2000 WAGE AND SALARY PLAN

IMPLEMENTATION AND ADMINISTRATION

1. Employees will not receive increases once their individual salary reaches the maximum for their grade.

2. Pay for individual employees will consist of their salary under the salary management plan, holiday pay, mechanic's pay for those approved in the Fire Department, uniform allowance for CID officers, and third shift differential for the Police Department and Emergency Dispatch Center.

3. In the year 2000, all new employee salaries must be the minimum for their position's salary grade unless the Personnel Committee has given approval for a higher entry level salary.

4. Police Officers and Firefighters I are assigned to Non-exempt Salary Grade 5, but, their entry level salary will be $ 21,500.00. Once they have completed the required training and are Certified by the State of Arkansas, they shall receive a $ 1,500.00 increase to their base salary. Computer Programmers/Analyst are assigned to Exempt Salary Grade 5, but, their entry level salary will be $35,000.00.

5. Adjustments to the 2000 Wage and Salary Plan may be made by the Personnel Committee when a legitimate need is identified.

6. When an employee is promoted from one grade to another, **the salary will be increased to the minimum of the new pay grade, or will be increased by 8%, whichever is greater.**

PAY GRADES WITH JOB EVALUATION POINTS

Non-exempt Grade	Job Classes	Point Values
1.	Part-time Worker	250-350
2.	Sanitation Worker I Custodian Data Technician Parks Worker Shop Worker Street Worker	351-450
3.	Accounting Technician I Administrative Secretary Maintenance Technician Work Release/Public Service Equipment Operator I Engineering Tech I (Surveyor I) Sanitation Worker II Animal Control Officer Assistant Code Enforcement Officer	451-550
4.	Emergency Dispatcher Assistant Code Officer Code Enforcement Officer Secretary to Mayor Equipment Operator II Engineering Tech II (Surveyor II) Accounting Technician II Mechanic	551-650
5.	Firefighter I Police Officer CAD Operator City Sexton Street Team Leader	651-750
6.	Codes Inspector I Street Construction Inspector I Firefighter II Police Sergeant	751-850
7.	Codes Inspector II Fire Lieutenant Police Lieutenant	851-950

PAY GRADES WITH JOB EVALUATION POINTS

Exempt Grade	Job Classes	Point Values
1.		600-699
2.	Parks Supervisor	700-799
3.	Accountant Animal Control Director Purchasing Agent Systems Analyst Assistant Parks Director/Maintenance	800-899
4.	Network Coordinator/Systems Tech Sanitation Supervisor Street Supervisor	900-999
5.	Traffic Coordinator Director Physical Plant Operations Civil Engineer Emergency Dispatch Director Computer Programmer/Analyst Fire Captain Police Captain	1000-1099
6.	Assistant Fire Chief Assistant Police Chief Inspection Coordinator	1100-1199
7.	Parks Director Civil Engineer II Grants Coordinator City Planner	1200-1299
8.	Sanitation Superintendent Finance Director Administrative Assistant to Mayor Human Resources Director Street Superintendent Information Systems Director	1300-1399
9.	Fire Chief Police Chief City Engineer Public Safety Director MATA Director	1400-1499

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JOB EVALUATION POINTS

Non-Exempt	Points
Part-time Worker	330
Sanitation Worker I	360
Custodian	370
Data Technician	395
Parks Worker	395
Shop Worker	430
Street Worker	430
Accounting Technician I	490
Administrative Secretary	490
Maintenance Technician	505
Work Release/Public Service	510
Equipment Operator I	515
Engineering Tech I (Surveyor I)	525
Sanitation Worker II	525
Animal Control Officer	530
Assist. Code Enforcement Officer	550
Emergency Dispatcher	580
Code Enforcement Officer	595
Secretary to the Mayor	605
Equipment Operator II	615
Engineering Tech II (Surveyor II)	620
Accounting Technician II	645
Mechanic	645
Firefighter I	655
Police Officer	660
City Sexton	670
CAD Operator	675
Street Team Leader	680
Codes Inspector I	770
Street Construction Inspector I	770
Firefighter II	800
Police Sergeant	825
Codes Inspector II	870
Fire Lieutenant	930
Police Lieutenant	930

JOB EVALUATION POINTS

Exempt	Points
Parks Supervisor	780
Accountant	800
Purchasing Agent	820
Systems Analyst	835
Asst. Parks Director/Maintenance	870
Animal Control Director	875
Sanitation Supervisor	920
Street Supervisor	920
Network Coordinator/System Tech	980
Traffic Coordinator	1005
Computer Programmer/Analyst	1010
Civil Engineer	1020
Emergency Dispatch Director	1030
Director Physical Plant Operations	1065
Fire Captain	1070
Police Captain	1090
Assistant Fire Chief	1170
Assistant Police Chief	1170
Inspection Coordinator	1170
Parks Director	1205
Civil Engineer II	1220
Grants Coordinator	1255
City Planner	1285
Sanitation Superintendent	1315
Finance Director	1320
Assistant to the Mayor	1320
Human Resources Director	1320
Street Superintendent	1340
Information Systems Director	1345
Fire Chief	1400
Police Chief	1400
City Engineer	1450
Public Safety Director	1450
MATA Director	1450

NON-EXEMPT PAY GRADES
2000

PAY GRADE	MINIMUM	HOURLY	MAXIMUM
1	Part-time		
2	$17,040.81	$8.19	$27,734.68
3	$18,243.87	$8.77	$29,739.78
4	$19,580.60	$9.41	$31,945.39
5	$20,984.18	$10.09	$34,284.68
6	$22,287.74	$10.76	$36,557.13
7	$23,858.15	$11.47	$39,096.92

EXEMPT PAY GRADES
2000

PAY GRADE	MINIMUM	HOURLY	MAXIMUM
1	$22,588.25	$10.86	$36,958.14
2	$24,192.33	$11.63	$39,832.12
3	$25,930.09	$12.47	$42,505.59
4	$27,801.51	$13.37	$45,646.91
5	$29,806.61	$14.33	$49,055.59
6	$31,811.72	$15.29	$52,397.43
7	$34,017.33	$16.35	$56,006.60
8	$36,289.78	$17.45	$59,816.30
9	$38,762.74	$18.64	$63,960.17