



CITY OF SPRINGDALE

REQUEST FOR PROPOSALS (RFP)

COMPENSATION CONSULTANT

Deadline: Thursday, April 23, 2026 before 4:00 p.m. CST

Date of Issue and Advertisement: March 26, 2026

NOTICE TO PROPOSERS

Sealed proposals will be received by the City of Springdale, Arkansas, at 201 Spring St, Springdale, AR until 4:00 p.m. CST on Thursday, April 23, 2026, at which time proposals duly delivered and submitted will be considered for the Request for Proposals for Compensation Consultant.

All proposals must be prepared and signed by the Proposer in the form attached hereto. **THESE INSTRUCTIONS MUST BE RETURNED IN THEIR ENTIRETY WITH EACH PAGE INITIALED BY THE PROPOSER.**

DELIVERY OF PROPOSALS

Late proposals shall not be accepted. Any proposal received after the stated closing time will be returned unopened. Respondents wishing to be considered in the selection process must submit two (2) copies of their proposal to:

City of Springdale
Human Resources
c/o Katherine Bowen
201 Spring Street
Springdale, AR 72764

The proposal package must be clearly marked with your company's name of the cover as follows:

RFP for Compensation Consultant
Proposer's Name
Contact person phone number and email address
Proposer's address

RIGHT TO REJECT

Until the final award by the City, the City reserves the right to reject any and/or all proposals, to waive technicalities, and to proceed otherwise when the best interests of the City will be realized. Costs incurred in the preparation of a proposal are the sole responsibility of the Proposer.

OPEN RECORDS ACT

The City is subject to the Arkansas Freedom of Information Act (“the Act”), a state law that may require the City to make the information provided in response to this Request for Proposal available to the public upon request following award. If a Proposer submits information to the City in response to this RFP that the Proposer believes to constitute a proprietary trade secret or other confidential information, the Proposer must identify such information and mark it as “CONFIDENTIAL” or “PROPRIETARY,” as may be applicable, within the proposal and on each page on which the information appears. In the event the City receives a request for disclosure of information in any proposal that has been identified by the Proposer as confidential or a proprietary trade secret, the City will notify the Proposer in accordance with the provisions of the Act; however, it shall be the sole responsibility of the Proposer, at the Proposer’s sole cost, to comply with the Act’s provisions relating to the submission of a request to the Arkansas Attorney General for an opinion regarding the exemption from disclosure of such information to the public pursuant to the Act.

PROPOSER CONTACT WITH CITY

To ensure an objective, orderly award process that provides all potential Proposers an equal opportunity to compete for and win city business, the following requirements will be enforced during the proposal process:

All requests for information will be made in writing to: **Katherine Bowen, HR Director at kbowen@springdalear.gov**

Replies to all pertinent requests for information will be sent in the form of an addendum to all who successfully submit a proposal within the deadline. No direct contact with or lobbying of city management, members of the RFP evaluation committee, or the Springdale City Council will be permitted during the RFP process after the RFP is released to the public.

No gifts, lunches, or other gratuities will be accepted by City during the RFP process. Vendors not complying with the above requirements will be disqualified from consideration.

1. INTRODUCTION

The City of Springdale, hereinafter referred to as “the City”, is seeking proposals for comprehensive classification, compensation, and benefit reviews with recommendations for pay plans for non-uniformed personnel, as well as uniformed personnel (police and fire), that are internally equitable and are externally competitive.

The City desires to implement classification and compensation plans that are legally defensible, support objective measurement of compensable factors and maintain internal equity. Our compensation philosophy is designed as a strategy to support the City’s commitment to recruiting, rewarding, retaining, and motivating an excellent workforce. This is accomplished through competitive and equitable pay plans, practices and benefit offerings. The scope of work within this document requires the development of strategies, policies and practices necessary to carry out the total compensation philosophy. The City encourages all responding firms to propose any services they recommend, to achieve these objectives that are not specifically requested herein.

2. CURRENT PROGRAMS

The City of Springdale is located in Northwest Arkansas and has approximately 90,000 citizens. Springdale is located in both Benton and Washington county, and is part of the Fayetteville-Springdale-Rogers, AR-MO MSA (Metropolitan Statistical Area), with a population of over 570,000. The City of Springdale operates under a Mayor-Council form of government.

The City’s 2026 budget provides for 668 full-time positions and approximately 100 part-time and seasonal positions. Within these authorized positions are 236 active job descriptions. **Reference Appendix A – Job Titles and Grades.**

They City previously utilized Trainery1 Comp builder (formerly DB Compensation) 15 factor job rating system for job evaluations. This system has been in place since 2007. The development of the City’s current compensation philosophy, pay grids, and compensation policies were facilitated by JerHR (formerly Johanson Group) consultants.

a. **Pay Plans:**

- i. The City currently has three (3) separate pay plans, one grade and step table for non-uniformed employees, and a separate grade and step table respectively for uniformed Police and Fire employees.
 1. Reference Appendix B – Non-uniform pay table
 2. Reference Appendix C – Uniformed Police Department pay table
 3. Reference Appendix D – Uniformed Fire Department pay table
- ii. These groups are comprised of approximately 338 non-uniformed employees, 161 uniformed police personnel and 169 uniformed fire personnel. Uniformed police and fire department employees are covered by the Civil Service Rules and Regulations for selection and promotion.

b. Benefits:

- i. The City offers two (2) healthcare plans, one plan is a PPO and the other is a high deductible with HSA plan.
- ii. There are two (2) retirement plan options; one plan is for full-time and some eligible part-time employees, the other plan is for uniformed employees.
- iii. The City provides paid holidays and accrual of paid leave to eligible full-time employees.
- iv. Additional benefits the City offers are dental and vision coverage, flexible spending account, health savings account, dependent care account, life insurance, short term and long-term disability coverage, AD&D insurance and supplemental life insurance.

