



## Legislation Details (With Text)

|                       |   |                      |   |                      |  |
|-----------------------|---|----------------------|---|----------------------|--|
| <b>File #:</b>        | ORD-16:069  | <b>Version:</b>      | 1 | <b>Name:</b>         | Amend the 2016 annual budget and the Johanson Pay Plan |
| <b>Type:</b>          | Ordinance   | <b>Status:</b>       |   | <b>Status:</b>       | Passed   |
| <b>File created:</b>  | 9/21/2016   | <b>In control:</b>   |   | <b>In control:</b>   | Finance & Administration Council Committee             |
| <b>On agenda:</b>     |   | <b>Final action:</b> |   | <b>Final action:</b> | 10/18/2016   |
| <b>Title:</b>         | AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO  |                      |   |                      |  |
| <b>Sponsors:</b>      |   |                      |   |                      |  |
| <b>Indexes:</b>       | Budget amendment, Employee benefits, Policy - creation/amendment  |                      |   |                      |  |
| <b>Code sections:</b> |   |                      |   |                      |  |
| <b>Attachments:</b>   | 1. Exhibit A for Nonuniform, 2. Exhibit B Step Plan with Joahnson Min-Mid-Max, 3. NEW PAY PLAN COMPARISON, 4. Salary Administration Plan October 2016.pdf |                      |   |                      |  |

| Date       | Ver. | Action By                                  | Action                 | Result |
|------------|------|--|------------------------|--------|
| 10/18/2016 | 1    | City Council                               | Passed                 | Pass   |
| 10/4/2016  | 1    | City Council                               | Held at one reading    | Pass   |
| 9/27/2016  | 1    | Finance & Administration Council Committee | Recommended to Council | Pass   |

AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO

WHEREAS, Ordinance Number 15:069 adopted the 2016 Budget; and

WHEREAS, the City of Jonesboro acknowledges the value of employees and the need to implement a pay step plan; and

WHEREAS, the Finance Committee has approved the attached salary and compensation plan to the existing salary plan for all employees of the City of Jonesboro.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The 2016 Budget is hereby amended by the sum of \$653,178 to provide for an increase in the departments, budget line items, and amounts detailed in Exhibit A.

SECTION 2: The salary increases, described as the difference between the employee's current base pay and new base pay on step scale, detailed in Exhibit B shall be made effective as of October 1, 2016.

SECTION 3: Individual employee increases must be approved by the immediate supervisor and department head, prior to any compensation being received in December 2016, with agreement that the supervisor and department head may deny a salary increase for an employee that currently has a documented warning on file with Human Resources for job related performance issues.

PASSED AND APPROVED, this 18th day of October, 2016