

**CITY OF ARKANSAS CITY
PAY ORDINANCE
ORDINANCE NO. 2024-04-XXXX
EFFECTIVE APRIL 20, 2024**

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	\$42.35	\$53.67	\$64,521.60
Human Resources Director**					
Neighborhood Services Director**	CM20	\$26.86	\$36.73	\$46.59	\$55,868.80
Information Technology (IT) Manager**					
Municipal Project Manager**	CM18	\$24.40	\$33.40	\$42.40	\$50,752.00
Communications Director**					
City Clerk	CM17	\$23.26	\$31.87	\$40.47	\$48,380.80
Accountant	CM16	\$22.18	\$30.40	\$38.62	\$46,134.40
Principal Planner					
Combination Inspector	CM10	\$16.68	\$22.97	\$29.25	\$34,694.40
Administrative Assistant					
Customer Service Specialist	CM8	\$15.17	\$20.93	\$26.69	\$31,553.60
Human Resources Assistant					
Municipal Court Clerk					

Police Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Police Chief**	PD26	\$35.83	\$48.85	\$61.87	\$74,526.40
Police Captain**	PD20	\$26.86	\$36.73	\$46.59	\$55,868.80
Lieutenant Detective	PD17	\$23.26	\$31.87	\$40.47	\$48,380.80
Police Lieutenant					
Police Sergeant	PD15	\$21.15	\$29.01	\$36.86	\$43,992.00
Sergeant Detective					
Master Police Officer (MPO)	PD13	\$19.23	\$26.42	\$33.60	\$39,998.40
Emergency Management Coordinator - PT					Varies
Police Officer	PD12	\$18.33	\$25.21	\$32.08	\$38,126.40
Police Officer - PT Police Officer - PRN					Varies
Administrative Assistant					
Evidence Clerk	PD8	\$15.17	\$20.93	\$26.69	\$31,553.60
Records Specialist					
Animal Control Office (ACO)	PD6	\$13.81	\$18.52	\$24.38	\$28,724.80
Clerk	PD1	\$10.93	\$15.20	\$19.47	\$22,734.40

Environmental Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Environmental Services Superintendent**	ES26	\$35.83	\$48.85	\$61.87	\$74,526.40
Assistant Environmental Services Superintendent**	ES23	\$31.02	\$41.07	\$53.67	\$64,521.60
Wastewater Treatment Plant Supervisor					
Water Distribution & Collection Supervisor	ES16	\$22.18	\$30.40	\$38.62	\$46,134.40
Water Treatment Facility Supervisor					
Distribution & Collection Maintenance Worker III	ES12	\$18.33	\$25.21	\$32.08	\$38,126.40
Wastewater Treatment Plant Operator					
Water Treatment Facility Operator	ES10	\$16.68	\$22.97	\$29.25	\$34,694.40
Distribution & Collection Maintenance Worker II	ES9	\$15.90	\$21.92	\$27.93	\$33,072.00
Distribution & Collection Maintenance Worker I	ES7	\$14.47	\$19.98	\$25.49	\$30,097.60
Meter Technician	ES6	\$13.81	\$19.10	\$24.38	\$28,724.80
Temporary/Seasonal Hydrant Flusher	ES1	\$10.93	\$15.20	\$19.47	\$22,734.40

Public Services Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Public Services Superintendent**	PS26	\$35.83	\$48.85	\$61.87	\$74,526.40
Director of Senior Services					
Parks & Facilities Supervisor	PS13	\$19.23	\$26.42	\$33.60	\$39,998.40
Sanitation Supervisor					
Street & Stormwater Supervisor					
Parks & Facilities Lead	PS11	\$17.48	\$24.06	\$30.63	\$36,358.40
Street & Stormwater Maintenance Worker III					
Sexton	PS10	\$16.68	\$22.97	\$29.25	\$34,694.40
Sanitation Driver					
Street & Stormwater Maintenance Worker II	PS9	\$15.90	\$21.92	\$27.93	\$33,072.00
Stormwater Maintenance Worker II					
Administrative Assistant	PS8	\$15.17	\$20.93	\$26.69	\$31,553.60
Parks & Facilities Maintenance Worker	PS7	\$14.47	\$19.98	\$25.49	\$30,097.60
Street & Stormwater Maintenance Worker I					
Sanitation Collector	PS6	\$13.81	\$18.52	\$24.38	\$28,724.80
Head Cook	PS4	\$12.57	\$17.42	\$22.26	\$26,145.60
Horticulturalist					
Cook/Driver	PS3	\$11.99	\$16.64	\$21.28	\$24,939.20
Director of Northwest Community Center & Hogan					
Temporary/Seasonal Grounds Maintenance Worker	PS1	\$10.93	\$15.20	\$19.47	Varies
Temporary/Seasonal Horticulturalist					

Fire/EMS Department					
Position	Range	MIN	MID	MAX	Minimum Annual
Fire/EMS Chief**	FD26	\$35.83	\$48.85	\$61.87	\$74,526.40
EMS Director**					
Fire Marshal**	FD19	\$25.60	\$35.02	\$44.44	\$53,248.00
Training Officer**					
Administrative Assistant	FD8	\$15.17	\$20.93	\$26.69	\$31,553.60
Fire/EMS Captain*	FD1700	\$18.38	\$25.27	\$32.16	\$53,669.60
Fire/EMS Lieutenant*	FD1600	\$17.53	\$24.12	\$30.70	\$51,187.60
Engineer/Paramedic*	FD1500	\$16.73	\$23.03	\$29.33	\$48,851.60
Firefighter/Paramedic*	FD1400	\$15.95	\$21.99	\$28.02	\$46,574.00
Firefighter/Paramedic - PT Firefighter/Paramedic - PRN					Varies
Paramedic - PT Paramedic - PRN	FD1300	\$15.21	\$19.24	\$26.75	Varies
Engineer/AEMT*	FD1200	\$14.52	\$20.05	\$25.57	\$42,398.40
Engineer/EMT*					
Firefighter/AEMT*	FD1100	\$13.85	\$19.14	\$24.43	\$40,442.00
Firefighter/AEMT - PT Firefighter/AEMT - PRN					Varies
Firefighter/EMT*	FD1000	13.21	16.69	23.34	\$38,573.20
Firefighter/EMT - PT Firefighter/EMT - PRN					Varies
Firefighter*	FD900	12.57	16.69	22.21	\$36,704.40
Firefighter - PT Firefighter - PRN					Varies

*Positions working 2920 hours annually

**Positions Salaried, Exempt