3. SCOPE OF WORK

The scope of work in this section has been provided to communicate the work which the City believes is critical for success of this project. In the event a Proposer believes a different approach or different steps should be taken, the Proposer shall clearly provide differences in a clear and precise manner to the City with its RFP response.

- a. Review and evaluate the City's current compensation philosophy and facilitate the development of an updated and competitive compensation philosophy.
- b. Review current survey methodology and provide recommendations on future survey methodology to include frequency of surveys and benchmark data sources.
- c. Conduct a comprehensive total compensation survey following the adopted philosophy and methodology.
- d. Conduct a total compensation analysis to provide the City with an accurate assessment of how its compensation plan compares with their selected labor market. The total compensation analysis includes the employer cost for benefits, including but not limited to base salary, certification pay, incentive pay, health/dental/vision/life insurance, retirement contributions, and other benefits provided to employees.
- e. Conduct an analysis of leave benefits including holidays, sick leave, and vacation leave.
- f. Assist in the development of strategy for implementing the compensation recommendations and plan.
- g. Provide ongoing consultation and support for the maintenance of classification specifications and pay plans for five (5) year term from date of award to the City of Springdale. Ongoing consultation and support shall be for typical standard support as it relates to the City understanding the consultant's software and utilizing such software to its fullest capacity. Identify terms of renewal. The City of Springdale at its discretion shall determine the terms of the contract.

- i. Out of scope work shall be priced separate, post contract, as needed for unforeseen circumstances such as reorganizations, organizational chart restructuring, adding departments or divisions, etc.
- h. Present data/study to appropriate personnel, key stakeholders and City Council.
- i. Each Proposer shall provide pricing via an annual rate along with a scope of work detailing what is included with the annual fee.

4. SUMMARY OF REQUIRED SIGNIFICANT DELIVERABLES

This list is a summary of significant project deliverables. It is not representative of every deliverable the City expects from the selected consultant.

- a. Salary survey and benefit analysis reports, provided based on proposed and approved frequency determined;
- b. Evaluation of each job description;
- c. Fire grade/step pay plan;
- d. Police grade/step pay plan;
- e. Non-uniformed grade/step pay plan;
- f. Policies, practices, and processes to administer and maintain the system;
- g. Communication materials and employee educational meetings as needed;
- h. HR staff training for job evaluations/analysis;

5. ALTERNATES TO THE REQUIRED SPECIFICATIONS

Specifications contained herein are the minimum level of service to be provided. If a Proposer wishes to propose a higher level of service or an innovative method that will benefit the City and its workforce, they should first include a proposal on base services as described in this RFP and then propose the innovative service as an alternative to the base service so that the City may determine the best option. The description of the alternative service should be provided with the proposal submission.

6. SUBMITTAL REQUIREMENTS

The Proposer shall provide adequate information that will render it qualified and capable of effectively accomplishing the scope of services. The proposal will be reviewed by a Selection Committee which could include ranking. Since there is no assurance of the Proposer having any other opportunity to communicate its ability, the proposal response shall negate any ambiguity with respect to the Proposer's ability and approach. All respondents shall submit the following information with submittal, at a minimum:

- a. Methods and Approach – Describe expected approach and identify each task. Describe the anticipated interaction with the City and a description of the method(s) which will be used to successfully accomplish the project. Provide a detailed timeline of the anticipated schedule for completing each task.
- b. Scope of Work/Deliverables – Provide deliverables for the Scope of Work outlined by the City in this RFP.
- c. Qualifications and Experience – Provide relevant information regarding previous experience related to developing similar projects or contracts completed on behalf of cities or counties with the State of Arkansas or for other public entities outside of Arkansas during the past five (5) years. References in relation to similar projects is required. Proposals shall also provide information for all entities in which they are presently or have been engaged with during the past five (5) years. All proposers shall submit a minimum of three (3) governmental references, with work relationships within the past five (5) years. Provide in this section, the company's primary business interest and/or operations including any affiliations.
- d. List of Project Personnel – The Proposer shall provide a description of its staff and workforce that will be assigned to effectively facilitate the requirements of this project. This description shall include, at a minimum, the number of employees and an organizational chart reflecting responsibilities. It is the desire of the City that senior level strategic input is provided at all stages of the project.
 - i. Resumes shall be no more than one page (a page being defined as a single sided document), and shall include, at minimum:
 - 1. Position title for each person assigned to this project;
 - 2. Tenure with Proposer for each person assigned to this project;
 - 3. Education of each person;
 - 4. Experience of each person;
 - 5. Any other pertinent information related to this project.
- e. Availability – Proposers shall describe the availability of project personnel and company to participate in this project.
- f. Listing of all Fees – The Proposer shall clearly itemize and provide a list of all fees to cover the requested scope of work and deliverables. The Proposer shall also provide an hourly rate for any additional work which is not included in the scope of work.
 - i. Fee proposal shall clearly set forth the basis for the time and fees to be charged for the work proposed and at a minimum should contain the following information:
 - 1. Estimate of the number of hours to complete scope of services;
 - 2. Hourly rates for performing such services as indicated above;
 - 3. Any and all costs associated with this study including any tools to be used. This shall include any software fees as well as applicable annual maintenance fees. Software pricing (initial fees and ongoing) shall include the City being able to stay on the most up to date version of the software;
 - 4. Total firm fixed cost to complete this study, including payment schedule;
 - 5. Pricing for bi-annual surveys.

