

| <b>SALARY COMPARISON -DECEMBER 2007</b> |                           |                               |                           |                           |   |                           |
|---|---------------------------|-------------------------------|---------------------------|---------------------------|---|---------------------------|
|   | <b>Current<br/>Salary</b> | <b>Current<br/>grade/step</b> | <b>Average<br/>Salary</b> | <b>Grade and<br/>Step</b> | <b>Average<br/>Minus high &amp; Low</b> | <b>Grade and<br/>Step</b> |
| OPERATIONS<br>DIRECTOR                  | \$50,167                  | 21/6                          | \$90,285                  | 24/18                     | \$93,139                                | 25/15                     |
| PUBLIC WORKS                            | \$56,759                  | 23/3                          | \$80,600                  | 24/13                     | \$80,600                                | 24/13                     |
| CDBG ADMIN                              | \$50,167                  | 21/6                          | \$53,513                  | 21/9                      | \$53,659                                | 21/9                      |
| DIR OF PARKS<br>STREETS                 | \$65,823                  | 24/5                          | \$72,690                  | 24/10                     | \$74,040                                | 24/10                     |
| SUPERINTENDENT                          | \$52,706                  | 22/4                          | \$66,815                  | 22/14                     | \$65,114                                | 22/13                     |
| CHIEF BUILDING<br>OFFICIAL              | \$59,632                  | 24/1                          | \$61,692                  | 24/3                      | \$60,382                                | 24/2                      |
| HR DIRECTOR                             | \$54,024                  | 23/1                          | \$69,164                  | 24/7                      | \$68,719                                | 24/7                      |
| TRANSPORATION<br>STUDY DIRECTOR         | \$58,178                  | 21/12                         | \$65,000                  | 21/17                     | \$65,000                                | 21/17                     |
| TRANSIT<br>COORDINATOR                  | \$50,166                  | 21/6                          | \$65,564                  | 21/17                     | \$67,390                                | 21/17                     |
| INF SYS DIRECTOR                        | \$54,294                  | 23/1                          | \$65,622                  | 24/5                      | \$64,636                                | 24/4                      |
| DIRECTOR OF MAINT                       | \$42,203                  | 19/5                          | \$48,270                  | 19/11                     | \$46,010                                | 19/9                      |

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|---|-----------------|------------------|---------------|----------------------|-----------------------------|------------------|--------------------|------------------------|-------------------|--------------|
|   | Jonesboro<br>AR | Springdale<br>AR | Jackson<br>TN | Jefferson City<br>MO | Cape Girardeau<br>MO        | Pine Bluff<br>AR | Fayetteville<br>AR | Fort Smith<br>AR       | Hot Springs<br>AR | Rogers<br>AR |
| OPERATIONS<br>DIRECTOR                  | \$50,167        | \$79,244         | \$62,309      | N/A                  | City Manager<br>\$100,020   | N/A              | *\$109,697         | *\$100,154             | N/A               | N/A          |
| PUBLIC WORKS                            | 56,759          | N/A              | \$88,541      | \$120,000            | \$76,024                    | \$38,558         | N/A                | \$92,424               | \$66,072          | N/A          |
| CDBG ADMIN                              | 50,167          | N/A              | N/A           | N/A                  | N/A                         | \$58,000         | \$73,663           | \$65,508               | \$37,470          | \$32,926     |
| DIR OF PARKS                            | 65,823          | \$86,043         | \$62,039      | \$91,000             | \$71,656                    | \$45,000         | \$84,504           | \$77,612               | \$71,428          | \$65,000     |
| SANITATION<br>SUPERINTENDENT            | 74,473          | N/A              | \$53,427      | N/A                  | Sanitation Supr<br>\$38,854 | N/A              | \$86,077           | \$82,834               | \$93,754          | N/A          |
| STREETS<br>SUPERINTENDENT               | \$52,706        | N/A              | \$56,854      | \$65,000             | Vacant \$33,818 -<br>51,251 | \$57,000         | \$85,159           | \$81,287               | \$54,429          | \$68,000     |
| CHIEF BUILDING<br>OFFICIAL              | 59,632          | \$56,522         | \$67,074      | N/A                  | \$56,534                    | \$56,000         | \$67,664           | \$77,702               | \$53,540          | \$58,500     |
| HR DIRECTOR                             | 54,024          | \$73,384         | \$67,009      | \$80,000             | 53,268                      | \$53,000         | \$88,442           | \$85,573               | \$61,799          | \$50,000     |
| TRANSPORATION<br>STUDY DIRECTOR         | 58,178          | N/A              | N/A           | N/A                  | N/A                         | N/A              | N/A                | Included in<br>Streets | \$53,540          | \$76,460     |
| TRANSIT<br>COORDINATOR                  | \$50,166        | N/A              | N/A           | N/A                  | N/A                         | \$50,000         | \$67,280           | \$77,475               | \$65-70,000       | N/A          |
| INFO SYS DIR                            | \$59,932        | 51,256           | 70,487        | 66,300               | N/A                         | 53,289           | 86,917             | N/A                    | 66,087            | 66,019       |

|                   |          |          |          |     |          |          |          |     |     |     |
|-------------------|----------|----------|----------|-----|----------|----------|----------|-----|-----|-----|
| DIRECTOR OF MAINT | \$43,475 | \$32,470 | \$45,589 | N/A | \$40,000 | \$41,579 | \$56,871 | N/A | N/A | N/A |
|-------------------|----------|----------|----------|-----|----------|----------|----------|-----|-----|-----|

Salary.com for Jonesboro list the average salary as \$73,108

\* over Public Works + Planning  
 \*\* Deputy City Administrator