

CITY OF

JONESBORO

WAGE AND SALARY

MANAGEMENT PLAN



EXHIBIT A

## IMPLEMENTATION

1. All city employees will be placed on the salary plan in the appropriate grade at their current rate of pay, which will include base salary, longevity, educational pay, and certificate pay. Any employee whose current salary as defined above is below the minimum for their pay grade would be placed at the minimum of that grade. Any employee whose current salary as defined above is above the maximum for their grade would not receive any less pay, but would continue to receive the salary in effect at the time. Pay increases will be based on merit, but 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 the Emergency Dispatch Center.
3. When new employees are added to the City of Jonesboro, their beginning salary cannot exceed 20% above the minimum for their grade without approval of the Personnel Committee of the City Council. 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.

## JOB EVALUATION POINTS

Non-exempt	Points	Exempt	Points
Part time Worker	330	Computer Prog/Analyst	635
Sanitation worker I	360	Parks Supervisor	780
Custodian	370	Build Maint Supervisor	785
Data Technician	395	Accountant	800
Parks Worker	395	Purchasing Agent	820
Shop Worker	430	Admin Asst to Mayor	840
Street Worker	430	Animal Control Director	875
Accounting Technician I	490	Sanitation Supervisor	920
Administrative Secretary	490	Street Supervisor	920
Computer Technician	495	City Planner	980
Work Release/Public Svc	510	Civil Engineer	1020
Equipment Operator I	515	Emerg Dispatch Director	1030
Planning/Eng Tech I	525	Fire Captain	1070
Sanitation Worker II	525	Police Captain	1090
Animal Control Officer	530	Information Sys Director	1105
Emergency Dispatcher	580	Asssitant Fire Chief	1170
Code Enforcement Officer	595	Assistant Police Chief	1170
Secretary to Mayor	605	Inspections Coordiantor	1170
Equipment Operator II	615	Parks Director	1205
Planning/Eng Tech II	620	Sanitation Superintendent	1315
Accounting Technician II	645	Finance Director	1320
Mechanic	645	Human Resources Director	1320
Firefighter I	655	Street Superintendent	1340
Police Officer	660	City Engineer	1390
City Sexton	670	Fire Chief	1400
Street Team Leader	680	Police Chief	1400
Codes Inspector I	685		
Firefighter II	800		
Police Sergeant	825		
Codes Inspector II	870		
Fire Lieutenant	930		
Police Lieutenant	930		

## 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 Computer Technician Work Release/Public Service Equipment Operator I Planning/Eng Tech I Sanitation Worker II Animal Control Officer	451-550
4.	Emergency Dispatcher Code Enforcement Officer Secretary to Mayor Equipment Operator II Planning/Eng Tech II Accounting Technician II Mechanic	551-650
5.	Firefighter I Police Officer City Sexton Street Team Leader Codes Inspector I	651-750
6.	Firefighter II Police Sergeant	751-850
7.	Codes Inspector II Fire Lieutenant Police Lieutenant	851-950

