

**CITY OF ARKANSAS CITY MASTER WAGE PLAN
ADOPTED BY THE GOVERNING BODY
OF THE CITY OF ARKANSAS CITY
ON FEBRUARY 21, 2023 TO BE EFFECTIVE MARCH 11, 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	\$30.52	\$39.35	\$48.17	\$63,481.60
Human Resources Director**	CM20	\$26.36	\$34.05	\$41.75	\$54,828.80
Building Official**					
Information Technology (IT) Manager**	CM18	\$23.90	\$30.93	\$37.96	\$49,712.00
Municipal Project Manager**					
Communications Director**	CM17	\$22.76	\$29.48	\$36.20	\$47,340.80
City Clerk					
Accountant	CM16	\$21.68	\$28.10	\$34.52	\$45,094.40
Principal Planner					
Combination Inspector	CM10	\$16.18	\$21.10	\$26.03	\$33,654.40
Administrative Assistant	CM8	\$14.67	\$19.19	\$23.71	\$30,513.60
Deputy City Clerk					
Human Resources Assistant					
Municipal Court Clerk	CM6	\$13.31	\$17.46	\$21.61	\$27,684.80
Animal Control/Nuisance Abatement Officer					

Environmental Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Environmental Services Superintendent**	ES26	\$35.33	\$45.47	\$55.61	\$73,486.40
Wastewater Treatment Plant Supervisor	ES16	\$21.68	\$28.10	\$34.52	\$45,094.40
Water Distribution & Collection Supervisor					
Water Treatment Facility Supervisor	ES12	\$17.83	\$23.21	\$28.59	\$37,086.40
Distribution & Collection Maintenance Worker III					
Wastewater Treatment Plant Operator	ES10	\$16.18	\$21.10	\$26.03	\$33,654.40
Water Treatment Facility Operator					
Distribution & Collection Maintenance Worker II	ES9	\$15.40	\$20.12	\$24.83	\$32,032.00
Distribution & Collection Maintenance Worker I	ES7	\$13.97	\$18.30	\$22.63	\$29,057.60
Meter Technician	ES6	\$13.31	\$17.46	\$21.61	\$27,684.80
Temporary/Seasonal Hydrant Flusher	ES1	\$10.43	\$13.79	\$17.16	\$21,694.40

Fire/EMS Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Fire/Emergency Medical Services (EMS) Chief**	FD26	\$35.33	\$45.47	\$55.61	\$73,486.40
Division Chief of EMS**	FD19	\$25.10	\$32.45	\$39.81	\$52,208.00
Division Chief of Fire Prevention**					
Division Chief of Training**	FD8	\$14.67	\$19.19	\$23.71	\$30,513.60
Administrative Assistant					
Fire/Emergency Medical Services (EMS) Captain*	FD1700	\$17.88	\$23.28	\$28.67	\$52,209.60
Fire/Emergency Medical Services (EMS) Lieutenant*	FD1600	\$17.03	\$22.19	\$27.35	\$49,727.60
Engineer/Paramedic*	FD1500	\$16.23	\$21.17	\$26.10	\$47,391.60
Firefighter/Paramedic*	FD1400	\$15.45	\$20.19	\$24.92	\$45,114.00
Firefighter/Paramedic - PT					
Paramedic - PT	FD1300	\$14.71	\$19.24	\$23.77	Varies
Engineer/Advanced Emergency Medical Technician (AEMT)*	FD1200	\$14.02	\$18.36	\$22.69	\$40,938.40
Engineer/Emergency Medical Technician (EMT)*	FD1100	\$13.35	\$17.51	\$21.66	\$38,982.00
Firefighter/Advanced Emergency Medical Technician (AEMT)*					
Firefighter/Emergency Medical Technician (EMT)*	FD1000	12.71	16.69	20.67	\$37,113.20
Firefighter/Emergency Medical Technician (EMT) - PT					

Police Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Police Chief**	PD26	\$35.33	\$45.47	\$55.61	\$73,486.40
Police Captain**	PD20	\$26.36	\$34.05	\$41.75	\$54,828.80
Lieutenant Detective	PD17	\$22.76	\$29.48	\$36.20	\$47,340.80
Police Lieutenant					
Police Sergeant	PD15	\$20.65	\$26.79	\$32.93	\$42,952.00
Sergeant Detective					
Master Police Officer (MPO)	PD13	\$18.73	\$24.35	\$29.97	\$38,958.40
Emergency Management Coordinator	PD12	\$17.83	\$23.21	\$28.59	Varies
Police Officer					\$37,086.40
Administrative Assistant	PD8	\$14.67	\$19.19	\$23.71	\$30,513.60
Public Service Officer (PSO)					
Records Specialist	PD1	\$10.43	\$13.79	\$17.16	\$21,694.40
Clerk					

Public Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Public Services Superintendent**	PS26	\$35.33	\$45.47	\$55.61	\$73,486.40
Director of Senior Services	PS13	\$18.73	\$24.35	\$29.97	\$38,958.40
Parks & Facilities Supervisor					
Sanitation Supervisor					
Street & Stormwater Supervisor	PS11	\$16.98	\$22.13	\$27.28	\$35,318.40
Parks & Facilities Lead					
Street & Stormwater Maintenance Worker III	PS10	\$16.18	\$21.10	\$26.03	\$33,654.40
Sexton					
Sanitation Driver	PS9	\$15.40	\$20.12	\$24.83	\$32,032.00
Street & Stormwater Maintenance Worker II					
Administrative Assistant	PS8	\$14.67	\$19.19	\$23.71	\$30,513.60
Parks & Facilities Maintenance Worker	PS7	\$13.97	\$18.30	\$22.63	\$29,057.60
Street & Stormwater Maintenance Worker I					
Sanitation Collector	PS6	\$13.31	\$17.46	\$21.61	\$27,684.80
Head Cook	PS4	\$12.07	\$15.88	\$19.69	\$25,105.60
Horticulturalist					
Cook/Driver	PS3	\$11.49	\$15.14	\$18.80	\$23,899.20
Director of Northwest Community Center & Hogan					
Temporary/Seasonal Grounds Maintenance Worker	PS1	\$10.43	\$13.79	\$17.16	Varies
Temporary/Seasonal Horticulturalist					
Burn Pit Attendant					

*Positions working 2920 hours annually

**Positions Salaried, Exempt