



Legislation Text

File #: RES-95:1222, Version: 1

RESOLUTION TO ADOPT AND IMPLEMENT A WAGE AND SALARY MANAGEMENT PLAN (NOTE: THIS RESOLUTION WAS AMENDED BY RES-96:1175 ON SEPTEMBER 3, 1996; RES-96:1162 ON NOVEMBER 27, 1996; RES-98:1073 ON JANUARY 19, 1998; RES-98:1048 ON MAY 18, 1998; RES-98:997 ON DECEMBER 7, 1998; RES-99:928 ON DECEMBER 20, 1999; RES-00:914 ON MARCH 20, 2000; RES-00:885 ON OCTOBER 16, 2000; RES-01:845 ON AUGUST 6, 2001; RES-01:833 ON AUGUST 20, 2001; RES-01:834 ON AUGUST 20, 2001; RES-02:749 ON OCTOBER 21, 2002) WHEREAS, there is a need for a wage and salary management plan to allow city employees to better plan their careers and to allow the city of Jonesboro to more efficiently manage city finances;

Now therefore, be it resolved by the city council for the city of Jonesboro, Arkansas, that the city of Jonesboro wage and salary management plan, which is attached hereto as exhibit "a", is hereby adopted, and the city human resource director and finance director are hereby directed to implement it as follows:

1. All non-elected employees of the city of Jonesboro will be classified under one of the classifications of the plan. If a new position is created that cannot be defined in one of the existing classifications, the human resource director will write a job description for that position, evaluate it in relation to the plan, and make recommendations to the personnel committee for approval.
2. Under the wage and salary management plan, all salary increases for city employees will be awarded on the basis of merit, as determined by performance evaluation. The human resource director will ensure that performance evaluations are conducted at least twice annually, using the final annual evaluation as the basis of awarding salary increases. The human resource director will further ensure that guidelines are prepared for each department to use in conducting performance evaluations. Total dollar amounts available for salary increases will be determined annually by the city council, and will be awarded by individual departments.
3. To provide an orderly transition for the plan, all increases for longevity and/or step increases scheduled for 1996 will be honored. All additional appropriations will be awarded on the basis of merit.
4. On January 1, 1997 and thereafter, all salary increases for non-elected employees of the city of Jonesboro will be awarded solely on the basis of merit as outlined above.

PASSED AND ADOPTED the 20th day of November, 1995.