been given such opportunity as is afforded by applicable laws, rules, or regulations to participate in its defense. Further, this indemnity shall not apply to (1) an infringement resulting from compliance with specific written instructions of the City of Fayetteville directing a change in the supplies to be delivered or in the materials or equipment to be used, or directing a manner of performance of the Agreement not normally used by McClelland Consulting Engineers, Inc., (2) an infringement resulting from addition to or change in supplies or components furnished or construction work performed that was made subsequent to delivery or performance, or (3) a claimed infringement that is unreasonably settled without the consent of McClelland Consulting Engineers, Inc., unless required by final decree of a court of competent jurisdiction.

23. BANKRUPTCY

- 23.1. In the event McClelland Consulting Engineers, Inc. enters into proceedings relating to bankruptcy, whether voluntary or involuntary, McClelland Consulting Engineers, Inc. agrees to furnish, by certified mail, written notice of the bankruptcy to the City of Fayetteville. This notice shall be furnished within five days of the initiation of the proceedings relating to bankruptcy filing. This notice shall include the date on which the bankruptcy petition was filed, the identity of the court in which the bankruptcy petition was filed, and a listing of AHTD job numbers and FAP numbers for all contracts with City of Fayetteville against which final payment has not been made. This obligation remains in effect until final payment under this Agreement.

24. FUNDING LIMITATIONS

- 24.1. The City of Fayetteville's obligations under this Agreement are contingent upon the availability of appropriated funds from which payments under the terms of this Agreement can be made in this and each subsequent fiscal year for the duration of the Agreement. No legal liability on the part of the City of Fayetteville of any kind whatsoever under this Agreement shall arise until funds are made available to the City of Fayetteville for performance of this Agreement, including those to be appropriated and provided by the State of Arkansas and those to be provided by the United States.

25. SUCCESSORS AND ASSIGNS

- 25.1. This Agreement shall be binding upon the parties and their successors and assigns, and except as expressly set forth herein, neither the City of Fayetteville nor McClelland Consulting Engineers, Inc. may assign, delegate, or transfer any benefit or obligation under this Agreement without the express written consent of the other party. Nothing herein shall be construed as a waiver of any immunity or as creating any personal liability on the part of any officer or agent of the City of Fayetteville or any other governmental entity either made a party to, or having any interest in, this Agreement.

26. INDEMNITY AND RESPONSIBILITY FOR CLAIMS AND LIABILITY

- 26.1. *Indemnity.* McClelland Consulting Engineers, Inc. shall hold harmless and indemnify the City of Fayetteville and the AHTD, their officers, employees, and agents, from and for all claims and liabilities stemming from any wrongful (whether negligent, reckless, or intentional) acts or omissions on the part of McClelland Consulting Engineers, Inc. and its subcontractors, and their agents and employees.
- 26.2. *No Personal Liability.* No director, officer, manager, employee, agent, assign, or representative of the City of Fayetteville or the AHTD shall be liable to McClelland Consulting Engineers, Inc. in a personal or individual capacity under any term of this Agreement, because of any breach thereof, or for any act or omission in its execution or performance.
- 26.3. *Independent Contractor Relationship.* The parties intend that McClelland Consulting Engineers, Inc. shall be an independent contractor of the City of Fayetteville and that McClelland Consulting Engineers, Inc. shall be liable for any act or omission of McClelland Consulting Engineers, Inc. or its agents, employees, or subcontractors arising under or occurring during the performance of this Agreement. No act or direction of the City of Fayetteville shall be deemed to be an exercise of supervision or control of McClelland Consulting Engineers, Inc.'s performance.

27. INSURANCE

- 27.1. *Professional Liability Insurance Coverage.* McClelland Consulting Engineers, Inc. shall maintain at all times during the performance of services under this Agreement professional liability insurance coverage for errors, omissions, and negligent acts arising out of the performance of this Agreement in an amount per claim of not less than five (5) times the original Contract Ceiling Price or \$1,000,000, whichever is less. Such insurance shall extend to McClelland Consulting Engineers, Inc. and to its legal representatives in the event of death, dissolution, or bankruptcy, and shall cover the errors, omissions, or negligent acts of McClelland Consulting Engineers, Inc.'s subcontractors, agents, and employees. Such insurance shall extend to any errors, omissions, and negligent acts in the performance of services under this Agreement committed by McClelland Consulting Engineers, Inc. or alleged to have been committed by McClelland Consulting Engineers, Inc. or any person for whom McClelland Consulting Engineers, Inc. is legally responsible.
- 27.2. *Deductible.* McClelland Consulting Engineers, Inc. may maintain a professional liability insurance policy with a deductible clause in an amount approved by the City of Fayetteville if, in the judgment and opinion of the City of Fayetteville, McClelland Consulting Engineers, Inc.'s financial resources are sufficient to adequately cover possible liability in the amount of the deductible. McClelland Consulting Engineers, Inc. shall submit promptly to the City of Fayetteville, upon request as often as quarterly, detailed financial statements and any other information requested by the City of Fayetteville to reasonably determine whether or not McClelland Consulting Engineers, Inc.'s financial resources are sufficient to adequately cover possible liability in the amount of the deductible.
- 27.3. *Worker's Compensation Insurance.* McClelland Consulting Engineers, Inc. shall at all times during the Term of this Agreement maintain Worker's Compensation and Employers Liability Insurance as required under Arkansas law.
- 27.4. *General Liability Insurance.* McClelland Consulting Engineers, Inc. shall at all times during the term of this Agreement maintain comprehensive general liability insurance

coverage for bodily injury and property damage in the combined single limit of \$1,000,000, and comprehensive automobile liability insurance coverage for bodily injury and property damage in the combined single limit of \$1,000,000, which shall cover all owned, hired, and non-owned vehicles. McClelland Consulting Engineers, Inc.'s insurance coverage shall also cover restoration of plans, drawings, field notes, and other documents in the event of their loss or destruction while in the custody of McClelland Consulting Engineers, Inc..

- 27.5. *Insurance Policies and Certificates.* McClelland Consulting Engineers, Inc. shall provide the City of Fayetteville upon request copies of its insurance policies and evidence satisfactory to the City of Fayetteville concerning the effectiveness and the specific terms of the insurance. Prior to the execution of this Agreement, McClelland Consulting Engineers, Inc. shall furnish to the City of Fayetteville certificates of insurance reflecting policies in force, and it shall also provide certificates evidencing all renewals of any expiring insurance policy required hereunder within thirty (30) days of the expiration thereof. McClelland Consulting Engineers, Inc.'s failure to provide and continue in force and effect any insurance required under this Article shall be deemed a Default for which City of Fayetteville, in its sole discretion, may terminate this Agreement immediately or on such other terms as it sees fit.
- 27.6. *Additional Insurance Requirements.* All insurance maintained by McClelland Consulting Engineers, Inc. pursuant to this Section shall be written by insurance companies licensed to do business in Arkansas, in form and substance satisfactory to the City of Fayetteville, and shall provide that the insurance will not be subject to cancellation, termination, or change during its term except upon thirty (30) days prior written notice to the City of Fayetteville.
- 27.7. *Duration of Insurance Obligations.* McClelland Consulting Engineers, Inc. shall maintain its professional insurance coverage required under this Agreement in force and effect for a period not less than five years after the final acceptance of the project or the completion of McClelland Consulting Engineers, Inc.'s services under this Agreement, whichever comes later. Comprehensive General Liability Insurance Coverage required under this Agreement shall be in full force and effect until the final acceptance or the completion of McClelland Consulting Engineers, Inc.'s services, whichever comes later. All other insurance shall be maintained in full force and effect until final acceptance of the project or completion of McClelland Consulting Engineers, Inc.'s services, whichever comes first.
- 27.8. *McClelland Consulting Engineers, Inc.'s Insurance Primary.* All insurance policies maintained by McClelland Consulting Engineers, Inc. pursuant to this Agreement shall provide that McClelland Consulting Engineers, Inc.'s insurance shall be primary and the City of Fayetteville's own insurance shall be non-contributing.
- 27.9. *Additional Insured.* All liability insurance policies, except the professional liability policy, maintained by McClelland Consulting Engineers, Inc. pursuant to this Agreement shall be endorsed to include the City of Fayetteville, its officers, directors, managers, employees, agents, assigns and representatives, individually and collectively, as additional insured, and all property damage insurance shall be endorsed with a waiver of subrogation by the insurer as to the City of Fayetteville.

28. DISPUTES AND CLAIMS

- 28.1. *Notice of Potential Claim.* Whenever a McClelland Consulting Engineers, Inc. deems that any additional compensation is due, McClelland Consulting Engineers, Inc. shall notify the City of Fayetteville in writing of its intention to make a claim for additional

compensation ("Notice of Potential Claim") ***before beginning the work that gives rise to the claim.***

- 28.2. *Time & Manner for Submitting Claim.* All disputes and claims shall first be submitted in writing to the City of Fayetteville within 45 calendar days after the completion or termination date. ***McClelland Consulting Engineers, Inc. hereby agrees that the failure to submit the dispute or claim to the City of Fayetteville prior to 45 calendar days after the completion or termination date shall constitute a waiver of the dispute or claim.***
- 28.3. *Form.* All disputes and claims must be submitted in writing and in sufficient detail to permit the City of Fayetteville to determine the basis for entitlement and the actual allowable costs incurred. Each claim must contain:
- A detailed factual statement of the claim providing all necessary dates, locations, and items of work affected by the claim;
 - The date the actions resulting in the claim occurred or conditions resulting in the claim became evident;
 - A copy of the "Notice of Potential Claim";
 - The name, title, and activity of each City of Fayetteville's employee knowledgeable about facts that gave rise to such claim;
 - The name, title, and activity of each McClelland Consulting Engineers, Inc., Subcontractor, or employee knowledgeable about the facts that gave rise to the claim;
 - The specific provisions of the Agreement that support the claim and a statement why such provisions support the claim;
 - The identification and substance of any relevant documents, things, or oral communications related to the claim;
 - A statement whether the claim is based on provisions of the Agreement or an alleged breach of the Agreement;
 - If an extension of time is sought, the specific number of days sought and the basis for the extension;
 - The amount of additional compensation sought and a specific cost breakdown of the amount claimed; and,
 - Any other information or documents that are relevant to the claim.
- 28.4. *Decision and Appeal.* The decision of the City of Fayetteville shall be final and conclusive.
- 28.5. *Continued Performance.* Pending final resolution of a dispute or claim, unless the City of Fayetteville has terminated this Agreement pursuant to Section 18 or issued a stop work order pursuant to Section 19, McClelland Consulting Engineers, Inc. shall proceed diligently with the performance of this Agreement in accordance with the City of Fayetteville's decisions.

- 28.6. The rights and remedies of the City of Fayetteville provided in this Section are in addition to any other rights and remedies provided by law or under this Agreement, and shall not constitute a waiver of any other such right or remedy. If the City of Fayetteville decides the facts justify the action, the City of Fayetteville may, at its sole option and discretion, receive and act upon a proposal, dispute, or claim submitted at any time before final payment under this Agreement.

29. COVENANT AGAINST CONTINGENCY FEES

- 29.1. McClelland Consulting Engineers, Inc. warrants that no person or agency has been employed or retained to solicit or obtain this Agreement upon an agreement or understanding for a contingent fee, except a bona fide employee or agency. For breach or violation of this warranty, the City of Fayetteville shall have the right to annul this Agreement without liability or, in its discretion, to deduct from the Contract Price or consideration, or otherwise recover, the full amount of the contingent fee.
- 29.2. *Bona fide agency*, as used in this Section, means an established commercial or selling agency, maintained by McClelland Consulting Engineers, Inc. for the purpose of securing business, that neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds itself out as being able to obtain any government contract or contracts through improper influence.
- 29.3. *Bona fide employee*, as used in this Section, means a person, employed by McClelland Consulting Engineers, Inc. and subject to McClelland Consulting Engineers, Inc.'s supervision and control as to time, place, and manner of performance, who neither exerts nor proposes to exert improper influence to solicit or obtain government contracts nor holds out as being able to obtain any government contract or contracts through improper influence.
- 29.4. *Contingent fee*, as used in this Section, means any commission, percentage, brokerage, or other fee that is contingent upon the success that a person or concern has in securing a government contract.
- 29.5. *Improper influence*, as used in this Section, means any influence that induces or tends to induce a government employee or officer to give consideration or to act regarding a government contract on any basis other than the merits of the matter.

30. TITLE VI ASSURANCES (NONDISCRIMINATION)

During the performance of this Agreement, McClelland Consulting Engineers, Inc., for itself, successors, and assigns, certifies and agrees as follows:

- 30.1. *Compliance with Regulations*. McClelland Consulting Engineers, Inc. shall comply with the Regulations relative to Title VI (Nondiscrimination in Federally-assisted programs of the Department of Transportation and its operating elements, especially Title 49, Code of Federal Regulations, Part 21 and 23 Code of Federal Regulations, as amended, and hereinafter referred to as the Regulations). These regulations are herein incorporated by reference and made a part of this Agreement. Title VI provides that the recipients of Federal financial assistance will maintain and implement a policy of nondiscrimination in which no person shall, on the basis of race, color, national origin, sex, age, or disability, be excluded from participation in, denied the benefits of, or subject to discrimination under any program or activity by recipients of Federal financial assistance or their assignees and successors in interest.

- 30.2. *Nondiscrimination.* McClelland Consulting Engineers, Inc., with regard to the work performed by it during the term of this Agreement, shall not discriminate on the basis of race, color, national origin, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. McClelland Consulting Engineers, Inc. shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the agreement covers a program set forth in Appendix B of the USDOT Regulations.
- 30.3. *Solicitations for Subcontracts, Including Procurements of Material & Equipment.* In all solicitations, either by competitive bidding or negotiation, made by McClelland Consulting Engineers, Inc. for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by McClelland Consulting Engineers, Inc. of McClelland Consulting Engineers, Inc.'s obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, sex, age, or disability.
- 30.4. *Information and Reports.* McClelland Consulting Engineers, Inc. shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities by the City of Fayetteville, the AHTD, or the USDOT and its Affiliated Modes to be pertinent to ascertain compliance with such regulations or directives. Where any information required of McClelland Consulting Engineers, Inc. is in the exclusive possession of another who fails or refuses to furnish this information, McClelland Consulting Engineers, Inc. shall so certify to the City of Fayetteville, the AHTD or the FHWA, as appropriate, and shall set forth what efforts it has made by McClelland Consulting Engineers, Inc. to obtain the information.
- 30.5. *Sanctions for Noncompliance.* In the event of McClelland Consulting Engineers, Inc.'s noncompliance with the nondiscrimination provisions of this Agreement, the City of Fayetteville shall impose such contract sanctions as it, the AHTD, or the USDOT and its Affiliated Modes may determine to be appropriate, including but not limited to, withholding of payments to McClelland Consulting Engineers, Inc. under the Agreement until McClelland Consulting Engineers, Inc. complies with the provisions and cancellation, termination, or suspension of the Agreement, in whole or in part.
- 30.6. *Incorporation of Provisions.* McClelland Consulting Engineers, Inc. shall include the terms and conditions of this section in every subcontract including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. McClelland Consulting Engineers, Inc. shall take such action with respect to any subcontract or procurement as the City of Fayetteville, the AHTD, or USDOT and its Affiliated Modes may direct as a means of enforcing these terms and conditions, including sanctions for noncompliance; *provided*, however that, in the event McClelland Consulting Engineers, Inc. becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of any direction, McClelland Consulting Engineers, Inc. may request the City of Fayetteville to enter into the litigation to protect the interests of the State and litigation to protect the interest of the United States.

31. DBE CLAUSE

- 31.1. McClelland Consulting Engineers, Inc. or subcontractor shall not discriminate on the basis of race, color, national origin, sex, age, religion, or disability in the performance of this Agreement. McClelland Consulting Engineers, Inc. shall comply with the applicable

requirements of 49 C.F.R. Part 26 and perform any actions necessary to maintain compliance in the award and administration of DOT-assisted contracts. Failure by McClelland Consulting Engineers, Inc. to comply with or perform these requirements is a material breach of this Agreement, which may result in the cancellation, termination, or suspension of this Agreement in whole or in part, or such other remedy that the City of Fayetteville may determine appropriate.

- 31.2. McClelland Consulting Engineers, Inc. shall insert a clause containing all the terms of this Section in all subcontracts under this Agreement.

32. TITLE II OF THE AMERICANS WITH DISABILITIES ACT (NONDISCRIMINATION)

32.1 McClelland Consulting Engineers, Inc. will comply with the provisions of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, Title VI of the Civil Rights Act of 1964, FHWA Federal Aid Project Guidance, and any other Federal, State, and/or local laws, rules and/or regulations.

32.2 McClelland Consulting Engineers, Inc., during the term of this Agreement, shall not discriminate on the basis of race, color, sex, national origin, age, religion or disability, in admission or access to and treatment in programs and activities associated with this Agreement, or in the selection and retention of subcontractors, including procurement of material and leases of equipment. McClelland Consulting Engineers, Inc. shall not participate either directly or indirectly in any discrimination prohibited by the Regulations, including employment practices.

32.3 In accordance with Section 504 regulations 49 C.F.R. Part 27.15, the City of Fayetteville's Notice of Nondiscrimination is required in any bulletins, announcements, handbooks, pamphlets, brochures, and any other publications associated with this Agreement that are made available to the public, program participants, applicants or employees.

33. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS

33.1. McClelland Consulting Engineers, Inc. certifies, to the best of its knowledge and belief, that—

33.1.1. McClelland Consulting Engineers, Inc. and any of its Principals—

33.1.1.1. Are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any federal or state agency;

33.1.1.2. Have not, within a 3-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) contract or subcontract; violation of federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

33.1.1.3. Are not presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in Subsection 33.1.1.2; and,

33.1.1.4. McClelland Consulting Engineers, Inc. has not within a 3-year period preceding this offer, had one or more contracts terminated for default by any federal or state agency.

33.2. *Principals*, for the purposes of this certification, means officers; directors; City of Fayettevilles; partners; and, persons having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a subsidiary, division, or business segment, and similar positions). This certification concerns a matter within the jurisdiction of an agency of the United States and the making of a false, fictitious, or fraudulent certification may render the maker subject to prosecution under Section 1001, Title 18, United States Code, as well as any other applicable federal and state laws.

33.3. McClelland Consulting Engineers, Inc. shall provide immediate written notice to the City of Fayetteville if, at any time prior to contract award, McClelland Consulting Engineers, Inc. learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

33.4. The certification in Subsection 33.1 is a material representation of fact upon which reliance was placed when making award. If it is later determined that McClelland Consulting Engineers, Inc. knowingly rendered an erroneous certification, the City of Fayetteville may terminate the contract resulting from this solicitation for default in addition to any other remedies available to the City of Fayetteville.

34. MISCELLANEOUS

34.1. *General Compliance with Laws.* McClelland Consulting Engineers, Inc. shall comply with all Federal, State, and local laws, regulations, and ordinances applicable to the work, including but not limited to, the Americans with Disabilities Act and Occupational Safety and Health Act as amended.

34.2. *Registered Professional Engineer's Endorsement.* All plans, specifications, estimates, and engineering data provided by McClelland Consulting Engineers, Inc. shall be endorsed and recommended by an authorized representative of McClelland Consulting Engineers, Inc., who shall be a registered Professional Engineer licensed in the State of Arkansas.

34.3. *Choice of Law.* This Agreement shall be governed by the laws of the State of Arkansas without consideration of its choice of law provisions.

34.4. *Choice of Forum.* McClelland Consulting Engineers, Inc. agrees that any cause of action stemming from or related to this Agreement, including but not limited to disputes or claims arising under this Agreement, for acts or omissions in the performance, suspension, or termination of this Agreement, whether sounding in contract or tort, equity or law, may only be brought in the appropriate forum within State of Arkansas.

34.5. *No Waiver of Immunity.* The City of Fayetteville expressly does not waive any defense of immunity that it may possess under either federal or state law, and no provision in this Agreement shall be construed to constitute such a waiver in whole or in part.

34.6. *Conflicts Between Laws, Regulations, and Provisions.* In the event of conflicting provisions of law, the interpretation shall be governed by the following in this order, from most controlling to least: Federal law and regulations, State law and regulations, Department and FHWA Design Standards, and this Agreement.

- 34.7. *Severability.* If any term or condition of this Agreement shall be held invalid, illegal, or unenforceable by a court of competent jurisdiction, all remaining terms of this Agreement shall remain valid and enforceable unless one or both of the parties would be materially prejudiced.
- 34.8. *No-Waiver.* The failure of the City of Fayetteville to strictly enforce any term of this Agreement shall not be construed as a waiver of the City of Fayetteville's right to require McClelland Consulting Engineers, Inc.'s subsequent performance of the same or similar obligation or duty.
- 34.9. *Modification and Merger.* This written Agreement and any provisions incorporated by reference reflect the entire agreement of the parties and may be modified only by the express written agreement of both parties.

35. CERTIFICATION OF AUTHORIZED REPRESENTATIVES

- 35.1. This Agreement and the certifications contained herein or attached hereto constitute the whole Agreement of the parties, and each party certifies that this Agreement and any attached certification have been executed by their duly authorized representatives.

36. NOTICE

36.1. All notices, approvals, requests, consents, or other communications required or permitted under this Agreement shall be addressed to either the City of Fayetteville's Representative or McClelland Consulting Engineers, Inc.'s Representative, and mailed or hand-delivered to:

36.1.1. To the City of Fayetteville's Representative:

City of Fayetteville
113 West Mountain
Fayetteville, AR 72701

36.1.2. To McClelland Consulting Engineers, Inc.:

McClelland Consulting Engineers, Inc.
1810 North College Avenue
P.O. Box 1229
Fayetteville, AR 72703/72702-1229

IN WITNESS WHEREOF, the parties execute this Agreement, to be effective upon the date set out above.

McClelland Consulting Engineers, Inc.

City of Fayetteville, Arkansas

BY: 
Name

BY: _____
Name


Title

Title

APPENDICES

APPENDIX A	JUSTIFICATION OF FEES AND COSTS
APPENDIX B	SUBCONTRACTS – Horner & Shifrin, Inc.
APPENDIX C	STANDARD CERTIFICATIONS
APPENDIX D	GENERAL AND DETAILED SCOPE OF WORK FOR CONTROL SURVEYS, DESIGN SURVEYS, AND LAND SURVEYS –

APPENDIX C
C-1

State Job No. 040618
Federal Aid Project No. BRN-9142(29)

CERTIFICATION OF MCCLELLAND CONSULTING ENGINEERS, INC.

I hereby certify that I, Daniel Barnes, am the President, Fayetteville, Office and duly authorized representative of the firm of McClelland Consulting Engineers, Inc. whose headquarters address is 900 West Markham, Little Rock, AR 72201 and that neither I nor the above firm I here represent has:

- (a) employed or retained for a commission, brokerage, contingent fee, or other considerations, any firm or person (other than a bona fide employee working solely for me) to solicit or secure this contract,
- (b) agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the contract, or
- (c) paid or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me) any fee contribution, donation or consideration of any kind for, or in connection with, procuring or carrying out the contract;
- (d) included any costs which are not expressly allowable under the cost principles of the FAR of 48 CFR 31, whether direct or indirect. All known material transactions or events that have occurred affecting the firm's ownership, organization and indirect cost rates have been disclosed.

except as here expressly stated (if any):

I acknowledge that this certificate is to be furnished to the Arkansas State Highway and Transportation Department and the Federal Highway Administration, U.S. Department of Transportation, in connection with this contract involving participation of Federal Aid Highway Funds, and is subject to applicable State and Federal laws, both criminal and civil.

Furthermore, as a recipient of Federal Aid Highway Funds, I certify and hereby agree to the conditions of Title VI Assurances as outlined in Section 31 of this Agreement and shall insert the Notice of Nondiscrimination Statement as shown below in all solicitation of work or procurement of materials or equipment.

NOTICE OF NONDISCRIMINATION STATEMENT

The Firm of McClelland Consulting Engineers, Inc. ("Consultant"), complies with all civil rights provisions of federal statutes and related authorities that prohibited discrimination in programs and activities receiving federal financial assistance. Therefore, McClelland Consulting Engineers, Inc. does not discriminate on the basis of race, sex, color, age, national origin, or disability, in the admission, access to and treatment in McClelland Consulting Engineers, Inc.'s programs and activities, as well as McClelland Consulting Engineers, Inc.'s hiring or employment practices. Complaints of alleged discrimination and inquiries regarding McClelland Consulting Engineers, Inc.'s nondiscrimination policies may be directed to Andrea McGhee(ADA/504/Title VI Coordinator), P.O. Box 34087 Little Rock, AR 72203, 501-376-4522. (Voice/TTY 711), or , the following email address: amcghee@mcclelland-engrs.com.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.


Authorized Firm Representative

2-5-13
Date

APPENDIX C
C-3

State Job No. 040618
Federal Aid Project No. BRN-9142(29)

CERTIFICATION OF CITY OF FAYETTEVILLE, ARKANSAS

I hereby certify that I am the Mayor of the City of Fayetteville, Arkansas and that the aforementioned consulting firm or its representative has not been required, directly or indirectly as an express or implied condition in connection with obtaining or carrying out this contract to:

- (a) employ or retain, or agree to employ or retain, any firm or person, or
- (b) pay, or agree to pay, to any firm, person, or organization, any fee contributions donation, or consideration of any kind:

except as here expressly stated (if any):

I acknowledge that this certificate is to be furnished to the Arkansas Highway and Transportation Department and the Federal Highway Administration, U.S. Department of Transportation, in connection with this contract involving participation of Federal-Aid Highway Funds, and is subject to applicable State and Federal laws, both criminal and civil.

Date

Mayor, City of Fayetteville, Arkansas

February, 14, 2013

Mr. Chris Brown, P.E.
City of Fayetteville
125 West Mountain Street
Fayetteville, AR 72701

RE: Maple Street and Lafayette Street Bridge Rehabilitation/Restoration

Dear Mr. Brown:

Thank you for allowing the McClelland Consulting Engineers/Horner & Shifrin Design Team to assist with the above referenced project! We have submitted our proposal to you for review and approval and look forward to attending the City Council Meeting next week.

Based on multiple meetings with you and your staff, we are aware of the historical significance these structures have to both the City of Fayetteville and to the citizens as they have been listed on the National Register of Historic Places since 1995. We have included in the scope of our contract a significant environmental review that consists of coordination with multiple state/federal regulatory agencies. More specifically, we will be coordinating with the State Historic Preservation Office.

Generally, the scope of this project consists of an evaluation of each structure so we can make a determination of what improvements will be needed. More specifically, we will be concentrating on wearing surfaces and guardrails as to maintain ultimate safety to the end user. We are fortunate to have the original design plans available to assist with this project so the original design intent can be modeled.

Public meetings are additionally included in the scope to discuss the findings and our recommendations for rehabilitation/restoration to both of the structures prior to completing a detailed design.

Both McClelland Consulting Engineers and Horner & Shifrin have experience with projects of historical significance including the Route 76 Bridge in Branson, MO., one of the country's oldest open spandrel arch designs. The Maple Street Bridge is also an open spandrel arch design. Not only will we comply with any requirements to maintain the historical integrity of this structure, we will work with the City and community to ensure that these structures maintain their important relationship to the surrounding historical neighborhoods.

Thanks again for this opportunity and allowing us to be of service!

Sincerely,
McClelland Consulting Engineers, Inc.



Daniel Barnes, P.E.
President, Fayetteville

F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT
(Present as many projects as requested by the agency, or 10 projects, if not specified.
Complete one Section F for each project.)

