

Number of Positions -Sept. 21, 2015

WASHINGTON COUNTY POPULATION			49,276	220,792	216,410	211,552	207,521	204,061	200,181	197,210	194,696	190,581	184,095	177,043	171,516			
FUND	DEPT		2016/2003	2016/2015	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003
1000	0100	County Judge	-1	0	5	5	5	5	5	5	5	5	5	5	5	6	6	6
1000	0101	County Clerk	1	0	8	8	8	8	7	7	7	7	7	7	7	7	7	7
1000	0102	Circuit Clerk	6	0	16	16	16	11	11	11	10	10	10	10	10	10	10	10
1000	0103	Treasurer	0	0	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3012	0103	Child Support	-1	0	0	0	0	0	0	0	1	1	1	1	1	1	1	1
1000	0104	Collector	3	1	20	19	19	19	19	20	19	18	18	18	18	18	18	17
3001	0104	Collector's Automation	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
1000	0105	Assessor	8	3	34	31	31	32	32	29	28	29	29	29	29	28	27	26
1000	0108	Buildings/Grounds	3	0	18	18	17	17	16	16	16	16	16	15	15	15	16	15
1000	0110	Planning	3	0	5	5	5	5	5	5	5	4	4	4	3	2	2	2
1000	0113	Comptroller	4	2	7	5	5	5	4	4	4	4	4	4	4	4	3	3
1000	0115	Computer/IS	9	2	10	8	8	6	6	3	3	3	1	1	1	1	1	1
1000	0118	Purchasing	-3	-2	0	2	2	2	2	2	2	3	3	3	3	3	3	3
1000	0119	Archives	0	0	2	2	2	2	2	2	2	2	2	2	2	2	2	2
1000	0120	Grants Administrator	2	0	2	2	2	2	2	2	2	2	2	2	2	1	0	0
1000	0121	HR	1	0	4	4	4	4	4	4	5	5	5	5	5	4	3	3
1000	0122	County Attorney	0	0	1	1	1	1	1	2	2	2	2	2	2	1	1	1
3017	0127	Buildings/Grounds Jail	2	0	2	2	2	2	2	2	2	2	2	2	2	2	0	0
3006	0128	Recorders Cost	0	3	7	4	4	8	8	8	8	7	7	7	7	7	7	7
2000	0200	Road	3	0	88	88	88	89	89	89	89	89	90	90	90	90	90	85
3401	0305	HIV Clinic	2	0	3	3	3	3	3	3	3	3	1	1	1	1	2	1
1000	0308	Animal Shelter	9	0	9	9	9	7	6	0	0	0	0	0	0	0	0	0
1000	0400	Fire Marshall	-1	0	0	0	0	0	0	0	2	2	2	2	2	1	1	1
1000	0400	Sheriff	24	0	102	102	104	110	110	103	99	99	95	95	88	82	80	78
1000	0401	Circuit Court I	-1	0	0	0	0	0	0	0	0	0	2	2	1	1	1	1
1000	0403	Circuit Court III	5	0	14	14	14	14	14	14	14	14	14	14	14	12	9	9
1000	0404	Drug Court Grant	-1	0	0	0	0	0	0	0	0	0	1	0	0	0.5	0.05	1
1000	0404	Circuit Court IV	1	0	1	1	1	1	1	1	1	1	0	0	0	0	0	0
1000	0416	PA Drug Gun Violence Grant	-1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
1000	0416	Victims Assistance Program	-2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
1000	0416	PA	5	0	14	14	14	14	14	14	13	14	14	14	13	9	9	9
1000	0417	Public Defender	2	1	6	5	5	5	5	5	5	5	5	5	4	4	4	4
3017	0418	Jail	113	0	190	190	193	193	193	193	193	194	190	189	175	93	93	77
1000	0419	Coroner	2	0	2	2	2	2	2	1	1	0	0	0	0	0	0	0
1000	0444	JDC	2	0	23	23	23	22	22	23	23	23	23	23	23	23	23	21
1000	0500	DEM	2.25	0	2.5	2.5	2.5	2.5	3	2.5	2.5	1.5	0.5	0.5	0.5	0.25	0.25	0.25
3020	0501	9-1-1 Operations	-0.25	0	1.5	1.5	1.5	1.5	3	1.5	1.5	2.5	2.5	2.5	2.5	1.75	1.75	1.75
3008	0600	County Library	-2	1	3	2	2	3	3	3	3	3	4	5	5	5	5	5
1000	0702	Environmental Affairs	3	0	5	5	5	5	5	5	4	4	4	4	4	3	2	2
1000	0800	Veteran Services	2	0	2	2	2	2	2	2	2	2	1	1	1	1	1	0
TOTALS			204	11	611	600	604	607	605	586	582	581	571	569	544	447	436	407

Departmental Category	
General Government	39
Highways and Streets	3
Health	2
Law Enforcement	157
Public Safety	2
Recreation & Culture	-2
Sanitation	3
Social Services	2

COUNTY JOB DESCRIPTIONS BY GRADE

Job descriptions can be found on the County's website under the Human Resources Department
www.co.washington.ar.us