- ii. The City of Springdale shall not be liable for any expense incurred in connection with preparation of a response to this document. In addition, the City of Springdale shall reserve the right to accept any part or the Proposer's entire fee schedule and to negotiate any charges contained therein, unless otherwise qualified by the Proposer.

7. PROPOSAL FORMAT

- a. **Executive Summary:** Prefacing the proposal shall be an Executive Summary of three (3) pages or less, providing in concise terms a summation of the proposal and bearing the signature of an individual authorized to bind the firm.
- b. **Structure of Proposal:** Responses shall be organized in the following format and informational sequence:
 - i. **Business Organization:** The proposal shall include relevant historical data and identification of the office or subordinate element which will perform the work contemplated herein. The owners and principal management personnel of the firm shall be identified fully.
 - ii. **Concept and Solution:** The respondent's understanding of the tasks presented shall be defined in detail and proposed solutions outlined. A description of the firm's strengths in the marketplace should be included. Any restrictions or limitations should be defined.
 - iii. **Program:** The respondent's technical plan to accomplish the work shall be presented, including time-related displays, graphs, and charts showing tasks, subtasks, milestones, and decision points, including the point at which deliverable reports will be provided.
 - iv. **Account Team Personnel:** The names and titles of the team proposed for assignment to the City's account shall be identified in full, with a description of team leadership, interface and support function, and reporting relationships, along with individual backgrounds of personnel who will be actively engaged in work related to the account. The primary work assigned to each person and the corresponding amount of time should be indicated. This section shall include any proposed third parties or sub consultants.
 - v. **Corporate Experience:** Relevant public sector experience and client references shall be presented in detail, with all experience cited to be recent in time and to have been performed, to a considerable degree, by members of the proposed account team. Emphasis shall be given to identifying comparable services for public sector organizations. For each client reference, the scope of service, time performed, and name, title, address, and phone number of the principal contact person should be shown.
 - vi. **Authorized Negotiator:** The proposal shall provide the name, title, address, and phone number of the person authorized to negotiate contract terms and render binding decisions on contract matters.

- vii. **Cost Proposal/Financing Plan:** The City seeks full disclosure for all cost and revenue structures. This includes fiscal feasibility and financial stability. A financial analysis, including comprehensive risk assessment shall be conducted and submitted with response to ensure the proposed partnership meets the fiscal needs of the project with an acceptable level of risk. The proposal should include the initial and long-term cost for services provided. The cost proposal should identify and explain the billing process to be used. The cost proposal shall include a not-to-exceed rate guarantee for subsequent years. Include any implementation fees which will be charged to the City of Springdale for the initial year, if applicable, as a separate identifiable cost item.

8. PROPOSAL CONTENT

Proposals shall be prepared simply and economically, providing a straightforward, concise description of its ability to meet the requirements for the project. Fancy bindings, colored displays, and promotional material are not required. Emphasis should be on completeness and clarity of content.

9. SELECTION PROCESS/CRITERIA

The City of Springdale will evaluate the proposals and make a recommendation to either select a provider based on the proposals alone or to interview a “short list” of providers. If interviews are to be held, the City will communicate with all providers informing them whether said firm has been removed from further consideration, or whether they are still a candidate, along with details of the interview process.

- 1) 20% **Qualifications in Relation to Specific Project to be Performed:** Information reflecting qualifications of the firm. Indicated specialized experience and technical competence of the firm in connection with the type and complexity of the service required. Subcontractors and/or subconsultants, if used, shall be listed with information on their organization.
- 2) 25% **Experience, Competence, and Capacity for Performance:** Information reflecting the names, titles, and qualifications (including experience and technical competence) of the major personnel assigned to this specific project. This will include but is not limited to quality of representative projects and financial capacity to complete and deliver the project.
- 3) 25% **Proposed Method of Doing Work:** A proposed work plan (description of how the project would be conducted as well as other facts concerning approach to scope you wish to present) indicating methods and schedules for accomplishing scope of work. Include with this the amount of work presently underway.
- 4) 20% **Past Performance:** Previous evaluations shall be considered a significant factor. If previous evaluations with the City are not available, the professional firm’s past performance records with the City and others will be used, including quality of work, timely performance, diligence, and any other pertinent information. Firm will provide a list of similar jobs performed and person whom the City can contact for information.

- 5) 10% **Cost/Fees:** Proposer shall provide a total listing of any fee the City could be charged. A fee shall be included for the presented scope of work as well as any other additional fee(s). All fees shall be clearly identified with RFP response and be itemized as much as possible.