20. EXAMPLE PROJECT KEY NUMBER
4

21. TITLE AND LOCATION (City and State)

Junction Bridge Pulaski County, Arkansas

22. YEAR COMPLETED

PROFESSIONAL SERVICES
2008

CONSTRUCTION (if applicable)
2008

23. PROJECT OWNER'S INFORMATION

a. PROJECT OWNER
Pulaski County

b. POINT OF CONTACT NAME
Sherman Smith

c. POINT OF CONTACT TELEPHONE NUMBER
(501) 340-6800

24. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT (include scope, size, and cost)

MCE was responsible for the design, survey and construction administration for the conversion of Junction Bridge located in downtown Little Rock and North Little Rock from its railroad use to a pedestrian bridge. MCE coordinated regulatory approvals from various federal, state and local agencies including the US Coast Guard. The bridge provides a pedestrian link between two cities and is located on the north end near Verizon Arena (NLR) and on the south end near the River Market (LR) and has provided purpose for both destination and enjoyment. Junction Bridge is the only pedestrian bridge in the US with a lift span.

The renovation of the 1,800 linear foot bridge, which was opened in 2008, was funded through grants from the Federal Transportation budget through the Arkansas Highway and Transportation Department (80%) and matching funds were provided by the Cities of Little Rock and North Little Rock as well as Pulaski County (20%). Construction cost was approximately \$6 million.



25. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT

(1) FIRM NAME	(2) FIRM LOCATION (City and State)	(3) ROLE
a. McClelland Consulting Engineers, Inc.	Little Rock, Arkansas	Civil Engineer

F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT <i>(Present as many projects as requested by the agency, or 10 projects, if not specified. Complete one Section F for each project.)</i>		20. EXAMPLE PROJECT KEY NUMBER 5
21. TITLE AND LOCATION (City and State) Clinton Presidential Park/Rock Island Bridge Little Rock, Arkansas		22. YEAR COMPLETED PROFESSIONAL SERVICES 2010 CONSTRUCTION (If applicable) 2011

23. PROJECT OWNER'S INFORMATION

a. PROJECT OWNER City of Little Rock	b. POINT OF CONTACT NAME Jon Honeywell, P.E.	c. POINT OF CONTACT TELEPHONE NUMBER (501) 371-4811
--	--	---

24. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT (Include scope, size, and cost)



MCE provided engineering services for the design of the bridge approaches for the conversion of the existing Rock Island Railroad Bridge from its rail use into a major pedestrian crossing on Arkansas River Trail. In addition to design services, MCE provided surveying services and coordinated regulatory approvals from various federal, state and local agencies. Design was completed in 2009, and the pedestrian bridge opened to the public in October 2011. The 2,600 linear foot converted bridge completes the 24 mile loop from Downtown Little Rock to Murray Lock and Dam. Construction cost was approximately \$10 million.



25. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT

(1) FIRM NAME a. McClelland Consulting Engineers, Inc.	(2) FIRM LOCATION (City and State) Little Rock, Arkansas	(3) ROLE Civil Engineer
--	--	-----------------------------------

F. EXAMPLE PROJECTS WHICH BEST ILLUSTRATE PROPOSED TEAM'S QUALIFICATIONS FOR THIS CONTRACT (Present as many projects as requested by the agency, or 10 projects, if not specified. Complete one Section F for each project.)		20. EXAMPLE PROJECT KEY NUMBER 8			
21. TITLE AND LOCATION (City and State) ROUTE 76 OVER WHITE RIVER / LAKE TANEYCOMO Branson, MO		22. YEAR COMPLETED <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">PROFESSIONAL SERVICES November 2009</td> <td style="text-align: center;">CONSTRUCTION (If applicable) November 2011</td> </tr> </table>	PROFESSIONAL SERVICES November 2009	CONSTRUCTION (If applicable) November 2011	
PROFESSIONAL SERVICES November 2009	CONSTRUCTION (If applicable) November 2011				
23. PROJECT OWNER'S INFORMATION					
a. PROJECT OWNER Missouri Department of Transportation, Bridge Division	c. POINT OF CONTACT NAME Dennis Heckman, P.E. State Bridge Engineer	c. POINT OF CONTACT TELEPHONE NUMBER 573-751-0265			
24. BRIEF DESCRIPTION OF PROJECT AND RELEVANCE TO THIS CONTRACT (Include scope, size, and cost.)					
The preservation of this historically significant bridge, constructed in 1931 over Lake Taneycomo in Branson, was the subject of great public interest. The bridge is eligible for the National Register of Historic Places and has been described as one of Missouri's most outstanding concrete highway bridges. There are photos of the rehabilitated bridge in hotel rooms and there is even a local magazine named after the bridge, "Both Sides of the Bridge." Horner & Shifrin engineers analyzed the existing structure and determined the deck joints at each pier had led to severe deterioration of the spandrel beams. In addition, the existing drainage system had failed and contributed to the corrosion. The 1087-foot long open spandrel arch bridge had a severely deteriorated deck beyond repair and required replacement. The bridge carries over 18,000 vehicles per day and therefore required accelerated construction to minimize impact to the traveling public. Horner & Shifrin evaluated several options to find the best solution. Precast concrete members were selected to minimize project time and cost. Precast spandrel beams were connected to existing spandrel column steel using a grouted connection. Specially designed precast deck panels were used as stay-in-place formwork for the cast-in-place portion of the slab. Because of the complexity of the structure, a finite element model including temperature, wind and construction loads was used to ensure the stability in the remaining arch rings and spandrel columns during all stages of construction. Concrete strength testing was completed so the material strength could be accurately represented in the model. The difficulty of obtaining information about a historic spandrel arch style of the bridge presented unique challenges that took careful consideration and research to understand how to execute the bridge rehabilitation. An open-style concrete barrier was selected to reflect the architectural history of the existing structure. During deck removal operations on the bridge, barges were placed underneath the demolition activities to prevent any debris from entering Lake Taneycomo. Most of the sidewalk, rail, deck and spandrel beams were removed in large pieces, which reduced the amount of small debris that fell to the barges. The team coordinated installation and maintenance of several best management practices along the shoreline to prevent the introduction of sediment into Lake Taneycomo from the project. Horner & Shifrin worked closely with MoDOT, Taney County and the cities of Branson and Hollister to design a rehabilitation solution that preserved the look of the bridge, yet met the tight project budget.   					
25. FIRMS FROM SECTION C INVOLVED WITH THIS PROJECT					
a.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">(1) FIRM NAME Horner & Shifrin, Inc.</td> <td style="width: 33%;">(2) FIRM LOCATION (City and State) St. Louis, Missouri</td> <td style="width: 33%;">(3) ROLE Prime</td> </tr> </table>	(1) FIRM NAME Horner & Shifrin, Inc.	(2) FIRM LOCATION (City and State) St. Louis, Missouri	(3) ROLE Prime	
(1) FIRM NAME Horner & Shifrin, Inc.	(2) FIRM LOCATION (City and State) St. Louis, Missouri	(3) ROLE Prime			

The Red Covered Bridge: The Red Covered Bridge is a wooden covered bridge that runs over Big Bureau Creek, north of Princeton, Illinois. It was originally built in 1863, at a cost of \$3,148.57. The 149-foot (45 m) span is one of five remaining covered bridges in Illinois, and it is still open to traffic. It was once part of the Peoria-Galena Trail. The bridge was added to the U.S. National Register of Historic Places on April 23, 19. The scope of work performed by Horner & Shifrin, Inc. was to add a fire suppression system to the bridge while not affecting the historic significance and while keeping the system hidden.

Sugar Creek Covered Bridge: The first bridge across Sugar Creek in this area was built about 1827 by Thomas Black and his neighbors who wanted something better than a ford. That bridge was not a covered bridge and spanned the creek in neighboring Auburn township close to the border with Ball township. In 1880 Thomas Black built this covered bridge. This bridge is known as the Hedley (or Headley) bridge, or the Glenarm Bridge, or the Sugar Creek Covered bridge. It was rehabilitated in 1965, but I'm not finding any information on what work that entailed. A local commented that this bridge was still carrying traffic in the late 1970s. According to the NBI, in 1983 a prestressed concrete beam bridge was built just to the south.

An article in the State Journal Register says the bridge was in use until 1984 - but it also claims it was built in 1827 which my research indicate is incorrect, so I'm not sure I trust it's dates.

Based on an old photo, the bridge is currently higher above the water than it used to be.

According to this NIU website, the bridge was extensively renovated in 1994. Maybe this was when the bridge was raised, and steel beams were added to carry the load, and the poured concrete abutments that have surface texture to look liked coursed stone were added.

In 2002, the state added a fire-suppression sprinkler system and a video camera surveillance system.

The bridge is handicap accessible. The paved old road alignment runs between the parking lot and the bridge, and the approach spans are wide, sturdy, and gently sloped.

The scope of work performed by Horner & Shifrin, Inc. was to add a fire suppression system to the bridge while not affecting the historic significance and while keeping the system hidden.

Shelby County: Three miles east of Cowden in Shelby County, Thompson Mill Covered Bridge crosses the Kaskaskia River. Completed in 1868 at the then- whopping cost of \$2,500, this wonderfully restored piece of Illinois history is located on a once important route between Effingham and Springfield. It's named for the owner of a mill that was located near the bridge.

It is the narrowest of all the covered bridges in Illinois, with a width of 10 feet 7 inches. This 105 foot-long Howe truss span is one of only five 19th century covered bridges remaining in Illinois. Covered bridges were constructed with a roof and sidewalls to protect the roadway from weather (not to keep horses from being spooked as many believe). This treasure of rural Illinois transportation history is on the National Register of Historic places and, though closed to automobiles, is open to pedestrian traffic.

The scope of work performed by Horner & Shifrin, Inc. was to add a fire suppression system to the bridge while not affecting the historic significance and while keeping the system hidden.

Abraham Lincoln Tomb Water Infiltration Repairs, Springfield. Horner & Shifrin, Inc. performed as structural and forensic consultants to assist the Architect in determining the cause and origin of water infiltration within the tomb. Current work includes removal of re-installation of all parapet rails, balustrades and paving stones, removal and replacement of the lead copper flashing and water proof membrane.

Renovation of Lincoln's Home, Springfield, Illinois. Horner & Shifrin, Inc. assisted in the design and construction observation of the renovation of the historic timber two story residence. Specialties included the design enhancements to convert residential design load capacities to a museum load standards without visible evidence that would affect the cosmetic appearance of the home. Work was performed under the Nation Park Service standards and direction.

Macoupin County Courthouse, Carlinville, IL. Horner & Shifrin, Inc. investigated the floor loading capacity of the attic level of the courthouse. Work was performed in the late 1980's for the County Engineer.

Shelby County Courthouse, Shelbyville, IL. Horner & Shifrin, Inc. provided a feasibility study for ADA access for the 1882 courthouse. The study included an internal elevator, new entrances, ramps along with the structural assessment. Phase I design included the re-pointing portions of the stone foundations, enhancement of the bell tower stairways and walkways along with a new accessible entrance.

Shepard Strawbridge House, University of Illinois – Springfield. Horner & Shifrin, Inc. provided a study of the investigation into the restoration of the historic house located on the campus of the University of Illinois at Springfield. The historic structure was being assessed for adaptation for the use of the foundation offices for the Springfield campus.

Roof and Shingle Assessment, Incredibly Delicious - Springfield, IL. Horner & Shifrin, Inc. provided assessment, re-framing design and replacement of timber framing and singles for this structure listed on the National Historic Registry.

City of Fayetteville Staff Review Form

C. 1
 VAC 13-4298 (1253 W. Showroom
 Dr./Fiat of Fayetteville)
 Page 1 of 16

**City Council Agenda Items
 and
 Contracts, Leases or Agreements**

3/5/2013

City Council Meeting Date
 Agenda Items Only

Quin Thompson
 Submitted By

Planning
 Division

Development Services
 Department

Action Required:

VAC 13-4298: Vacation (1253 W. SHOWROOM DR./FIAT OF FAYETTEVILLE, 284): Submitted by CRAFTON TULL AND ASSOCIATES for property located at 1352 WEST SHOWROOM DRIVE. The property is zoned C-2, THOROUGHFARE COMMERCIAL, and contains 5.66 acres. The request is to vacate a utility easement.

Cost of this request

\$

Category / Project Budget

Program Category / Project Name

Account Number

\$

Funds Used to Date

Program / Project Category Name

Project Number

\$

Remaining Balance

Fund Name

Budgeted Item

Budget Adjustment Attached

[Signature]
 Department Director

Date

Previous Ordinance or Resolution #

[Signature]
 City Attorney

Date

Original Contract Date:

Original Contract Number:

Paul a. Buh
 Finance and Internal Services Director

Date

Received in City
 Clerk's Office

[Signature]
 Chief of Staff

Date

Received in
 Mayor's Office

[Signature]
 Mayor

Date

Comments:



www.accessfayetteville.org

C. 1
VAC 13-4298 (1253 W. Showroom
Dr./Fiat of Fayetteville)

Page 2 of 16
THE CITY OF FAYETTEVILLE, ARKANSAS
DEPARTMENT CORRESPONDENCE

CITY COUNCIL AGENDA MEMO

To: Mayor Jordan, City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director

From: Quin Thompson, Current Planner

Date: February 13, 2013

Subject: VAC 13-4298 (FIAT of Fay)

RECOMMENDATION

The Planning Commission and staff recommend approval of an ordinance to vacate an apparently unused water/sewer easement internal to the subject property.

BACKGROUND

The subject property is located at 1253 Showroom Dr on the northwest corner of I-540 and State Highway 112, and is part of the Fayetteville Auto Park near Interstate 540. City staff reviewed and approved an addition to an existing auto dealership building (SIP 12-4186) on July 31, 2012. The addition is proposed over a portion of existing water and sewer easement contained within the subject property, requiring that it be vacated before the building permits can be issued. There are no existing utility lines within this portion of the easement.

DISCUSSION

On February 11, 2013 the Planning Commission forwarded this item to the City Council with a recommendation of approval with a vote of 8-0-0.

BUDGET IMPACT

None.

ORDINANCE NO.

AN ORDINANCE APPROVING VAC 13-4298 SUBMITTED
BY CRAFTON TULL AND ASSOCIATES FOR PROPERTY
LOCATED AT 1253 WEST SHOWROOM DRIVE TO VACATE
AN UTILITY EASEMENT, A TOTAL OF 0.08 ACRES

WHEREAS, the City Council has the authority under A.C.A. § 14-54-104 to vacate public grounds or portions thereof which are not required for corporate purposes; and

WHEREAS, the City Council has determined that the following described portion of the platted **utility** easement is not required for corporate purposes;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby vacates and abandons the following described utility easement in Exhibit B (attached).

Section 2: That a copy of this Ordinance duly certified by the City Clerk along with the map attached and labeled Exhibit A shall be filed in the office of the Recorder of the County and recorded in the Deed Records of the County.

Section 3: That this vacation approval is subject to the following Conditions of Approval and shall not be in effect until the condition is met.

1. Relocation of or damage to any existing utilities will be at the owner's expense.
2. The engineer of record shall produce a record drawing that accurately reflects the original construction as well as any new improvements prior to issuance of Certificate of Occupancy.

PASSED and **APPROVED** this day of , 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

FAYETTEVILLE AUTO PARK
PARCEL NUMBER
765-15890-010
DEED'S 99060271 & 950329

Exhibit "A" VAC 13-4298

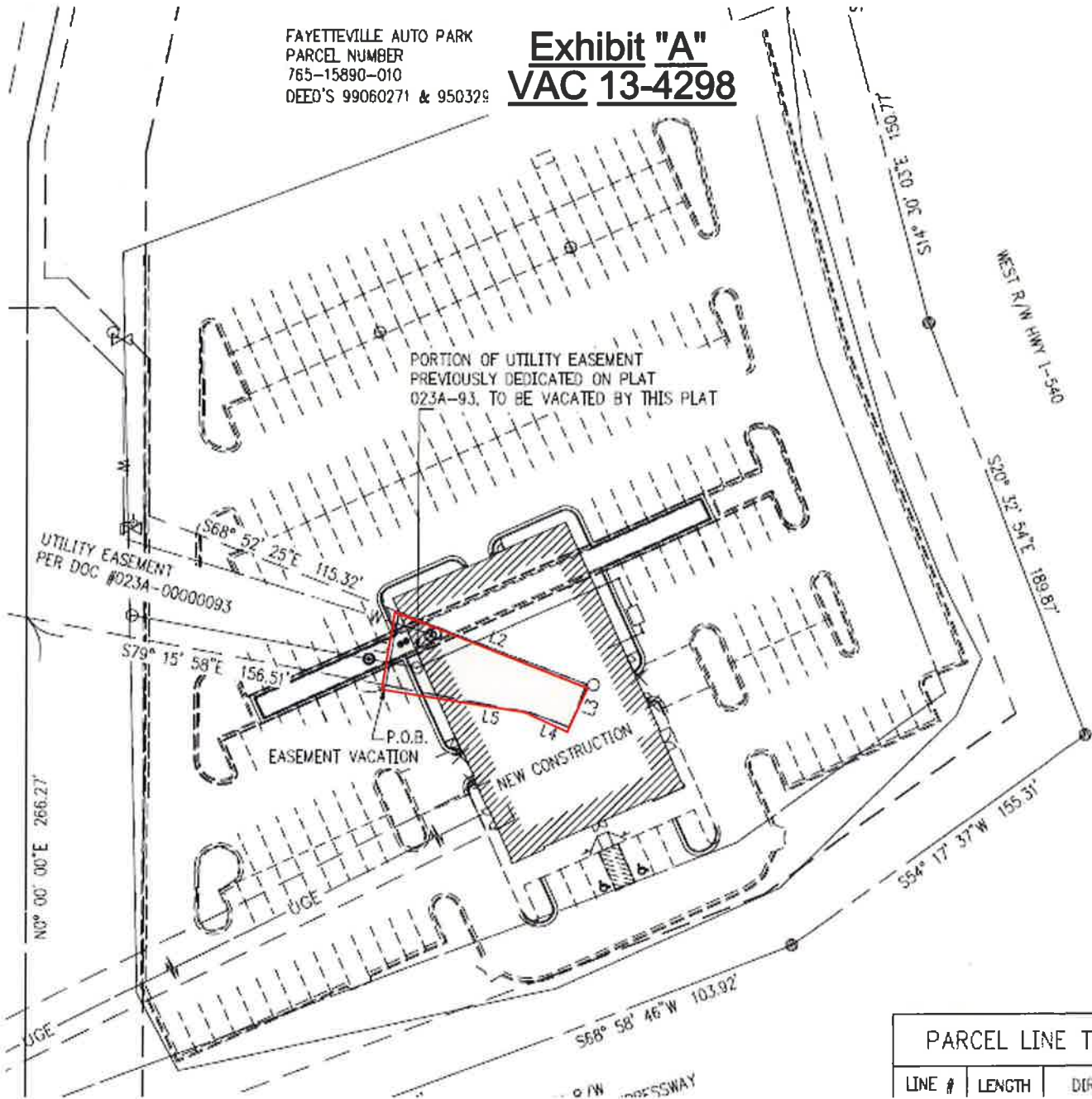


EXHIBIT "B"
VAC 13-4298

DESCRIPTION OF PORTION OF EASEMENT TO BE VACATED:

A PORTION OF AN EXISTING UTILITY EASEMENT AS SHOWN ON PLAT RECORD 023A-93 AS RECORDED IN THE CIRCUIT CLERK'S OFFICE FOR WASHINGTON COUNTY, ARKANSAS LOCATED IN THE NW1/4 OF THE NW1/4 OF SECTION 34, TOWNSHIP 17 NORTH, RANGE 30 WEST IN WASHINGTON COUNTY, ARKANSAS, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE COMMON CORNER OF SECTIONS 27, 28,33,34; THENCE S8r00'52"E ALONG THE COMMON LINE OF SECTIONS 27 AND 34 A DISTANCE OF 336.13 FEET TO A POINT ON THE WESTERLY RIGHT-OF-WAY LINE OF U.S. HIGHWAY 71 (NOW U.S. INTERSTATE 1-540); THENCE ALONG SAID WESTERLY RIGHT-OF-WAY LINE OF U.S. HIGHWAY 71 THE FOLLOWING COURSES AND DISTANCES; S13°26'17"W 145.14 FEET; THENCE S0r52'20"E 194.00 FEET; THENCE S14°30'03"E 150.77 FEET; THENCE S20032'54"E 189.87 FEET; THENCE S54°17'37"W 155.31 FEET; THENCE S68°58'46"W 103.92 FEET; THENCE S69°17'31"W 247.55 FEET TO A POINT ON THE COMMON LINE OF SECTIONS 33 AND 34; THENCE N00°00'00"E 266.27 FEET TO A POINT ON THE SOUTH LINE OF AN EXISTING UTILITY EASEMENT AS SHOWN ON SAID PLAT RECORD 023A-93; THENCE ALONG SAID SOUTH LINE S79°15'58"E 156.51 FEET TO THE POINT OF BEGINNING FOR THE FOLLOWING DESCRIBED TRACT; THENCE N10044'02"E 32.00 FEET TO THE NORTH LINE OF SAID EXISTING EASEMENT; THENCE ALONG SAID NORTH LINE S68°52'25"E 85.95 FEET; THENCE S21°07'35"W 20.00 FEET TO THE SOUTH LINE OF SAID EXISTING EASEMENT; THENCE ALONG SAID SOUTH LINE N68°52'25"W 17.62 FEET; THENCE N79°15'58"W 63.60 FEET TO THE POINT OF BEGINNING, CONTAINING 0.047 ACRES (2,053 SQUARE FEET), MORE OR LESS.

EXHIBIT "B"
VAC 13-4298

DESCRIPTION OF PORTION OF EASEMENT TO BE VACATED:

A PORTION OF AN EXISTING UTILITY EASEMENT AS SHOWN ON PLAT RECORD 023A-93 AS RECORDED IN THE CIRCUIT CLERK'S OFFICE FOR WASHINGTON COUNTY, ARKANSAS LOCATED IN THE NW1/4 OF THE NW1/4 OF SECTION 34, TOWNSHIP 17 NORTH, RANGE 30 WEST IN WASHINGTON COUNTY, ARKANSAS, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE COMMON CORNER OF SECTIONS 27, 28, 33, 34; THENCE S8r00'52"E ALONG THE COMMON LINE OF SECTIONS 27 AND 34 A DISTANCE OF 336.13 FEET TO A POINT ON THE WESTERLY RIGHT-OF-WAY LINE OF U.S. HIGHWAY 71 (NOW U.S. INTERSTATE 1-540); THENCE ALONG SAID WESTERLY RIGHT-OF-WAY LINE OF U.S. HIGHWAY 71 THE FOLLOWING COURSES AND DISTANCES; S13°26'17"W 145.14 FEET; THENCE S0r52'20"E 194.00 FEET; THENCE S14°30'03"E 150.77 FEET; THENCE S20032'54"E 189.87 FEET; THENCE S54°17'37"W 155.31 FEET; THENCE S68°58'46"W 103.92 FEET; THENCE S69°17'31"W 247.55 FEET TO A POINT ON THE COMMON LINE OF SECTIONS 33 AND 34; THENCE N00°00'00"E 266.27 FEET TO A POINT ON THE SOUTH LINE OF AN EXISTING UTILITY EASEMENT AS SHOWN ON SAID PLAT RECORD 023A-93; THENCE ALONG SAID SOUTH LINE S79°15'58"E 156.51 FEET TO THE POINT OF BEGINNING FOR THE FOLLOWING DESCRIBED TRACT; THENCE N10044'02"E 32.00 FEET TO THE NORTH LINE OF SAID EXISTING EASEMENT; THENCE ALONG SAID NORTH LINE S68°52'25"E 85.95 FEET; THENCE S21°07'35"W 20.00 FEET TO THE SOUTH LINE OF SAID EXISTING EASEMENT; THENCE ALONG SAID SOUTH LINE N68°52'25"W 17.62 FEET; THENCE N79°15'58"W 63.60 FEET TO THE POINT OF BEGINNING, CONTAINING 0.047 ACRES (2,053 SQUARE FEET), MORE OR LESS.



PC Meeting of February 11, 2013

THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

PLANNING DIVISION CORRESPONDENCE

TO: Fayetteville Planning Commission
FROM: Quin Thompson, Current Planner
THRU: Jeremy Pate, Development Services Director
DATE: ~~January 28, 2013~~ UPDATED February 13, 2013

VAC 13-4298: Vacation (1352 W. SHOWROOM DR./FIAT OF FAYETTEVILLE, 284): Submitted by CRAFTON TULL & ASSOCIATES for property located at 1352 WEST SHOWROOM DRIVE. The property is zoned C-2, THOROUGHFARE COMMERCIAL, and contains a total of 5.66 acres. The request is to vacate an easement.

Planner: Quin Thompson

Findings:

Property Description and Background: The subject property is located at 1253 Showroom Dr on the northwest corner of I-540 and State Highway 112, and is part of the Fayetteville Auto Park near Interstate 540. City staff reviewed and approved an addition to an existing auto dealership building (SIP 12-4186) on July 31, 2012. The addition is proposed over a portion of existing water and sewer easement within the subject property, requiring that it be vacated before the building permits can be issued. There are no existing utility lines within this portion of the easement.

Request: The applicant's request is to vacate the area shown in the submitted plan. The Water and Sewer Division has reviewed this request and does not object to the vacation.

Easement Vacation Approval: The applicant has submitted the required easement vacation notification forms to the City of Fayetteville and utility companies with the results summarized below.

UTILITIES

RESPONSE

AEP/SWEPCO	No Objections
Ozarks Electric Cooperative	No Objections
Cox Communications	No Objections
Source Gas	No Objections
AT&T	No Objections

CITY OF FAYETTEVILLE:

RESPONSE

Water/Sewer

No Objections

Transportation

No Objections

Solid Waste

No Objections

Public Comment: No public comment has been received.

Recommendation: Staff recommends forwarding **VAC 13-4298** to the City Council with a recommendation for approval subject to the following condition:

1. Relocation of or damage to any existing utilities will be at the owner's expense.
2. The engineer of record shall produce a record drawing that accurately reflects the original construction as well as any new improvements before the final project is accepted.

CITY COUNCIL ACTION: Required

PLANNING COMMISSION ACTION: Required

Planning Commission Action: ☒ Forwarded ☐ Denied ☐ Tabled

Date: February 11, 2013

Motion: CHESSER

Second: COOK

Vote: 8-0-0

Notes: _____



Crafton Tull

architecture | engineering | surveying

Conway
Little Rock
Oklahoma City
Rogers
Russellville
Tulsa

December 21, 2012

Andrew Garner
Fayetteville Planning Commission
113 W. Mountain
Fayetteville, AR

RE: Fiat of Fayetteville
Easement Vacation

Dear Mr. Garner:

On behalf of my client, Fiat of Fayetteville, we are requesting an Easement Vacation on the site improvements that were previously approved. The area of easement to be vacated has no utilities and no adjacent property owners.

Thank you for your assistance on this matter.

Sincerely,

Daniel P. Ellis, P.E.
Vice President

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND UTILITY EASEMENT VACATIONS

DATE: 01/14/2013

UTILITY COMPANY: City of Fayetteville Water & Sewer
APPLICANT NAME: Don Nelms, General Partner, Nelms, LLC APPLICANT PHONE: 479-251-2175
REQUESTED VACATION (*applicant must check all that apply*):

- ☒ Utility Easement
☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
☐ Alley
☐ Street right-of-way

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:

General location / Address (referring to attached document- must be completed**)

**** 1325 W. Showroom, Fayetteville, AR**

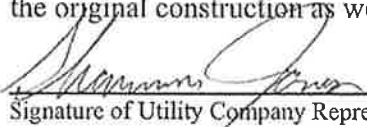
(*ATTACH legal description and graphic representation of what is being vacated-SURVEY*)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

☒ No objections provided the following conditions are met:

The engineer of record is unable to produce a record drawing of the original construction of water and sewer lines in this area. The engineer of record shall produce a record drawing that accurately reflects the original construction as well as any new improvements before the final project is accepted.