JOB GRADE

DEPARTMENT

Grade 6

Janitorial Person

Building and Grounds

Grade 7

Grade 8

Administrative Assistant Animal Services

Deputy I Cashier/Clerk

Library Clerk

Secretary Receptionist- Coroner's Office

Secretary Receptionist-HIV Clinic

Secretary Receptionist Sheriff's Office

Secretary/Receptionist Veterans Affairs

Animal Shelter

Collector

Library

Coroner

HIV Clinic

Sheriff's Office

Veteran Services

Grade 9

AP Administrator Assistant

Deputy II Cashier/Clerk

Deputy Assessor I

Records Clerk Secretary Sheriff

Comptroller

Collector

Assessor

Sheriff

Grade 10

Administrative Assistant Assessor

Administrative Assistant County Judge

Administrative Assistant Juvenile Court

Administrative Assistant Prosecuting Attorney

Assistant Civil Process Bookkeeper

Assistant Office Manager- Road

Branch Manager

Deputy JDC

Deputy Circuit Clerk I

Deputy Clerk II Voter Registrar

Heavy Equipment Operator Trainee

Maintenance Worker

Property Assistant Sheriff

Assessor

County Judge

Juvenile Court

Prosecuting Attorney

Sheriff

Road

Assessor

JDC

Circuit Clerk

County Clerk

Road

Building and Grounds

Sheriff

Grade 11

Accounts Payable/Purchasing Clerk Sheriff	Sheriff
Assistant Data Processing Clerk-Emp Training Supervisor	Collector
Collection Center Worker	Environmental Affairs
Commercial Personal Property Assessor	Assessor
Deputy Assessor II	Assessor
Deputy II Branch Manager Collector	Collector
Enforcement Secretary	Sheriff
Heavy Equipment Operator	Road
Accounts Payable Administrator	Comptroller

Grade 12

Administrative Detention Bookkeeper	Sheriff
Adult Detention Officer Sheriff	Sheriff
Assistant Bookkeeper Criminal Juvenile Court	Circuit Clerk
Assistant Leadman/ Foreman	Building and Grounds
Booking Officer	Sheriff
Cook Supervisor Sheriff	Sheriff
Deputy Clerk II EQ Exec Sec	County Clerk
Deputy Treasurer	Treasurer
Dispatcher	Sheriff
Interlibrary Loan Librarian-Admin Assistant	County Library
Legal Assistant County Attorney	County Attorney
Recycling Program Truck Driver	Environmental Affairs
Welder	Road

Grade 13

Assistant Court Administrator	County Clerk
Buildings Maintenance Technician	Building and Grounds
Children's Librarian	Library
Community Resource Program Coordinator	Juvenile Court
Deputy II Assistant Bookkeeper	Collector
Deputy Circuit Clerk II	Circuit Clerk
Deputy First Class JDC	JDC
Animal Control Officer Civilian	Sheriff
Domestic Relations Specialist	Circuit Clerk
Environmental Enforcement Officer	Environmental Affairs
Human Resources Technician	HR
Legal Assistant-Juvenile Division PA	Prosecuting Attorney
Paralegal-Media Specialist	Prosecuting Attorney
Public Works Support Coordinator	Planning
Purchasing Coordinator/ Buyer	Purchasing

Quorum Court Coordinator, Reporter
Victim Restitution Coordinator/ Intern Coordinator
Tax Enforcement Technician
Victim Assistance Coordinator for Domestic Violence Cases

County Judge
Prosecuting Attorney
Collector
Prosecuting Attorney

Grade 14

911/DEM Support Coordinator-Office Manager
Assistant Bookkeeper-Data Supervisor
Assistant Hot Check Administrator
Bilingual Paralegal
Bridge Crew Lead
Deputy III Bookkeeper
Election Administrator Asst-Absentee Voting
Executive Assistant JDC
GIS Technician
Heavy Equipment Operator II
Kennel Supervisor
Lead Man, Foreman
Legal Assistant Public Defender
Office Manager-Animal Services
Office Manager HIV Clinic
Personnel/Training Assistant Sheriff
Planning Technician
Research and Records Manager
Warrants Records Supervisor
Welder II

DEM
Circuit Clerk
Prosecuting Attorney
Prosecuting Attorney
Road
Collector
County Clerk
JDC
Assessor
Road
Animal Shelter
Building and Grounds
Public Defender
Animal Shelter
HIV Clinic
Sheriff
Planning
Sheriff
Sheriff
Road

Grade 15

Appraiser IV
Assistant Records Manager
Bookkeeper-Criminal/Juvenile Court
Child Support Administrator
Data Processing Clerk
Deputy First Class Sheriff
Diversion Coordinator
Evidence Coordinator
Heavy Equipment Operator Lead
Investigator, Court & Trial Assistant
HR Technician Lead/Trainer
Juvenile Case Coordinator- Prosecuting Attorney
Juvenile Officer
Land Records Coordinator

Assessor
Archives
Circuit Clerk
Circuit Clerk
Collector
Sheriff
Juvenile Court
Sheriff
Road
Public Defender
HR
Prosecuting Attorney
Juvenile Court
Circuit Clerk

Lead Commercial/Personal Property	Assessor
Lead Personal Property	Assessor
Maintenance Technician II	Building and Grounds
Network Administrator Assessor	Assessor
Office Manager Road Department	Road
Tax Enforcement Manager	Collector

Grade 16

911 Deputy Coordinator	DEM
Case Coordinator	Prosecuting Attorney
Case Coordinator PD	Public Defender
Civil Process Bookkeeper	Sheriff
Data Base Analyst	Collector
Deputy III Collector	Collector
Deputy Clerk III Head Bookkeeper-Retirement Adm	County Clerk
Juvenile Intake Officer	Juvenile Court
Juvenile Officer-Specialized Police Officer	Juvenile Court
Lead Dispatcher	Sheriff
Nurse Sheriff	Sheriff
Payroll Administrator Comptroller	Comptroller
Planner	Planning
Assistant Grants Admin/Legal Assistant	Grants

Grade 17

Assistant Fire Marshall	Sheriff
Bookkeeper-Data Supervisor	Circuit Clerk
Corporal JDC	JDC
Executive Assistant Admin. Sheriff	Sheriff
Building and Grounds Accounting Administrator	Building and Grounds
Office Administrator-Prosecutor's Office	Prosecuting Attorney
Purchasing Administrator	Purchasing
Real Estate Supervisor	Assessor
Senior Appraiser	Assessor
Social Worker	JDC
Vet Technician- Kennel Supervisor	Animal Shelter