Following selection of the best proposal, the City of Springdale will negotiate contractual terms, level of effort and scope of services; and upon successful negotiations, an award will be recommended by the City of Springdale. Contract award will be made to the provider whose proposal best complies with the Request for Proposal and will be the most advantageous to the City of Springdale. The City, depending upon the thoroughness of the proposals, may, at its sole option, award a contract based upon the initial proposal submittal. Do not assume there will be an opportunity for submittal of additional information. Submit your proposals as if it were “best and final offer.

10. ADDITIONAL DOCUMENTS AND INFORMATION

The following documents are included with this solicitation as additional information:

- a. Appendix A – Job titles and Grades
- b. Appendix B – Non-uniform pay table
- c. Appendix C – Uniformed Police Department pay table
- d. Appendix D – Uniformed Fire Department pay table

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Account Clerk	Administration	City Clerk's Office	F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Account Specialist	Administration	City Clerk's Office	F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Accountant	Administration	City Clerk's Office	F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Accountant-Grants/Bonds	Administration	City Clerk's Office	F	24	Non-Exempt	\$59,541	\$89,311	Non-Uniform
Accounts Payable Specialist	Administration	City Clerk's Office	F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Assistant Finance Director	Administration	City Clerk's Office	F	31	Exempt	\$89,222	\$133,833	Non-Uniform
City Clerk/Treasurer	Administration	City Clerk's Office	F	-	Elected		\$123,231	Non-Uniform
Finance Director	Administration	City Clerk's Office	F	96	Exempt	\$98,017	\$147,024	Non-Uniform
Payroll Manager	Administration	City Clerk's Office	F	24	Exempt	\$59,541	\$89,311	Non-Uniform
Assistant HR Director	Administration	Human Resources	F	28	Exempt	\$76,030	\$114,045	Non-Uniform
Benefits Administrator	Administration	Human Resources	F	23	Exempt	\$57,342	\$86,013	Non-Uniform
HR Coordinator	Administration	Human Resources	F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
HR Director	Administration	Human Resources	F	95	Exempt	\$93,620	\$140,429	Non-Uniform
HR Generalist	Administration	Human Resources	F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Chief of Staff	Administration		F	100	Exempt	\$115,606	\$173,408	Non-Uniform
City Council	Administration		P	-	Elected		\$14,307	Non-Uniform
Custodian	Administration		F	12	Non-Exempt	\$33,157	\$49,477	Non-Uniform
Deputy Chief of Staff	Administration		F	30	Exempt	\$84,825	\$127,237	Non-Uniform
Executive Assistant	Administration		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Information Specialist	Administration		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Maintenance II	Administration		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Maintenance Supervisor	Administration		F	22	Exempt	\$55,143	\$82,715	Non-Uniform
Mayor	Administration		F	-	Elected		\$175,902	Non-Uniform
Secretary/Receptionist	Administration		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Animal Caretaker	Animal Services		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Animal Services Director	Animal Services		F	30	Exempt	\$84,825	\$127,237	Non-Uniform
Animal Technician	Animal Services		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Assistant Manager	Animal Services		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
Building Inspector	Building		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Chief Building Inspector/Plans Examiner	Building		F	24	Exempt	\$59,541	\$89,311	Non-Uniform
Chief Building Official	Building		F	95	Exempt	\$93,620	\$140,429	Non-Uniform
Life Safety/Fire Plans Examiner	Building		F	24	Non-Exempt	\$59,541	\$89,311	Non-Uniform
Permit Clerk	Building		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Special Projects Coordinator	Building		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Administrative Assistant/Paralegal	City Attorney		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
City Attorney	City Attorney		F	-	Elected		\$161,150	Non-Uniform
Deputy City Attorney	City Attorney		F	28	Exempt	\$76,030	\$114,045	Non-Uniform
File/Discovery Clerk	City Attorney		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Hot Check/Restitution Admin	City Attorney		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Investigator	City Attorney		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Secretary/Receptionist	City Attorney		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Victim Advocate/Case Coordinator	City Attorney		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Chief Deputy Court Clerk	District Court		F	20	Exempt	\$50,746	\$76,119	Non-Uniform
Court Clerk	District Court		F	25	Exempt	\$62,838	\$94,258	Non-Uniform
Court Services Officer	District Court		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Deputy Court Clerk	District Court		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Deputy Court Clerk	District Court		P	-	Non-Exempt			Non-Uniform
Division Chief	District Court		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Active Transportation Coordinator	Engineering		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Deputy Director of Engineering	Engineering		F	29	Exempt	\$80,479	\$120,641	Non-Uniform
Development Construction Coordinator	Engineering		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
Engineering Director	Engineering		F	98	Exempt	\$106,811	\$160,216	Non-Uniform
Engineering Technician	Engineering		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Senior Projects Manager	Engineering		F	28	Exempt	\$76,030	\$114,045	Non-Uniform
Special Projects Administrator	Engineering		F	26	Exempt	\$67,235	\$100,853	Non-Uniform
Special Projects Administrator/Infrastruct.	Engineering		F	26	Exempt	\$67,235	\$100,853	Non-Uniform
Stormwater/Floodplain Coordinator	Engineering		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Assistant Dispatch Manager	Fire	Dispatch	F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Dispatcher	Fire	Dispatch	F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Dispatcher	Fire	Dispatch	P	-	Non-Exempt			Non-Uniform
Dispatcher-Quality Control	Fire	Dispatch	F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Emergency Communications Director	Fire	Dispatch	F	26	Exempt	\$67,235	\$100,853	Non-Uniform
Senior Dispatcher	Fire	Dispatch	F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Administrative Assistant	Fire		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Administrative Assistant/Training	Fire		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Assistant Fire Chief	Fire		F	69	Exempt			Uniform
Battalion Chief	Fire		F	67	Non-Exempt			Uniform
Captain	Fire		F	65	Non-Exempt			Uniform