Signature of Utility Company Representative

Utilities Engineer

Title

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND UTILITY EASEMENT VACATIONS

DATE: 10/29/2012

UTILITY COMPANY: Cox Communications

APPLICANT NAME: Don Nelms, General Partner, Nelms, LLC APPLICANT PHONE: 479-251-2175
REQUESTED VACATION (*applicant must check all that apply*):

- ☒ Utility Easement
☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
☐ Alley
☐ Street right-of-way

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:

General location / Address (referring to attached document- must be completed**)

**** 1325 W. Showroom, Fayetteville, AR**

(*ATTACH legal description and graphic representation of what is being vacated-SURVEY*)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

☒ No objections provided the following conditions are met:

Any damage to or relocation of our existing utilities will be at
the owners/developers expense.



Signature of Utility Company Representative

Construction Planner III

Title

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND UTILITY EASEMENT VACATIONS

DATE: 12-21-2012

UTILITY COMPANY: Ozarks Electric

APPLICANT NAME: Don Nelms, General Partner, Nelms, LLC APPLICANT PHONE: 479-251-2175

REQUESTED VACATION (*applicant must check all that apply*):

- ☒ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☐ Street right-of-way

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:

General location / Address (referring to attached document- must be completed**)

**** 1325 W. Showroom, Fayetteville, AR**

(ATTACH legal description and graphic representation of what is being vacated-SURVEY)

UTILITY COMPANY COMMENTS:

- ☒ No objections to the vacation(s) described above.
- ☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

- ☐ No objections provided the following conditions are met:

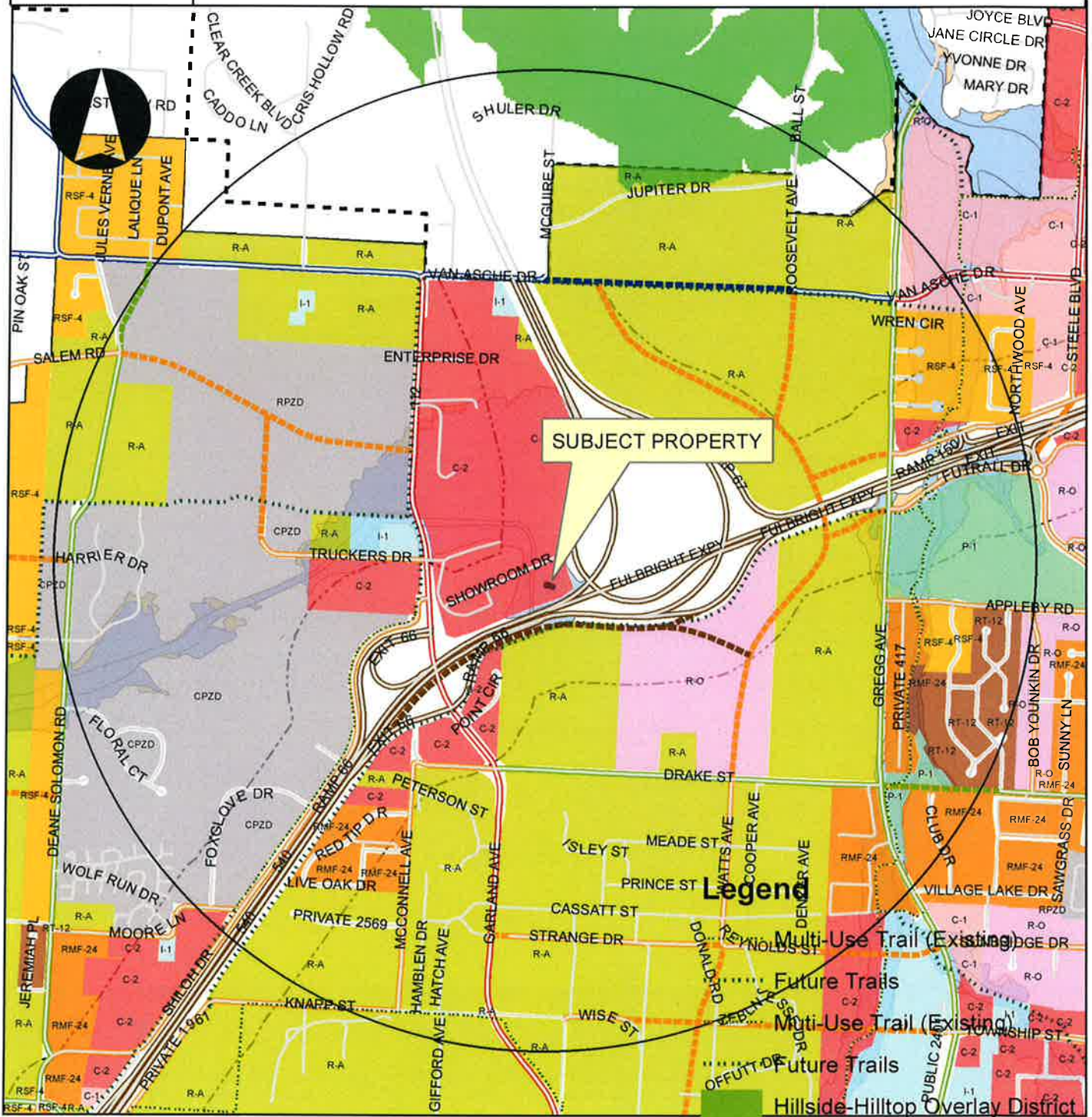
Greg McGee
Signature of Utility Company Representative

Lead Staking Tech
Title

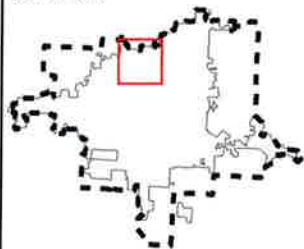
VAC13-4298

FIAT OF FAYETTEVILLE

One Mile View



Overview



Legend

Subject Property

VAC13-4298

Boundary

0 0.25 0.5



1 Miles



VAC13-4298



Design Overlay District



Planning Area



Fayetteville

Multi-Use Trail (Existing)

Future Trails

Multi-Use Trail (Existing)

Future Trails

Hillside-Hilltop Overlay District

VAC13-4298

Close Up View

FIAT OF FAYETTEVILLE



SHOWROOM DR

C-2

SUBJECT PROPERTY

RAMP 67

FULBRIGHT EXPY

540

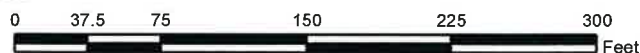
540

Legend

- Multi-Use Trail (Existing)
- Future Trails
- Fayetteville City Limits

Overview VAC13-4298

- Footprints 2010
- Hillside-Hilltop Overlay District
- Design Overlay District
- Design Overlay District
- Planning Area



**City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts**

C. 2
Illinois River Watershed Partnership
Page 1 of 6

March 5, 2013
City Council Meeting Date

Sarah Wrede
Submitted By

Engineering
Division

Development Services
Department

Action Required:

An ordinance to waive requirements for bidding for services costing less that \$20,000 and to approve a contract for \$10,000 with the Illinois River Watershed Partnership to assist in the improvement of water quality in the Illinois River Watershed.

\$ 10,000.00
Cost of this request

\$ 228,499.99
Category / Project Budget

Storm Water Quality Mgmt./Nutrient Reduction
Program Category / Project Name

4470.9470.5314.00
Account Number

\$ 1,336.08

Professional Services
Program / Project Category Name

02097
Project Number

\$ 227,163.91
Remaining Balance

Sales Tax Capital Improvement
Fund Name

Budgeted Item ☒

Budget Adjustment Attached ☐

[Signature]
Department Director

02-14-2013
Date

Previous Ordinance or Resolution # _____

[Signature]
City Attorney

2-15-13
Date

Original Contract Date: _____

Original Contract Number: _____

Paul A. Brehm
Finance and Internal Service Director

2-18-2013
Date

Received in City Clerk's Office
02-15-13 P12:06 RCVD
Kim G.

[Signature]
Chief of Staff

2-18-13
Date

Received in Mayor's Office
ENTERED
2/15/13
[Signature]

[Signature]
Mayor

2/19/13
Date

Comments:

CITY COUNCIL AGENDA MEMO

Council Meeting of March 5, 2013

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director *JP*
Chris Brown, City Engineer *CB*

From: Sarah Wrede, Staff Engineer *SMW*

Date: February 15, 2013

Subject: An ordinance to waive requirements for bidding for services costing less than \$20,000 and to approve a contract for \$10,000 with the Illinois River Watershed Partnership to assist in the improvement of water quality in the Illinois River Watershed.

PROPOSAL: The Illinois River Watershed Partnership was formed in 2005 as a non-profit organization, with a board that is representative of the various stakeholders in the watershed including government, business, agriculture, conservation, construction/development, and academia. The mission of the IRWP is to improve the integrity of the Illinois River through public education and community outreach, water quality monitoring, and the implementation of conservation and restoration practices throughout the Illinois River watershed.

A large portion of the City of Fayetteville contributes stormwater flows into the Illinois River Watershed including Clear Creek, Hamestring Creek, and Owl Creek. The new wastewater treatment plant discharges treated effluent into Goose Creek which also flows into the Illinois River. The City of Fayetteville continues to receive great benefit from the watershed education campaigns and the watershed management planning processes that have been implemented by the IRWP.

This will be the seventh year the City has contracted with the IRWP for these services. The last contract was also for \$10,000 for watershed education and planning services.

RECOMMENDATION: Staff recommends approval of an ordinance to waive the procurement requirements for services costing less than \$20,000 and to approve a contract for \$10,000 with the Illinois River Watershed Partnership to assist in the improvement of water quality in the Illinois River Watershed.

BUDGET IMPACT: The City of Fayetteville currently has adequate funds remaining in the Storm Water Quality Management/Nutrient Reduction Project for this contract.

ORDINANCE NO. _____

AN ORDINANCE WAIVING THE REQUIREMENT FOR BIDS BY APPLYING §34.23(F) **PURCHASES AND CONTRACTS NOT IN EXCESS OF \$20,000.00** OF THE FAYETTEVILLE CODE OF ORDINANCES AND APPROVING A CONTRACT WITH THE ILLINOIS RIVER WATERSHED PARTNERSHIP IN THE AMOUNT OF \$10,000.00 FOR WATERSHED EDUCATION AND PLANNING SERVICES

WHEREAS, the Illinois River Watershed Partnership possesses unique expertise and resources ideally suited to meet the City of Fayetteville's need for Watershed Education and Planning Services as part of the Stormwater Management Program, Phase II; and

WHEREAS, the Illinois River Watershed Partnership can perform this work at a significant savings to the citizens of Fayetteville.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby waives the requirements for bids by applying §34.23(F) **Purchases and Contracts Not in Excess of \$20,000.00**, of the Fayetteville Code of Ordinances and approves a Contract with the Illinois River Watershed Partnership in the amount of \$10,000.00 for watershed education and planning services, and authorizes Mayor Jordan to execute this Contract. A copy of the Contract, marked Exhibit A, is attached hereto and made a part hereof.

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

CONTRACT

The Illinois River Watershed Partnership, Inc. and the City of Fayetteville, Arkansas agree to enter into the following contract on this _____th day of _____ 2013.

WHEREAS, The Illinois River Watershed Partnership, Inc. is a non-profit corporation whose mission is to improve the health of the Illinois River Watershed through the implementation of best management practices, water quality monitoring, public education, community outreach and ecosystem restoration; and

WHEREAS, The City of Fayetteville has responsibilities to educate its citizens about these water quality and restoration issues through mandates of the Clean Water Act and has budgeted funds for such education activities.

NOW, THEREFORE, the Illinois River Watershed Partnership and the City of Fayetteville agree as follows:

1. The City of Fayetteville agrees to purchase educational, ecosystem monitoring and restoration, and community outreach services for its citizens from the Illinois River Watershed Partnership, Inc. for the sum of Ten Thousand Dollars (\$10,000.00).

2. The Illinois River Watershed Partnership agrees to furnish a year long, extensive community outreach and educational services program to Fayetteville's citizens during the period of January 1, 2013 through December 31, 2013, and further to provide implementation of and education about best management practices for stormwater management and ecosystem restoration in the Illinois River watershed.

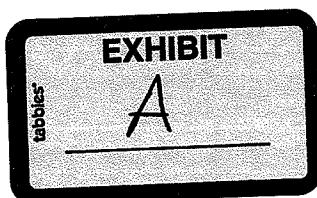
3. The Illinois River Watershed Partnership agrees to provide an annual written report about its programs and activities to the Fayetteville City Council on _____, 2013.

ILLINOIS RIVER
WATERSHED PARTNERSHIP, INC.

CITY OF FAYETTEVILLE,
ARKANSAS

By: Delia Haak
Dr. Delia Haak
Executive Director
Illinois River Watershed Partnership, Inc.

By: _____
Mayor Lioneld Jordan



City Of Fayetteville - Purchase Order (PO) Request

(Not a Purchase Order)

All purchases under \$2500 shall be used on a P-Card unless medical or 1099 service related. (Call x256 with questions)
All PO Request shall be scanned to the Purchasing e-mail: Purchasing@ci.fayetteville.ar.us

City Of Fayetteville - Purchase Order (PO) Request (Not a Purchase Order) All purchases under \$2500 shall be used on a P-Card unless medical or 1099 service related. (Call x256 with questions) All PO Request shall be scanned to the Purchasing e-mail: Purchasing@ci.fayetteville.ar.us						Requisition No.: P.O Number:	Date: C. 2 2/14/2013 Illinois River Watershed Partnership Expected Delivery Date:		
Vendor #: 15970		Vendor Name: Illinois River Watershed Partnership				Mail Yes: No:			
Address:				Fob Point:		Taxable Yes: No:			
City:		State:		Zip Code:	Ship to code: Pur	Quotes Attached Yes: No:			
Requester: Tandi Taylor				Requester's Employee #: 3206		Extension: 206			
Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Account Numbers	Project/Subproject #	Inventory #	Fixed Asset #
1	An ordinance to waive requirements for bidding	1			\$10,000.00	4470.9470.5314.00	02097.1		
2	for services costing less than \$20,000 and to approve				\$0.00				
3	a contract for \$10,000 with the Illinois River Watershed				\$0.00				
4	To assist in the improvement of water				\$0.00				
5	quality in the Illinois River Watershed				\$0.00				
6					\$0.00				
7					\$0.00				
8					\$0.00				
9					\$0.00				
10					\$0.00				
*	Shipping/Handling		Lot		\$0.00				
Special Instructions:						Subtotal: \$10,000.00 Tax: Total: \$10,000.00			
Approvals:									
Mayor:			Department Director:			Purchasing Manager:			
Finance & Internal Services Director:			Budget Manager:			IT Manager:			
Dispatch Manager:			Utilities Manager:			Other:			

City of Fayetteville Staff Review Form

C. 3
Regional Urban Stormwater
Education Program
Page 1 of 10

**City Council Agenda Items
and
Contracts, Leases or Agreements**

3/5/2013

**City Council Meeting Date
Agenda Items Only**

Sarah Wrede

Engineering

Development Services

Submitted By**Division****Department****Action Required:**

Approval of an ordinance waiving competitive bidding and approval of a one-year contract in the amount of \$42,240.78 with the Northwest Arkansas Regional Planning Commission for a Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

\$ 42,240.78

Cost of this request

\$ 228,499.99

Category / Project Budget

Stormwater Quality Mgmt/Nutrient Reduct

Program Category / Project Name

4470.9470.5817.00

Account Number

\$ 1,336.08

Funds Used to Date

Bridge & Drainage Improvements

Program / Project Category Name

02097

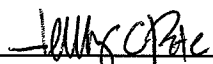
Project Number

\$ 227,163.91

Remaining Balance

Sales Tax Capital Improvement

Fund Name

Budgeted Item ☒Budget Adjustment Attached ☐

Department Director
02-14-2013
Date

Previous Ordinance or Resolution #

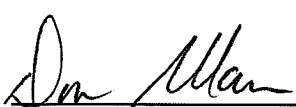

City Attorney
2-15-13
Date

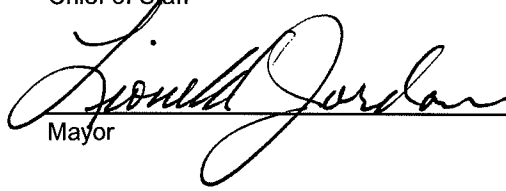
Original Contract Date:

Original Contract Number:


Finance and Internal Services Director
2-18-2013
DateReceived in City
Clerk's Office

02-15-13 P12:06 RCVD


Chief of Staff
2-18-13
DateReceived in
Mayor's Office


Mayor
2/19/13
Date



www.accessfayetteville.org

CITY COUNCIL AGENDA MEMO

Council Meeting of March 5, 2013

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Jeremy Pate, Development Services Director JP
Chris Brown, City Engineer CB

From: Sarah Wrede, Staff Engineer SMW

Date: February 14, 2012

Subject: Approval of an ordinance waiving competitive bidding and approval of a one-year contract in the amount of \$42,240.78 with the Northwest Arkansas Regional Planning Commission for a Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

PROPOSAL: Since 2003, the cities of Bentonville, Bethel Heights, Elkins, Elm Springs, Farmington, Fayetteville, Greenland, Johnson, Little Flock, Lowell, Springdale and Rogers along with Benton and Washington Counties and the University of Arkansas have been operating under EPA's federally mandated Phase II Stormwater regulations as Municipal Separate Storm Sewer Systems (MS4s). The cities of Bella Vista, Cave Springs, Centerton, Pea Ridge, Prairie Grove, and Tontitown were recently designated as MS4s based on the 2010 census and these cities are joining the education program this year. While these jurisdictions obtained separate National Pollutant Discharge Elimination System (NPDES) permits, they jointly contracted with Cooperative Extension Service (CES) through the NWA Regional Planning Commission as a successful and cost-effective means of implementing the following minimum control measures required in their Phase II permits:

- 1) Public Education and Outreach
- 2) Public Involvement and Participation
- 6) Pollution Prevention and Good Housekeeping (training for municipal employees)

A summary of the tasks associated with each of these is attached.

Positive feedback from ADEQ and participating MS4s has led to the CES and the NWARPC partnering for an additional urban stormwater education program in support of the MS4s' new 2009-2013 stormwater management permits. This contract is for participation in a 1-Year Regional Stormwater Education and Coordination Program.

RECOMMENDATION: Staff recommends approval of an ordinance to waive the requirements of competitive bidding and to authorize the Mayor to execute a Memorandum of Understanding with the Northwest Arkansas Regional Planning Commission for a Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension service.

BUDGET IMPACT: Currently, there is \$227,163.91 in the Stormwater Quality Mgmt/Nutrient Reduct account that has been designated for use to fund projects that improve stormwater quality in the City of Fayetteville. This project will be paid for from these funds.

ATTACHMENTS

Memorandum of Understanding
Urban Stormwater Education Program 2010-2014 Summary
Cost Allocation Summary

ORDINANCE NO. _____

AN ORDINANCE WAIVING THE REQUIREMENTS OF FORMAL COMPETITIVE BIDDING AND APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE MS4 JURISDICTIONS AND THE NORTHWEST ARKANSAS REGIONAL PLANNING COMMISSION IN THE AMOUNT OF \$42,240.78 FOR THE REGIONAL URBAN STORMWATER EDUCATION PROGRAM TO BE PROVIDED BY THE UNIVERSITY OF ARKANSAS COOPERATIVE EXTENSION SERVICE TO SATISFY PORTIONS OF THE NPDES PHASE II STORMWATER PERMIT REQUIREMENTS

WHEREAS, the provisions of the attached Memorandum of Understanding meet the City of Fayetteville's need for Stormwater Education and Outreach as part of its Stormwater Phase II permit requirements; and

WHEREAS, the University of Arkansas Cooperative Extension Service can efficiently and effectively provide this service at a significant savings to the citizens of Fayetteville.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby determines an exceptional situation exists in which competitive bidding is deemed not feasible or practical and therefore waives the requirements of formal competitive bidding and approves a Memorandum of Understanding (marked as Exhibit "A" attached hereto and made a part hereof) between the City of Fayetteville, Arkansas, the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

PASSED and APPROVED this 5th day of March, 2012.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

**MEMORANDUM OF UNDERSTANDING FOR THE MS4
JURISDICTIONS OF NORTHWEST ARKANSAS AND
THE NORTHWEST ARKANSAS REGIONAL PLANNING
COMMISSION**

WHEREAS, eighteen cities in Benton and Washington Counties, the counties themselves, and the University of Arkansas meet the U.S. Environmental Protection Agency's "small" urbanized area municipal separate storm sewer (MS4) criteria, and must comply with national Phase II Stormwater Regulations; and

WHEREAS, the Arkansas Department of Environmental Quality (ADEQ), the state agency authorized by EPA to issue National Pollutant Discharge Elimination System (NPDES) permits requiring and ensuring compliance, will establish dates for affected entities to be covered under Arkansas' general permit for MS4s; and

WHEREAS, said permit requires development, implementation, and evaluation of a stormwater management plan, that addresses each of the six minimum control measures identified in the Phase II Storm Water Regulations contained in 40 CFR 122.26 and outlined in Part I.B.; and

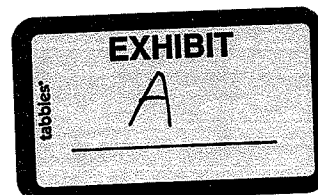
WHEREAS, the Northwest Arkansas Regional Planning Commission (NWARPC) has coordinated meetings between representatives of affected jurisdictions in an effort to determine, in the interest of economy and efficiency, whether certain stormwater permit components could be addressed collectively, rather than individually; and

WHEREAS, it has been determined that a cost effective, regional approach to certain minimum control measures required as part of the permit – namely Public Education and Outreach, Public Involvement and Participation, and the education component of Pollution Prevention/Good Housekeeping – is both logical and appropriate; and

WHEREAS, the NWARPC previously requested and received statements of qualifications from interested institutions and firms with demonstrated water quality educational expertise, and has, in cooperation with representatives of affected MS4 jurisdictions, endorsed the attached proposal from the University of Arkansas Cooperative Extension Service; and

WHEREAS, the ADEQ has endorsed the regional concept and proposal for addressing said minimum control measures; and

WHEREAS, said representatives of affected MS4s have also endorsed the distribution of costs associated with the proposal as shown on the attached cost allocation plan; and



WHEREAS, the Board of Directors of the NWARPC have authorized the Commission to act as the financial clearinghouse and primary contractor, on behalf of said MS4s, in connection with said proposal.

NOW, THEREFORE BE IT RESOLVED THAT WE, THE UNDERSIGNED MS4 JURISDICTION, AND THE BOARD OF DIRECTORS OF THE NORTHWEST ARKANSAS REGIONAL PLANNING COMMISSION, AGREE AS FOLLOWS:

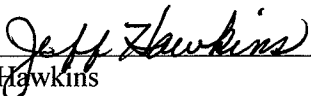
SECTION 1. To participate in a 1-Year Regional Stormwater Education and Coordination Program (January 1, 2013 – December 31, 2013), to be carried out by the University of Arkansas Cooperative Extension Service through an engagement with the Northwest Arkansas Regional Planning Commission, with costs based on each jurisdiction's pro-rated share of region's 2010 urbanized area population; it being understood that said services to be provided shall satisfy requirements for the federally mandated minimum control measures referenced herein. Commitments for participation in said program in future years will require governing body approval on a year-to-year basis.

SECTION 2. To participate financially in accordance with the attached cost allocation plan. Any increases in the costs allocated to the undersigned MS4 due to the failure of other MS4 jurisdictions to participate shall be subject to the approval of the undersigned MS4.

SECTION. 3. That all funds received by NWARPC from MS4s shall be utilized in their entirety for stormwater management program services and coordination activities in connection with EPA Phase II Stormwater Program requirements, and shall be accounted for separately from all other Commission funds.

Dated this _____ day of _____, 2013.

Fayetteville MS4 Jurisdiction


Jeff Hawkins NWARPC

Urban Stormwater Education Program 2010-2014

University of Arkansas Division of Agriculture Cooperative Extension Service

Introduction

As the public education branch of the University of Arkansas Division of Agriculture, the mission of the Cooperative Extension Service (CES) is to provide research-based information through non-formal education to help Arkansans improve their economic well-being and the quality of their lives. Since 2004, the City of Fayetteville has jointly contracted with CES through the Northwest Arkansas Regional Planning Commission as a successful and cost-effective means of implementing the following minimum control measures required in our Phase II permits:

- #1) Public Education and Outreach
- #2) Public Involvement and Participation
- #6) Pollution Prevention and Good Housekeeping – municipal employee training component

Program Planning and Evaluation

The City of Fayetteville participates in monthly meetings of the NWA Stormwater Compliance Group and has representation on the NWA Regional Stormwater Education Steering Committee. We also have representation on the Stormwater Education Steering committee (public membership comprised of diverse backgrounds/interests) convenes at least once each year to review and evaluate program accomplishments and plan next steps. Both groups provide the localized input used to identify critical stormwater issues and target audiences and program methods and public relations strategies.

BMPs and Measurable Goals

Minimum Control Measure #1 - Public Outreach and Education

Develop and distribute electronic and printed educational materials

Input from both the MS4 Stormwater Compliance Group and Education Steering Committee guides the emphases of electronic and printed educational materials. Once topics have been identified, fact sheets, podcasts, e-learning modules, website content, newsletters, press releases, and PSAs will be developed, adapted, and/or gathered for distribution at public meetings, in support of presentations, and with educational displays. Stormwater management and pollution prevention messages will be provided to participating MS4s for inclusion in municipal utility bill mailings to their residents.

Create displays and staff educational booths

Displays highlighting the annual topics of emphasis will be created and set up/staffed at libraries, banks, schools, local festivals, county fairs, etc.

Conduct hand-on youth stormwater/water quality education programs

Educational programs for school youth will focus on the water cycle, watersheds, stormwater dynamics, water quality and pollution prevention using the EnviroScape surface runoff model, groundwater simulator, hands-on exercises from Project WET, Project WILD, and Project Learning Tree and creekside classrooms. Programs conducted will support the Arkansas State Frameworks required curriculum.

Conduct stormwater programs for adult audiences

Educational presentations will be given to illustrate stormwater dynamics, identify potential pollutants and pathways, describe techniques to reduce stormwater pollution and encourage voluntary BMP implementation according to the annual topic/audience emphases outlined in the SWMP.

Measureable Goals:

A minimum of 20 electronic and printed educational materials will be developed
The # of educational materials distributed will be documented
Stormwater displays will be created and used at a minimum of 5 events/locales
At least 20 stormwater education programs will be conducted for youth audiences
At least 10 stormwater education programs will be conducted for adult audiences

Performance Standard:

Urban stormwater outreach/education programs will reach at least 26,220 residents (50% of the urbanized area population).

Minimum Control Measure #2 - Public Participation and Involvement

Train and Utilize Volunteer Educators

“Train-the-trainer” processes will be used to engage public volunteers and educators in teaching stormwater and pollution prevention (e.g. Benton and Washington County Master Gardeners, Master Naturalists, LakeSmart Leaders, etc.)

Conduct Public Participation/Involvement Events

Citizen and youth groups will participate in public involvement events (litter pick up, establishing demonstration rain gardens, planting riparian vegetation, stenciling storm drain inlets, etc.).

Engage Residents in Stormwater Policy Development

Information will be included through multiple outlets (website, newsletters, press releases, etc.) to encourage public input/involvement as MS4 stormwater management policy evolves.

Measureable Goals:

At least 5 train-the-trainer programs will be conducted.
At least 3 public participation events will be coordinated.

Performance Standard:

At least 5 public participation and involvement activities will be conducted.