Grade 18

Computer Administrator/ Help Desk Manager	IT
Computer Software Design Technician	IT
Corporal/Animal Control Officer	Sheriff
Corporal Sheriff	Sheriff
Crime Scene Specialist	Sheriff

Deputy DEM Director/Educator
Deputy Director/Education Coordinator
Election Administrator
Executive Assistant County Judge
Executive Assistant Sheriff
GIS Coordinator
Head Bookkeeper-Collector
Hot Check Administrator
Lead Juvenile Officer
Maintenance Technician Lead Trainer
Senior Legal Assistant
Senior Mechanic
Senior Planner
Sergeant JDC
Victim Assistance Program Director

DEM
Environmental Affairs
County Clerk
County Judge
Sheriff
Assessor
Collector
Prosecuting Attorney
Juvenile Court
Building and Grounds
Prosecuting Attorney
Road
Planning
JDC
Prosecuting Attorney

Grade 19

Assistant Assessor
Bridge Supervisor
Computer Administrator
Crusher Materials Supervisor
Fire Marshal
Grader Brush Hog Supervisor
HR Administrator
Lieutenant JDC
Master Electrician
Master Mechanic
Property Manager
Sheriff's Information Technology Manager
Shop Supervisor
Sign Tile and Paving Supervisor

Assessor
Road
Circuit Clerk
Road
Sheriff
Road
HR
JDC
Building and Grounds
Road
Sheriff
Sheriff
Road
Road

Grade 20

Archivist Records Manager
Assistant Comptroller
Chief Deputy Treasurer
Director of Veterans Affairs
Dispatch Manager
Sergeant Sheriff
Sergeant Training Officer Sheriff

Archives
Comptroller
Treasurer
Veteran Services
Sheriff
Sheriff
Sheriff

Grade 21

Assistant Library Director	Library
Chief Deputy Assessor	Assessor
Chief Deputy Circuit Clerk	Circuit Clerk
Chief Deputy Collector	Collector
Chief Deputy County Clerk	County Clerk
Lieutenant Sheriff	Sheriff

Grade 22

Animal Shelter Director	Animal Shelter
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Grade 23

911 Emergency Management/Fire Services Director	DEM
Captain Sheriff	Sheriff
Director, Environmental Affairs & Recycling	Environmental Affairs
Director of Juvenile Court Services	Juvenile Court
Library Director	Library
Planning Director	Planning

Grade 24

Building & Maintenance Director	Building and Grounds
Grants Administrator	Grants
JDC Director	JDC
Network & Computer Administrator	IT
Programmer & System Analyst	IT
SQL Database Administrator	IT

Grade 25

Grade 26

Assistant Road Superintendent	Road
Comptroller	Comptroller
Human Resources Director	HR
Senior Programmer/ Manager	IT

Grade 27

Major Sheriff	Sheriff
Road Superintendent	Road

Grade 29

Chief of Staff	County Judge
Chief Deputy Sheriff	Sheriff

Unclassified

Animal Shelter Veterinarian
County Attorney
Deputy Public Defender
Technology Director
Circuit Court Staff Attorney

Animal Shelter
County Attorney
Public Defender
IT
Circuit Court

**WASHINGTON COUNTY JOB EVALUATION PROGRAM
FORMULATON OF NEW SALARY POLICY RANGES
ADOPTED 2013**

GRADE	BEGIN	END	MIN	MID	MAX	QUARTILES	
6		334	366				
	HOURLY			\$10.76	\$12.66	\$15.19	\$10.76 to \$11.71
	BI-WEEKLY			\$860.88	\$1,012.80	\$1,215.36	\$11.72 to \$12.66
	MONTHLY			\$1,865.24	\$2,194.40	\$2,633.28	\$12.67 to \$13.93
	ANNUAL			\$22,382.88	\$26,332.80	\$31,599.36	\$13.94 to \$15.19
7		367	400				
	HOURLY			\$10.76	\$12.66	\$15.19	\$10.76 to \$11.71
	BI-WEEKLY			\$860.88	\$1,012.80	\$1,215.36	\$11.72 to \$12.66
	MONTHLY			\$1,865.24	\$2,194.40	\$2,633.28	\$12.67 to \$13.93
	ANNUAL			\$22,382.88	\$26,332.80	\$31,599.36	\$13.94 to \$15.19
8		401	433				
	HOURLY			\$11.39	\$12.66	\$15.19	\$11.39 to \$12.03
	BI-WEEKLY			\$911.52	\$1,012.80	\$1,215.36	\$12.04 to \$12.66
	MONTHLY			\$1,974.96	\$2,194.40	\$2,633.28	\$12.67 to \$13.93
	ANNUAL			\$23,699.52	\$26,332.80	\$31,599.36	\$13.94 to \$15.19
9		434	466				
	HOURLY			\$11.85	\$13.17	\$15.80	\$11.85 to \$12.51
	BI-WEEKLY			\$948.24	\$1,053.60	\$1,264.32	\$12.52 to \$13.17
	MONTHLY			\$2,054.52	\$2,282.80	\$2,739.36	\$13.18 to \$14.49
	ANNUAL			\$24,654.24	\$27,393.60	\$32,872.32	\$14.50 to \$15.80
10		467	500				
	HOURLY			\$12.31	\$13.68	\$16.42	\$12.31 to \$13.00
	BI-WEEKLY			\$984.96	\$1,094.40	\$1,313.28	\$13.01 to \$13.68
	MONTHLY			\$2,134.08	\$2,371.20	\$2,845.44	\$13.67 to \$15.05
	ANNUAL			\$25,608.96	\$28,454.40	\$34,145.28	\$15.06 to \$16.42
11		501	533				
	HOURLY			\$12.78	\$14.20	\$17.04	\$12.78 to \$13.49
	BI-WEEKLY			\$1,022.40	\$1,136.00	\$1,363.20	\$13.50 to \$14.20
	MONTHLY			\$2,215.20	\$2,461.33	\$2,953.60	\$14.21 to \$15.62
	ANNUAL			\$26,582.40	\$29,536.00	\$35,443.20	\$15.63 to \$17.04
12		534	566				
	HOURLY			\$13.25	\$14.72	\$17.66	\$13.25 to \$13.98
	BI-WEEKLY			\$1,059.84	\$1,177.60	\$1,413.12	\$13.99 to \$14.72
	MONTHLY			\$2,296.32	\$2,551.47	\$3,061.76	\$14.73 to \$16.19
	ANNUAL			\$27,555.84	\$30,617.60	\$36,741.12	\$16.20 to \$17.66
13		567	600				
	HOURLY			\$13.70	\$15.22	\$18.26	\$13.70 to \$14.46
	BI-WEEKLY			\$1,095.84	\$1,217.60	\$1,461.12	\$14.47 to \$15.22
	MONTHLY			\$2,374.32	\$2,638.13	\$3,165.76	\$15.23 to \$16.74
	ANNUAL			\$28,491.84	\$31,657.60	\$37,989.12	\$16.75 to \$18.26