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Captain/Paramedic	Fire		F	66	Non-Exempt			Uniform
Civilian Fire Inspector	Fire		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Compliance & Accreditation Coordinator	Fire		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Fire Chief	Fire		F	100	Exempt	\$115,606	\$173,408	Non-Uniform
Fire Lead Mechanic	Fire		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Fire Mechanic	Fire		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Firefighter	Fire		F	61	Non-Exempt			Uniform
Firefighter-Driver	Fire		F	62	Non-Exempt			Uniform
Firefighter-Paramedic	Fire		F	63	Non-Exempt			Uniform
Firefighter-Paramedic/Driver	Fire		F	64	Non-Exempt			Uniform
Logistics Technician	Fire		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Receptionist/Collections Clerk	Fire		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
GIS Analyst	IT		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
GIS Manager	IT		F	26	Non-Exempt	\$67,235	\$100,853	Non-Uniform
GIS Technician	IT		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
IT Analyst	IT		F	26	Non-Exempt	\$67,235	\$100,853	Non-Uniform
IT Director	IT		F	96	Exempt	\$98,017	\$147,024	Non-Uniform
IT Manager	IT		F	29	Exempt	\$80,479	\$120,641	Non-Uniform
IT Support Coordinator	IT		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Network Administrator	IT		F	26	Non-Exempt	\$67,235	\$100,853	Non-Uniform
Technology Support - Intern	IT		P	-	Non-Exempt			Non-Uniform
Technology Support Specialist	IT		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Administrative Assistant	Library		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Assistant Director	Library		F	28	Exempt	\$76,030	\$114,045	Non-Uniform
Children's Librarian	Library		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Children's Multicultural Outreach Librarian	Library		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Children's Services Coordinator	Library		F	26	Exempt	\$67,235	\$100,853	Non-Uniform
Circulation Clerk	Library		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Circulation Clerk I	Library		P	-	Non-Exempt			Non-Uniform
Circulation Clerk II	Library		P	-	Non-Exempt			Non-Uniform
Circulation Supervisor	Library		F	18	Exempt	\$46,349	\$69,523	Non-Uniform
Information Assistant	Library		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Library Director	Library		F	96	Exempt	\$98,017	\$147,024	Non-Uniform
Library Technology Director	Library		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Marketing Director	Library		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Multicultural Outreach Librarian	Library		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Operations Coordinator	Library		F	24	Exempt	\$59,541	\$89,311	Non-Uniform
Reference Librarian	Library		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Social Worker Intern	Library		P	-	Non-Exempt			Non-Uniform
Young Adult Librarian	Library		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Collections Manager	Museum		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
Communication/Marketing Manager	Museum		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Creative Services Manager	Museum		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Curator	Museum		F	25	Exempt	\$62,838	\$94,258	Non-Uniform
Development & Volunteer Manager	Museum		F	25	Exempt	\$62,838	\$94,258	Non-Uniform
Education & Visitor Services Manager	Museum		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Education Manager	Museum		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Exhibit Developer	Museum		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
Exhibits Manager	Museum		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Historian	Museum		F	20	Non-Exempt	\$50,746	\$76,119	Non-Uniform
Maintenance/Groundskeeper	Museum		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Museum Director	Museum		F	95	Exempt	\$93,620	\$140,429	Non-Uniform
Program Manager	Museum		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Project Manager	Museum		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Weekend Receptionist	Museum		P	-	Non-Exempt			Non-Uniform
Code Enforcement Officer	Neighborhood Svcs		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Director of Neighborhood Services	Neighborhood Svcs		F	29	Exempt	\$80,479	\$120,641	Non-Uniform
Senior Code Enforcement Officer	Neighborhood Svcs		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Admissions Worker	Parks & Recreatic Aquatic Center		P	-	Non-Exempt			Non-Uniform
Assistant Pool Manager	Parks & Recreatic Aquatic Center		P	-	Non-Exempt			Non-Uniform
Lifeguard	Parks & Recreatic Aquatic Center		P	-	Non-Exempt			Non-Uniform
Pool Manager	Parks & Recreatic Aquatic Center		P	-	Non-Exempt			Non-Uniform
Administrative Assistant	Parks & Recreation		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Assistant Maintenance Crew Lead	Parks & Recreation		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Building Maintenance Supervisor	Parks & Recreation		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Concession Manager	Parks & Recreation		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Concession Stand Worker	Parks & Recreation		P	-	Non-Exempt			Non-Uniform
Custodian	Parks & Recreation		F	12	Non-Exempt	\$33,157	\$49,477	Non-Uniform