Minimum Control Measure #6 – MS4 Employee Training

Train MS4 employees

MS4 employees will be equipped with a knowledge and understanding of how to reduce the potential impact of their municipal operations activities on stormwater quality.

Measureable Goal:

A minimum of 10 training programs will be conducted for MS4 employees.

Performance Standard:

Training will be conducted for eligible employees annually.

**Cost Allocation* of U of A Cooperative Extension Service NWA Regional Stormwater Education Program
and NWA Regional Planning Commission Stormwater Coordination for NWA MS4 Jurisdictions
based on the Urbanized Area Population of the 21 NWA MS4 Jurisdictions in the 2010 US Census**

2010 Block Census Data

Jurisdiction	Urbanized Area Population	% Urbanized Area Population	Cost for 2013 NWA Regional Urban Stormwater Education Program
Bella Vista	22,841	7.74%	\$14,739.78
Benton County	5,339	1.81%	\$9,445.37
Bentonville	33,801	11.45%	\$21,812.50
Bethel Heights	2,359	0.80%	\$1,522.31
Cave Springs	969	0.33%	\$625.32
Centerton	9,135	3.10%	\$6,895.01
Elkins	1,991	0.67%	\$1,284.83
Elm Springs	973	0.33%	\$627.90
Farmington	4,964	1.68%	\$3,203.37
Fayetteville	65,457	22.18%	\$42,240.78
Greenland	721	0.24%	\$465.28
Johnson	3,123	1.05%	\$2,015.34
Little Flock	1,742	0.59%	\$1,124.15
Lowell	6,574	2.23%	\$4,242.34
Pea Ridge	4,298	1.46%	\$2,773.59
Prairie Grove	69	0.02%	\$44.53
Rogers	54,897	18.60%	\$35,426.19
Springdale	68,088	23.07%	\$43,938.62
Tontitown	71	0.02%	\$45.82
U of A	5,801	1.97%	\$3,743.51
Washington County	1,868	0.63%	\$1,205.46
Totals	295,081	100.00%	\$190,422.00

Note: Budget year runs from January 1 through December 31 of each calendar year

* These dollar breakouts assume all jurisdictions participate.

City Of Fayetteville - Purchase Order (PO) Request

(Not a Purchase Order)

All purchases under \$2500 shall be used on a P-Card unless medical or 1099 service related. (Call x256 with questions)

All PO Request shall be scanned to the Purchasing e-mail: Purchasing@ci.fayetteville.ar.us

Requisition No.:	Date: C. 3 2/14/2013
P.O Number:	Regional Urban Stormwater Education Program Page 10 of 10
	Expected Delivery Date:

Vendor #: 8810	Vendor Name: NWA Regional Planning	Mail Yes: _____ No: _____
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Address:	Fob Point:	Taxable Yes: _____ No: _____	Quotes Attached Yes: _____ No: _____
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City:	State:	Zip Code:	Ship to code: RMT 1	Divison Head Approval:
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Requester: Tandi Taylor	3062	Extension: 206
----------------------------	------	-------------------

Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Account Numbers	Project/Subproject #	Inventory #	Fixed Asset #
1	NWA Stormwater Education Program 2013	1			\$42,240.78	4470.9470.5817	02097		
2					\$0.00				
3					\$0.00				
4					\$0.00				
5					\$0.00				
6					\$0.00				
7					\$0.00				
8					\$0.00				
9					\$0.00				
10					\$0.00				
*	Shipping/Handling		Lot		\$0.00				

Special Instructions:

Subtotal: \$42,240.78
Tax: _____
Total: \$42,240.78

Approvals:

Mayor: _____ Department Director: _____ Purchasing Manager: _____
Finance & Internal Services Director: _____ Budget Manager: _____ IT Manager: _____
Dispatch Manager: _____ Utilities Manager: _____ Other: _____

City of Fayetteville Staff Review Form

C. 4
Amend Chapter 166 Development
Page 1 of 6

City Council Agenda Items
and
Contracts, Leases or Agreements

3/5/2013

City Council Meeting Date
Agenda Items Only

Alison Jumper *aj*
Submitted By

Park Planning
Division

Parks and Recreation
Department

Action Required:

Approval of an ordinance amending Chapter 166.04 (I)(ii)(f) Dedication Ratios.

\$ -
Cost of this request

\$ -
Category / Project Budget

Program Category / Project Name

Account Number

\$ -
Funds Used to Date

Program / Project Category Name

Project Number

\$ -
Remaining Balance

Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☐

Gerrie Edmonston 2-7-13
Department Director Date

Previous Ordinance or Resolution # 5523

Jeff Kelly 2-8-13
City Attorney Date

Original Contract Date:

Original Contract Number:

Paul A. Buhl 2-8-2013
Finance and Internal Services Director Date

Received in City Clerk's Office 03-13 A10:07 RCVD

Jim Mann 2-11-13
Chief of Staff Date

Received in Mayor's Office

Donnell Doyle 2/11/13
Mayor Date

ENTERED
2/8/13
PH

Comments:



www.accessfayetteville.org

THE CITY OF FAYETTEVILLE, ARKANSAS
DEPARTMENT CORRESPONDENCE

CITY COUNCIL AGENDA MEMO

To: Mayor Lioneld Jordan, City Council

Thru: Don Marr, Chief of Staff
Connie Edmonston, Parks and Recreation Director *C.E.*

From: Alison Jumper, Park Planning Superintendent

Date: February 7, 2013

Subject: Park Land Dedication Ordinance Update

PROPOSAL:

Chapter 166.04 (l)(ii)(g) of the Unified Development Code (UDC) requires the Parks Department to review the park land dedication contribution formula every two years and make recommendations to the City Council. The last update occurred in September 2012. Both the persons per unit and cost per acre were reviewed. The cost per acre was approved to remain the same, and the persons per unit value was approved to be updated to reflect the 2012 Census data, however, that update was left out of the resolution. Section 166.04 (l)(ii)(f) Dedication Ratios should be updated to reflect the 2010 census data and data from the Northwest Arkansas Regional Planning Commission as shown below.

Current Park Land Dedication Formula

Housing Type	Persons/Unit	Acres/1,000 Pop.	Acres/Unit	Cost/Acre	Fee in lieu/unit
Single Family	2.39	10	0.024	\$40,000	\$920
Multi-Family	1.7	10	0.017	\$40,000	\$560

Proposed Park Land Dedication Formula

Housing Type	Persons/Unit	Acres/1,000 Pop.	Acres/Unit	Cost/Acre	Fee in lieu/unit
Single Family	2.32	10	0.023	\$40,000	\$920
Multi-Family	1.39	10	0.014	\$40,000	\$560

RECOMMENDATION:

Staff recommends updating the persons per unit figure as provided by Northwest Arkansas Planning Commission from 2.39 for Single Family and 1.7 for Multi-family to 2.32 for Single Family and 1.39 for Multi-family. See proposed chart below.

Park Staff will review the cost of land again in 2014.

BUDGET IMPACT:

None.

Attachments:

Staff Review Form

Ordinance 5523

Excerpt from Chapter 166 UDC

ORDINANCE NO. _____

AN ORDINANCE AMENDING SUBSECTION 166.04(l)(ii)(f) OF CHAPTER 166 DEVELOPMENT OF THE UNIFIED DEVELOPMENT CODE TO CHANGE THE DEDICATION RATIOS RELATED TO PARKLAND DEDICATIONS

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby amends Subsection 166.04(l)(ii)(f) of Chapter 166 Development of the Unified Development Code so that, after amendment, the subsection shall read as follows:

“f. *Dedication ratios.* Land shall be dedicated at a ratio of .023 acres of land for each single-family dwelling unit and .014 acres of land for each multi-family dwelling unit.”

PASSED and APPROVED this 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer

Fayetteville Code of Ordinances

the developer's Preliminary Plat, Large Scale Development, or Large Site Improvement Plan prior to plat or plan approval.

f. *Dedication ratios.* Land shall be dedicated at a ratio of .024 acre of land for each single-family dwelling unit and .017 acre of land for each multi-family dwelling unit.

g. *Fee-in-lieu formulas.* A contribution in lieu of land dedication shall be made according to the following formula:

\$920.00 for each single-family unit

\$560.00 for each multi-family unit based upon actual density.

The Parks Department shall review the contribution formula every two (2) years and make recommendations to the City Council following such review.

h. *Dedication in excess.* If a developer wishes to dedicate park land which exceeds the requirement of this subsection, the developer shall make a written request to the Planning Commission who may grant the developer a credit equivalent to said excess. Said credit shall be applied toward the developer's obligation under this subsection for any subsequent development located in the same park quadrant.

(iii) *Timing of dedication and/or contribution.* All dedications of land must be made before the city signs the final plat, or issuance of building permits for a Large Scale Development or Large Site Improvement Plan. A Final Plat shall not be

released for recordation until the deed for a land dedication is received. Deeded land is dedicated public park land and not subject to any right of reversion or refund. A cash contribution in lieu of required land development shall be payable before the city signing the Final Plat, or issuance of building permits for a Large Scale Development or Large Site Improvement Plan. With the approval of the Planning Commission a developer may pay such contribution in three equal installments to be paid in full within one year of Final Plat approval. If a developer makes a cash contribution in lieu of land dedication, the developer shall be entitled to a pro rata refund, together with the accrued interest therefrom, in the event actual density is less than the density used as the basis for the developer's contribution; provided, no refund shall be made unless application therefore is made in writing to the Zoning and Development Administrator within one year from the date of Final Plat approval. In the event actual density is more than the density used as the basis for a dedication of land or case contribution the developer must make an additional land dedication or contribution in lieu of dedication.

(iv) *Zoning Requirements.* Lots created for the purpose of park land dedication shall not be required to meet the standards for lot size, bulk and area within any zoning district. Lots created for the purpose of park land dedication to serve the residents of the surrounding area shall not be subject to POA/HOA dues or other fees established for maintenance or other purposes within the neighborhood.

(v) *Fee-in-lieu allocation.* All money received under this subsection shall be deposited in an interest bearing account. Said money together with the

ORDINANCE NO. 5523

AN ORDINANCE AMENDING SUBSECTION 166.04(l)(ii)(g) OF CHAPTER 166 DEVELOPMENT OF THE UNIFIED DEVELOPMENT CODE TO CHANGE THE FEE-IN-LIEU FORMULAS RELATED TO PARKLAND DEDICATIONS

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby amends Subsection 166.04(l)(ii)(g) of Chapter 166 Development of the Unified Development Code so that, after amendment, the subsection shall read as follows:

"g. Fee-in-lieu formulas. A contribution in lieu of land dedication shall be made according to the following formula:

\$920.00 for each single-family unit

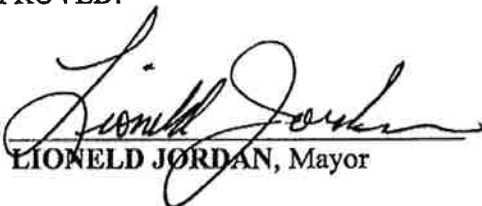
\$560.00 for each multi-family unit based upon actual density.

The Parks Department shall review the contribution formula every two (2) years and make recommendations to the City Council following such review."

PASSED and APPROVED this 4th day of September, 2012.

APPROVED:

ATTEST:

By: 
LIONELD JORDAN, Mayor

By: 
SONDRA E. SMITH, City Clerk/Treasurer



City of Fayetteville Staff Review Form

C. 5
Wedington Corridor
Neighborhood Master Plan
Page 1 of 48

**City Council Agenda Items
and
Contracts, Leases or Agreements**

3/5/2013

City Council Meeting Date
Agenda Items Only

Leif Olson
Submitted By

Division

Sustainability and Strategic Planning
Department

Action Required:

Staff requests approval of a resolution to adopt the Wedington Corridor Plan Vision Document and Illustrative Plan.

N/A

Cost of this request

N/A

Category / Project Budget

N/A

Program Category / Project Name

N/A

Account Number

N/A

Funds Used to Date

N/A

Program / Project Category Name

N/A

Project Number

N/A

Remaining Balance

N/A

Fund Name

Budgeted Item

☐

Budget Adjustment Attached

☐

Department Director

2/15/13
Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

City Attorney

2-15-13
Date

Finance and Internal Services Director

Paul A. Bueh
2-18-2013
Date

Received in City
Clerk's Office

2-15-13 P02:48 RCVD

Chief of Staff

2-18-13
Date

Received in
Mayor's Office

Mayor

2/19/13
Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Don Marr, Chief of Staff
Peter Nierengarten, Sustainability and Strategic Planning Director *pn*

From: Leif Olson, Associate Planner *LO*

Date: February 14, 2013

Subject: ADM 13-4318 Wedington Corridor Plan

RECOMMENDATION:

Staff requests approval of a resolution to adopt the Wedington Corridor Plan vision document and illustrative plan with amendments provided by the Planning Commission.

BACKGROUND:

The City Council adopted City Plan 2030 on July 5, 2011. City Plan 2030 set a goal of using a charrette process to generate a complete neighborhood plan every other year for key areas of the City. These plans were intended to incorporate key principles of City Plan 2030, including appropriate infill and revitalization, traditional neighborhood development and attainable housing. The Wedington Drive Corridor was selected by the City Council on August 7, 2012 as the fourth complete neighborhood plan project.

The criteria used to select this area included: 1) Meets the City's goals as outlined in the City Council's Strategic Plan and City Plan 2030; 2) Is experiencing development pressure; 3) Has a high percentage of vacant or underutilized land; and 4) Has potential for significant public participation. The Wedington Drive Corridor met all of these criteria.

DISCUSSION:

During October and November 2012 City Staff led a community charrette where public input was solicited on the Wedington Corridor. This input was used to guide the development of the Illustrative Plan and the Vision Document which contains four plan fundamentals: 1) Refine Wedington Drive as Wedington Parkway, 2) Envision the "Heart" of the Neighborhood Along Ruppel Road, 3) Support Active Transportation Options, 4) Designate a North-South Oriented "Greenway" Connecting the Hamstring and Owl Creek Watersheds.

The Planning Commission recommended forwarding of the Wedington Corridor Plan to City Council at its February 11, 2013 meeting with an amendment to the implementation timeline for the realization of access management goals.

BUDGET IMPACT:

None

RESOLUTION NO. _____

**A RESOLUTION TO ADOPT THE WEDINGTON CORRIDOR
NEIGHBORHOOD MASTER PLAN VISION DOCUMENT
AND ILLUSTRATIVE MASTER PLAN**

WHEREAS, The City of Fayetteville developed City Plan 2030 through a collaborative planning process in 2011; and

WHEREAS, City Plan 2030 calls for a comprehensive neighborhood master plan to be prepared every other year; and

WHEREAS, the Wedington Corridor Neighborhood Plan was developed through an intensive and inclusive charrette process involving all stakeholders;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves a resolution to adopt the Wedington Corridor Neighborhood Master Plan vision document and illustrative master plan.

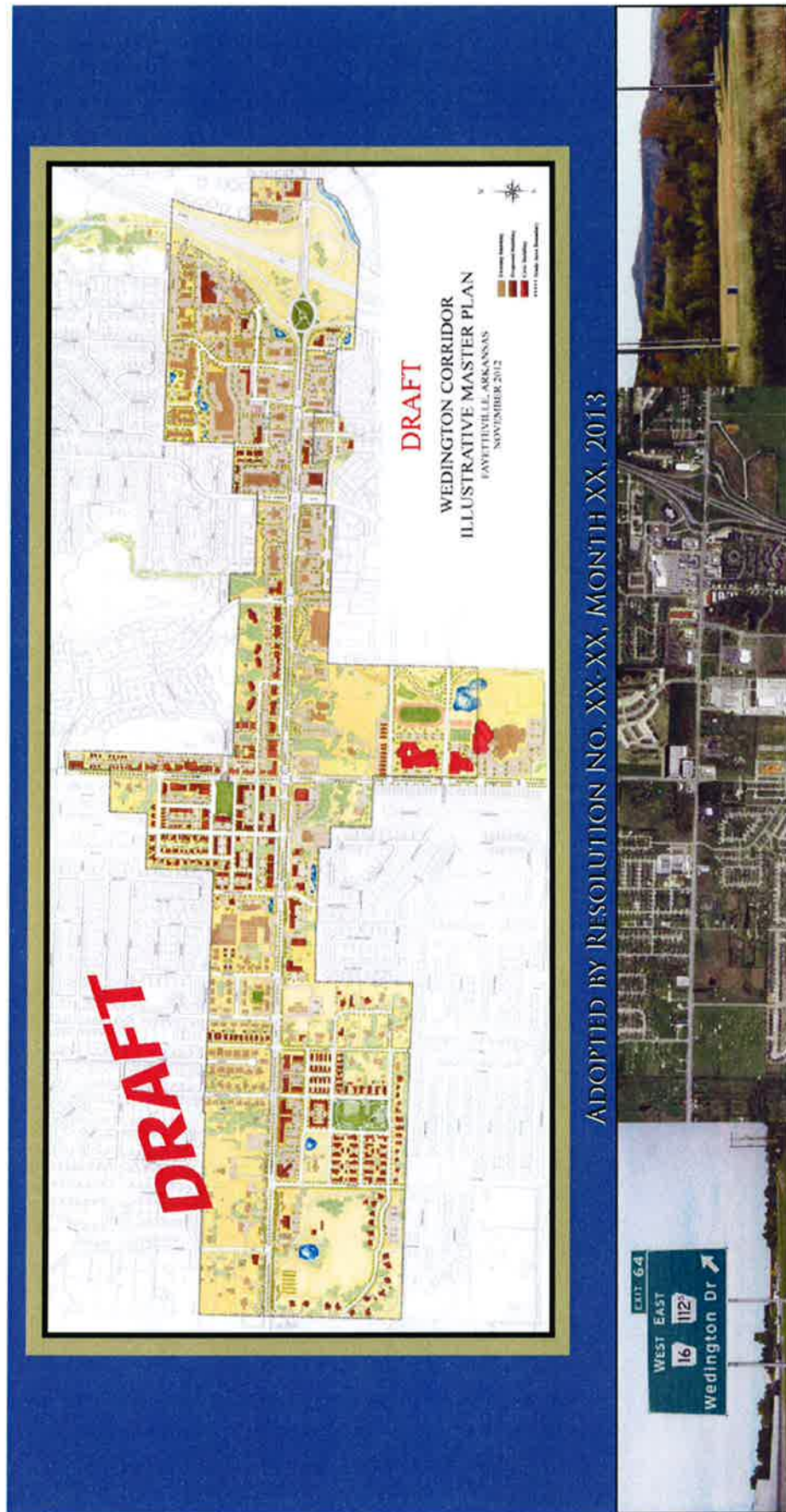
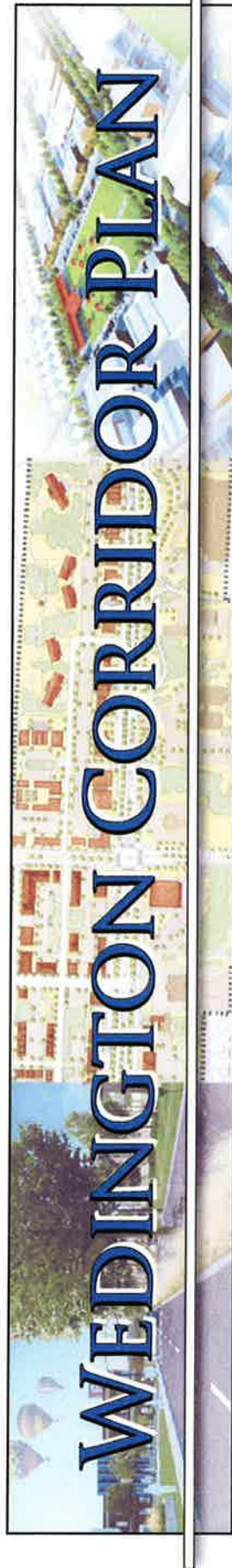
PASSED and APPROVED this the 5th day of March, 2013.

APPROVED:

ATTEST:

By: _____
LIONELD JORDAN, Mayor

By: _____
SONDRA E. SMITH, City Clerk/Treasurer



DESIGN TEAM

Jesse Fulcher
Andrew Garner
John Goddard
Kristina Jones
Alison Jumper
Matt Mihalevich
Peter Nierengarten
Leif Olson
Jeremy Pate
Quin Thompson
Nielsen Architects, LLC
(Nick Pierce, Designer)

CITY COUNCIL

Mayor Lioneld Jordan
Rhonda Adams
Adella Gray
Mark Kinion
Alan Long
Sarah Marsh
Matthew Petty
Martin W. Schoppmeyer Jr.
Justin Tennant

PLANNING COMMISSION

Sarah Bunch
Matthew Cabe
William Chesser
Kyle Cook
Craig Honchell
Tracy Hoskins
Ryan Noble
Blake Pennington
Porter Winston

SPECIAL THANKS TO....

Fayetteville Boys and Girls Club
Fayetteville Chamber of Commerce
Fayetteville Ward 4
University of Arkansas Community Design Center
Tim Conklin
Rob Sharp
Jeff Huber
Paula Marinoni
Hal Poole
Tony Wappel
Denny Wood
And Design Team family members who
tolerated a week of late nights and weekend work.

PARTICIPANTS

Adam Barnes
Valarie Beindara
Ted Belden
Benjamin Bendall
Erica Blansit
Dave Bolen
Mike Bowles
Daniel Carnahan
Pam Clome
Terry Coberly
Corey Collett
Carolyn Conn
Katherine Dees
Richard Dees
Diane Didier

Connie Edmonston
Mike Emery
Cande Erbe
Bob Estes
Kyle Fugett
Ericka Gergerich
John Grilli
Jim Hagen
Susan Harder
Laurence Hare
Christine Hare
Bob Harrington
Guy Headland
Bob Hofmann
Candace Hoggatt

Harlie Holman
Beth Hopkins
Tracy Hoskins
Celeste Hoskins
Tim Baker
Richard Johnson
David Johnson
Bill Jowlers
Harry Krushiker
Rebecca Kulawick
Mary Larson
Jim Laubler
Sarah Lewis
Alan Long
Karen Marshall

Vince Massanelli
Bryan McBride
Jack McCormack
Garry McDonald
Ryan Miller
Penny Millian
Scott Milsap
Kevin Mitchell
Eric Neilsen
Carol Norman
J. P. Peters
Robert Page
Wanda Page
Victor Parkerson
Sandra Parkerson

Mike Phips
Deborah Quinn
James Quinn
Wade Ramer
Laurie Reh
Susan Richmond
Brian Scott
Robert Sharp
Brian Shores
Micheal Sinclair
David Siskowski
Charles Sloan
Cindy Sloan
Steve Smith
Gretta Smith

Sandra Smith
Brian Stahl
Debra Stendel
Chung Tan
Christine Tan
Aaron Tan
Brina Teague
Ellen Thompson
Todd Walters
Micheal Ward
Barbara Wright
Jason Young
Stephen Zisner

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EXECUTIVE SUMMARY

The Wedington Corridor Plan (the Plan) area is located north and south of Wedington Drive from the I-540 intersection west past 51st Ave. The Plan area has been transformed in the last 20 years from an outlying agricultural region with a very small population to a booming suburban residential and commercial corridor.

The Plan area was chosen by the City Council as the location for a City neighborhood plan in August 2012. After the Plan area was chosen, City staff conducted several months of background research and stakeholder meetings that culminated in a week-long public charrette in October 2012. The Plan is based upon the following four principles that emerged from the charrette process:

- Redefine Wedington Drive as Wedington Parkway
- Envision the heart of the neighborhood at Wedington Drive and Ruppel Road
- Support active and public transportation options
- Designate a greenway connecting Hamemstring and Owl Creek watersheds

Analysis in the Plan indicates that rapid growth without cohesive planning in the area has led to a number of challenges common in suburban sprawl areas where the prevailing development pattern is auto dependent in nature. The primary challenges include lack of street connectivity, poor pedestrian and bicycle access, congestion at the Wedington Drive/I-540 interchange, and lack of a neighborhood center. The Plan attempts to overcome these challenges by providing alternatives to suburban sprawl, improving traffic congestion, and placing a priority on active transportation options (pedestrians and cyclists).

To achieve these goals the Plan guides not only the location, but also the development pattern and form of future growth. The Plan prescribes increased density, mixed land uses, improved street connectivity, and active

transportation options close to the I-540 corridor. As development patterns and land uses transition further west of I-540, these areas are envisioned to be left primarily rural with low density residential development in a conservation development pattern that preserves meaningful open space. Non-residential uses west of Broyles Avenue should be very limited and small in scale.

The goals of the Plan can be encouraged in part by utilizing form based zoning districts, requiring an interconnected network of streets and by creating a new conservation development code. The final authority to discourage sprawl and encourage infill in desired locations lies with appointed and elected officials who approve or deny annexation and zoning requests. These decisions should be made with the understanding that growth allowed to occur on the far western fringe of the City diminishes the capacity to create a complete, compact, and connected neighborhood closer to the I-540 corridor.

Each of the Plan fundamentals is instrumental in creating a livable neighborhood for this area of the City. The Plan identifies a set of implementation steps in order to achieve the four principles and establishes a timeline for their completion.

The principal goals of City Plan 2030 (CP 2030) are the overarching framework that staff and appointed and elected officials use to guide future neighborhood development and redevelopment. They are used to set metrics for the measurement of future success, and the neighborhood planning process is always viewed through the lens of these six goals:

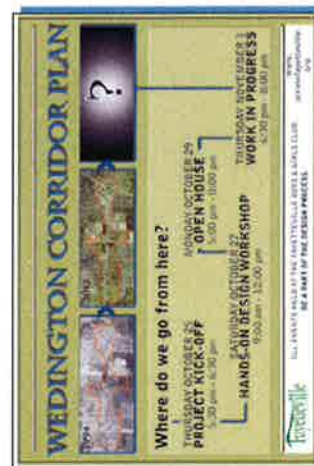
We will make appropriate infill and revitalization our highest priority
We will discourage suburban sprawl
We will make traditional town form the standard
We will grow a livable transportation network
We will assemble an enduring green network
We will create opportunities for attainable housing

I. HOW THE PLAN WAS CREATED

City Plan 2030 was adopted unanimously by the Fayetteville City Council in July 2011 and serves as Fayetteville's comprehensive land use plan, which establishes a vision for what Fayetteville can achieve. One of the stated objectives in City Plan 2030 is to produce a complete neighborhood or corridor plan every other year utilizing a charrette process. A design charrette process maximizes public participation and ownership of the plan. The Wedington Drive area was chosen and approved by the City Council for this corridor plan on August 7, 2012. A City-led design team consisting of staff from the City's Planning Division and the Sustainability and Strategic Planning Department facilitated the October 27th design charrette at the Boys and Girls Club on Ruppel Road. The City also hired Nick Pierce from Nielsen Architecture to create conceptual illustrations of the plan using a computer generated sketch-up model. Over the course of the design process approximately 100 community residents, business owners, civic and community organization members, transportation and design experts and elected and appointed officials offered input for the corridor vision.