14		601	650					
	HOURLY			\$14.27	\$15.86	\$19.03	\$14.27 to	\$15.07
	BI-WEEKLY			\$1,141.92	\$1,268.80	\$1,522.56	\$15.08 to	\$15.86
	MONTHLY			\$2,474.16	\$2,749.07	\$3,298.88	\$15.87 to	\$17.45
	ANNUAL			\$29,689.92	\$32,988.80	\$39,586.56	\$17.46 to	\$19.03
15		651	700					
	HOURLY			\$14.98	\$16.64	\$19.97	\$14.98 to	\$15.81
	BI-WEEKLY			\$1,198.08	\$1,331.20	\$1,597.44	\$15.82 to	\$16.64
	MONTHLY			\$2,595.84	\$2,884.27	\$3,461.12	\$16.65 to	\$18.30
	ANNUAL			\$31,150.08	\$34,611.20	\$41,533.44	\$18.31 to	\$19.97
16		701	750					
	HOURLY			\$15.72	\$17.47	\$20.96	\$15.72 to	\$16.60
	BI-WEEKLY			\$1,257.84	\$1,397.60	\$1,677.12	\$16.61 to	\$17.47
	MONTHLY			\$2,725.32	\$3,028.13	\$3,633.76	\$17.48 to	\$19.22
	ANNUAL			\$32,703.84	\$36,337.60	\$43,605.12	\$19.23 to	\$20.96
17		751	800					
	HOURLY			\$16.43	\$18.25	\$21.90	\$16.43 to	\$17.34
	BI-WEEKLY			\$1,314.00	\$1,460.00	\$1,752.00	\$17.35 to	\$18.25
	MONTHLY			\$2,847.00	\$3,163.33	\$3,796.00	\$18.26 to	\$20.08
	ANNUAL			\$34,164.00	\$37,960.00	\$45,552.00	\$20.09 to	\$21.90
18		801	900					
	HOURLY			\$17.40	\$19.33	\$23.20	\$17.40 to	\$18.36
	BI-WEEKLY			\$1,391.76	\$1,546.40	\$1,855.68	\$18.37 to	\$19.33
	MONTHLY			\$3,015.48	\$3,350.53	\$4,020.64	\$19.34 to	\$21.26
	ANNUAL			\$36,185.76	\$40,206.40	\$48,247.68	\$21.26 to	\$23.20
19		901	1000					
	HOURLY			\$18.79	\$20.88	\$25.06	\$18.79 to	\$19.84
	BI-WEEKLY			\$1,503.36	\$1,670.40	\$2,004.48	\$19.85 to	\$20.88
	MONTHLY			\$3,257.28	\$3,619.20	\$4,343.04	\$20.89 to	\$22.97
	ANNUAL			\$39,087.36	\$43,430.40	\$52,116.48	\$22.98 to	\$25.06
20		1001	1100					
	HOURLY			\$19.49	\$21.66	\$25.99	\$19.49 to	\$20.58
	BI-WEEKLY			\$1,559.52	\$1,732.80	\$2,079.36	\$20.59 to	\$21.66
	MONTHLY			\$3,378.96	\$3,754.40	\$4,505.28	\$21.67 to	\$23.83
	ANNUAL			\$40,547.52	\$45,052.80	\$54,063.36	\$23.84 to	\$25.99
21		1101	1200					
	HOURLY			\$19.72	\$23.20	\$27.84	\$19.72 to	\$21.46
	BI-WEEKLY			\$1,577.60	\$1,856.00	\$2,227.20	\$21.46 to	\$23.20
	MONTHLY			\$3,418.13	\$4,021.33	\$4,825.60	\$23.20 to	\$25.52
	ANNUAL			\$41,017.60	\$48,256.00	\$57,907.20	\$25.52 to	\$27.84

