



L202602481 1/14/2026 9:57:25 AM
Recorded - Benton County, AR
Brenda DeShields,Circuit Clerk

No. 02-26

Resolution Adopting A General Pay Scale Schedule

User Name: LEVI
CERTIFICATE OF RECORD
STATE OF ARKANSAS, COUNTY OF BENTON
I hereby certify that this instrument was
Filed and Recorded in the Official Records
L202602481 1/14/2026 9:57:25 AM
Brenda DeShields,Circuit Clerk
BENTON CO, AR FEE \$25.00

A RESOLUTION ADOPTING A GENERAL PAY SCALE SCHEDULE

WHEREAS, the Town Council of the Town of Avoca, Arkansas, annually reviews the General Pay Scale Schedule to determine and make necessary and appropriate adjustments to said schedule; and

WHEREAS, upon consideration of proposed adjustments to the schedule, it has been determined that adjustments should be made.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Avoca, Arkansas:

Section 1: That the pay scale schedule presented to the Town Council, attached hereto and identified as the 2026 General Pay Scale Schedule, be and the same is hereby approved and adopted.

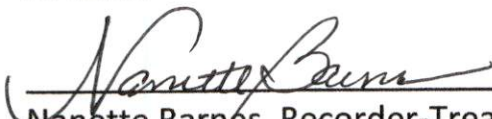
Section 2: That said schedule shall be effective commencing January 1, 2026, and shall continue until adjusted by the Town Council by resolution duly adopted for such purposes.

PASSED AND APPROVED this 13th day of January 2026.



Robert Whitehorn, Mayor

ATTEST:



Nanette Barnes, Recorder-Treasurer



2026 Avoca General Pay Schedule

Level 1: General Labor

New Hires:

Years in position (experience)	Level 1	Level 2
0-1 years	\$12.00	\$16.00
2-5 years	\$14.00	\$18.00
6-9 years	\$16.00	\$20.00
10-13 years	\$18.00	\$22.00
14-17 years	\$20.00	\$24.00
18-21 years	\$22.00	\$26.00
22-25 years	\$24.00	\$28.00

Hourly Employees: to be paid an hourly salary, with yearly raises to be decided by the Mayor and Council Members at the yearly budget meeting

Level 2: Department Heads

Mayor, Office Administrator, Recorder/Treasurer & Zoning Official: to be paid a yearly salary that is decided by the Mayor and Council Members at the yearly budget meeting

Meetings

Mayor, Recorder-Treasurer, Alderman, Zoning Official & Staff: \$85.00 per Council meeting attendance

Planning Commission/Board of Zoning Adjustment, Members and staff: \$85.00 per meeting attendance. Alderman attending a Planning Commission/Board of Zoning Adjustments meeting shall not be paid a meeting fee unless they are a member or staff of the Planning Commission/Board of Zoning Adjustment.

Committee Members: \$75.00 per meeting attendance. Alderman attending a Committee meeting shall not be paid a meeting fee unless they are a Member of the Committee.

Attendance of meetings are paid annually in December for December-November attendance

Vacation

1-4 years 5 days

5-9 years 10 days

10+ years 15 days

Employee must work 1248 hours annually to qualify for vacation.

Vacation pay will be based on average of previous year in annual wages.

Holidays

Town staff & Office administrator will be paid for and will follow Holiday observances listed in the employee handbook. The Mayor may add additional days off at his discretion.