File #: RES-22:075, **Version:** 1

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO AMEND THE SALARY AND ADMINISTRATION PLAN FOR UNIFORMED EMPLOYEES AND AMEND THE 2022 BUDGET

WHEREAS, RES-21:296 amended the City Salary and Administration Plan and list of approved job titles; and

WHEREAS, RES-21:297 adopted the City of Jonesboro 2022 Budget; and

WHEREAS, it has been determined that the Jonesboro Fire Department and the Jonesboro Police Department continue to experience difficulty in both hiring and retention of personnel; and

WHEREAS, the Police Chief and the Fire Chief have indicated the selection pool of qualified applicants considered for both recruitment and hiring is affected by the current minimum starting salary for Job Grade U1; and

WHEREAS, salary comparison of comparable cities in the State indicates that current uniformed salaries are below State averages; and.

WHEREAS, to address these hiring/retention difficulties, the following positions are regraded in the City Salary and Administration Plan:

Uniformed Personnel

JG U1	Establish minimum starting salary of $42,000 (U1/1) Align step plan for step 2 - 22 to address compression
JG U2 - U6	Increase salaries for all steps in accordance to the attached revised uniform salary and administration plan

WHEREAS, the 2022 budget will need to be amended by the following totals for salaries, plus benefits to support the increases:

Uniformed Personnel	$485,769

WHEREAS, it is recommended by the Finance Committee, to ensure sufficient staffing of competent personnel for the City, to revise the Salary and Administration Plan and amend the 2022 budget.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION I: The City Salary & Administration Plan is amended to revise the positions as indicated above.

SECTION II: The 2022 Budget is hereby amended as indicated above.

PASSED AND APPROVED THIS 3rd DAY OF MAY 2022.