22		1201	1300						
	HOURLY			\$21.03	\$24.74	\$29.69	\$21.03 to	\$22.88	
	BI-WEEKLY			\$1,682.32	\$1,979.20	\$2,375.04	\$22.89 to	\$24.74	
	MONTHLY			\$3,645.03	\$4,288.27	\$5,145.92	\$24.75 to	\$27.21	
	ANNUAL			\$43,740.32	\$51,459.20	\$61,751.04	\$27.22 to	\$29.69	
23		1301	1400						
	HOURLY			\$22.35	\$26.29	\$31.55	\$22.35 to	\$24.32	
	BI-WEEKLY			\$1,787.72	\$2,103.20	\$2,523.84	\$24.33 to	\$26.29	
	MONTHLY			\$3,873.39	\$4,556.93	\$5,468.32	\$26.30 to	\$28.92	
	ANNUAL			\$46,480.72	\$54,683.20	\$65,619.84	\$28.93 to	\$31.55	
24		1401	1500						
	HOURLY			\$23.10	\$27.83	\$33.40	\$23.10 to	\$25.46	
	BI-WEEKLY			\$1,847.91	\$2,226.40	\$2,671.68	\$25.47 to	\$27.83	
	MONTHLY			\$4,003.81	\$4,823.87	\$5,788.64	\$27.83 to	\$30.61	
	ANNUAL			\$48,045.71	\$57,886.40	\$69,463.68	\$30.62 to	\$33.40	
25		1501	1600						
	HOURLY			\$23.50	\$29.38	\$35.26	\$23.50 to	\$26.44	
	BI-WEEKLY			\$1,880.32	\$2,350.40	\$2,820.48	\$26.45 to	\$29.38	
	MONTHLY			\$4,074.03	\$5,092.53	\$6,111.04	\$29.39 to	\$32.32	
	ANNUAL			\$48,888.32	\$61,110.40	\$73,332.48	\$32.33 to	\$35.26	
26		1601	1700						
	HOURLY			\$24.74	\$30.92	\$37.10	\$24.74 to	\$27.83	
	BI-WEEKLY			\$1,978.88	\$2,473.60	\$2,968.32	\$27.84 to	\$30.92	
	MONTHLY			\$4,287.57	\$5,359.47	\$6,431.36	\$30.93 to	\$34.01	
	ANNUAL			\$51,450.88	\$64,313.60	\$77,176.32	\$34.02 to	\$37.10	
27		1701	1800						
	HOURLY			\$25.98	\$32.47	\$38.96	\$25.98 to	\$29.22	
	BI-WEEKLY			\$2,078.08	\$2,597.60	\$3,117.12	\$29.23 to	\$32.47	
	MONTHLY			\$4,502.51	\$5,628.13	\$6,753.76	\$32.47 to	\$35.72	
	ANNUAL			\$54,030.08	\$67,537.60	\$81,045.12	\$35.73 to	\$38.96	
28		1801	1900						
	HOURLY			\$27.21	\$34.01	\$40.81	\$27.21 to	\$30.61	
	BI-WEEKLY			\$2,176.64	\$2,720.80	\$3,264.96	\$30.62 to	\$34.01	
	MONTHLY			\$4,716.05	\$5,895.07	\$7,074.08	\$34.02 to	\$37.41	
	ANNUAL			\$56,592.64	\$70,740.80	\$84,888.96	\$37.42 to	\$40.81	
29		1901	2000						
	HOURLY			\$28.45	\$35.56	\$42.67	\$28.45 to	\$32.00	
	BI-WEEKLY			\$2,275.84	\$2,844.80	\$3,413.76	\$32.01 to	\$35.56	
	MONTHLY			\$4,930.99	\$6,163.73	\$7,396.48	\$35.57 to	\$39.12	
	ANNUAL			\$59,171.84	\$73,964.80	\$88,757.76	\$39.13 to	\$42.67	



Association of Arkansas Counties
1415 West Third Street
Little Rock, Arkansas 72201
(501) 372-7550
Fax (501) 372-0611
www.arcounties.org

TO: County Judges and County Treasurers

FROM: Chris Villines, AAC Executive Director

SUBJECT: ACA 14-14-1210 minimum and maximum salaries of elected county officers

DATE: September 1, 2015

During the 2009 General Assembly a law was passed which raises the minimum and maximum salaries for county elected officials by a cost of living (COLA) increase. This increase is set at 3% per annum.

In 2015 the General Assembly also passed a law which raises the annual maximum per diem amounts which can be paid to Justices of the Peace by 3% per annum as well.

Under ACA 14-14-1210 the Association of Arkansas Counties is required by law to send notification to each county and the Division of Legislative Audit of this increase, outlining the increased amounts. Attached please find the updated amounts for ACA 14-14-1204 (County officials) and ACA 14-14-1205 (District officials). The amounts for the 2016 budget will be located under the heading of 2016 for each elective county office and within 14-14-1205 for Justices of the Peace.

The following has also been sent to the Division of Legislative Audit.

In addition, we are beginning to procure information for the revenue projections that each of you use to help with your budgeting process. Last year this information was released in early October and we will likely get it out to you in October of 2015 for the 2016 budgeting year. If you need any further information from us, please don't hesitate to give me a call at 501-372-7550 or by email at cvillines@arcounties.org.

Jeanne Hunt | Executive Assistant

Association of Arkansas Counties

1415 WEST THIRD STREET | LITTLE ROCK, AR 72201

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 Please consider the environment before printing this e-mail.

14-14-1204. Compensation of elected county officers.

(a) The quorum court of each county shall fix by ordinance the annual salaries of the following county officers within the minimums and maximums provided in this section:

- (1) The county judge;
- (2) The sheriff and ex officio collector of taxes;
- (3) The collector of taxes, where established by law;
- (4) The circuit clerk;
- (5) The county clerk, where established by law;
- (6) The assessor;
- (7) The treasurer;
- (8) The coroner; and
- (9) The surveyor.

