

RESOLUTION OF PERSONNEL COMMITTEE 22-09

Be it enacted by the Personnel Committee of the County of Faulkner, State of Arkansas. A Resolution to be entitled: A Resolution to allow increases in salaries for three (3) full-time positions in the IT Department, to be addressed in the 2023 Annual Budget process to be effective January 1, 2023.

- Section 1: To increase salary of 1000.0115.1297, IT Director from \$76,062.74 to \$83,668.99. This is an increase of \$7,606.25.
- Section 2: To increase salary of 1000.0115.1295, IT Network Administrator from \$49,660.00 to \$54,626.00. This is an increase of \$4,966.00.
- Section 3: To increase salary of 1000.0115.1296, IT Coordinator from \$46,427.68 to \$51,070.45. This is an increase of \$4,642.77

Approved by the Personnel Committee on _____, 2022.

Tyler Pearson, Committee Chair

John Pickett

Justin Knight

Gerald Boyer

Kris Kendrick

Salary Survey	
Job Title	
IT Director	
County	2022 Salary
Saline	
Sebastian	86,015
Craighead	62,713
Garland	112,000
White	
Lonoke	
Average	86,909.33

Salary Survey	
with average and Faulkner County added and sorted on salary	
County	2022 Salary
Saline	
Sebastian	86,015
Craighead	62,713
Average	86,909
Garland	112,000
White	
Lonoke	
Faulkner	76,062



Salary Survey

Job Title

IT Network Administrator

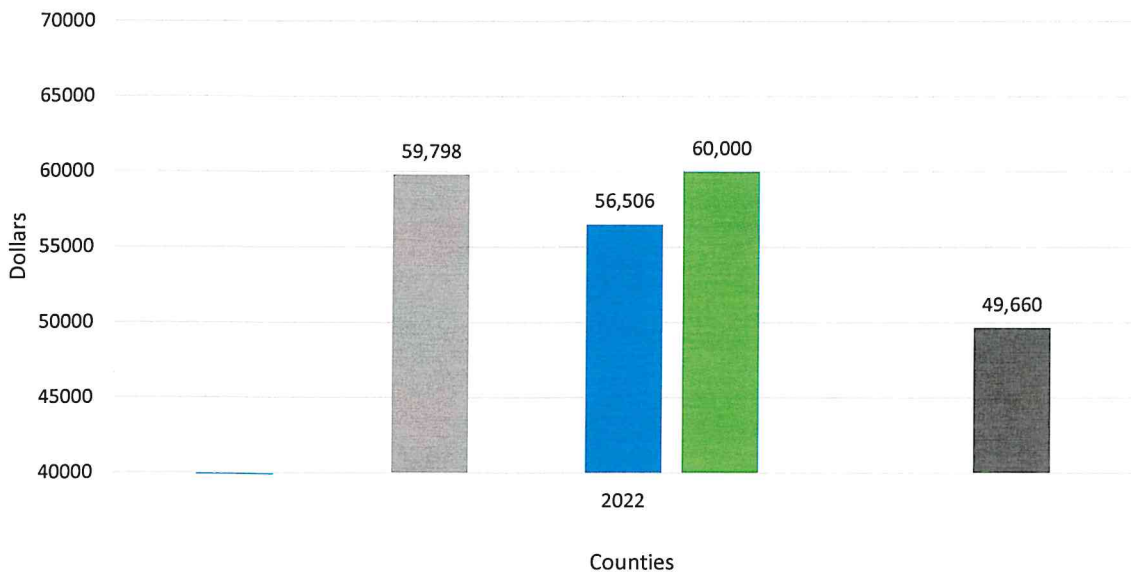
County	2022 Salary
Saline	
Sebastian	59,798
Craighead	49,721
Garland	60,000
White	
Lonoke	
Average	56,506.33

Salary Survey

with average and Faulkner
County added and sorted
on salary

County	2022 Salary
Saline	
Sebastian	59,798
Craighead	
Average	56,506
Garland	60,000
White	
Lonoke	
Faulkner	49,660

Salary Survey



Salary Survey

Job Title
IT Co-Ordinator

County	2022 Salary
Saline	
Sebastian	
Craighead	
Garland	
White	
Lonoke	

Average #DIV/0!