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Facilities Manager	Parks & Recreation		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Field Crew Lead	Parks & Recreation		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Front Desk Shift Leader	Parks & Recreation		F	12	Non-Exempt	\$33,157	\$49,477	Non-Uniform
Front Desk Worker	Parks & Recreation		P	-	Non-Exempt			Non-Uniform
Maintenance Crew Lead	Parks & Recreation		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Maintenance I-Sanitation	Parks & Recreation		F	12	Non-Exempt	\$33,157	\$49,477	Non-Uniform
Maintenance Specialist-Aquatics	Parks & Recreation		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Maintenance Specialist-Horticulture	Parks & Recreation		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Maintenance Specialist-Turf/Fields	Parks & Recreation		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Marketing Director/Special Events	Parks & Recreation		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Parks & Recreation Director	Parks & Recreation		F	96	Exempt	\$98,017	\$147,024	Non-Uniform
Parks Maintenance II	Parks & Recreation		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Parks Superintendent	Parks & Recreation		F	27	Exempt	\$71,633	\$107,449	Non-Uniform
Program Assistant	Parks & Recreation		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Program Coordinator	Parks & Recreation		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Recreation Superintendent	Parks & Recreation		F	27	Exempt	\$71,633	\$107,449	Non-Uniform
Trails Crew Lead	Parks & Recreation		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
CDBG Housing Rehab Specialist	Planning CDBG		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
CDBG Program Manager	Planning CDBG		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Administrative Assistant	Planning		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Assistant Director/Planning Coordinator	Planning		F	24	Exempt	\$59,541	\$89,311	Non-Uniform
Planner II	Planning		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Planning Director	Planning		F	96	Exempt	\$98,017	\$147,024	Non-Uniform
Planning Technician	Planning		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Senior Planner	Planning		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Administrative Assistant/CID	Police		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Administrative Assistant/Police Chief	Police		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Administrative Assistant/Services	Police		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Animal Control Officer	Police		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Assistant Police Chief	Police		F	56	Exempt			Uniform
Assistant Records Manager	Police		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Building Security Officer	Police		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Captain	Police		F	55	Exempt			Uniform
Corporal	Police		F	52	Non-Exempt			Uniform

Appendix A

City of Springdale
Job Titles and Grades

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non-Uniformed
Crime Analyst	Police		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Crisis Intervention Specialist	Police		F	25	Exempt	\$62,838	\$94,258	Non-Uniform
Detective	Police		F	51	Non-Exempt			Uniform
Evidence Technician	Police		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Fleet Manager	Police		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Jailer	Police		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Law Enforcement Wellness Coordinator	Police		F	26	Exempt	\$67,235	\$100,853	Non-Uniform
Lead Animal Control Officer	Police		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Lieutenant	Police		F	54	Non-Exempt			Uniform
Police Chief	Police		F	100	Exempt	\$115,606	\$173,408	Non-Uniform
Police Mechanic	Police		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Police Officer	Police		F	51	Non-Exempt			Uniform
Police Support Specialist	Police		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Records Manager	Police		F	24	Exempt	\$59,541	\$89,311	Non-Uniform
Sergeant	Police		F	53	Non-Exempt			Uniform
Social Worker Intern	Police		P	-	Non-Exempt			Non-Uniform
Terminal Agency Coordinant	Police		F	17	Non-Exempt	\$44,150	\$66,225	Non-Uniform
Traffic Accident Investigator	Police		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Administrative Assistant	Public Works		F	16	Non-Exempt	\$41,952	\$62,927	Non-Uniform
Airport Manager	Public Works		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Concrete Finisher	Public Works		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Concrete Foreman	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Construction Foreman	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Construction Superintendent	Public Works		F	27	Exempt	\$71,633	\$107,449	Non-Uniform
Fleet Manager/Small Cell Permits	Public Works		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Heavy Equipment Operator II	Public Works		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Heavy Equipment Operator/CDL Trainer	Public Works		F	15	Non-Exempt	\$39,753	\$59,629	Non-Uniform
Heavy Equipment Operator-Sanitation	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Landscape Foreman	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Landscape Horticulturist	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Landscape Supervisor	Public Works		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Maintenance I	Public Works		F	12	Non-Exempt	\$33,157	\$49,477	Non-Uniform
Maintenance II	Public Works		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Maintenance II-Airport	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform

