

**CITY OF ARKANSAS CITY MASTER WAGE PLAN**  
**ADOPTED BY THE GOVERNING BODY**  
**OF THE CITY OF ARKANSAS CITY**  
**ON APRIL 6, 2023 TO BE EFFECTIVE APRIL 8, 2023**

City Manager Department					
Position	Range	MIN	MID	MAX	Minimum Annual
City Manager**	Contract				
City Attorney	Contract				
Municipal Court Judge	Contract				
Finance Director/Treasurer**	CM23	\$31.02	\$41.07	\$51.11	\$64,521.60
Human Resources Director**					
Building Official**	CM20	\$26.86	\$35.62	\$44.37	\$55,868.80
Information Technology (IT) Manager**					
Municipal Project Manager**	CM18	\$24.40	\$32.39	\$40.38	\$50,752.00
Communications Director**					
City Clerk	CM17	\$23.26	\$30.90	\$38.54	\$48,380.80
Accountant	CM16	\$22.18	\$29.48	\$36.78	\$46,134.40
Principal Planner					
Combination Inspector	CM10	\$16.68	\$22.27	\$27.86	\$34,694.40
Administrative Assistant	CM8	\$15.17	\$20.30	\$25.42	\$31,553.60
Customer Service Specialist					
Human Resources Assistant					
Municipal Court Clerk					
Nuisance Inspector	CM6	\$13.81	\$18.51	\$23.21	\$28,724.80

Environmental Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Environmental Services Superintendent**	ES26	\$35.83	\$47.38	\$58.92	\$74,526.40
Assistant Environmental Services Superintendent**	ES23	\$31.02	\$41.07	\$51.11	\$64,521.60
Wastewater Treatment Plant Supervisor	ES16	\$22.18	\$29.48	\$36.78	\$46,134.40
Water Distribution & Collection Supervisor					
Water Treatment Facility Supervisor					
Distribution & Collection Maintenance Worker III	ES12	\$18.33	\$24.44	\$30.55	\$38,126.40
Wastewater Treatment Plant Operator	ES10	\$16.68	\$22.27	\$27.86	\$34,694.40
Water Treatment Facility Operator					
Distribution & Collection Maintenance Worker II	ES9	\$15.90	\$21.25	\$26.60	\$33,072.00
Distribution & Collection Maintenance Worker I	ES7	\$14.47	\$19.38	\$24.28	\$30,097.60
Meter Technician	ES6	\$13.81	\$18.52	\$23.22	\$28,724.80
Temporary/Seasonal Hydrant Flusher	ES1	\$10.93	\$14.74	\$18.54	\$22,734.40

Fire/EMS Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Fire/EMS Chief**	FD26	\$35.83	\$47.38	\$58.92	\$74,526.40
EMS Director**	FD19	\$25.60	\$33.96	\$42.32	\$53,248.00
Fire Marshal**					
Training Officer**					
Administrative Assistant	FD8	\$15.17	\$20.30	\$25.42	\$31,553.60
Fire/EMS Captain*	FD1700	\$18.38	\$24.51	\$30.63	\$53,669.60
Fire/EMS Lieutenant*	FD1600	\$17.53	\$23.39	\$29.24	\$51,187.60
Engineer/Paramedic*	FD1500	\$16.73	\$22.33	\$27.93	\$48,851.60
Firefighter/Paramedic*	FD1400	\$15.95	\$21.32	\$26.69	\$46,574.00
Firefighter/Paramedic - PT					
Paramedic - PT	FD1300	\$15.21	\$19.24	\$25.48	Varies
Engineer/AEMT*	FD1200	\$14.52	\$19.44	\$24.35	\$42,398.40
Engineer/EMT*	FD1100	\$13.85	\$18.56	\$23.27	\$40,442.00
Firefighter/AEMT*					
Firefighter/EMT*	FD1000	13.21	16.69	22.23	\$38,573.20
Firefighter/EMT- PT					
Firefighter*	FD900	12.57	16.69	21.15	\$36,704.40
Firefighter - PT					

Police Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Police Chief**	PD26	\$35.83	\$47.38	\$58.92	\$74,526.40
Police Captain**	PD20	\$26.86	\$35.62	\$44.37	\$55,868.80
Lieutenant Detective	PD17	\$23.26	\$30.90	\$38.54	\$48,380.80
Police Lieutenant					
Police Sergeant	PD15	\$21.15	\$28.13	\$35.10	\$43,992.00
Sergeant Detective					
Master Police Officer (MPO)	PD13	\$19.23	\$25.62	\$32.00	\$39,998.40
Emergency Management Coordinator	PD12	\$18.33	\$24.44	\$30.55	Varies
Police Officer					\$38,126.40
Administrative Assistant	PD8	\$15.17	\$20.30	\$25.42	\$31,553.60
Public Service Officer (PSO)					
Records Specialist					
Clerk	PD1	\$10.93	\$14.74	\$18.54	\$22,734.40

Public Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Public Services Superintendent**	PS26	\$35.83	\$47.38	\$58.92	\$74,526.40
Director of Senior Services	PS13	\$19.23	\$25.62	\$32.00	\$39,998.40
Parks & Facilities Supervisor					
Sanitation Supervisor					
Street & Stormwater Supervisor					
Parks & Facilities Lead	PS11	\$17.48	\$23.33	\$29.17	\$36,358.40
Street & Stormwater Maintenance Worker III					
Sexton	PS10	\$16.68	\$22.27	\$27.86	\$34,694.40
Sanitation Driver	PS9	\$15.90	\$21.25	\$26.60	\$33,072.00
Street & Stormwater Maintenance Worker II					
Administrative Assistant	PS8	\$15.17	\$20.30	\$25.42	\$31,553.60
Parks & Facilities Maintenance Worker	PS7	\$14.47	\$19.38	\$24.28	\$30,097.60
Street & Stormwater Maintenance Worker I					
Sanitation Collector	PS6	\$13.81	\$18.51	\$23.21	\$28,724.80
Head Cook	PS4	\$12.57	\$16.89	\$21.20	\$26,145.60
Horticulturalist					
Cook/Driver	PS3	\$11.99	\$16.13	\$20.27	\$24,939.20
Director of Northwest Community Center & Hogan					
Temporary/Seasonal Grounds Maintenance Worker	PS1	\$10.93	\$14.74	\$18.54	Varies
Temporary/Seasonal Horticulturalist					
Burn Pit Attendant					

*\*Positions working 2920 hours annually*

*\*\*Positions Salaried, Exempt*