CHARRETTE PREPARATION

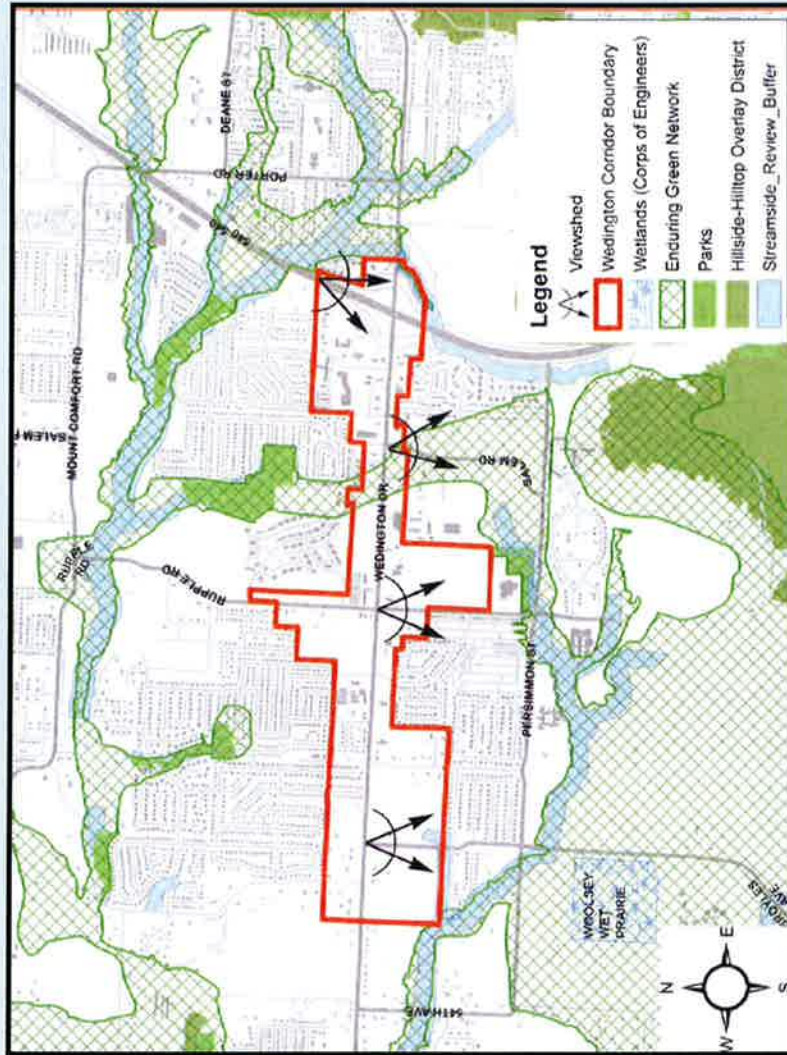


In the months leading up to the charrette, staff gathered and analyzed information and began visiting with groups and individual stakeholders in the Wedington Drive area. The charrette team compiled a series of maps that examined the existing street, sidewalk and trails network, land use, property ownership, environmental constraints, zoning and future planned infrastructure improvements. The charrette team held a meeting with City staff from the Transportation, Engineering, Water and Sewer, Solid Waste, Parks and Recreation, Police, Fire and Geographic Information Systems Divisions to talk about opportunities and constraints that their individual divisions manage in the Wedington Corridor Plan area.

In order to maximize public participation the charrette team utilized a variety of advertising mediums including: print ads in the NWA Times and the Arkansas Traveler, save-the-date postcards to all property owners within the corridor and personally delivering flyers to local businesses and churches. The Fayetteville Flyer featured an online story prior to the charrette week and the NWA Times published an article the day before the community charrette. Staff publicized the charrette through presentations at a Ward 4 meeting, an Environmental Action Committee meeting, a joint City Council and Planning Commission tour and a business owner meeting at City Hall. Multiple television news crews interviewed participants throughout the progress of the event, as well.



ANALYSIS MAPS: ENVIRONMENTAL RESOURCES & ENDURING GREEN NETWORK



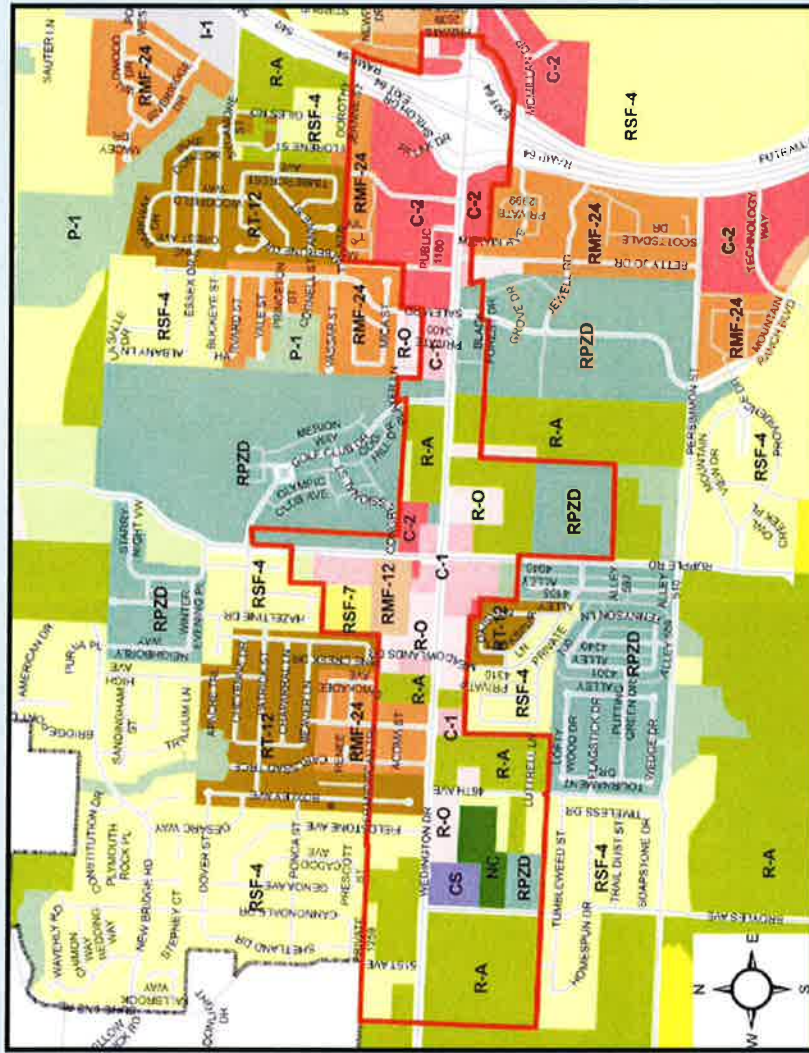
There are no known sensitive or endangered species, impaired watersheds or significant creeks or waterways in the Wedington Corridor Boundary. However, the overall visual environment offers scenic views of the rolling topography, undeveloped fields, and tree-covered hills immediately south of the study area. These scenic views were noted by staff and members of the public before and during the charrette process, and were incorporated into elements of the plan. These views are considered significant natural resources indicative of the visual character of Fayetteville.

The land within the Wedington Corridor boundary is primarily uplands consisting of the Captina-Nixa-Pickwick Association soils. These soils are commonly found in Washington County in areas that have broad plateaus with a gentle gradient of 1 to 8 percent. This soil association is well suited to farming and has few limitations for non-farm development. The lands adjacent to the corridor on the north and south are bisected by significant streams, Hamestring and Owl Creek respectively. The Enduring Green Network (see page 28 for explanation) encompasses both the Hamestring and Owl Creek riparian corridors, though accessibility to these resources is limited. Additionally, variously sized wetlands exist in close proximity to the Wedington corridor, most notably the Woolsey Wetland Prairie at the Fayetteville Westside Wastewater Treatment Plant.

"The Enduring Green Network connects people and nature through a mapped system of trails and green infrastructure. This network recognizes and assembles the ecological assets in Fayetteville that need to be preserved while providing a lasting connected corridor for wildlife. The strength, function and appreciation of the Enduring Green Network will develop over time as our community experiences these natural areas and distinct ecosystems."

From City Plan 2030, Fayetteville Arkansas

ANALYSIS MAPS: CURRENT ZONING



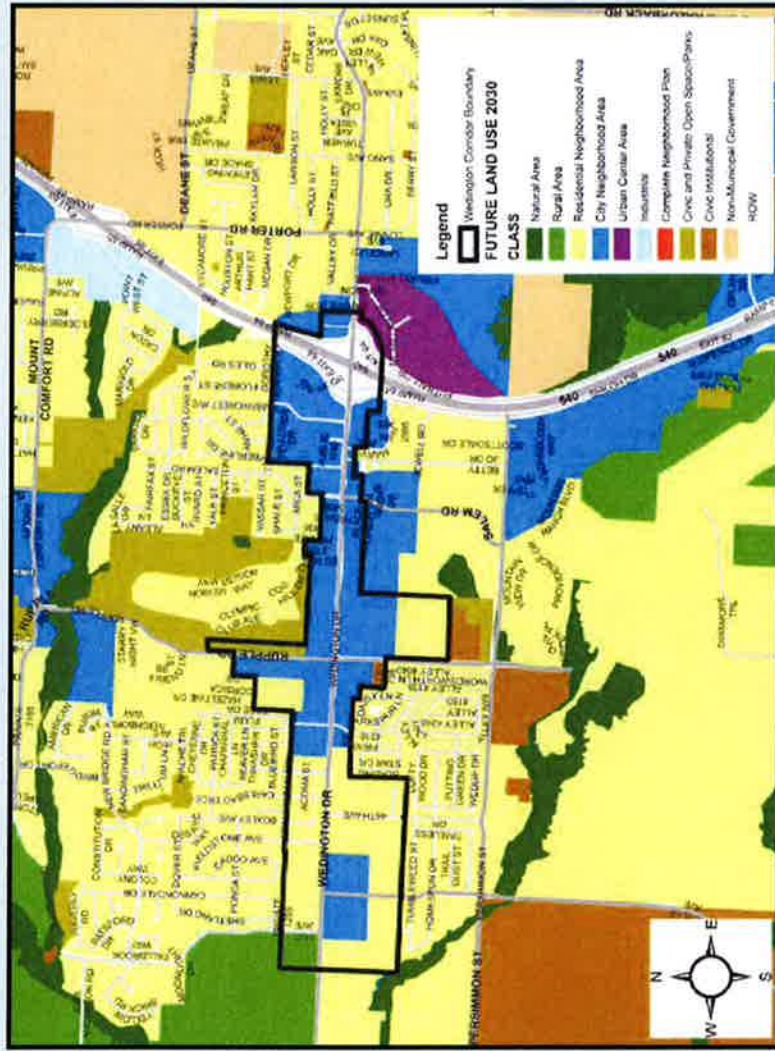
Historically this area was primarily agricultural with a very low residential density. With the completion of the State Highway 71 by-pass in 1975, now I-540, annexations brought much of this area into the City in the 1970s and 1980s. As land was annexed it was rezoned for the many different land uses that we see in the Wedington corridor area today. Areas north and south of Wedington Drive are predominately residentially zoned with a wide variety of density. The land directly adjacent to Wedington Drive has primarily been zoned for commercial and office use with a large area of Thoroughfare Commercial (C-2) zoning located at the I-540 interchange. In recent years developers have utilized the City's Planned Zoning District (PZD) process to create more urban development patterns that allow for varied residential densities mixed with commercial uses. Staff anticipates that the remaining agriculturally zoned lands in direct proximity to Wedington Drive will likely have rezoning requests in the near future as this area continues to develop.

Wedington Infrastructure

The City of Fayetteville provides water and sewer service to the entire Wedington Corridor and the influence area east of Double Springs Road. Much of the existing Water & Sewer Infrastructure on the West side of Interstate 540 is relatively new with adequate storage and capacity for continued infill development. During the recent construction of the West Side Wastewater Treatment Facility, pump stations and sewer collection mains were upgraded in this area. Water infrastructure has a good one mile grid of minimum 12 inch waterlines in developed areas; this grid should continue as build out happens. Infrastructure connections south of Persimmon are currently limited but are projected to improve with the construction of Ruppel Road south to Hwy 62.



ANALYSIS MAPS: CITY PLAN 2030 - FUTURE LAND USE



The Wedington corridor is primarily envisioned as a City Neighborhood Area in the future that will accommodate a large variety of residential and commercial uses. City Neighborhood Areas encourage complete, compact and connected neighborhoods. Lands further west along Wedington Drive are identified as Residential Neighborhood areas characterized by predominantly residential uses with strong street connectivity. Overall, the large areas of vacant and underutilized land in the Wedington corridor provide opportunities for growth and for the preservation of existing rural residential uses.

City Neighborhood Areas are characterized as a dense and primarily residential urban fabric. Mixed-use and low-intensity commercial uses are usually confined to corner locations. These areas have a wide range of residential building types: single-family, multi-plexes, sideyard and rowhouses. Setbacks and landscaping are variable. Streets typically define medium sized blocks with a high level of connectivity between neighborhoods. City Neighborhood Areas recognize conventional strip commercial developments but encourage complete, compact and connected neighborhoods.

Residential Neighborhood Areas are almost exclusively residential in nature with naturalistic planting and varied setbacks. This designation recognizes conventional single use residential subdivision development but encourages traditional neighborhood development that incorporates low-intensity commercial uses. All new development should create a strong sense of pedestrian, bicycle and vehicular connectivity.

Rural Areas consist of lands in an open or cultivated state or sparsely settled. These may include woodlands, agricultural lands or grasslands. These areas have only the infrastructure and public services to support low-density zoning.

Natural Areas consist of lands approximating or reverting to a wilderness condition, including lands with limited development potential due to topography, hydrology, vegetation or its value as an environmental resource.

WEST WEDINGTON AREA OF INFLUENCE CENSUS DATA ANALYSIS

For this project the design team created an area of influence in order to understand the population that utilized the Wedington corridor for transportation and commerce. The area of influence boundary is roughly lands located south of Mount Comfort Road, west of I-540, north of Highway 62 and east of the western city limits near Double Springs Road. The following lists some of the pertinent demographic information for this area:

- The total population of the area of influence is 14,781 people or about 19.7% of the total Fayetteville population. Of this, 29% of males and 28% of females are over 25 years of age, and 43% are less than 25 years old. The median male age is 22-24 and the median female age is 25-29. The average number of people per household is 2.43.
- There are a total of 7,713 households in the area of influence. Of these 72% are family households, 28% are non-family and 5% are single person households.
- The median income of the area is \$44,000 to \$49,999. This is the same as the City as a whole.

The census data informs us that the population in the area of influence is relatively young with a high number of families with small children. There is also a significant population of young adults, probably college students, which live in this area.

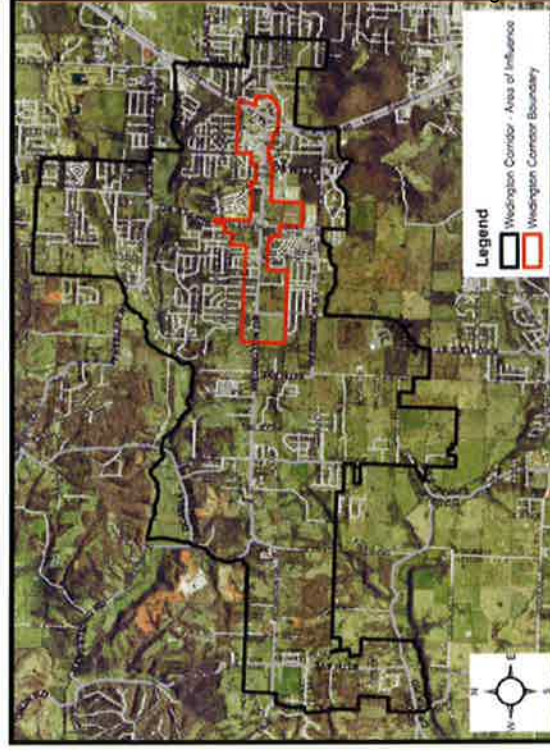
The City's GIS department also tracks housing data and the following numbers reinforce the census data that this area is made up of predominantly young families and college students.

- A total of 7,532 occupiable housing units exist in the area of influence.

Of these 59% are single family, 30% are multi-family and 11% are duplexes or mobile homes.

The City also keeps track of land use City wide. According to the latest analysis the land use for the Wedington area of influence is the following: 42% undeveloped or agriculture, 39% residential, 10% street right-of-way, 3 % entertainment and recreation, 2% general sales or services, 2% communication and utilities and 2% for education and health care.

The Northwest Arkansas Regional Planning Commission develops population projections for the municipalities in the region. Their most recent population projection estimates that in 2035 Fayetteville will have a population of 116,445 people. This is an increase of 41,343 people in the next 20 years or so. Due to the fact that there are large areas of easily developable land in the Wedington area of influence a substantial amount of that population growth will likely occur here.



Wedington area of influence

WEDINGTON AREA HISTORY

Wedington Drive takes its name from William Lewis Weddington, a prominent land owner who settled west of Fayetteville near the present day Lake Weddington in the early 1800s. Recorded history of the area dates back to the use of the Wedington Drive corridor as a passage for Native Americans before the area was settled by pioneers. This transportation corridor later became known as 'Wedington Gap.' The area was first settled by Anglos in the late 1820s, Washington County being established soon thereafter. One of the first families to settle in this part of Washington County was the Woolsey family, Samuel D. and his wife, Matilda. The Woolseys moved from Illinois in 1830, settling a farm of 80 acres acquired through public land grants at \$1.25/acre, which is today located on City property off of Broyles Road near the City Westside Wastewater Treatment Plant, about one mile southwest of the Wedington Corridor Plan area. Much of the Woolsey homestead and burial ground has been preserved in its original location. As part of the construction of the City's new wastewater treatment plant adjacent to this homestead, a wetland mitigation site called the Woolsey Wet Prairie has been installed and is being maintained to restore the tall grass wet prairie that was once common to the area.

Like the Woolsey property, much of the area west of Fayetteville was settled with small homesteads in the mid- to late 1800s and had much less hardwood forest than exists today, with large areas of tall grass prairie. Bison, elk, deer, beaver and other game were plentiful and hunting and trapping was a common occupation.

The eastern part of the Wedington Neighborhood Plan Area was annexed into the City of Fayetteville in 1967 with annexations gradually extending west over the decades with the westernmost portion of the study area annexed in 2006. Until the 1980s this area of Fayetteville/Washington County was primarily rural, with a number of family farms and rural residences. More recent agricultural activities primarily consist of livestock and hay farming and still exist today on several large parcels of land adjacent to Wedington Drive. There were not many non-residential services or uses in the study area until the past 30 years. However, one hub at a crossroads in the area was a small grocery store called the Earl Williams Grocery that was located at the northeast corner of what is now Wedington Drive and Ruppel Road.

Some of the well established non-residential uses still in existence along this corridor are Airways Freight offices, Westwood Gardens plant nursery, the First United Pentecostal Church, Catfish Hole restaurant, and Ozarks Electric office and equipment yard. The construction of the State Highway 71 bypass in the

Lake Weddington History



Lake Weddington, 12 miles west of Fayetteville, was built through the Rural Resettlement Administration, a New Deal program under the Roosevelt administration and was established in order to take low quality agricultural lands out of production, creating a "natural and scenic area for recreational and educational purposes" and resettling farmers on better agricultural lands. The project displaced 163 families but yielded work for 500 people building cabins and other structures, a dam, planting 350,000 trees and reworking 6000 acres of pasture planted for grazing. Lake Weddington officially opened in April 1938. Source: <http://www.historicwashingtoncountynv.org/lakeweddington.html>



early 1970s (the current I-540 corridor) introduced major changes to this rural landscape. The 71 bypass connected the Fayetteville Airport north to the regional mall and opened up this area for development including a gas station, strip malls, hotels, the Betty Jo Apartments, and eventually single family neighborhoods and the Harps grocery store into the 1990s and early 2000s. The construction of I-540 provided connection through the entire northwest Arkansas area and was completed and officially opened in January 1999.

Most of the commercial and residential development in this study area has been developed within the past 15 – 20 years. Comparisons between 1994 and 2012 aerial photography of the area show significant change in the amount of development in the area. See Appendix B for references.



NEIGHBORHOOD TOURS



The charrette hosted multiple walking tours of the Wedington Corridor in the weeks leading up to the design charrette. Additionally, a driving and walking tour with members of the Planning Commission and City Council allowed the charrette team to gather early feedback. Multiple tours of the area allowed the charrette team to assess existing conditions within and around the Wedington Corridor Plan Area, familiarize themselves with the neighborhoods, and identify traffic and congestion issues, street and block patterns, alternative transportation opportunities and constraints, existing land uses and possible infill and open space sites, in advance of the charrette week events.

THE CHARRETTE KICK-OFF

The design charrette began with a kick-off event at the Boys and Girls Club on Thursday, October 25th. Peter Nierengarten, Sustainability and Strategic Planning Director and City Council member Rhonda Adams started by welcoming everyone to the kick-off event and encouraging them to participate during the charrette week. City Planner Jesse Fulcher gave an overview of the history of the Weddington area and its past agricultural significance to provide historical context to the area.

Attendees completed a survey at the kick-off event that asked about the challenges and opportunities in the Weddington corridor area. The challenges most frequently identified were traffic volumes, high rates of speed and congested access, especially at the I-540 interchange. The top opportunities included making the area walkable, bikeable and transit friendly.



Weddington Corridor Survey

The Sustainability & Strategic Planning Department is working with stakeholders to create a vision for the Weddington Corridor. Please answer the questions below. Your input is important!

What are your two favorite places in Northwest Arkansas?

1. JORDAN STATE PARK, BOWLING GROVE
2. CRYSTAL BRIDGES, DARTMOUTH, FRANKS

What are your two least favorite places in Northwest Arkansas?

1. JENSEN BLVD + MILL AVE, WALK-WAY PARKING LOTS
- 2.

What are some of the opportunities and challenges for the Weddington Corridor? (Use the back if you need more room.)

Great pedestrian corridor, public transportation
What to do about the bridge over 540?
Need more public amenities, high speed traffic?
Too much asphalt, need green space!

THE HANDS-ON DESIGN WORKSHOP

The hands-on design workshop was held on Saturday, October 27th. About 40 community members and stakeholders gathered for the three hour brainstorming and design session. Mayor Jordan kicked off the event with opening remarks, followed by Planner Jesse Fulcher, who presented a visual preference survey, a tool used to obtain public feedback on physical design alternatives. Peter Nierengarten gave a “food for thought” presentation that highlighted the existing conditions in the Weddington Drive area. Participants then worked in small groups of 6 to 8 people through a series of design questions provided by the facilitator. The groups worked on brainstorming ideas and drawing on maps to illustrate concepts and design thoughts. Participants were challenged to develop a vision of what the Weddington area could become; they identified traffic and alternative transportation limitations and solutions, and they recognized the missing pieces needed to complete the neighborhood.

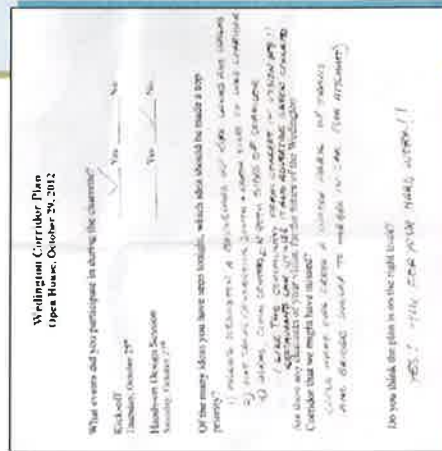
At the conclusion of the design session each of the six groups selected a representative to present their table’s ideas to the larger group. A number of common elements emerged that included:

- Wedington Drive as a boulevard or parkway.
- Improve the Wedington I-540 interchange and improve multi-modal transportation options.
- Develop a node or “heart” of the neighborhood at Wedington Drive and Ruppel Road
- Create a north-south oriented greenway with trails bisecting Wedington Drive

A “word cloud” of the table representatives’ presentations was created immediately following their presentations and shared with the participants. The word cloud correlates word-size with frequency used, offering insight into the top ideas that were discussed based on how often they were mentioned. Ultimately, the hands-on design workshop generated maps and ideas for the design team to utilize as they began to create an illustrative map based upon this citizen input.

THE OPEN DESIGN STUDIO

The design team held an open design studio at the Boys and Girls Club from Sunday until Thursday. The primary task of the design team was to draw an illustrative master plan of the plan area that would graphically depict the ideas and concepts from the charrette. Along with the illustrative master plan the City hired Nielson Architects, etches of key places in the neighborhood plan area. The public plan and look over the designers'



Wordcloud software source: wordle.com

LLC to produce 3D renderings and character sketches of key places in the neighborhood. The LLC was encouraged to check in on the status of the plan and look over the designers' shoulders to make sure that their ideas were represented in the developing illustrative plan. The citizens' maps and idea boards displayed in the hallway outside of the design studio showed the development of the plan from the first rough sketches and idea boards. Dozens of people dropped by during the design week to check in on the plan as it progressed.

The design team requested that Tim Conklin, a transportation planning professional in the region and Jeff Huber, project designer at the University of Arkansas Community Design Center, to review the public input and offer constructive criticism of the proposed design solutions. Both Tim Conklin and Jeff Huber offered an insightful critique of the progressing plan especially in respect to traffic and congestion issues and the boulevard design. Additionally, the design team

hosted an open house on October 29th where initial design alternatives were displayed for various areas in the Wedington corridor. This event was well attended, and public feedback was positive and re-enforced that the design team was heading in the right direction with the plan.

CHARRETTE CONCLUSION WITH WORK-IN-PROGRESS PRESENTATION

A work-in-progress presentation at the Boys and Girls Club on November 1st, 2012 concluded the charrette. Approximately 40 people came out to see the draft illustrative plan and to hear the design team's proposals. Peter Nierengarten reviewed the week's events and shared the four main goals that were developed based upon citizen input. This presentation gave the public an understanding of the future vision for the Wedington corridor and some practical solutions for achieving it.



II. PLAN FUNDAMENTALS

The following four guiding principles were developed through the design charrette process based upon citizen and staff input. They serve as the fundamental framework of the plan and will be utilized as the basis for developing implementation action steps to achieve the vision of the plan. This chapter explains and illustrates in detail the significance of each fundamental principle. The four principles are:

1. Redefine Wedington Drive as Wedington Parkway
2. Envision the “Heart” of the Neighborhood Along Ruppelle Road
3. Support Active and Public Transportation Options
4. Designate a North-South Oriented “Greenway” Connecting the Hamstring and Owl Creek Watersheds.

1) REDEFINE WEDINGTON DRIVE AS WEDINGTON PARKWAY

Wedington Drive is both a state highway and a principal arterial city street that serves as the primary commercial corridor for this area. Wedington Drive is maintained by the Arkansas Highway and Transportation Department and provides access to, from and across Interstate 540. The Wedington corridor has approximately 30,000 vehicle trips per day and the existing four and five lane cross-section is primarily designed for high speed (40 – 45 mph) automobile travel.

This area has experienced rapid growth in the last 10 years. Coupled with older policies related to access management, this has produced an incremental development pattern characterized by numerous curb cuts and poorly aligned street intersections. The haphazard alignment of curb cuts and the continuous center turn lane leads to a dangerous driving condition, especially when coupled with high traffic speeds and large volumes. The fact that the Wedington Drive and I-540 intersection is the only point of crossing, serving thousands of residents in the immediate area creates considerable congestion at peak driving times. The morning traffic moving eastward is backed up by the required left turn movement to access I-540 north. Similarly in the evening, traffic is backed up moving west along Wedington Drive and at the interchange’s southbound exit ramp. During the charrette week participants repeatedly mentioned that the lack of street connectivity, access to, and across, I-540 were the primary generators of traffic congestion in the area.

An array of design solutions were discussed and proposed. Ultimately, residents expressed a strong desire to remake Wedington Drive into a street that reduces congestion near I-540, provides pedestrians and cyclists with safe and efficient means of travel, is designed to limit vehicular traffic to appropriate speeds and is consequently more attractive.