Appendix A

**City of Springdale
Job Titles and Grades**

Effective 01/01/2026

Job Title	Department	Division	F/T or P/T	Grade	FLSA	Minimum Salary	Maximum Salary	Uniform/ Non- Uniformed
Maintenance II-Landscape	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Maintenance II-Recycle Worker	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Mechanic	Public Works		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Public Works Director	Public Works		F	96	Exempt	\$98,017	\$147,024	Non-Uniform
Receptionist/Clerical	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Shop Supervisor	Public Works		F	25	Non-Exempt	\$62,838	\$94,258	Non-Uniform
Sign Foreman	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Signalization Foreman	Public Works		F	22	Non-Exempt	\$55,143	\$82,715	Non-Uniform
Signalization Supervisor	Public Works		F	26	Non-Exempt	\$67,235	\$100,853	Non-Uniform
Signalization Technician	Public Works		F	21	Non-Exempt	\$52,945	\$79,417	Non-Uniform
Signs & Markings Supervisor	Public Works		F	26	Non-Exempt	\$67,235	\$100,853	Non-Uniform
Signs/Markings Technician	Public Works		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Street Inspector	Public Works		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Truck Driver	Public Works		F	13	Non-Exempt	\$35,356	\$53,034	Non-Uniform
Administrative Specialist	Senior Center		F	19	Non-Exempt	\$48,547	\$72,821	Non-Uniform
Assistant Director	Senior Center		F	23	Non-Exempt	\$57,342	\$86,013	Non-Uniform
Custodian	Senior Center		P	-	Non-Exempt			Non-Uniform
Dishwasher	Senior Center		P	-	Non-Exempt			Non-Uniform
Facility Assistant	Senior Center		P	-	Non-Exempt			Non-Uniform
Food Service Manager	Senior Center		F	18	Non-Exempt	\$46,349	\$69,523	Non-Uniform
Home Delivered Meal Driver	Senior Center		P	-	Non-Exempt			Non-Uniform
Kitchen Assistant	Senior Center		P	-	Non-Exempt			Non-Uniform
Senior Center Director	Senior Center		F	29	Exempt	\$80,479	\$120,641	Non-Uniform
Transport Operator	Senior Center		F	14	Non-Exempt	\$37,554	\$56,331	Non-Uniform
Transport Operator	Senior Center		P	-	Non-Exempt			Non-Uniform

CITY OF SPRINGDALE
2026 GRADE / STEP TABLE LISTING

Non-Uniform Positions
Approved by Council 12.9.2025
Effective 1.1.26

City of Springdale, Arkansas
Personnel Compensation Consultant
Page 19 of 19

Grade Level	80% Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	100% Midpoint		Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	120% Maximum Step 17
									Step 9	Step 9								
100	115,606	119,218	122,830	126,444	130,057	133,669	137,282	140,894	144,507	148,120	151,732	155,344	158,958	162,570	166,183	169,796	173,408	
99	111,208	114,684	118,159	121,634	125,109	128,584	132,059	135,535	139,011	142,486	145,961	149,436	152,911	156,386	159,862	163,337	166,812	
98	106,811	110,149	113,487	116,824	120,162	123,500	126,838	130,175	133,514	136,851	140,189	143,527	146,865	150,202	153,540	156,878	160,216	
96	98,017	101,080	104,143	107,206	110,269	113,331	116,394	119,457	122,521	125,584	128,647	131,709	134,772	137,835	140,898	143,961	147,024	
95	93,620	96,546	99,471	102,396	105,322	108,247	111,173	114,099	117,024	119,949	122,875	125,801	128,727	131,652	134,577	137,503	140,429	
31	89,222	92,010	94,799	97,586	100,374	103,163	105,951	108,739	111,528	114,315	117,104	119,892	122,680	125,468	128,256	131,045	133,833	
30	84,825	87,476	90,127	92,777	95,428	98,079	100,730	103,380	106,031	108,681	111,332	113,983	116,634	119,285	121,936	124,586	127,237	
29	80,479	82,989	85,498	88,009	90,519	93,029	95,539	98,050	100,560	103,070	105,580	108,091	110,601	113,111	115,621	118,131	120,641	
28	76,030	78,406	80,782	83,158	85,533	87,910	90,285	92,661	95,038	97,413	99,790	102,165	104,541	106,917	109,293	111,668	114,045	
27	71,633	73,871	76,110	78,348	80,587	82,825	85,064	87,302	89,541	91,779	94,018	96,257	98,495	100,734	102,972	105,211	107,449	
26	67,235	69,336	71,438	73,538	75,640	77,741	79,843	81,943	84,045	86,146	88,247	90,348	92,449	94,550	96,651	98,752	100,853	
25	62,838	64,801	66,766	68,729	70,693	72,657	74,621	76,584	78,548	80,511	82,475	84,439	86,403	88,366	90,330	92,294	94,258	
24	59,541	61,401	63,262	65,123	66,983	68,844	70,704	72,565	74,426	76,287	78,147	80,008	81,868	83,730	85,590	87,451	89,311	
23	57,342	59,134	60,926	62,718	64,509	66,301	68,093	69,885	71,677	73,469	75,261	77,053	78,845	80,637	82,429	84,220	86,013	
22	55,143	56,866	58,590	60,313	62,036	63,759	65,482	67,206	68,929	70,653	72,376	74,099	75,822	77,545	79,269	80,992	82,715	
21	52,945	54,600	56,253	57,908	59,563	61,217	62,872	64,527	66,180	67,835	69,490	71,144	72,799	74,454	76,107	77,762	79,417	
20	50,746	52,332	53,918	55,504	57,089	58,675	60,261	61,847	63,432	65,019	66,605	68,190	69,776	71,362	72,948	74,533	76,119	
19	48,547	50,064	51,582	53,098	54,616	56,133	57,650	59,167	60,684	62,201	63,718	65,236	66,752	68,270	69,787	71,304	72,821	
18	46,349	47,797	49,245	50,694	52,143	53,590	55,039	56,488	57,936	59,384	60,833	62,281	63,730	65,178	66,626	68,074	69,523	
17	44,150	45,530	46,910	48,289	49,669	51,049	52,428	53,808	55,187	56,567	57,947	59,327	60,707	62,086	63,466	64,846	66,225	
16	41,952	43,263	44,574	45,884	47,196	48,507	49,818	51,128	52,439	53,750	55,061	56,372	57,683	58,995	60,305	61,616	62,927	
15	39,753	40,995	42,237	43,480	44,722	45,965	47,206	48,449	49,691	50,933	52,175	53,418	54,660	55,902	57,144	58,387	59,629	
14	37,554	38,728	39,902	41,075	42,248	43,422	44,596	45,769	46,942	48,116	49,290	50,463	51,636	52,810	53,984	55,157	56,331	
13	35,356	36,460	37,566	38,670	39,775	40,880	41,985	43,090	44,195	45,300	46,405	47,510	48,614	49,719	50,824	51,929	53,034	
12	33,157	34,177	35,197	36,217	37,237	38,257	39,277	40,297	41,318	42,337	43,357	44,377	45,397	46,417	47,437	48,457	49,477	