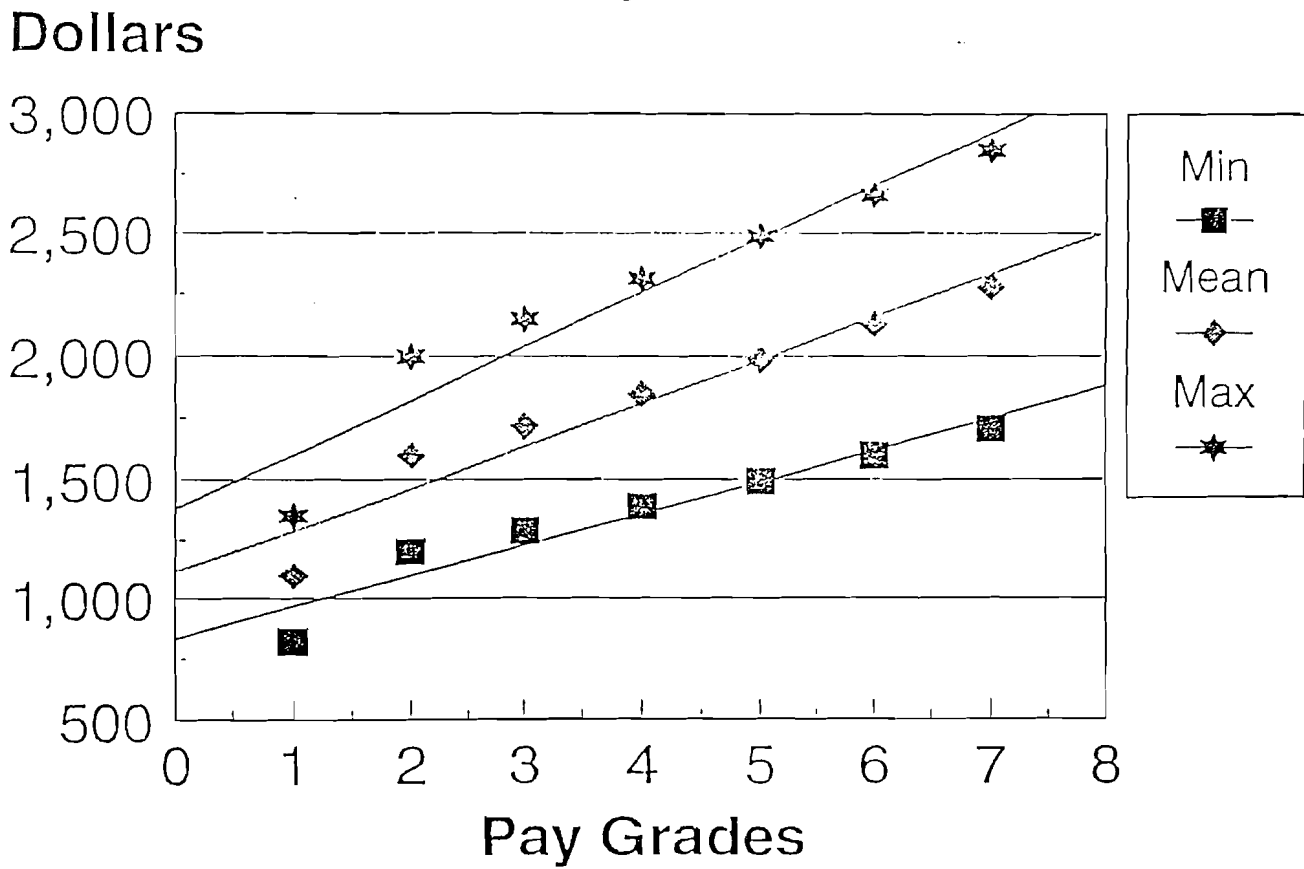
## PAY GRADES WITH JOB EVALUATION POINTS

Exempt grade	Job Classes	Point values
1.	Computer Programmer/Analyst	600-699
2.	Parks Supervisor Building Maintenance Supervisor	700-799
3.	Accountant Administrative Asst to Mayor Animal Control Director Purchasing Agent	800-899
4.	Sanitation Supervisor Street Supervisor City Planner	900-999
5.	Civil Engineer Emergency Dispatch Director Fire Captain Police Captain	1000-1099
6.	Information Systems Director Assistant Fire Chief Assistant Police Chief Inspections Coordinator	1100-1199
7.	Parks Director	1200-1299
8.	Sanitation Superintendent Finance Director Human Resources Director Street Superintendent City Engineer	1300-1399
9.	Fire Chief Police Chief	1400-1499

Pay Grade Number	Pay Grade Min.	Pay Grade Mean	Pay Grade Max.
1 (part time)	\$4.75 per hour	\$6.33	\$7.80
2	\$1,200	\$1,600	\$2,000
3	\$1,290	\$1,720	\$2,150
4	\$1,390	\$1,850	\$2,315
5	\$1,495	\$1,990	\$2,490
6	\$1,600	\$2,130	\$2,660
7	\$1,710	\$2,280	\$2,850

## Non-Exempt Pay Grades

### Monthly Salaries



Pay Grade Number	Pay Grade Min.	Pay Grade Mean	Pay Grade Max.
1	\$1,615	\$2,150	\$2,690
2	\$1,735	\$2,315	\$2,890
3	\$1,865	\$2,485	\$3,105
4	\$2,005	\$2,675	\$3,340
5	\$2,155	\$2,875	\$3,595
6	\$2,305	\$3,075	\$3,845
7	\$2,470	\$3,290	\$4,115
8	\$2,640	\$3,520	\$4,400
9	\$2,825	\$3,770	\$4,710

## Exempt Pay Grades Monthly Salaries

Dollars