(b) For purposes of determining the salaries of the elected county officers, unless otherwise specifically provided in this section, the counties shall be classified on the basis of population, as determined by the preceding federal decennial census, according to the following classifications:

<u>Classification</u>	<u>Population</u>
Class 1	0 to 9,999
Class 2	10,000 to 19,999
Class 3	20,000 to 29,999
Class 4	30,000 to 49,999
Class 5	50,000 to 69,999
Class 6	70,000 to 199,999
Class 7	200,000 and above

(c)(1) The annual salary of a county judge shall be in compensation for his or her services as the executive and administrator for the county, as judge of the county court, as judge of the court of common pleas, where established, as presiding officer of the quorum court, and for all other services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(2) The minimum and maximum salaries per annum of the county judge of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$34,778	\$35,821
	nor more than \$86,528	\$89,124
Class 2	not less than \$35,938	\$37,016
	nor more than \$88,215	\$90,861
Class 3	not less than \$37,096	\$38,209
	nor more than \$89,901	\$92,598
Class 4	not less than \$38,256	\$39,404
	nor more than \$91,588	\$94,336
Class 5	not less than \$38,416	\$40,598

	nor more than \$93,275	\$96,073
Class 6	not less than \$40,575	\$41,792
	nor more than \$100,019	\$103,020
Class 7	not less than \$41,734	\$42,986
	nor more than \$115,027	\$118,479

(d)(1)(A) The annual salary of a sheriff shall be compensation for services as a law enforcement officer, as the supervisor of the county jail, as custodian of persons accused or convicted of crimes, as an officer of the circuit court or county court, as the ex officio county tax collector and delinquent tax collector in those counties where that office is combined with the office of sheriff, and for all other services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(B) In any county in which the offices of sheriff and collector are combined into a single office, the maximum and minimum salaries for that office in the appropriate county classification shall be increased by the following amounts:

<u>Classification</u>	<u>Additional Salary</u>	<u>2016</u>
Class 1	\$1,739	\$1,791
Class 2	\$1,739	\$1,791
Class 3	\$2,898	\$2,985
Class 4	\$2,898	\$2,985
Class 5	\$3,477	\$3,581
Class 6	\$3,477	\$3,581
Class 7	\$4,637	\$4,776

(2) The minimum and maximum salaries per annum of the sheriff of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$34,778	\$35,821
	nor more than \$86,528	\$89,124
Class 2	not less than \$35,938	\$37,016
	nor more than \$88,215	\$90,861
Class 3	not less than \$37,096	\$38,209
	nor more than \$89,901	\$92,598
Class 4	not less than \$38,256	\$39,404
	nor more than \$91,588	\$94,336
Class 5	not less than \$38,416	\$40,598
	nor more than \$93,275	\$96,073
Class 6	not less than \$40,575	\$41,792
	nor more than \$100,019	\$103,020
Class 7	not less than \$41,734	\$42,986
	nor more than \$115,027	\$118,479

(e)(1) In those counties where the office of county tax collector has been separated from the office of sheriff, the annual salary of a county tax collector shall be in compensation for services as tax collector and delinquent tax collector and for all other services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(2) The minimum and maximum salaries per annum of the county tax collector in those counties where the office has been separated from the office of sheriff shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$31,300 nor more than \$81,470	\$32,239 \$83,914
Class 2	not less than \$32,459 nor more than \$83,155	\$33,433 \$85,650
Class 3	not less than \$33,619 nor more than \$84,842	\$34,628 \$87,387
Class 4	not less than \$34,778 nor more than \$86,528	\$35,821 \$89,124
Class 5	not less than \$35,938 nor more than \$88,215	\$37,016 \$90,861
Class 6	not less than \$37,096 nor more than \$93,275	\$38,209 \$96,073
Class 7	not less than \$38,256 nor more than \$108,281	\$39,404 \$111,529

(f)(1)(A) The annual salary of a county and probate clerk shall be in compensation for his or her services as county clerk, probate clerk, clerk of the county court, clerk of the quorum court, registrar of voters, and for all other services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(B) In those counties where the office of county and probate clerk is combined with the office of circuit clerk and ex officio recorder, the salary shall be as provided in this section.

(C) In those counties where the office of county and probate clerk is combined with the office of circuit clerk and ex officio recorder, the minimum and maximum salaries for that office in the appropriate county classification shall be increased by the following amounts:

<u>Classification</u>	<u>Additional Salary</u>	<u>2016</u>
Class 1	\$1,739	\$1,791
Class 2	\$1,739	\$1,791
Class 3	\$2,898	\$2,985
Class 4	\$2,898	\$2,985
Class 5	\$3,477	\$3,581
Class 6	\$3,477	\$3,581
Class 7	\$4,637	\$4,776

(2) The minimum and maximum salaries per annum of the county and probate clerk of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$31,300	\$32,239

Class 2	nor more than \$81,470	\$83,914
	not less than \$32,459	\$33,433
Class 3	nor more than \$83,155	\$85,650
	not less than \$33,619	\$34,628
Class 4	nor more than \$84,842	\$87,387
	not less than \$34,778	\$35,821
Class 5	nor more than \$86,528	\$89,124
	not less than \$35,938	\$37,016
Class 6	nor more than \$88,215	\$90,861
	not less than \$37,096	\$38,209
Class 7	nor more than \$93,275	\$96,073
	not less than \$38,256	\$39,404
	nor more than \$108,281	\$111,529

(g)(1)(A) The annual salary of a circuit clerk and ex officio recorder shall be in compensation for his or her services as clerk of the circuit court, as ex officio recorder, and for all other services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(B) In those counties where the office of circuit clerk and ex officio recorder is combined with the office of county and probate clerk, the minimum and maximum salaries for that office in the appropriate county classification shall be increased by the following amounts:

<u>Classification</u>	<u>Additional Salary</u>	<u>2016</u>
Class 1	\$1,739	\$1,791
Class 2	\$1,739	\$1,791
Class 3	\$2,898	\$2,985
Class 4	\$2,898	\$2,985
Class 5	\$3,477	\$3,581
Class 6	\$3,477	\$3,581
Class 7	\$4,637	\$4,776

(2) The minimum and maximum salaries per annum of the circuit clerk and ex officio recorder of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$31,300	\$32,239
	nor more than \$81,470	\$83,914
Class 2	not less than \$32,459	\$33,433
	nor more than \$83,155	\$85,650
Class 3	not less than \$33,619	\$34,628
	nor more than \$84,842	\$87,387
Class 4	not less than \$34,778	\$35,821
	nor more than \$86,528	\$89,124
Class 5	not less than \$35,938	\$37,016
	nor more than \$88,215	\$90,861
Class 6	not less than \$37,096	\$38,209

	nor more than \$93,275	\$96,073
Class 7	not less than \$38,256	\$39,404
	nor more than \$108,281	\$111,529

(h)(1)(A) The annual salary of a county assessor shall be in compensation for all services performed as county assessor, appraiser, and as provided by the Arkansas Constitution, by law, or by county ordinance.

