



March 28, 2007

Ms. Suzanne Hackney  
Director of Human Resources  
City of Jonesboro  
515 West Washington  
Jonesboro, AR 72401

Dear Ms. Hackney:

As we have discussed over the last several weeks, the labor market for qualified professional engineers is extremely competitive across the United States. Based on data provided by the International City/County Management Association, as well as my extensive experience in helping jurisdictions cope with this national labor shortage, I believe the following actions are appropriate and in the best interest of the City of Jonesboro:

1. The position of Chief City Engineer should be placed at grade 25 with the Mayor authorized to hire between \$84,259.26 (step 11) and \$100,157.78 (step 18).
2. The position of Assistant City Engineer should be placed at grade 24 with the Mayor authorized to hire between \$70,884.38 (step 8) and \$80,199.17 (step 13).
2. The position of Certified Civil Engineer should remain at grade 22 with the Mayor authorized to hire within the salary range up to \$70,884.38 (step 16).

I hope this information is helpful to you. Please contact me if I may provide further information or assistance.

Sincerely,

Stephen E. Condrey  
President