Salary Survey

with average and Faulkner
County added and sorted
on salary

County	2022 Salary
Saline	
Sebastian	
Craighead	
Average	
Garland	
White	
Lonoke	
Faulkner	46,427

Salary Survey





IT Department Raise justification Worksheet

- Current Salaries
 - IT Co-Ordinator - \$46,427.68
 - IT Network Administrator - \$49,660.00
 - IT Director - \$76,062.74
(other than COLA, this is the salary I started at 12 years ago)

- Finding Comps is difficult, the information from AAC seems to be incomplete in a lot of areas. For example, in the 2021 Arkansas County Salary Survey my department and positions are not even listed. Sebastian County had 6 IT positions that are not listed at all. I looked for data in that report that could match up.
 - Garland County (data not from AAC)
 - Has a relationship with the City of Hot Springs, (3 County People)
 - IT Director Salary \$112,000
 - Assistant IT Director \$75,000
 - Network Admin \$60,000
 - Pulaski County
 - Tax Collector (from AAC)
 - IT Director \$80,593 (for ONE department)
 - Assistant IT Director \$69,465
 - Computer Co-Ordinator \$53,099
 - Recorder Cost Fund (from AAC)
 - Director of Info Technology \$80,593 (for ONE area)
 - Systems Administrator 2 \$55,065
 - Fund Network Administrator \$49,959

- FC Prosecuting Attorney Office Administrator \$60,000
- FC Circuit Court Clerk \$50,000
- FC County Clerk Deputy Clerk \$50,000

- 2023 Proposed salaries for IT Department
 - IT Co-Ordinator - \$55,000.00
 - IT Network Administrator - \$65,000.00
 - IT Director - \$97,000.00



	Treasurer	% of max	County Clerk	% of max	Circuit Clerk	% of max	Assessor	% of max	Collector	% of max	Sheriff	% of max	Co. Judge	% of max
Craighead	\$ 72,593.00	65%	\$ 72,593.00	65%	\$ 72,593.00	65%	\$ 72,593.00	65%	\$ 72,593.00	65%	\$ 81,869.00	69%	\$ 89,432.00	75%
Faulkner	\$ 76,512.00	69%	\$ 76,512.00	69%	\$ 76,512.00	69%	\$ 76,512.00	69%	\$ 76,512.00	69%	\$ 80,023.00	67%	\$ 78,762.00	66%
Garland	\$ 78,538.00	71%	\$ 78,538.00	71%	\$ 78,538.00	71%	\$ 78,538.00	71%	\$ 78,538.00	71%	\$ 90,545.00	76%	\$ 99,497.00	83%
Lonoke	\$ 64,855.00	58%	\$ 64,855.00	58%	\$ 64,855.00	58%	\$ 64,855.00	58%	\$ 64,855.00	58%	\$ 75,915.00	64%	\$ 77,024.00	64%
Salline	\$ 76,852.00	69%	\$ 90,620.00	81%	\$ 76,852.00	69%	\$ 90,620.00	81%	\$ 76,852.00	69%	\$ 97,897.00	82%	\$ 97,898.00	82%
Sebastian	\$ 97,517.00	88%	\$ 94,011.00	84%	\$ 94,011.00	84%	\$ 94,012.00	84%	\$ 94,011.00	84%	\$ 100,810.00	84%	\$ 100,810.00	84%
White	\$ 66,794.00	60%	\$ 66,794.00	60%	\$ 66,794.00	60%	\$ 66,794.00	60%	\$ 66,794.00	60%	\$ 77,334.00	65%	\$ 77,685.00	65%
Average Salary	\$ 77,811.17	68%	\$ 79,521.50	70%	\$ 77,226.83	68%	\$ 79,521.67	70%	\$ 77,226.83	68%	\$ 87,843.17	72%	\$ 90,570.50	74%
Faulkner Deviation from Average	\$ (1,299.17)		\$ (3,009.50)		\$ (714.83)		\$ (3,009.67)		\$ (714.83)		\$ (7,820.17)		\$ (11,808.50)	
Avg minus Faulkner	\$ 78,071.00	68%	\$ 80,123.40	70%	\$ 77,369.80	68%	\$ 80,123.60	70%	\$ 77,369.80	68%	\$ 89,407.20	73%	\$ 92,932.20	76%
Faulkner Deviation fro Average	\$ (1,559.00)		\$ (3,611.40)		\$ (857.80)		\$ (3,611.60)		\$ (857.80)		\$ (9,384.20)		\$ (14,170.20)	
Proposed	\$ 97,508.60	80%	\$ 97,508.60	80%	\$ 97,508.60	80%	\$ 97,508.60	80%	\$ 97,508.60	80%	\$ 104,560.20	80%	\$ 104,560.20	80%
2022 budgeted	\$ 79,573.32		\$ 79,573.32		\$ 79,573.32		\$ 79,573.32		\$ 79,573.32		\$ 83,224.62		\$ 81,913.72	
difference	\$ 17,935.28		\$ 17,935.28		\$ 17,935.28		\$ 17,935.28		\$ 17,935.28		\$ 21,335.58		\$ 22,646.48	
% raise	22.54%		22.54%		22.54%		22.54%		22.54%		25.64%		27.65%	