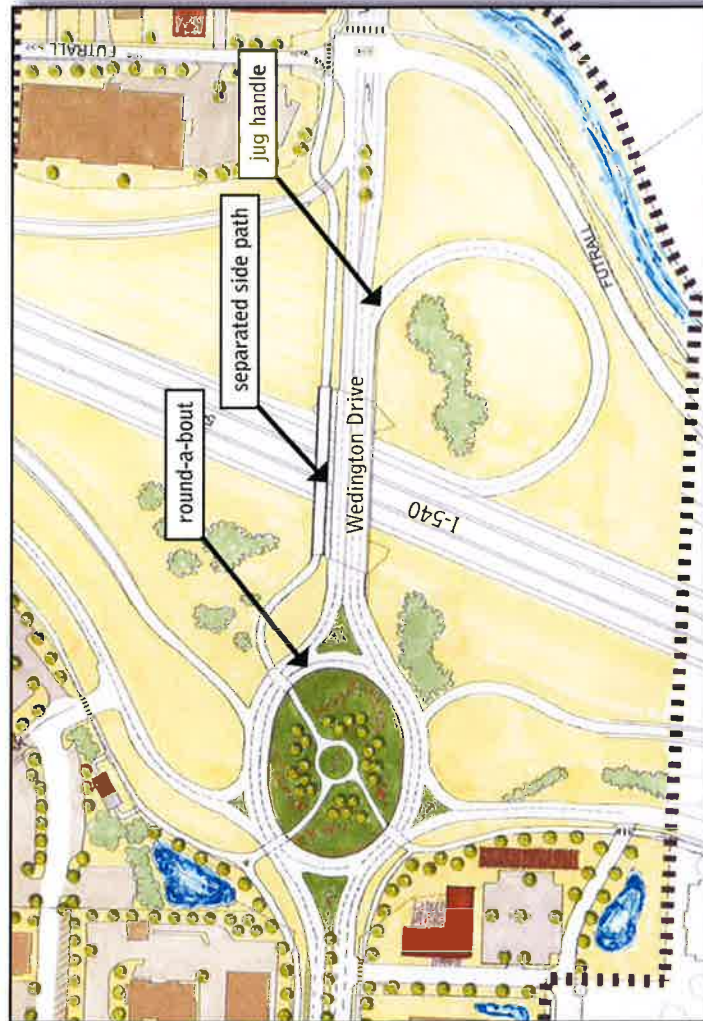


Wedington as it intersects the east and west sides of I-540 respectively.

PROVIDE BETTER ACCESS TO/ACROSS I-540

In order for an interchange to accommodate high volumes of vehicular traffic and function effectively it should be designed to minimize disruptions to traffic flow and reduce conflict points. Alternative intersection designs such as round-a-bouts, diverging diamonds or continuous flow intersections can improve traffic flow by reducing the number of traffic signals. Safely separating pedestrians and cyclists from vehicular traffic and reducing left turn vehicle movements can help reduce conflicts and improve the flow of vehicular traffic.

The proposed interchange design for I-540 and Wedington Drive, shown at the left, replaces the existing left turn for east bound Wedington Drive vehicles onto I-540 North with a free right "jug handle" and also eliminates one traffic signal on the east side of I-540. A round-a-bout on the west end of the existing bridge replaces two traffic signals (one at Wedington & Shiloh and one at Wedington & I-540 on/off ramps). The round-a-bout provides more continuous traffic flow while improving the safety of the intersection due to the reduced severity of potential vehicle accidents. A separated side path will reduce conflicts with pedestrian and bicyclists and connect to multi-use paths on the west side of I-540.



Typical round-a-bout configuration. Image courtesy of EMH&T.

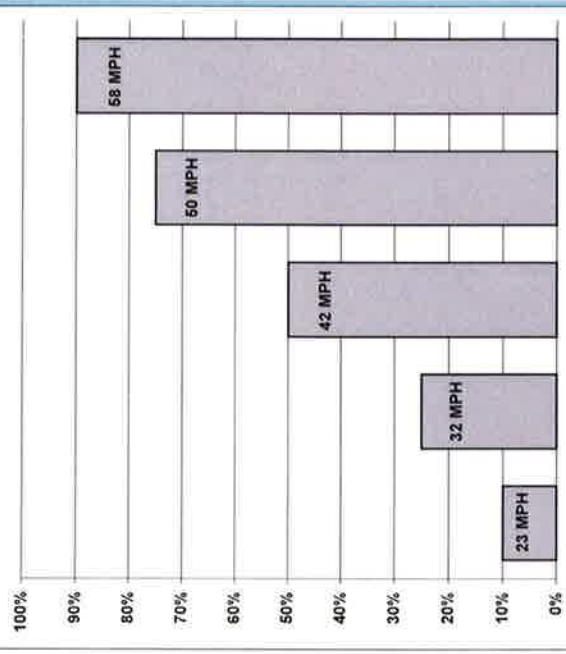
Alternative intersection designs such as round-a-bouts (pictured above), diverging diamonds or continuous flow intersections can improve traffic flow by reducing the number of traffic signals. Safely separating pedestrians and cyclists from vehicular traffic and reducing left turn vehicle movements can help reduce conflicts and improve the flow of vehicular traffic.

MANAGE SPEED, ACCESS & CONGESTION

Reduced vehicle speed on streets improves safety for all road users; motorists, pedestrians and cyclists. Vehicular accidents are less likely at lower speeds and when they do occur they are less injurious. Lower speed collisions between vehicles and pedestrians or cyclists are also much less likely to result in a fatality. The graph to the right illustrates a pedestrian's chance of death if hit by a motor vehicle at varying speeds.

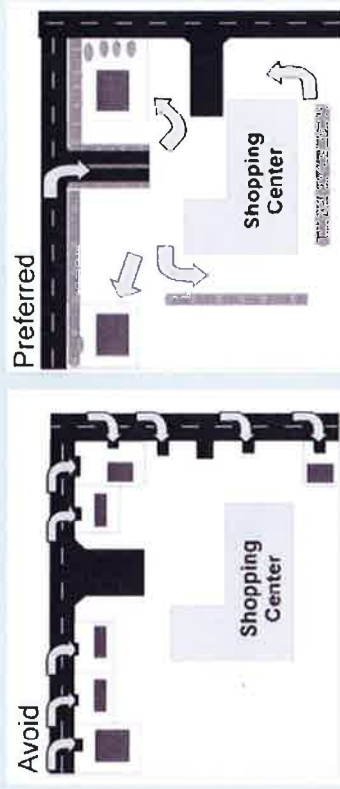


FATALITIES BASED ON SPEED OF VEHICLE
A pedestrian's chance of death if hit by a motor vehicle



Data Source: 2011 AAA Foundation for Traffic Safety

Access management is a term used by planners and traffic engineers that refers to the regulation of intersections, driveways and median openings to a roadway. The objective of an access management plan is to allow access to adjacent land uses while maintaining safety by controlling access locations, spacing and design. This is especially important for major thoroughways that have large traffic volumes and high traffic speeds.



Source: Guide for Analysis of Corridor Management Policies and Practices, Florida Department of Transportation, 2007.

An access management plan is a key tool in managing both safety and congestion along major thoroughfares. Access management can be accomplished by combining multiple entrances/exits into one combined driveway. The use of a boulevard cross-section can help reduce congestion and accidents by controlling left turns from thoroughfares into developments.

TREE LINED BOULEVARD OR PARKWAY

A boulevard is usually a wide multi-lane thoroughfare with a center median that may be tree lined. The center median is broken in key locations to provide controlled left turn movements and cross access at intersections. The principal advantage that boulevards offer over a street with a continuous turn lane is the reduction in conflicts due to control of cross access and left turn movements. If properly landscaped and maintained they can provide beautification and reduced heat-island effect due to shading of paved surfaces. In addition, the center median can provide a refuge space for pedestrians at crossing locations. This is especially helpful for mid-block crossings where there isn't a signalized intersection.

Multi-Way Boulevards were imported to the United States from Europe as part of the park movement in the late nineteenth century. A multi-way boulevard allows the arterial street to serve its primary function of enabling high volume through traffic to move efficiently through the area. The use of parallel, low-speed slip lanes allows continuous access and parking for adjoining properties. The slip lane also functions as a shared travel lane for bicycles. Generally, multi-way boulevards have tree lined medians or green space between the opposing travel lanes and the slip lane. Sidewalks adjacent to the slip lane parking spaces provide an enhanced pedestrian experience and access to the adjoining buildings. Proper use of a multi-way boulevard can beautify a corridor, reduce congestion, manage access and provide safe spaces for all road users.



The lack of median at Wedington near Shiloh Drive makes safe crossing difficult.

The center median along Garland Ave. creates a safe, beautiful and environmentally friendly street.



Proposed Multi-way Boulevard for Franklin Boulevard in Eugene, OR.



Crosswalk on Canyon Blvd. in Boulder, CO.



Rendering of eastern end of Wedington Drive

BETTER PEDESTRIAN CROSSINGS

A pedestrian crossing is a chosen point along a roadway that is designed to safely keep pedestrians together as they cross vehicular traffic. Pedestrian crossings are often located at intersections but may also be located at any point where higher numbers of pedestrians are likely to cross arterial streets or where crossing a busy road is unsafe. Safe pedestrian crossings are an important component of a complete streets network and are necessary to support a walkable development pattern. The Wedington Corridor Plan proposes pedestrian crossings at new signalized intersections at Marvin/Tahoe, Golf Club Dr., Meadowlands and Fieldstone.

PEDESTRIAN FATALITY FACTS

A 2003 National Highway Traffic Safety Administration study titled "Pedestrian Roadway Fatalities" concludes that between 1975 and 2001 nationwide:

- Pedestrians accounted for about 12% of all highway fatalities involving motor vehicles
- Almost two-thirds of pedestrian fatalities occurred on urban roadways
- Most pedestrian fatalities occur at non-intersections (over 75%) and roadways without crosswalks (over 40%)
- Most pedestrian fatalities occurred at night between 6 PM and 6 AM (64%)

WEDINGTON DRIVE STREET DESIGN: THREE DISTINCT STREET CROSS-SECTIONS

GOLF CLUB DRIVE TO MEADOWLANDS DRIVE:

This section of Wedington Drive is predominately undeveloped with a continuous double yellow line dividing two travel lanes in each direction. A multi-way boulevard with a tree lined median and tree lined green space between the travel lanes and slip lane is proposed in this area. Parallel parking for future businesses and residences is provided along the slip lane. Bicycles transition into the slip lane and sharrows in the slip lane indicate the shared use between low speed vehicles and cyclists. This section of roadway is envisioned to have additional pedestrian and bicycle crossing locations, most notably at Wedington and Golf Club Drive and at Wedington Drive and Meadowlands Drive.



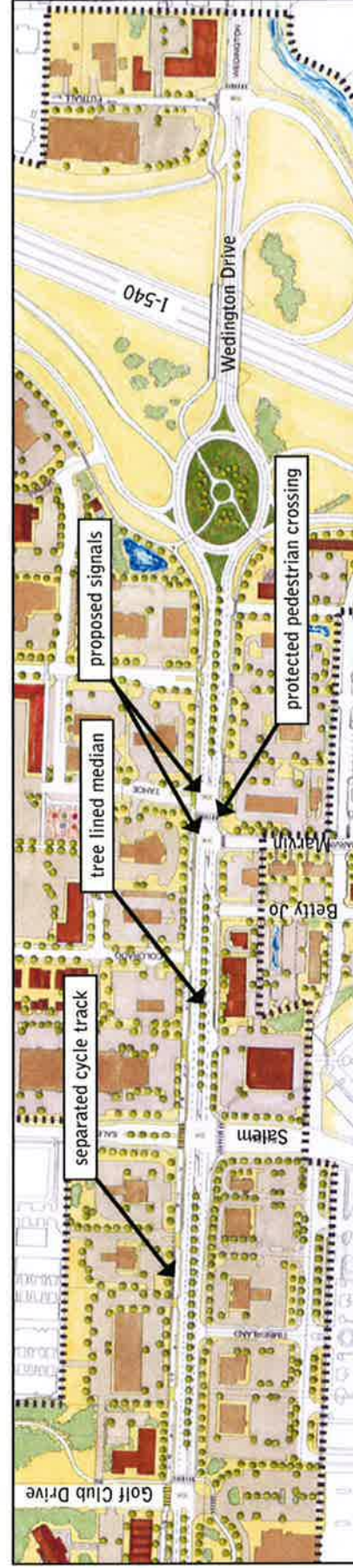
MEADOWLANDS DRIVE TO 51ST AVE:

This five lane section of Wedington Drive is relatively undeveloped with a continuous middle turn lane and two travel lanes in each direction. The proposed design for this section of Wedington Drive includes a tree lined median to replace the center turn lane allowing for controlled access points at intersections and a tree lined green space with bicycle and pedestrian sidepaths adjacent to both sides of the street. The proposed parkway design provides an appropriate urban to rural transition for this outlying area of the City of Fayetteville.



I-540 TO GOLF CLUB DRIVE:

This five lane section of Wedington Drive is highly developed on both sides of the street with a continuous middle turn lane. A traditional boulevard with a tree lined median and a separated cycle track along the north side of the street is proposed for this section. Proposed traffic signals at the offset intersection of Wedington & Tahoe Pl. and Marvin Ave. would allow left turn access for vehicles and also provide a protected pedestrian crossing of Wedington Drive.



2) ENVISION THE "HEART" OF THE NEIGHBORHOOD ALONG RUPPLE ROAD

Wedington Drive serves as the principal and most convenient commercial corridor for residents living west of Interstate 540 roughly between Mount Comfort Road and Martin Luther King Jr. Drive (Hwy 62). As mentioned previously, approximately 20% of Fayetteville's population lives in the Wedington influence area. During the Wedington Corridor Charrette residents were asked to envision where the "heart" or central hub of activity of this area of Fayetteville should be developed over time. The overwhelming preference by citizens was for it to be located near the intersection of Wedington Drive and Ruppel Road.

Three of the four corners of the intersection of Wedington Drive and Ruppel Road are currently developed, but much of the immediate area beyond the intersection is undeveloped or underdeveloped.

Charrette participants expressed a desire to make the "heart" of the neighborhood walkable with an urban form much like a traditional "Main Street." This form of development sustains small businesses, supports mixed-use buildings and often contains a central community space. In addition, they envisioned that missing neighborhood services, resources and housing options should be located within walkable proximity to the "heart" of the neighborhood at Wedington and Ruppel, thereby creating west Fayetteville's first truly urban district.

ENHANCE WALKABILITY AND A "MAIN STREET" FEEL

Traditional "Main Streets" and town centers, developed prior to World War II and the advent of auto dominant development patterns, were designed at a human scale with buildings placed close to the street in contiguous and uninterrupted rows. Streets were generally designed with a slow traffic speed and wide, accommodating sidewalks with appropriate parking adjacent to the street or in the interior of the block. These traditional "Main Streets" were variable in scale from a small town square to elaborate shopping districts in larger cities. In the post war period this pattern of development was largely replaced by the auto centric, high speed arterial roadways that currently dominate the suburban retail districts across the country. The Wedington Corridor Plan envisions the area along Ruppel Rd. to be designed in the traditional town form with smaller retail and mixed use development. This "Main Street" development pattern coupled with the close proximity of residential areas will promote a highly walkable heart for the neighborhood.



The intersection of Ruppel and Wedington was picked by charrette participants as a future "heart" of the neighborhood. The area currently boasts several eateries and commercial businesses and has development potential with a 21 acre tract for sale and prime street frontage along Ruppel to the west of the Links.



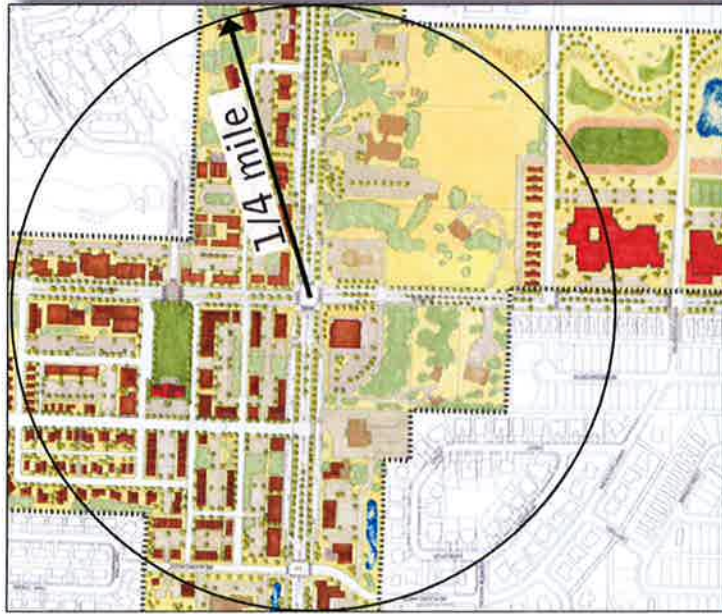
Typical midwest "main street"

If streets are designed to be walkable, studies have shown that most people will walk a distance of approximately 1/4 mile (1,320 feet) before turning back or opting to drive a car or ride a bike. Most neighborhoods built before World War II are 1/4 mile from center to edge. This dimension is a constant in the way people have settled for centuries. This distance relates to the manner in which people define the edges of their own neighborhoods. Of course, neighborhoods are not necessarily circular in design, nor is that desirable. The 1/4 mile radius is a benchmark for creating a neighborhood unit that is manageable in size and feel and is inherently walkable.

INFILL OF NEIGHBORHOOD SERVICES/RESOURCES

The residential subdivisions that were developed in this area from the 1990s until today have created the demand for the more recent civic, institutional and commercial land uses that provide goods and services to the newly developing neighborhood. Eventually, the infill of additional or missing services will reduce residents' need to drive longer distances out of the neighborhood to meet or find those goods or services. Developing these neighborhood businesses in a walkable urban form within close proximity to nearby residential areas may ultimately eliminate the need for many automobile trips thereby reducing congestion in the Wedington Area. The following lists provide insight into the places that residents value and goods or services that need to be provided to create a more sustainable neighborhood, as identified by charrette participants:

FAVORITE PLACES IN THE NEIGHBORHOOD	NEEDED GOODS/ SERVICES OR AMENITY			
Yogurt Shop	Boys & Girls Club	Branch Library	Post Office	More Schools
Goodwill Store	Harps	Owner Occupied	Senior Center	Transit
Gusano's Pizza	Dog Park	Town Houses	Theater	Hardware Store
Cat Fish Hole	Wal-Mart	Cottage Courts	Bakery	
Golf Course	Hunan Restaurant	Upscale Grocery	Brewery	
West Wood	Green Space	Store	More Restaurants	
Gardens	Cross Church	Police Sub-Station	Neighborhood Center	
			Drug Store	
			Farmer's Market	
			Community Building	
			Auto Shop	
			Meeting Rooms	
			Bike/Ped Trails	
			Museum	



The ability for a resident to satisfy most of their daily needs by having a wide variety of goods, services and daily destinations within a quarter mile lends itself to creating a walkable, sustainable neighborhood.

INFILL OF "MISSING MIDDLE" NEIGHBORHOOD HOUSING

The term "Missing Middle" housing refers to medium density housing types such as duplexes, fourplexes, bungalow courts, and live-work units that support walkable urban living. They are classified as missing because of the relatively small number of these housing types have been constructed during the post-World War II era. These types of housing can provide effective transitions or buffers between lower density single family detached housing and commercial corridors or other more urbanized areas. Quality Missing Middle housing is characterized by the following: they are constructed in mixed densities that often seem lower than they actually are, they are compact, well designed and simply constructed units on sites that are not designed around off-street parking (this is not so say that off-street parking cannot exist), and most importantly missing middle neighborhoods are supremely walkable thereby creating community through the creative use of shared space. For the Wedington Corridor Plan missing middle housing is envisioned in the heart of the neighborhood as a mix of small single family homes, duplexes, triplexes, town homes and live/work units. These housing units help create a mixing of uses along Ruppel Rd. and Wedington Dr. and provide transition between existing single family housing and more intensely developed retail areas.

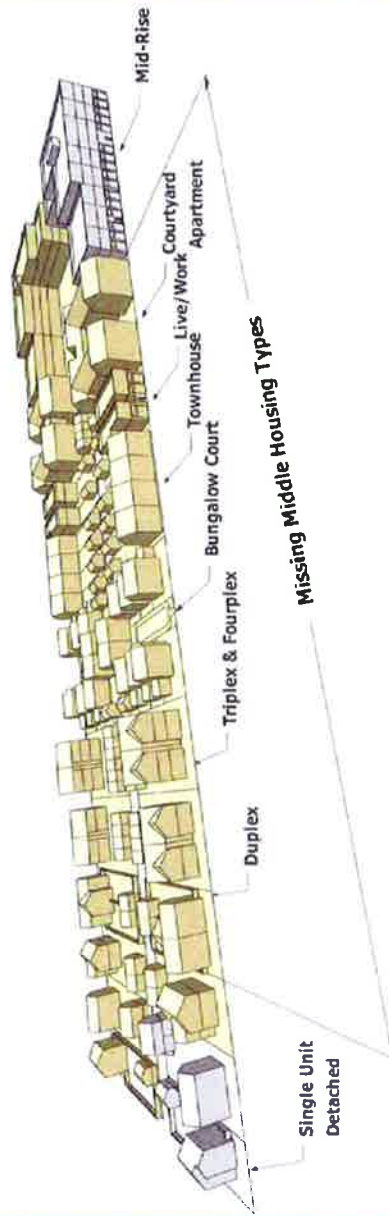


Illustration of the "Missing Middle." Source: Blog Post by Dan Parolek, Better! Cities & Towns, April 13, 2012

EXAMPLES OF "MISSING MIDDLE" HOUSING



Duplex bungalow

Modern duplex



Rowhouse

Townhome



Fourplex

Bungalow court



Courtyard apartment

Live work unit

ENABLE A CENTRAL COMMUNITY/SOCIAL SPACE

Many participants in the Wedington Charrette expressed a need for a central community space in the Wedington area. Outdoor community spaces can provide opportunities for a variety of activities such as farmers markets, outdoor festivals, or other community gatherings. If designed and programmed correctly these spaces will regularly attract people thereby supporting surrounding retail and providing the anchor for the “heart” of the neighborhood.



Rendering of central community square along Ruppelle Road, (NW of Ruppelle & Wedington) by Neilson Architects, LLC.



Rendering of Community Center and Junior High School along Ruppelle Road (South of Ruppelle & Wedington) by Neilson Architects, LLC.

3) SUPPORT ACTIVE AND PUBLIC TRANSPORTATION OPTIONS

SUPPORT INTEGRATED TRANSPORTATION CONNECTIVITY

As previously discussed, the relationship between congestion and the lack of street, bicycle, pedestrian and transit connectivity across I-540 was a major concern of many charrette participants. The public overwhelmingly pointed out that the pedestrian and bicycle infrastructure along the Wedington Corridor was fragmented and inferior to that of other neighborhoods within the City. For instance, the sidewalk location along Wedington Drive has a narrow 3-4 foot greenspace separating it from the high speed driving lanes. This creates an uncomfortable situation for a pedestrian along the street. Pedestrian crossings are located at the intersection of Wedington Drive and Shiloh, Salem and Ruppel Road. However, these crossings are not necessarily in the most convenient locations for pedestrians wanting to cross. This leads to people running across the street and dodging traffic. Bicycle infrastructure has been installed in some locations along the corridor with the Salem Road and Ruppel Road intersecting Wedington Drive having well marked sharrows or bike lanes. However, Wedington Drive itself lacks a dedicated bike lane and the I-540 overpass is especially dangerous for bicyclists.

And finally, the public acknowledged the need for improved transit access for residents in the area. The linking of a number of local, regional and inter-regional bus services at the existing Jefferson Bus Lines transit station is a strategically positioned resource that this area should draw upon.



Narrow green space along Wedington and on Wedington Bridge creates an uncomfortable experience for pedestrians and cyclists.



The Jefferson Bus Lines transit station, shown above, is located at the southwest corner of the intersection of Wedington Drive and I-540.



CITY STREETS: DYNAMIC PUBLIC PLACES

"Streets require vast amounts of land. In the United States, from 25 to 35 percent of a city's developed land is likely to be in public rights-of-way, mostly in streets. Streets are almost always public: owned by the public, and when we speak of the public realm we are speaking in large measure of streets. What is more, streets change. They are tinkered with constantly: curbs are changed to make sidewalks narrower or (in fewer cases) wider, they are repaved, lights are changed, the streets are torn up to replace water and sewer lines or cables and again repaved. The buildings along them change and in doing so change the streets. Every change brings with it the opportunity for improvement. If we can develop and design streets so that they are wonderful, fulfilling places to be, community building places, attractive public places for all people of cities and neighborhoods, then we will have successfully designed about one third of the city directly and will have had an immense impact on the rest."

Excerpt from "Great Streets" by Allan B. Jacobs, 1993

CONNECT MISSING LINKS – STREETS, SIDEWALKS AND TRAILS

The street network of a neighborhood determines the way those streets are utilized. In traditional development patterns an interconnected street network provided opportunities for all modes of transportation due to the short blocks laid out in a grid. Traditional residential blocks were welcoming to vehicles, bicycles and pedestrians by their slow speed design. The disconnected nature of the post war suburban development pattern interrupted the grid with cul-de-sac subdivisions that had limited access thereby funneling traffic onto the higher classification streets. This leads to the need to provide expansive collector and arterial streets to handle large volumes of traffic that otherwise could have been dispersed through a well connected street network.

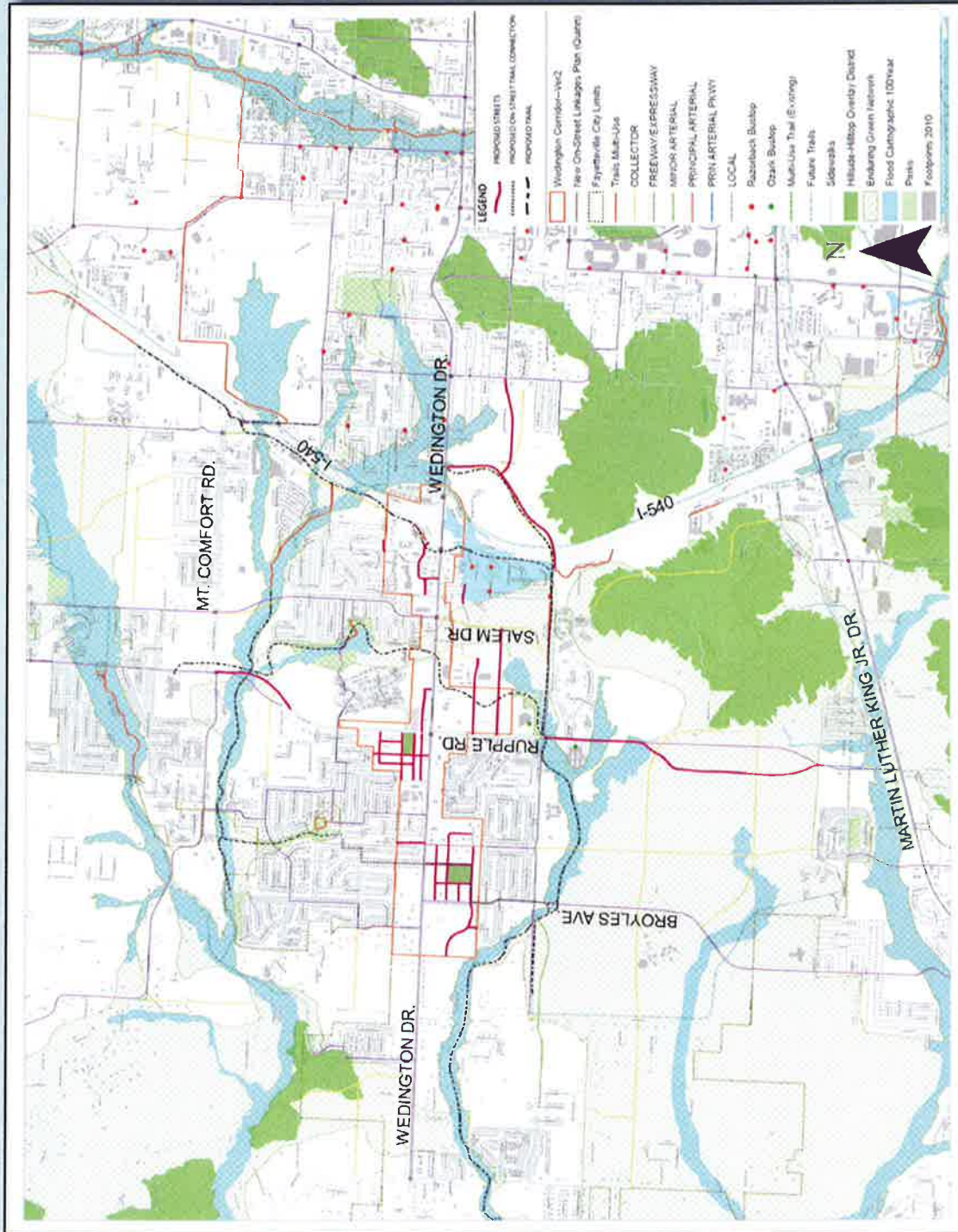
Therefore, a consciously designed, well-connected network of streets, sidewalks and trails is essential for the dispersal of traffic into, out-of and through the corridor. For the most part, the current street network that intersects Wedington Drive is fragmented. This is principally due to the incremental nature of development that has happened in the last two decades. A number of opportunities for increased street connectivity were missed in the past, for instance the dead-end of Steamboat Drive. Fortunately this area is only partially built out, thereby providing the City with the opportunity to plan for completing a street network that addresses these missing connections. In 2008 the City adopted an Access Management and Street Connectivity ordinance that mandates curb-cut separation distance requirements and requires an interconnected public street network prohibiting cul-de-sac streets. In the proposed Wedington Illustrative Plan the larger un-developed parcels located in the plan area represent a model for creating an interconnected local street network.