(B) In any county in which the offices of assessor and collector are combined into a single office, the maximum and minimum salaries of the county assessor and collector in the appropriate county classification shall be increased by the following amounts:

<u>Classification</u>	<u>Additional Salary</u>	<u>2016</u>
Class 1	\$1,739	\$1,791
Class 2	\$1,739	\$1,791
Class 3	\$2,898	\$2,985
Class 4	\$2,898	\$2,985
Class 5	\$3,477	\$3,581
Class 6	\$3,477	\$3,581
Class 7	\$4,637	\$4,776

(2) The minimum and maximum salaries per annum of the county assessor of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$31,300 nor more than \$81,470	\$32,239 \$83,914
Class 2	not less than \$32,459 nor more than \$83,155	\$33,433 \$85,650
Class 3	not less than \$33,619 nor more than \$84,842	\$34,628 \$87,387
Class 4	not less than \$34,778 nor more than \$86,528	\$35,821 \$89,124
Class 5	not less than \$35,938 nor more than \$88,215	\$37,016 \$90,861
Class 6	not less than \$37,096 nor more than \$93,275	\$38,209 \$96,073
Class 7	not less than \$38,256 nor more than \$108,281	\$39,404 \$111,529

(i)(1)(A) The annual salary of a county treasurer shall be in compensation for all services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(B) In any county in which the offices of treasurer and collector are combined into a single office, the maximum and minimum salaries of the county treasurer and collector in the appropriate county classification shall be increased by the following amounts:

<u>Classification</u>	<u>Additional Salary</u>	<u>2016</u>
Class 1	\$1,739	\$1,791
Class 2	\$1,739	\$1,791
Class 3	\$2,898	\$2,985
Class 4	\$2,898	\$2,985
Class 5	\$3,477	\$3,581
Class 6	\$3,477	\$3,581
Class 7	\$4,637	\$4,776

(2) The minimum and maximum salaries per annum for the county treasurer of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$31,300 nor more than \$81,470	\$32,239 \$83,914
Class 2	not less than \$32,459 nor more than \$83,155	\$33,433 \$85,650
Class 3	not less than \$33,619 nor more than \$84,842	\$34,628 \$87,387
Class 4	not less than \$34,778 nor more than \$86,528	\$35,821 \$89,124
Class 5	not less than \$35,938 nor more than \$88,215	\$37,016 \$90,861
Class 6	not less than \$37,096 nor more than \$93,275	\$38,209 \$96,073
Class 7	not less than \$38,256 nor more than \$108,281	\$39,404 \$111,529

(j)(1) The compensation of a county coroner shall be for all services performed as provided by the Arkansas Constitution, by law, or by county ordinance.

(2) The minimum and maximum salaries per annum of the county coroner of a county shall be as follows:

<u>Classification</u>	<u>Salary per Annum</u>	<u>2016</u>
Class 1	not less than \$ 4,407 nor more than \$15,059	\$ 4,539 \$15,511
Class 2	not less than \$ 4,987 nor more than \$16,218	\$ 5,137 \$16,705
Class 3	not less than \$ 5,567 nor more than \$19,697	\$ 5,734 \$20,288
Class 4	not less than \$ 6,148 nor more than \$35,926	\$ 6,332 \$37,004
Class 5	not less than \$ 6,724 nor more than \$47,415	\$ 6,926 \$48,837
Class 6	not less than \$ 7,305	\$ 7,524

	nor more than \$56,793	\$58,497
Class 7	not less than \$38,256	\$39,404
	nor more than \$108,281	\$111,529

(k) Compensation of the county surveyor shall be fixed by the quorum court.

History. Acts 1977, No. 742, § 108; 1979, No. 151, § 1; 1981, No. 806, § 1; 1983, No. 446, § 1; 1985, No. 398, § 1; Acts 1989, No. 694, § 1; 1991, No. 1161, § 1; 1993, No. 954, § 1; 1995, No. 661, § 1; 1997, No. 759, § 1; 1999, No. 1424, § 1; 2001, No. 1170, § 1; 2003, No. 109, § 1; 2005, No. 1214, § 1; 2007, No. 526, § 1; 2009, No. 320, § 1.

A.S.A. 1947, § 17-4201.

14-14-1205. Compensation of township officers.

(a) (1) (A) The per diem compensation for justices of the peace attending any official, regular, special, or committee meeting of a quorum court shall be fixed by ordinance in each county.

(B) The per diem compensation of justices shall not be less than one hundred twenty-five dollars (\$ 125) per diem for each regular meeting nor exceed:

(i) Eight thousand seven hundred thirty-four dollars (~~\$ 8,734~~) (**\$ 8,996**) per calendar year in counties having a population of less than seventy thousand (70,000);

(ii) Ten thousand three hundred seventy-six dollars (~~\$ 10,376~~) (**\$ 10,687**) per calendar year in counties having a population of at least seventy thousand (70,000) and less than two hundred thousand (200,000); and

(iii) Thirteen thousand three hundred nineteen dollars (~~\$ 13,319~~) (**\$ 13,719**) per calendar year in counties having a population of two hundred thousand (200,000) or more.

