

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.
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.**

NON-EXEMPT PAY GRADES - 2000
5% + \$ 1,000.00

PAY GRADE	MINIMUM	HOURLY	MAXIMUM
1	Part-time	Minimum Wage	
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	\$ 22,387.74	\$ 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

PAY GRADES WITH JOB EVALUATION POINTS

<i>Exempt Grade</i>	<i>Job Classes</i>	<i>Point Values</i>
1.		600-699
2.	Parks Supervisor Building Maintenance Supervisor	700-799
3.	Accountant Animal Control Director Purchasing Agent	800-899
4.	Sanitation Supervisor Street Supervisor City Planner Network Coordinator/Systems Tech	900-999
5.	Traffic Coordinator Civil Engineer I Emergency Dispatch Director Fire Captain Police Captain Director of Physical Plant Operations Computer Programmer/Analyst	1000-1099
6.	Assistant Fire Chief Assistant Police Chief Inspections Coordinator	1100-1199
7.	Parks Director Civil Engineer II Grants Coordinator	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	1400-1499

PAY GRADES WITH JOB EVALUATION POINTS

<i>Non-exempt Grade</i>	<i>Job Classes</i>	<i>Point Values</i>
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 Network Coordinator/System Tech Work Release/Public Service Equipment Operator I Engineering Tech I (Surveyor I) Sanitation Worker II Animal Control Officer Maintenance Technician	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

JOB EVALUATION POINTS

<i>Non-Exempt</i>	<i>Points</i>	<i>Exempt</i>	<i>Points</i>
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	Animal Control Director	875
Street Worker	430	Sanitation Supervisor	920
Accounting Tech I	490	Street Supervisor	920
Admin Secretary	490	City Planner	980
Net Coor/System Tech	495	Traffic Coordinator	1005
Work Release/Pub Svc	510	Civil Engineer	1020
Equipment Operator I	515	Emerg Dispatch Director	1030
Eng Tech I/Surveyor	525	Fire Captain	1070
Sanitation Worker II	525	Police Captain	1090
Animal Control Officer	530	Assistant Fire Chief	1170
Asst. Code Officer	555	Assistant Police Chief	1170
Emergency Dispatcher	580	Inspections Coordinator	1170
Code Enforce Officer	595	Parks Director	1205
Secretary to Mayor	605	Civil Engineer II	1220
Equipment Operator II	615	Grants Coordinator	1255
Eng Tech II/Surveyor	620	Information Systems Director	1265
Accounting Tech II	645	Sanitation Superintendent	1315
Mechanic	645	Admin Assistant to Mayor	1320
Firefighter I	655	Finance Director	1320
Police Officer	660	Director Human Resources	1320
City Sexton	670	Street Superintendent	1340
CAD Operator	675	Fire Chief	1400
Street Team Leader	680	Police Chief	1400
Codes Inspector I	770	City Engineer	1450
St./MATA Inspector I	770	Public Safety Director	1450
Firefighter II	800		
Police Sergeant	825		
Codes Inspector II	870		
Fire Lieutenant	930		
Police Lieutenant	930		