The proposed interchange design and the conversion of Wedington Drive into a boulevard cross-section will change traffic patterns and access along the corridor. The removal of the center turning lane will restrict left turn movements to street intersections and major access points to the adjacent properties. This makes the need for cross access and a connected street grid very important. Pedestrian infrastructure such as sidewalks and crosswalks are required for any proposed street design.

The trail infrastructure that is proposed to cross Wedington Drive at Salem Road will create the opportunity to penetrate the Wedington corridor with off-street active transportation facilities. Trail infrastructure serves multiple purposes including transportation options, health benefits and preserving natural or open spaces through the use of greenways. Trail and street transportation connections both within and into/out of the Wedington Area are shown on the Master Transportation Connections Map.



Master Transportation Connections Map



Master Transportation Connections Map

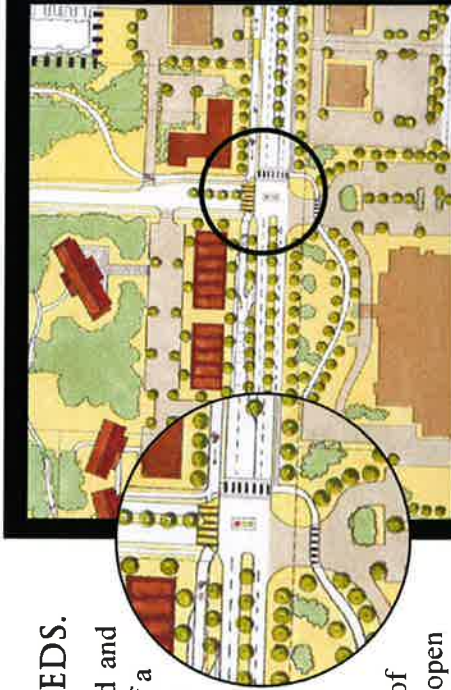
4) DESIGNATE A NORTH-SOUTH ORIENTED "GREENWAY" CONNECTING THE HAMESTRING AND OWL CREEK WATERSHEDS.

With the adoption of City Plan 2030 an Enduring Green Network (EGN) was identified and mapped (See map page 6). The EGN is a tool for guiding land use decisions and is a part of a larger development framework. It was developed as a means to connect people and nature through a mapped system of trails and green infrastructure. This network recognizes and assembles the natural resources of Fayetteville that should be preserved to provide lasting connected corridors for wildlife, trails, waterways, and passive open space. The EGN map was created by identifying and inventorying the existing natural resources and linking them together with parks and linear trail networks. The EGN was mapped as a broad boundary for use in locating possible properties that could eventually become a contiguous network of greenspace and trails. The EGN as realized will likely be narrow corridors connecting larger open spaces. Over time, the function and appreciation of the Enduring Green Network will be enhanced as its pieces are fitted together and it becomes inter-connected and easily accessible.

In urban contexts, these narrow ribbons of greenspace are typically termed "Greenways" from the combination of green belt and parkway. Greenways are characterized as vegetated and linear, often containing bicycle and pedestrian infrastructure in narrow corridors.

At this time, a portion of the EGN bisects the Wedington corridor at the intersection of Salem Road. Commercial development currently occurring here limits the viability of the EGN in this location. Staff proposes amending the EGN map and moving its location west to the intersection of Golf Club Road. This location is favorable for connecting the existing and planned green spaces to the north and south of Wedington Drive. This connection will favorably impact a multitude of residential, civic, open space and commercial uses in the Wedington area, most notably the Hamestring and Owl Creek trail corridors, public elementary and middle schools, the Boys and Girls Club, the Links Golf Course and Bryce Davis Park.

This greenway connection is further strengthened by the view of Millsap's Mountain and Mount Kessler to the south, an asset of the area identified by citizens during the hands-on design workshop. A greenway in this location will ensure that a perpetual viewshed is established and maintained.



The trail crossing at Wedington and Golf Club Road provides a safe crossing for pedestrians and cyclists and connects the Enduring Green Network across Wedington Drive.



The view of Millsap's Mountain southeast of the Boys and Girls Club provides a visual reminder of the ecological resources once abundant and still existing in the Wedington area today.

IMPLEMENTATION TOOLS/LAND ACQUISITION

There are a number of policies and regulations currently existing that may be utilized to acquire identified greenspace, the foremost being the Parkland Dedication Ordinance and the Fayetteville Alternative Transportation and Trails Master Plan. As the remainder of the Wedington Corridor develops, this north and south greenway should be incorporated into development plans on the now vacant lands adjacent or contiguous with the planned route.

The Fayetteville Alternative Transportation Plan should be amended to recognize this very important north-south greenway connection and to ensure that space for this corridor is prioritized in any future development plans for these properties.

In addition, the City should create a "Conservation" development ordinance that would allow for sustainable land use development for lands in the EGN that protect environmental features such as viewsheds, natural wildlife habitats, environmentally sensitive areas or farmlands in perpetuity. A conservation design for neighborhood development may be appropriate in areas where there are important natural resources to protect or where the development form of the surrounding area is primarily rural or agricultural. This form of development typically sets aside half or more of the land area to be designated as undivided, permanent open space. This result is achieved in a density neutral manner whereby the overall number of dwellings is the same as what would be allowed in a conventional layout. This results in residential neighborhoods that are more compact and with smaller lots. The central goal is the preservation of lands to create a contiguous community wide open space network. This may be accomplished through partnerships of private and public land owners, land trusts and/or local governments. This pattern of land development is particularly appropriate for the urban fringe or edge of the city where urban services are not available and where low density residential development is a given.

Advantages of a conservation subdivision are:

- less infrastructure for developer to install
- smaller lots for owners to maintain
- less infrastructure for City to maintain
- common/shared space for neighborhood to utilize



Meadow Valley trail at the U of A Farm

Conventional Subdivision

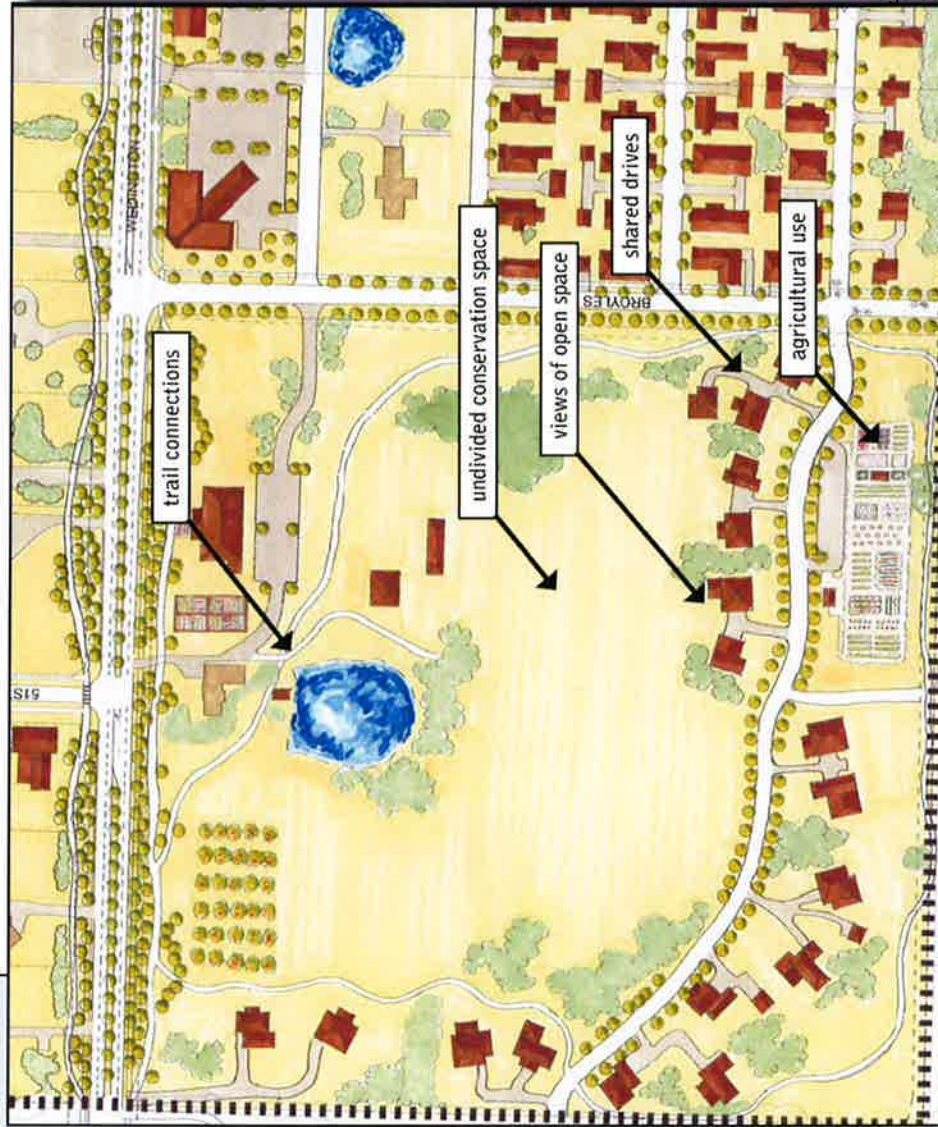


Conservation Subdivision



FOUR STEPS FOR CREATING A CONSERVATION SUBDIVISION:

1. Identify potential conservation areas on the property: This includes wetlands, forested slopes, streams and valuable agricultural lands.
2. Identify home sites on the property: Home sites should be identified that will take advantage of the open space viewsheds and by providing pedestrian access.
3. Design the street alignment and trails: Provide adequate access to each home and share driveway curb cuts when possible. Design street alignments to maximize views into the open space. Minimize dead end streets and connect to adjoining properties. Provide trail connections through the conservation spaces allowing the neighborhood to access and appreciate the greenspace.
4. Create small lots that do not divide the conservation open space. Achieve a density neutral design that is flexible in terms of lot width, area, setbacks and frontage requirements. Open space lots should be left as large contiguous parcels. A land management plan with maintenance responsibilities must be established to ensure the long term viability of the conservation space.



Conceptual conservation subdivision

III. CHARRETTE OUTCOMES: ILLUSTRATIVE PLAN COMPONENTS

The Wedington Corridor Illustrative Master Plan shows only one of many alternatives or scenarios for development within the corridor in the next 15 – 20 years. Many of the features in the illustrative plan reflect ideas and opportunities that were identified by charrette participants. The implementation of some of the more significant components within the plan will be controlled by entities or organizations outside of city government. These include a Branch Library, a Junior High School, a Community Center, a Farmers Market, future street connections and a round-a-bout interchange at I-540.

PLACES AND SPACES

BRANCH LIBRARY

The Fayetteville Public Library currently houses their entire circulation and operations within one building located in Downtown Fayetteville. Since this building was completed in 2004 the number of active library card holders has skyrocketed to over 65,000 people. Use by these cardholders has exceeded the capacity for the current building, which has prompted the library to update their 20 year master plan.

One option within this master planning process may be to open a branch library. Several considerations will influence the location choice for a branch library including; community desire, distance from the existing library, existing and future population growth and available funding. A branch library envisioned by charrette participants near the intersection of Ruppel Rd. and Wedington Dr. would seem to satisfy several of these criteria as it would be located approximately 5 miles from the existing downtown library, in a neighborhood with high growth potential and in relatively close proximity to nearly 15,000 current Fayetteville residents.

JUNIOR HIGH SCHOOL

The Fayetteville Public School District is the oldest school district in the State of Arkansas. The district provides K–12 education with a current enrollment of over 9,000 students. In recent years, the district has seen a steady increase in enrollment that corresponded with the growth of Fayetteville's population. In an effort to accommodate this growth, three new middle schools have been constructed in the past 12 years and Fayetteville High School is currently undergoing a major expansion and renovation. Conversely Woodland Junior High School and Ramey Junior High School, both serving 8th and 9th grades, were built in 1960 and 1966 respectively, and new plans for junior high facilities have not surfaced in recent years.

The current school district forecasts for student growth do not point toward the need for any new buildings within the next 9 years. However, a continuation of Fayetteville's population growth to over 110,000 people in the next 20 years according to the Northwest Arkansas Regional Planning Commission, would indicate the need for a new Junior High School before 2030. With much of this growth projected for the west side of Fayetteville, locating a future Junior High School within the Wedington Corridor seems reasonable.



COMMUNITY CENTER

During the Wedington Corridor charrette, one of the stronger messages that citizens articulated was the desire for a community space for an expanded set of users. This space was envisioned to be flexible for a wide variety of uses such as a community meeting space, a senior center, community programs, branch library and athletic activities. While citizens acknowledged some overlap of these potential uses with the adjacent Boys and Girls Club, which is a membership organization, they envisioned a building that was open without charge to the public. Capital and operations funding would need to be developed to make a community space viable.



FARMERS' MARKET

Multiple groups during the hands-on design workshop expressed strong support for a space that could be utilized as a farmers market and for other similar outdoor events. Existing farmers' markets located on the Downtown Square and at the Botanical Gardens are very popular with Fayetteville residents. Strong community support for these markets helped the Fayetteville Farmers Market win the 2012 American Farmland Trust's – Favorite Large Farmers' Market Award.



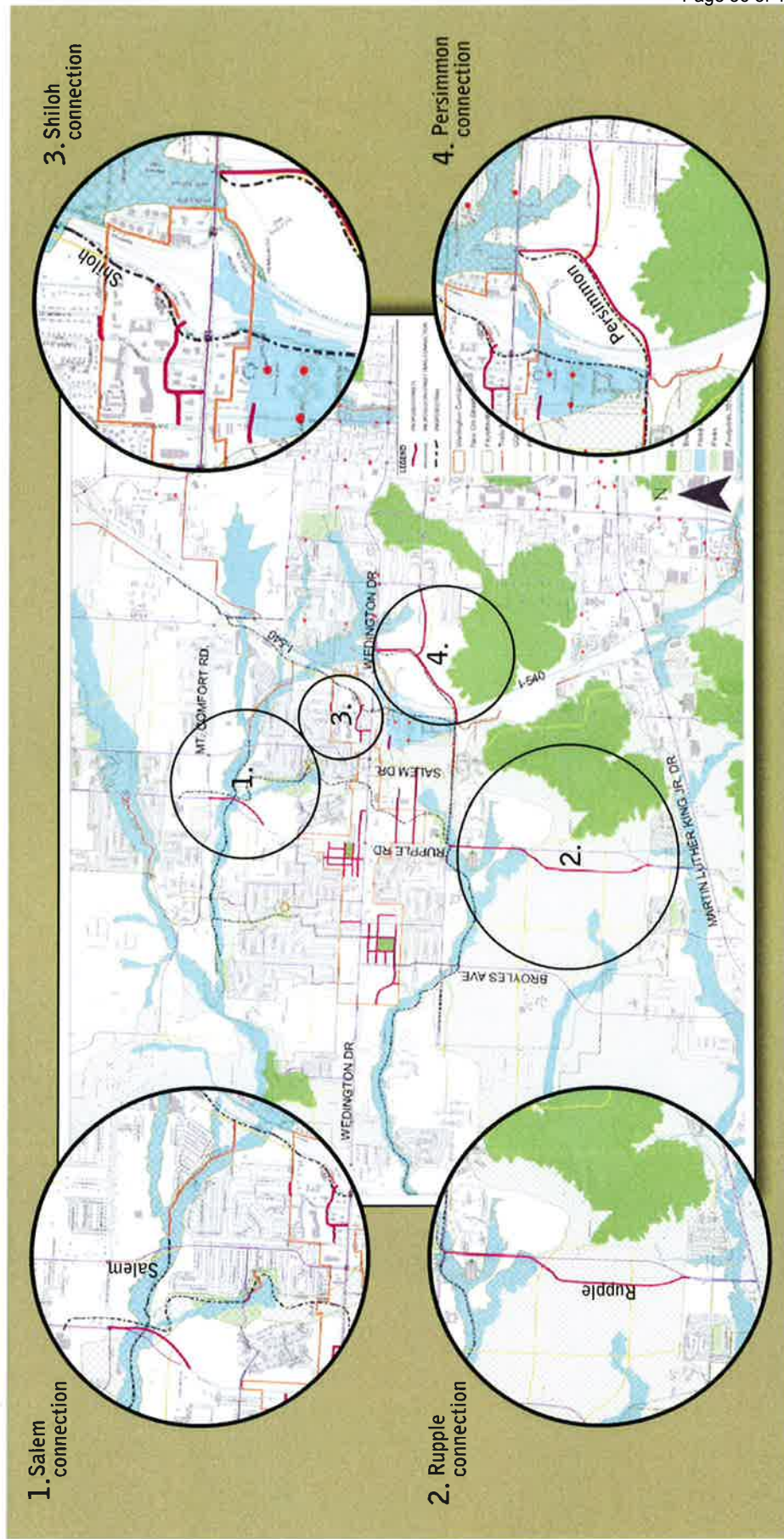
Some communities with vibrant farmers' markets are now supporting the concept of having smaller neighborhood scale farmers' markets that compliment the larger markets by adding convenience. These markets tend to have reduced number of vendors and are scheduled on days that do not conflict with larger centrally located markets, often on weekday afternoon/evenings. Centrally locating this market near a walkable retail district could help anchor the heart of the Wedington neighborhood.

FUTURE STREET NETWORK COMPONENTS

City Plan 2030 goal six states that "We will grow a livable transportation network." One of the tools that the City utilizes to implement this goal is the adoption of a Master Transportation Plan. One component of this is the Master Street Plan map, on which the City identifies future collector and arterial street connections: These streets are the larger functional classification roadways that have higher traffic volumes. The alignments shown on the map are approximate and may change slightly due to physical constraints in the field. Typically, these streets are constructed through a combination of public and private means such as City bond issues and construction cost share agreements with the approval of development projects. The network of local and residential streets is regulated through the City's street connectivity ordinance that guides alignment and intersection spacing of these smaller streets.

In the Wedington Corridor analysis the design team focused on four important street extensions shown on the Master Street Plan in the Wedington corridor area: Salem Road, Shiloh Drive, Persimmon St. and Ruppel Road. All of these connections are vital for future growth to occur in this area because the carrying capacity of Wedington Drive across I-540 is inherently limited even with future interchange improvements.

It is important to note that the connection between land use and streets is inseparable and complementary, with land use typically instructing the street function and design. A useful efficiency or sustainability metric for a street network, or individual street segment, is density or intensity of land use per linear foot of street. A lower ratio of linear street frontage per dwelling unit or square feet of commercial use is more efficient. Therefore, the efficient use of land is important for sustainable city services and future maintenance needs. Development projects that are proposed far out on the western fringe of the City will actually diminish the possibility of creating a complete neighborhood in the Wedington Corridor Plan area by siphoning off this future growth and reducing the overall development capacity of the area nearest to the City center.



TRAFFIC MODEL FROM NWARPC

As a part of this project the design team examined the future collector and arterial streets shown on the City's Master Street Plan for their impacts on traffic congestion at the Wedington Drive and I-540 interchange. This included the extension of Persimmon St. over I-540, the extension of Ruppel Road south to Highway 62/MLK, the extension of Salem Drive north to Mt. Comfort Road and the extension of Shiloh Drive north to Porter Road.

The Northwest Arkansas Regional Planning Commission (NWARPC) maintains a Travel Demand Model for macro-level analysis of automobile traffic in Benton and Washington Counties. Streets that are proposed on the Wedington Corridor Transportation Connection Map can be inserted into this model to determine their impact on existing and projected traffic patterns. The design team requested that NWARPC model results for the future streets classified as Collector and Arterial. The model predicted the following:

- Connecting Ruppel Road South to Hwy 62 would accommodate 5200 vehicles per day
- A new bridge across I-540 along Persimmon would accommodate 7900 vehicles per day and divert 2000 vehicles per day from the Wedington Bridge over I-540

All models are predictive by nature and the results are determined, in part, by the baseline assumptions that form the model's framework. The design team holds the opinion that the NWARPC's traffic model is very instructive for modeling the traffic pattern changes for street extensions in relation to the current built environment and for answering questions such as how many cars would travel this newly extended street if it was completed and opened tomorrow.

These types of transportation models are less accurate for modeling multiple future street connections if assumptions on future growth are based upon extrapolating past development and density patterns. The vast amount of data needed to run such a model can skew the final result significantly. For example, if the population growth projections are off significantly or other data inputs are inadequate the model may produce an incomplete or inaccurate projection. These challenges must be kept in mind when analyzing model results that combine street connectivity and future growth scenarios.

IV. IMPLEMENTATION

This planning document serves as a vision statement of what the Wedington Corridor could eventually become. The achievement of this vision is dependent on developing a comprehensive strategy and timeline for implementing changes or improvements that the City can initiate. However, many of the concepts developed in the plan and shown on the illustrative build out plan are not directly controlled or directed by the City. For instance, highway improvements are ultimately determined by the AHTD and school locations and expansions are decided by the Fayetteville School District. However, the ability of the City to regulate and control development patterns creates numerous opportunities to direct growth and development towards achieving the four guiding principles of this plan. This is achieved by developing specific implementation action steps and timelines. These steps are separated into near term (0-5 years) and long term (5-20 years). The near term steps are primarily regulatory changes and planned or funded infrastructure improvements. The long term implementation steps will require capital investment and are largely focused on transforming the existing Wedington Drive from a five lane arterial roadway into a grand boulevard. Ultimately, the success of this plan is dependent upon the implementation of the following initiatives:

SHORT TERM STEPS:

1. WEDINGTON SPEED STUDY

The posted speed limit along Wedington Drive west of I-540 is predominately 45 mph. During the Wedington Corridor charrette many participants suggested that the posted speed limit within the corridor was too high for this area and intuitively deduced that high speed limits lead to accidents that are more severe. Also noted was that the high speed of traffic is detrimental to the safety and welfare of pedestrians and cyclists.



The Arkansas Highway and Transportation Department (AHTD) requires that a speed study be conducted in accordance with the Manual of Uniform Traffic Control Devices (MUTCD) in order to adjust the posted speed limits on State highways. Guidance in the MUTCD suggests that the posted speed be set to within 5 mph of the speed at which 85% of the free flowing traffic in the study area is traveling. The manual further suggests that other subjective factors such as road characteristics, roadside development, pedestrian activity and the number of accidents may be considered when determining the posted speed. The City should conduct a speed study of this area to see if a speed reduction is possible. Then the City may elect to request that AHTD conduct a speed study along Wedington Drive in order to make a change in posted speed limit signage. If the speed study supports the existing posted speed limits, 45 mph, then the City should pursue physical design changes to the roadway, in conjunction with AHTD to encourage lower traffic speeds.

2. NEW I-540 INTERCHANGE

The Arkansas Highway and Transportation Department (AHTD) is planning to start construction on a new interchange at Wedington and I-540 by late 2014. This work will likely involve construction of a new bridge over I-540 along with changes to the existing freeway on and off ramps.

Preliminary AHTD conceptual plans for this interchange include additional lanes along Wedington Drive, elimination of one traffic signal on the east side of I-540, increased spacing of the traffic signals on the west side of I-540, and the addition of a two-lane free right turn "jug handle" on-ramp for west-bound Wedington traffic to enter north-bound I-540. AHTD is conducting traffic models for this preliminary intersection concept and have agreed to also model the proposed round-a-bout shown in the Wedington Corridor Illustrative Master Plan. Ultimately, the modeling results will determine the viability of the round-a-bout envisioned for the west side of the I-540 and Wedington interchange. Regardless of the infrastructure improvements that are ultimately selected, it is imperative that the City work with AHTD to make sure that these improvements are in line with the City Plan 2030 goal of "growing a livable transportation network" that accommodates all users.

AHTD's recognition of the mapped on-street bicycle linkage shown on the Fayetteville Alternative Trails and Transportation (FATT) Plan along Wedington Drive over I-540 would normally facilitate the inclusion of bicycle lanes in addition to automatic pedestrian sidewalks on the new bridge. However the likely free right turn associated with the new two-lane "jug handle" I-540 on-ramp on the south side of the bridge makes safe sidewalks and bicycle lanes on the south side of the bridge very impractical. Instead a combined bicycle/pedestrian sidepath on the north side of the bridge (as shown on the illustrative master plan) would provide safe connections across I-540 for non-motorized users. City staff will continue to work with AHTD to incorporate safe and effective pedestrian and bicycle facilities on the new bridge.



3. PROPOSE ZONING CHANGES FOR THE CORE OF THE NEIGHBORHOOD AT THE INTERSECTION OF WEDINGTON DRIVE AND RUPPLE ROAD

City Plan 2030 goal number three calls for “making traditional town form the standard.” Traditional town form is identified by an urban development pattern that prioritizes an interconnected street network with buildings that are placed near the street and parking located to the side or preferably the rear of the site. Currently, the Wedington Corridor is primarily zoned utilizing suburban commercial, office and multi-family zoning districts. These zoning districts prescribe the existing suburban development pattern seen today along the corridor and it has created unintended consequences that should not be repeated going forward if the goal is to create a walkable urban core in this area.

At the charrette the public overwhelmingly expressed a desire to see a walkable urban center develop at the intersection of Wedington Drive and Ruppel Road. At this time, a number of sizable parcels of land are undeveloped northwest of this intersection. The illustrative plan envisions this area as a complete, compact and connected neighborhood with civic, residential and commercial uses. The utilization of the City’s form based zoning districts will be essential to ensure that the development pattern prescribed here is walkable and urban. Form based zoning districts are also much more flexible in allowing for a variety of residential and commercial densities and intensities. This encourages a diverse mixture of building types, scales and uses that are not separated from each other but instead are co-mingled to create a unified, sustainable and cohesive whole.