Respondent Initial

CITY OF SPRINGDALE
2025 GRADE / STEP TABLE LISTING
UNIFORMED POLICE
Approved by City Council 12.10.24
Effective 1.1.25

Grade Level	Position Title	Minimum									
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
56	Police Assistant	98,687	104,165	109,645	115,126	120,606	126,082	131,566	137,039	142,521	148,008
	Chief	5.55%	5.55%	5.26%	5.00%	4.76%	4.54%	4.35%	4.16%	4.00%	3.85%
55	Police Captain	89,499	94,466	99,435	104,407	109,377	114,342	119,316	124,292	129,264	134,240
		5.55%	5.55%	5.26%	5.00%	4.76%	4.54%	4.35%	4.17%	4.00%	3.85%
54	Police Lieutenant	84,224	88,898	93,574	98,253	102,930	107,603	112,283	116,954	121,633	126,316
		5.55%	5.55%	5.26%	5.00%	4.76%	4.54%	4.35%	4.16%	4.00%	3.85%
53	Police Sergeant	71,100	74,825	78,552	82,275	86,002	89,726	93,450	97,178	100,901	104,623
		5.24%	5.24%	4.98%	4.74%	4.53%	4.33%	4.15%	3.99%	3.83%	3.69%
52	Corporal	61,383	64,600	67,816	71,031	74,249	77,463	80,679	83,898	87,111	90,325
		5.24%	5.24%	4.98%	4.74%	4.53%	4.33%	4.15%	3.99%	3.83%	3.69%
51	Police Officer	52,267	54,807	57,350	59,891	62,430	64,971	67,512	70,050	72,593	75,134
		4.86%	4.86%	4.64%	4.43%	4.24%	4.07%	3.91%	3.76%	3.63%	3.50%

CITY OF SPRINGDALE
2025 GRADE / STEP TABLE LISTING
UNIFORMED FIRE
Approved by City Council 12.10.24
Effective 1.1.25

Grade Level	Position Title	Minimum									
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
69	Fire Assistant Chief	87,785	92,662	97,539	102,416	107,293	112,169	117,046	121,923	126,800	131,677
			5.56%	5.26%	5.00%	4.76%	4.54%	4.35%	4.17%	4.00%	3.85%
68	Divison Chief	85,967	90,743	95,519	100,295	105,071	109,846	114,623	119,399	124,175	128,951
			5.56%	5.26%	5.00%	4.76%	4.54%	4.35%	4.17%	4.00%	3.85%
67	Battalion Chief	84,148	88,823	93,497	98,172	102,848	107,522	112,197	116,872	121,546	126,221
			5.56%	5.26%	5.00%	4.76%	4.54%	4.35%	4.17%	4.00%	3.85%
66	Fire Captain Paramedic	68,020	71,573	75,124	78,677	82,229	85,780	89,333	92,885	96,437	99,989
			5.22%	4.96%	4.73%	4.51%	4.32%	4.14%	3.98%	3.82%	3.68%
65	Fire Captain	62,629	65,899	69,171	72,441	75,711	78,982	81,975	85,523	88,794	92,064
			5.22%	4.97%	4.73%	4.51%	4.32%	3.79%	4.33%	3.82%	3.68%
64	FF/PM/Engineer	58,086	61,119	64,153	67,186	70,219	73,253	76,286	79,319	82,353	85,386
			5.22%	4.96%	4.73%	4.51%	4.32%	4.14%	3.98%	3.83%	3.68%
63	FF/Paramedic	54,590	57,441	60,293	63,143	65,994	68,845	71,696	74,546	77,397	80,248
			5.22%	4.97%	4.73%	4.52%	4.32%	4.14%	3.98%	3.82%	3.68%
62	FF/Engineer	49,001	51,560	54,119	56,678	59,237	61,796	64,355	66,914	69,474	72,032
			5.22%	4.96%	4.73%	4.51%	4.32%	4.14%	3.98%	3.83%	3.68%
61	FF/EMT	46,350	48,771	51,191	53,611	56,032	58,453	60,874	63,294	65,714	68,135
			5.22%	4.96%	4.73%	4.52%	4.32%	4.14%	3.98%	3.82%	3.68%