(2) Per Diem Compensation Defined.

(A) Per diem compensation is defined as a per calendar day allowance, exclusive of allowable expenses, which shall be paid to a justice for attending meetings of the county quorum court. This compensation shall be based on attending meetings of a quorum court during any single calendar day without regard to the duration of the meetings.

(B) However, a member of the quorum court may receive per diem compensation for one (1) meeting per year for which the member is absent due to an emergency or for personal reasons.

(3) In addition to any other compensation expense reimbursement or expense allowances provided members of the quorum court, counties may provide medical insurance coverage for members of the quorum court.

(b) Justices of the Peace Serving in Judicial Capacity.

The compensation of all justices of the peace serving in a judicial capacity shall be fixed by ordinance of the quorum court in each county. This basis of compensation shall not be computed on a percentage of the dollar amount of fines levied by a justice of the peace.

(c) Justice of the Peace as County Employee or Deputy.

A justice of the peace shall not receive compensation as a county employee or deputy, nor shall any justice receive compensation or expenses from funds appropriated by the quorum court for any services performed within the county, other than as provided by this subchapter.

(d) Constables.

The compensation of all constables serving in any official capacity established by law may be fixed by ordinance of the quorum court in each county.

14-14-1210. Cost-of-living adjustment.

(a) Beginning January 1, 2011, and on each January 1 thereafter, three percent (3%) per annum shall be added to the minimum and maximum salaries and per diems of elected county officers as a cost-of-living adjustment.

(b) Beginning January 1, 2016, and on each January 1 thereafter, three percent (3%) per annum shall be added to the maximum per diem compensation of justices of the peace as a cost-of-living adjustment.

(c) Beginning September 1, 2010, and on each September 1 thereafter, the Association of Arkansas Counties shall provide each county and the Division of Legislative Audit with a schedule of the minimum and maximum salaries and per diems of elected county officers and justices of the peace with the added cost-of-living adjustment for the following year.

Salary Pay Range Horizon – Private and Public Sectors

Private	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Pay Adj. %	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Range Adj. %		2.0%		2.0%			2.0%			

80% Min. Avg. 5 years to reach pay range midpoint 100% Midpt. Avg. 10 years to reach pay range maximum 120% Max.

$5 \text{ years} \times 4.5\% = 22.5\% - 4\% \text{ range adj.} = 18.5\%$

Public	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Pay Adj. %	3.0%	2.0%	3.0%	2.0%	3.0%	4.0%	2.0%	3.0%	2.5%	2.5%
Range Adj. %		2.0%		2.0%			2.0%			

80% Min. Avg. 10 years to reach pay range midpoint 100% Midpt.

$10 \text{ years} = 27\% - 8\% \text{ range adj.} = 19\%$

Proposed Elected Officials' Tenure Pay Placement based on a % of Range Max.

- 1st Two Year Term – 75% of Current Range Max.
- 2nd Two Year Term – 80% of Current Range Max.
- 3rd Two Year Term – 85% of Current Range Max.
- 4th Two Year Term – 90% of Current Range Max.
- 5th Two Year Term – 95% of Current Range Max.
- 6th Two Year Term – 100% of Current Range Max.
- Capped at 100% of Current Range Maximum

Salary Pay Range Horizon – Private and Public Sectors

Private	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Pay Adj. %	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Range Adj. %		2.0%		2.0%			2.0%		2.0%	

80% Min. Avg. 5 years to reach pay range midpoint 100% Midpt. Avg. 10 years to reach pay range maximum 120% Max.

$5 \text{ years} \times 4.5\% = 22.5\% - 4\% \text{ range adj.} = 18.5\%$

Public	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Pay Adj. %	3.0%	2.0%	3.0%	2.0%	3.0%	4.0%	2.0%	3.0%	2.5%	2.5%
Range Adj. %		2.0%		2.0%			2.0%		2.0%	

80% Min. Avg. 10 years to reach pay range midpoint 100% Midpt.

$10 \text{ years} = 27\% - 8\% \text{ range adj.} = 19\%$

Proposed Elected Officials' Tenure Pay Placement based on a % of Range Max.

- 1st Two Year Term – 75% of Current Range Max.
- 2nd Two Year Term – 80% of Current Range Max.
- 3rd Two Year Term – 85% of Current Range Max.
- 4th Two Year Term – 90% of Current Range Max.
- 5th Two Year Term – 95% of Current Range Max.
- 6th Two Year Term – 100% of Current Range Max.
- Capped at 100% of Current Range Maximum

Projected 2016 State Allowable Salary Ranges for Class 7 Elected Officials

Job Title	Minimum	Maximum
County Judge	\$42,986	\$118,478
County Sheriff	\$42,986	\$118,478
County Clerk	\$39,404	\$111,529
Circuit Clerk	\$39,404	\$111,529
County Treasurer	\$39,404	\$111,529
County Collector	\$39,404	\$111,529
County Assessor	\$39,404	\$111,529
County Coroner	\$39,404	\$111,529

Current Pay Comparisons

Title	Benton	Pulaski	Washington	Sebastian
County Judge	\$89,815	\$94,340	\$96,825	\$86,910
County Sheriff	\$89,815	\$94,340	\$96,825	\$86,910
County Clerk	\$83,539	\$83,127	\$91,145	\$81,049
Circuit Clerk	\$83,539	\$83,127	\$91,145	\$81,049
County Treasurer	\$83,539	\$83,127	\$91,145	\$84,075
County Collector	\$83,539	\$83,127	\$91,145	\$84,075
County Assessor	\$83,539	\$81,329	\$91,145	\$81,049
County Coroner	\$83,539	\$89,325	\$91,145	\$36,593