

**CITY OF ARKANSAS CITY
PAY ORDINANCE
ORDINANCE NO. 2025-03-_____
EFFECTIVE MARCH 8, 2025**

City Manager Department					
Position	Range	MIN	MID	MAX	Minimum Annual
City Manager**	Contract				
City Attorney**	Contract				
Municipal Court Judge**	Contract				
Finance Director/Treasurer**	CM23	\$31.52	\$44.20	\$56.88	\$65,561.60
Human Resources Director**					
Neighborhood Services Director**	CM20	\$27.36	\$38.40	\$49.44	\$56,908.80
Information Technology (IT) Manager**					
Municipal Project Manager**	CM18	\$24.90	\$34.97	\$45.05	\$51,792.00
Communications Director**					
City Clerk	CM17	\$23.76	\$33.39	\$43.02	\$49,420.80
Accountant					
Principal Planner	CM16	\$22.68	\$31.88	\$41.08	\$47,174.40
Combination Inspector	CM10	\$17.18	\$24.21	\$31.24	\$35,734.40
Administrative Assistant					
Customer Service Specialist	CM8	\$15.67	\$22.11	\$28.55	\$32,593.60
Human Resources Assistant					
Municipal Court Clerk					

Police Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Police Chief**	PD26	\$36.33	\$50.91	\$65.49	\$75,566.40
Police Captain**	PD20	\$27.36	\$38.40	\$49.44	\$56,908.80
Lieutenant Detective	PD17	\$23.76	\$33.39	\$43.02	\$49,420.80
Police Lieutenant					
Police Sergeant	PD15	\$21.65	\$30.44	\$39.23	\$45,032.00
Sergeant Detective					
Master Police Officer (MPO)	PD13	\$19.73	\$27.77	\$35.81	\$41,038.40
Emergency Management Coordinator - PT					Varies
Police Officer	PD12	\$18.83	\$26.52	\$34.21	\$39,166.40
Police Officer - PRN					Varies
Administrative Assistant					
Evidence Clerk	PD8	\$15.67	\$22.11	\$28.55	\$32,593.60
Records Specialist					
Animal Control Office (ACO)	PD6	\$14.31	\$20.22	\$26.12	\$29,764.80
Clerk	PD1	\$11.43	\$16.20	\$20.97	\$23,774.40

Public Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Public Services Superintendent**	PS26	\$36.33	\$50.91	\$65.49	\$75,566.40
Director of Senior Services					
Parks & Facilities Supervisor	PS13	\$19.73	\$27.77	\$35.81	\$41,038.40
Sanitation Supervisor					
Street & Stormwater Supervisor					
Parks & Facilities Lead	PS11	\$17.98	\$25.33	\$32.69	\$37,398.40
Street & Stormwater Maintenance Worker III					
Sexton	PS10	\$17.18	\$24.21	\$31.24	\$35,734.40
Sanitation Driver					
Street & Stormwater Maintenance Worker II	PS9	\$16.40	\$23.13	\$29.85	\$34,112.00
Stormwater Maintenance Worker II					
Administrative Assistant	PS8	\$15.67	\$22.11	\$28.55	\$32,593.60
Parks & Facilities Maintenance Worker	PS7	\$14.97	\$21.13	\$27.29	\$31,137.60
Street & Stormwater Maintenance Worker I					
Sanitation Collector	PS6	\$14.31	\$20.22	\$26.12	\$29,764.80
Head Cook	PS4	\$13.07	\$18.48	\$23.90	\$27,185.60
Horticulturalist					
Cook/Driver	PS3	\$12.49	\$17.68	\$22.87	\$25,979.20
Director of Northwest Community Center & Hogan					
Temporary/Seasonal Grounds Maintenance Worker	PS1	\$11.43	\$16.20	\$20.97	Varies
Temporary/Seasonal Horticulturalist					

Environmental Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Environmental Services Superintendent**	ES26	\$36.33	\$50.91	\$65.49	\$75,566.40
Assistant Environmental Services Superintendent**	ES23	\$31.52	\$44.20	\$56.88	\$65,561.60
Wastewater Treatment Plant Supervisor					
Water Distribution & Collection Supervisor	ES16	\$22.68	\$31.88	\$41.08	\$47,174.40
Water Treatment Facility Supervisor					
Distribution & Collection Maintenance Worker III – Distribution Maintenance Worker III – Collections Maintenance Worker III	ES12	\$18.83	\$26.52	\$34.21	\$39,166.40
Wastewater Treatment Plant Operator					
Water Treatment Facility Operator	ES10	\$17.18	\$24.21	\$31.24	\$35,734.40
Distribution & Collection Maintenance Worker II – Distribution Maintenance Worker II – Collections Maintenance Worker II	ES9	\$16.40	\$23.13	\$29.85	\$34,112.00
Distribution & Collection Maintenance Worker I – Distribution Maintenance Worker I – Collections Maintenance Worker I	ES7	\$14.97	\$21.13	\$27.29	\$31,137.60
Meter Technician	ES6	\$14.31	\$20.22	\$26.12	\$29,764.80
Temporary/Seasonal Hydrant Flusher	ES1	\$11.43	\$16.20	\$20.97	\$23,774.40

Fire/EMS Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Fire/EMS Chief**	FD26	\$36.33	\$50.91	\$65.49	\$75,566.40
EMS Director**					
Fire Marshal**	FD19	\$26.10	\$36.64	\$47.19	\$54,288.00
Training Officer**					
Administrative Assistant	FD8	\$15.67	\$22.11	\$28.55	\$32,593.60
Fire/EMS Captain*	FD1700	\$18.88	\$26.59	\$34.29	\$55,129.60
Fire/EMS Lieutenant*	FD1600	\$18.03	\$25.40	\$32.76	\$52,647.60
Engineer/Paramedic*	FD1500	\$17.23	\$24.28	\$31.32	\$50,311.60
Firefighter/Paramedic*	FD1400	\$16.45	\$23.20	\$29.95	\$48,034.00
Firefighter/Paramedic - PRN					Varies
Paramedic - PRN	FD1300	\$15.71	\$22.16	\$28.61	Varies
Engineer/AEMT*	FD1200	\$15.02	\$21.20	\$27.37	\$43,858.40
Engineer/EMT*					
Firefighter/AEMT*	FD1100	\$14.35	\$20.26	\$26.18	\$41,902.00
Firefighter/AEMT - PRN					Varies
Firefighter/EMT*	FD1000	\$13.71	\$19.37	\$25.03	\$40,033.20
Firefighter/EMT - PRN					Varies
Firefighter*	FD900	\$13.07	\$18.46	\$23.85	\$38,164.40
Firefighter - PRN					Varies

*Positions working 2920 hours annually

**Positions Salaried, Exempt