*salaries listed for each county are referenced from 2021 AAC Publication

IT Department Budgets since 2010

	Personal	Supplies	Other	Capital			Below the line
2010	#####	34,200.00	83,950.00	35,000.00	338,753.84		153,150.00
2011	#####	34,200.00	83,950.00	30,000.00	348,968.48	\$10,214.64	148,150.00
2012	#####	34,200.00	83,950.00	30,000.00	346,568.48	\$2,400.00	148,150.00
2013	#####	31,200.00	85,000.00	30,000.00	348,594.17	\$2,025.69	146,200.00
2014	#####	11,700.00	45,650.00	30,000.00	305,820.96	\$40,747.52	87,350.00
2015	#####	19,000.00	42,650.00	23,000.00	304,240.00	\$1,580.96	84,650.00
2016	#####	16,250.00	43,662.00	25,460.00	306,856.16	\$2,616.16	85,372.00
2017	#####	12,000.00	40,628.06	18,280.00	292,304.82	\$14,551.34	70,908.06
2018	#####	12,000.00	42,352.06	8,100.00	285,633.32	\$6,671.50	62,452.06
2019	#####	14,025.00	38,403.06	10,000.00	288,797.36	\$3,164.04	62,428.06
2020	#####	11,500.00	40,928.06	10,000.00	294,890.72		62,428.06
2021	#####	11,500.00	39,231.06	12,000.00	301,992.46		62731.06
2010 vs. 2021		20,175.00	45,546.94	25,000.00	90,721.94		\$90,418.94

Budget decreased by \$90,437 since 2010 excluding personal services, approx 60%



This data was gathered by calling the various Class 6 counties.

Craighead County

Officials:

Judge	\$89,432
Others	\$72,593

IT Director	\$62,713
2 IT System Admin	\$49,721
Assessor, Collector, Clerk hacked	

Garland County

Officials:

Judge	\$89,637
Others	\$78,538

Relationship with the city of Hot Springs to share some costs.
County People 3 (10 total between city and county)

IT Director	\$110,000
Assistant IT Dir	\$75,000
Network Administrator	\$60,000
No AIS (not hacked)	

Lonoke County

Officials:

Judge	\$77,024
Others	\$64,855
1 Part time person	

Use Apprentice and or other 3rd party vendors.
Clerk, Treasurer, Collector, Assessor all hacked.



Saline County

Officials:

Judge	\$97,898
Clerk / Assessor	\$90,620
Collector / Treasurer	\$76,852

1 IT person

Assessor and Collector hacked

Sebastian County

Officials

Judge	\$100,810
Clerks / Assessor	\$94,011
Treasurer	\$97,517

IT Director	\$86,015
Infrastructure Admin	\$67,773
Network Admin	\$59,798
Business Analyst	\$54,297
PC Technicians (2)	\$39,771

No AIS (not hacked)

White County

Officials

Judge	\$77,685
Others	\$66,794

1 Person

County Judge IT (mostly 3rd party)

42 – 52 range

Clerk, Treasurer, and Assessor hacked.