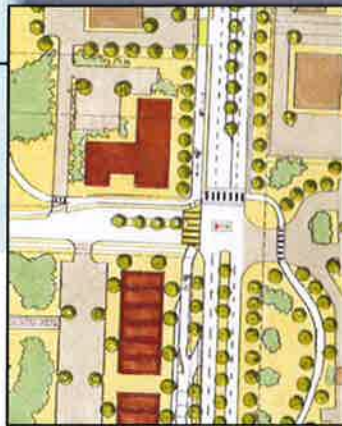
4. AMEND THE FAYETTEVILLE ALTERNATIVE TRAILS AND TRANSPORTATION PLAN AND THE ENDURING GREEN NETWORK TO RECOGNIZE THE ILLUSTRATED TRAIL CROSSING OF WEDINGTON DRIVE

City Plan 2030 goal number five states that the City will “assemble an enduring green network.” The Fayetteville Alternative Transportation and Trails Master Plan (FATT Plan) plays an integral role in achieving this goal because it is the most prevalent and useful tool for preserving linkages between nodes such as parks in the overall Enduring Green Network (EGN).

The FATT Plan, which consists of a guiding document and a map showing the existing and future trail and on-street bicycle alignments, is updated on a five year basis and is utilized by staff and elected officials to prioritize short, medium and long term trail expansion projects and on-street bicycle linkages. The FATT plan, by design, mirrors in many ways the EGN, both uniting green infrastructure with active transportation routes.

The EGN currently is shown intersecting Wedington Drive between Timberland Ln. and Salem Road. Unfortunately, this area has approved development plans that include the existing Walmart Neighborhood Market and a number of commercially developable out-lots making a trail connection within a greenway unlikely. The design team recommends moving the EGN to the west at the intersection of Wedington Drive and Golf Club Drive. This is a natural location for a trail to cross Wedington Drive and link the Hamestring and Owl Creek watersheds.

The FATT plan is due for an update in 2015. Staff proposes an update of the FATT plan document that was first adopted in 2001 and amending the FATT plan and EGN maps to include the trail and open spaces illustrated in the Wedington Corridor Plan.



5. PRIORITIZE PARKLAND DEDICATION ACREAGES AND FUNDS THAT ARE COLLECTED IN THESE QUADRANTS TO ACQUIRE THE PARKLANDS ILLUSTRATED IN THE WEDINGTON CORRIDOR PLAN

When residential development occurs in the City, a portion of land or money in lieu is collected for the acquisition and/or development of parklands. Currently, the formula is 0.23 acres for each single family residential unit and .014 acres per multi-family residential unit. At the time of development, Parks staff makes a recommendation to the Parks and Recreation Advisory Board on whether a land dedication or money in-lieu is more appropriate given the existing facilities in the area and other criteria as adopted by the Parks and Recreation Board. The money in-lieu option allows developers to pay a one time fee of \$920 for a single family home or \$560 for a multi-family unit. This is based upon a land value estimate in 2012 of \$40,000 per acre. The money collected is saved in escrow for subsequent acquisition and/or development of parkland within the quadrant that the development occurred. These funds are utilized to create larger neighborhood oriented parks that benefit a broader area than a single residential subdivision.

In the Wedington Illustrative Plan the design team identified potential locations for two new parks. The first is a central square space that is envisioned for a new development that would occur directly northwest of the intersection of Ruppel Road and Wedington Drive. This small park could serve as a central green for a complete, compact and connected development node in this location. The park illustrated here is approximately 2 acres and would require a land match equal to 83 single family homes or 224 multi-family units or the approximate equivalent of \$80,000. The second park is shown between 46th St. and Broyles Ave. and is approximately 3.8 acres and would require a land match of 158 single family homes or 224 multi-family units or the approximate equivalent of \$152,000.



As the Wedington corridor continues to develop the City's Parks and Recreation staff should identify suitable locations that would serve the identified needs and goals of the plan for future strategic or financial planning processes. A combination of funding or land dedication from multiple public and private sources will likely be needed in order to realize the parkland illustrated in the Wedington Corridor Plan.

6. DEVELOP A CONSERVATION DEVELOPMENT DESIGN PROCESS FOR NEIGHBORHOODS IN ENVIRONMENTALLY SENSITIVE OR RURAL AREAS

The Wedington corridor area of influence contains a lot of undeveloped and rural lands held in large parcels. These lands will be increasingly pressured to be developed into low density residential uses. Unfortunately, this type of residential subdivision development typically happens in a leap frog fashion that is determined by market forces. The resulting haphazard development pattern is not well thought out and is unsustainable given the vast amount of resources required to construct and maintain it. The outcome is development that does not pay for itself given the City's investment in services, maintenance and infrastructure such as streets, water and sewer lines, fire and police services, etc. in perpetuity. Therefore, it is incumbent upon appointed and elected officials to adhere to the City Plan goals of discouraging suburban sprawl and prioritizing appropriate infill and revitalization.

A conservation design for neighborhood development is an appropriate tool to utilize for areas of the City that are designated as Enduring Green Network and possibly for tracts of rural lands on the City's fringe. City staff should research the possibility of a conservation development ordinance, which would include a process for identifying appropriate lands and the creation of efficient and equitable conservation development guidelines.



7. DEVELOP AN ACCESS MANAGEMENT PLAN FOR WEDINGTON DRIVE

City Plan 2030 calls for growing a “livable transportation network” that is safe and efficient for all users. An integral component of a livable transportation network is the ability to control the access onto arterial and collector roadways in order to maintain their through traffic capacity while making it safe and accessible for pedestrians and bicyclists. This can be accomplished through the development of an access management plan for major roadways.

An access management plan is used to regulate intersections, driveways and median openings to a roadway. The objective is to allow access to land uses while maintaining roadway safety and mobility. In order to implement the boulevard cross-sections shown in the illustrative plan, an access management plan will be necessary and must be agreed upon by the City of Fayetteville and the Arkansas Highway and Transportation Department (AHTD). This should occur prior to the design phase of any proposed roadway improvements.

The general design framework provided in the access management plan will address the efficient spacing of local, collector and arterial street intersections. Driveway locations and access to parcels fronting Wedington Drive should be minimized with access to intersecting side and parallel streets required. The implementation of a landscaped median will require a thorough analysis of the existing and future intersections, left turn lanes and parallel slip lanes. Special consideration should be paid to pedestrian and bicycle comfort and safety especially at intersections and mid-block crossings.

The timing of creating an access management plan will depend on the AHTD and the City’s priorities for this project. At a minimum a near-term partial analysis will be needed for the reconfiguration of the Wedington Drive / I-540 interchange. Due to the large amount of undeveloped land that exists along the corridor, the sooner an access management plan happens the better. Ultimately, the access restrictions to Wedington Drive imposed upon these undeveloped lands will positively influence the site designs and street networks needed to serve these developments while preserving the throughway capacity of the roadway.



LONG TERM STEPS:

1. REDEVELOP AND RENAME WEDINGTON DRIVE AS WEDINGTON PARKWAY

Public input during the charrette repeatedly recommended that the five lane cross section of Wedington Drive should be redesigned as a boulevard cross section. The design team followed through with this suggestion when developing the illustrative plan and developed a design that is flexible enough to endure changes as existing or future conditions warrant. The Wedington Parkway design envisioned in the illustrative plan is in line with City Plan 2030 goal number three of “growing a livable transportation network.”

The most important aspect of completing the vision of a redesigned Wedington Parkway is to secure Arkansas Highway and Transportation Department (AHTD) approval and to find the necessary funding. Previously, the AHTD has partnered with Fayetteville and other cities to transform portions of State Highways into more attractive, safe and efficient roadways through the development of access management plans. Local examples include Garland Avenue (Highway 112) and Crossover Road (Highway 265) in Fayetteville. A similar approach is needed to correct some of the issues noted along Wedington Drive that have been mentioned previously in this plan.

To this end, it is imperative that the City work with AHTD to develop an I-540 interchange design that is safe and efficient for all users. This will most likely be accomplished in the next 5 years, but the relatively recent widening improvements to Wedington Drive will likely push additional roadway improvements to the corridor west of I-540 to a second phase.

The City could potentially fund improvements and the reconstruction of this roadway through a street bond issue, the City’s Capital Improvement Project (CIP) funds, AHTD or Federal monies or a combination of any of the above. Due to the accelerated growth in this area, preparations and access management planning should start in the near term with the final completion of this project happening in a 5-20 year timeline. At the completion of this project the roadway should be renamed Wedington Boulevard or Parkway.



V. CONCLUSION

The Wedington Corridor plan document and illustrative map provide a vision and a framework for transforming and taming an arterial roadway and interstate interchange while creating a more livable neighborhood that is complete and connected. This vision is based on input expressed by the community that resulted in the creation of four main guiding principles: redefining Wedington Drive as Wedington Parkway; creating the heart of the neighborhood at Wedington Drive and Ruppel Road; supporting an active transportation network; and designating a greenway to connect the Hamestrung and Owl Creek watersheds.

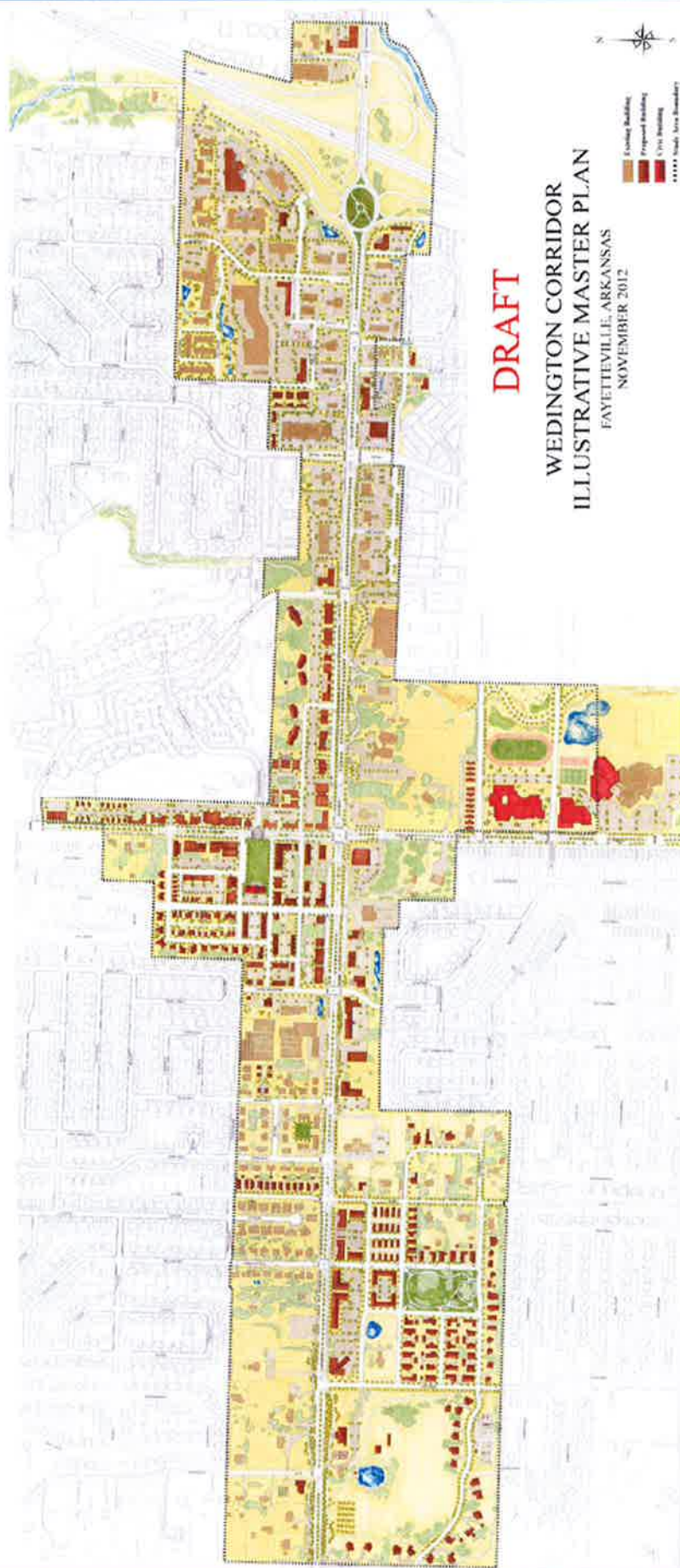
The vision document provides a timeline for developing policies and programs. Wedington Drive has the potential to be transformed from a five lane arterial roadway, with all of its attendant problems such as high speed, congestion and dangerous curb cuts, into a beautiful slow speed multi-modal boulevard. The changes proposed for this street cross-section are envisioned to transform the pattern of development from a suburban development model with large front setbacks and conspicuous parking to an urban development pattern with buildings set at the street edge with side or rear parking. This urban pattern is crucial to creating the "heart" of the neighborhood at Wedington Dr. and Ruppel Rd. as shown in the illustrative plan. The inclusion and promotion of active and public transportation is evident throughout the plan and is vital to fulfill the functionality of the urban design. Planned greenway connections provide for the preservation of important riparian areas, green spaces and viewsheds that are critical for creating an enduring green network that links people and commerce through the natural environment.

The implementation of the plan will require adherence to the four guiding principles and the cooperation of multiple sectors, public and private, over a period of years. The opportunities for this corridor to become a safe, inviting and well designed neighborhood are limitless and the incremental nature of the development process should not overshadow the long term success of realizing the vision of the Wedington Corridor Plan.



VI. APPENDICES

A: WEDINGTON CORRIDOR ILLUSTRATIVE MASTER PLAN



B: DOCUMENT REFERENCES

- City of Fayetteville, Arkansas History
<http://www.fayettevillehistory.com/>
- City Plan 2030, Fayetteville
http://www.accessfayetteville.org/government/planning/Master_Plan/index.cfm
- Downtown Master Plan, 2004, Fayetteville
http://www.accessfayetteville.org/government/planning/Master_Plan/Downtown_Master_Plan.cfm
- Fayette Junction Master Plan, 2009, Fayetteville
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- Jacobs, Allan B.; MacDonald, Elizabeth; Rofe, Yoden. *The Boulevard Book: History, Evolution, Design of Multiway Boulevards*. Boston: Massachusetts Institute of Technology, 2002.
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- Fayetteville History Website. Timeline. Retrieved August 30, 2012 from
<http://fayettevillehistory.typepad.com/main/timeline/>
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- Poole, Hal, personal communication, September 10, 2012.
- RootsWeb website. Genealogy of Samuel Woolsey. Retrieved September 19, 2012 from
http://freepages.genealogy.rootsweb.ancestry.com/~woolsey/resources/descends/woolgen/wlsamuelgilbert1791_1858.html
- Wappel, Tony, personal communication, August 30, 2012.
- Wood, Denny, personal communication, September 10, 2012.

C: WORK-IN-PROGRESS AND OPEN HOUSE SURVEYS

Do you think the plan is on the right track

YES – 89%

NO - 11%

Are there any elements of your vision for the future of the Wedington Corridor that we may have missed?

- Public transit and alternative transportation connection potential needs to be embraced by the “drivers”. Perhaps build it and they will come will cause a cultural change.
- Trolley system along Wedington Drive.
- Area needs an additional Fire Station
- A nice park and green space on Wedington that can be easily accessed by kids from both the north and the south side and maybe an elevated pedestrian crossing over Wedington that provides access. Since 20% of Fayetteville’s population lives here it seems like a large city pool/park/playground/skate ramps would be well used.
- Some elements of the illustrative plan may cause more flooding.
- Owl Creek area near the School could be made into a water park.
- Pedestrian bridges over Wedington instead of crosswalks.

Mayor Lioneld Jordan
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

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Ward 1 Position 2 – Sarah Marsh
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Ward 2 Position 2 – Matthew Petty
Ward 3 Position 1 – Justin Tennant
Ward 3 Position 2 – Martin W. Schoppmeyer, Jr.
Ward 4 Position 1 – Rhonda Adams
Ward 4 Position 2 – Alan T. Long

**Tentative Agenda
City of Fayetteville Arkansas
City Council Meeting
March 05, 2013**

A meeting of the Fayetteville City Council will be held on March 05, 2013 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Call to Order

Roll Call

Pledge of Allegiance

Mayor's Announcements, Proclamations and Recognitions:

City Council Meeting Presentations, Reports and Discussion Items:

Agenda Additions:

A. Consent:

- ✓ 1. Approval of the February 19, 2013 City Council meeting minutes.
2. **2013 Overlay/Sidewalk Projects:** A resolution approving the Transportation Division Overlay/Sidewalk Projects list for 2013.
3. **Transportation Bond Trail Improvements:** A resolution approving a budget adjustment in the total amount of \$4,296.00 recognizing unappropriated bond monies for trail improvements.

4. ✓ **Ozarks Electric Cooperative Corporation Easement:** A resolution authorizing the transfer of an easement interest to Ozarks Electric Cooperative Corporation on certain city-owned property near the Noland Wastewater Treatment Facility to provide for a relocation of electrical utility service.
5. ✓ **Bid #13-16 Scurlock Industries:** A resolution awarding Bid #13-16 and authorizing the purchase of precast box culvert sections from Scurlock Industries of Fayetteville in the total amount of \$71,404.71 for the construction of a trail tunnel for the TSA LA GI Trail, and approving a five percent (5%) project contingency.
6. ✓ **Mahler Property Donation:** A resolution authorizing acceptance of a donation of 1.21 acres of property from Lori and Alex Mahler near Cato Springs Road to be utilized for the future Cato Springs Trail Trailhead.
7. ✓ **Garland Avenue Widening and Improvement Project:** A resolution approving a settlement agreement with Glen David Wilson, Trustee, Timothy Hinkle, Trustee, and Linda Hinkle regarding condemnation litigation filed as part of the N. Garland Avenue Widening and Improvement Project.

B. Unfinished Business:

1. ✓ **McClelland Consulting Engineers:** A resolution approving a professional engineering design services agreement with McClelland Consulting Engineers in the amount of \$279,045.55 for the rehabilitation of the historic Maple Street and Lafayette Street bridges, and approving a budget adjustment recognizing federal grant revenue in the amount of \$223,257.00. *This resolution was tabled at the February 19, 2013 City Council meeting to the March 5, 2013 City Council meeting.*

C. New Business:

1. ✓ **VAC 13-4298 (1253 W. Showroom Dr./Fiat of Fayetteville):** An ordinance approving VAC 13-4298 submitted by Crafton Tull and Associates for property located at 1253 West Showroom Drive to vacate an utility easement, a total of 0.08 acres.
2. ✓ **Illinois River Watershed Partnership:** An ordinance waiving the requirement for bids by applying §34.23(F) Purchases and Contracts Not in Excess of \$20,000.00 of the Fayetteville Code of Ordinances and approving a contract with the Illinois River Watershed Partnership in the amount of \$10,000.00 for watershed education and planning services.
3. ✓ **Regional Urban Stormwater Education Program:** An ordinance waiving the requirements of formal competitive bidding and approving a Memorandum of Understanding with the MS4 Jurisdictions and the Northwest Arkansas Regional Planning Commission in the amount of \$42,240.78 for the Regional Urban Stormwater Education Program to be provided by the University of Arkansas Cooperative Extension Service to satisfy portions of the NPDES Phase II Stormwater Permit requirements.

4. **Amend Chapter 166 Development:** An ordinance amending subsection 166.04(l)(ii)(f) of Chapter 166 Development of the Unified Development Code to change the dedication ratios related to Parkland Dedications.
5. **Wedington Corridor Neighborhood Master Plan:** A resolution to adopt the Wedington Corridor Neighborhood Master Plan vision document and illustrative master plan.
6. **2013 Employee Compensation:** This is a place holder item. The completed agenda packet will be presented at Agenda Session.

D. City Council Agenda Session Presentations:

1. **Tyson Building Demolition Plan Discussion – David Jurgens and Paul Becker**

E. City Council Tours:

1. **April 8, 2013 5:00 PM**
Westside Wastewater Treatment Plant
2. **May 6, 2013 5:00 PM**
Noland Wastewater Treatment Plant and Biosolids Management Site

F. Announcements:

Adjournment:

Agenda Additions:

- NB#3 Avfuel Corporation
- NB#1 Senate Bill 101 opposition
- NB#2 Senate Bill 367 opposition
- NB#11 Employee Compensation 2013
- NB#4 Kum & Go Land Sale Proceeds
- NB#5 Planning Commission Compensation

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Old business and new business.

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Courtesy and respect. All members of the public, all city staff and elected officials shall accord the utmost courtesy and respect to each other at all times. All shall refrain from rude or derogatory remarks, reflections as to integrity, abusive comments and statements about motives or personalities. Any member of the public who violates these standards shall be ruled out of order by the Mayor, must immediately cease speaking and shall leave the podium.

Interpreters or TDD for hearing impaired are available for all City Council meetings, a 72 hour advance notice is required. For further information or to request an interpreter, please call 575-8330.

A copy of the complete City Council agenda is available at accessfayetteville.org or in the office of the City Clerk, 113 W. Mountain, Fayetteville, Arkansas.

2/20/13 Pre Agenda Meeting

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City Clerk Sondra Smith



Aldermen

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March 05, 2013**

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- ⑥ **2013 Employee Compensation:** This is a place holder agenda item. ~~The budget adjustment and recommendation plan will follow.~~

The completed agenda packet will be presented at Agenda Session.
ok per Mayor

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Comment [11]: Waiting on approval from Don Marr

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Presentations by staff and applicants. Agenda items shall be introduced by the Mayor and, if an ordinance, read by the City Attorney. City staff shall then present a report. An agenda applicant (city contractor, rezoning or development applicant, etc.) may present its proposal only during this presentation period, but may be recalled by an alderman later to answer questions. Staff and applicants may use electronic visual aids in a City Council meeting as part of their presentation.

Public comments. Public comment shall be allowed for all members of the audience on all items of old and new business and subjects of public hearings. No electronic visual aid presentations shall be allowed, but the public may submit photos, petitions, etc. to be distributed to the City Council. If a member of the public wishes for the City Clerk to distribute materials to the City Council before its meeting, such materials should be supplied to the City Clerk office no later than 9:00 a.m. on the day of the City Council meeting. Any member of the public shall first state his or her name and address, followed by a concise statement of the person's position on the question under discussion. Repetitive comments should be avoided; this applies to comments made previously either to the City Council or to the Planning Commission when those Planning Commission minutes have been provided to the Aldermen. All remarks shall be addressed to the Mayor or the City Council as a whole and not to any particular member of the City Council. No person other than the Aldermen and the person having the floor shall be permitted to enter into any discussions without permission of the Mayor. No questions shall be directed to an Alderman or city staff member except through the Mayor.

Courtesy and respect. All members of the public, all city staff and elected officials shall accord the utmost courtesy and respect to each other at all times. All shall refrain from rude or derogatory remarks, reflections as to integrity, abusive comments and statements about motives or personalities. Any member of the public who violates these standards shall be ruled out of order by the Mayor, must immediately cease speaking and shall leave the podium.

Interpreters or TDD for hearing impaired are available for all City Council meetings, a 72 hour advance notice is required. For further information or to request an interpreter, please call 575-8330.

A copy of the complete City Council agenda is available at accessfayetteville.org or in the office of the City Clerk, 113 W. Mountain, Fayetteville, Arkansas.

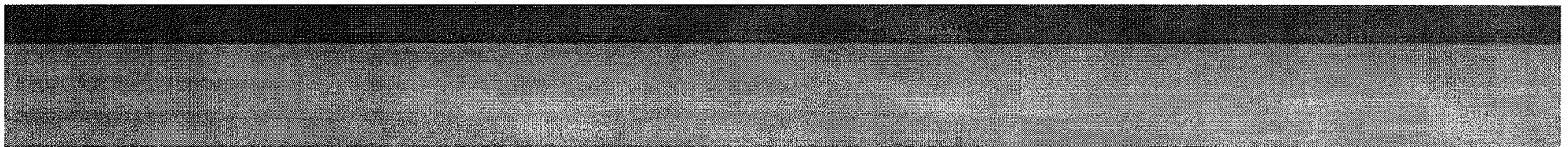
*Handed out at Agenda
Session 2/26/13.*

*Per Paul Becker, do not put in his agenda
packet. (Save in additional Documents folder)*



General Fund 2012 Operating Results and the Compensation Plan Recommended by the Mayor.

February 26, 2013

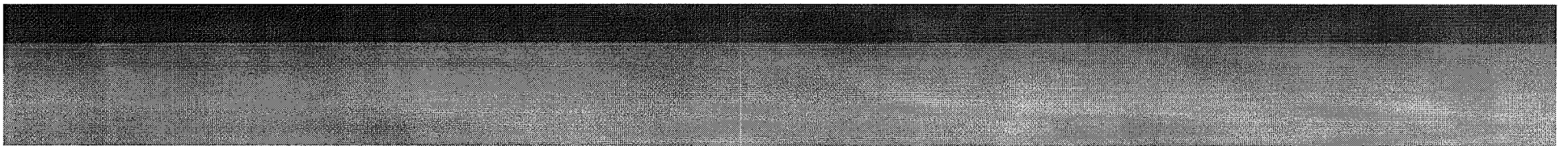


2012 General Fund Operating Results

Revenues	\$	36,965,700
Expenses		34,530,000
Surplus	\$	2,435,700
Less: Reserve Required by Re-budgets		(1,130,000)
Adjusted Surplus	\$	1,305,700

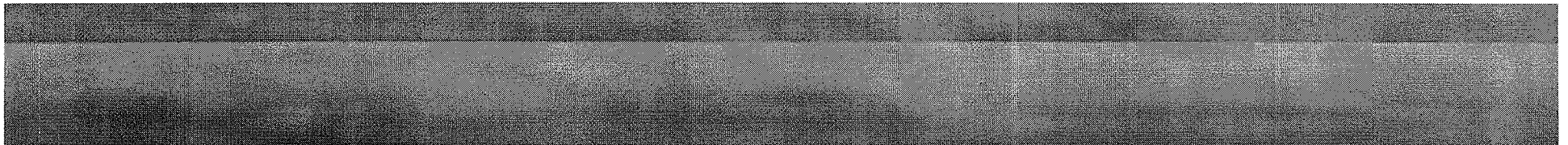
Mayor's Compensation Plan Guiding Philosophy

- Recommendation supports using current resources without risking future layoffs.
- Address market pay for existing positions before any consideration of new positions.



Mayor's Employee Compensation Plan Highlights

- Brings Fire and Police to the new grid pursuant to the salary survey. Fire will increase by 11.4% and Police will increase by 3.8% over the current budget.
- Provides a range movement of one step to the uniformed police. This is an additional 3.6% over the current budget.
- Provides for an increase in the merit ranges as recommended by MAG with an adjustment for classifications in the lower salary ranges as indicated by the study. Anyone under the minimum of the new range would be brought up to the minimum.
- Provides for a 4% average increase for merit employees to be distributed based on merit.



Cost of Recommended Plan

Funds		2013 Impact		Full Year Impact
General	\$	1,406,000	\$	1,827,600
Street		129,000		167,100
Parking		10,000		12,200
CDBG		8,000		10,100
Parks Development		49,000		63,600
Drug Law Enforcement		1,400		1,800
Water & Sewer		181,000		235,200
Solid Waste		101,000		130,200
Airport		16,000		19,900
Shop		29,000		37,300
Total Cost	\$	1,930,400	\$	2,505,000

General Fund

2012 Ending Fund Balance Analysis

12/31/2012 Fund Balance	\$	14,753,000
Less: Cash Funded Re-budget Adjustment		(1,130,000)
Adjusted Fund Balance	\$	13,623,000
Required Reserve		(5,700,000)
Pay Plan Cost		(1,000,000)
Free Reserve	\$	6,923,000

Significant Considerations

- December sales taxes were up by over 5%. If they continue at that rate throughout 2013, it would generate \$668,000 additional in sales tax revenue to the General Fund.
- If General Fund revenues increase at 5% for fiscal 2013, it would take at least two years before revenue reaches expense levels.
- Under normal operating conditions, not all expenditure budgets authorized are used, normally there are appropriations that lapse. However, this can not be predicted with certainty or accuracy.

