R-15-180

RESOLUTION NO. _____

A RESOLUTION REPEALING RESOLUTION NO. 8890 AND ADOPTING REVISED PAY SCHEDULES FOR GRADE/STEP NON-UNIFORM EMPLOYEES IN THE CITY OF NORTH LITTLE ROCK; AND FOR OTHER PURPOSES.

WHEREAS, the City of North Little Rock ("the City") reviewed its grade/step pay schedules for non-uniformed employees and adopted Resolution No. 8890 on November 23, 2015 to revise its grade/step pay schedules in order to remain competitive in the job market and properly compensate the City's employees; and

WHEREAS, several amendments were made to the Resolution prior to its adoption which have resulted in some confusion regarding employee classifications and applicable schedules, as well as revisions that need to be made to the pay schedules; and

WHEREAS, it is in the best interests of the citizens and residents of the City of North Little Rock that Resolution No. 8890 be repealed, and the grade/step salary schedules for non-uniformed classified employees be reaffirmed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That revised salary schedules for non-uniformed classified employees of the City are hereby adopted effective January 2, 2016, said schedules being attached hereto and incorporated herein by reference as follows:

Exhibit "A"	Pay Grades F04, F04A, F05
Exhibit "B"	Pay Grades F05A to F08A
Exhibit "C"	Pay Grades F09 to F12A
Exhibit "D"	Pay Grades P5 to P10
Exhibit "E"	Pay Grades P11 to P15

SECTION 2: That all non-uniformed classified employees will be placed in the step closest to their current pay that will give them a minimum 3% pay increase.

SECTION 3: That the increases in salary and benefits contemplated by this Resolution are subject to and contingent upon the appropriation of sufficient funding by City Council in the annual budget.

SECTION 4: That this Resolution shall be in full force and effect from and after its passage and approval.

PASSED: APPROVED:

_____ _____

Mayor Joe A. Smith

SPONSOR:

Joe A. Smith by JC

Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

C. Jason Carter

C. Jason Carter, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/b

FILED 11:12 A.M. _____ P.M.

By City Atty Jason Carter

DATE 12/8/15

Diane Whitbey, City Clerk and Collector
North Little Rock, Arkansas

RECEIVED BY B Taylor

F04, F04A, F05 (6% INC)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MIN								
GR	SALARY	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%
F04									
AN	22,060.55	23,384.18	24,787.23	26,274.47	27,850.94	29,521.99	31,293.31	33,170.91	35,161.17
MO	1,838.38	1,948.68	2,065.60	2,189.54	2,320.91	2,460.17	2,607.78	2,764.24	2,930.10
Bi/W	848.48	899.39	953.36	1,010.56	1,071.19	1,135.46	1,203.59	1,275.80	1,352.35
WK	424.24	449.70	476.68	505.28	535.59	567.73	601.79	637.90	676.18
HR	10.6060	11.2424	11.9169	12.6320	13.3899	14.1933	15.0449	15.9476	16.9044
F04A								> max	
AN	22,942.62	24,319.18	25,778.33	27,325.03	28,964.53	30,702.40	32,544.54	34,497.22	36,567.05
MO	1,911.89	2,026.60	2,148.19	2,277.09	2,413.71	2,558.53	2,712.05	2,874.77	3,047.25
Bi/W	882.41	935.35	991.47	1,050.96	1,114.02	1,180.86	1,251.71	1,326.82	1,406.43
WK	441.20	467.68	495.74	525.48	557.01	590.43	625.86	663.41	703.21
HR	11.0301	11.6919	12.3934	13.1370	13.9253	14.7608	15.6464	16.5852	17.5803
FO5								> max	
AN	23,808.76	25,237.28	26,751.52	28,356.61	30,058.01	31,861.49	33,773.18	35,799.57	37,947.54
MO	1,984.06	2,103.11	2,229.29	2,363.05	2,504.83	2,655.12	2,814.43	2,983.30	3,162.30
Bi/W	915.72	970.66	1,028.90	1,090.64	1,156.08	1,225.44	1,298.97	1,376.91	1,459.52
WK	457.86	485.33	514.45	545.32	578.04	612.72	649.48	688.45	729.76
HR	11.4465	12.1333	12.8613	13.6330	14.4510	15.3180	16.2371	17.2113	18.2440

F05A to F08A Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	MINIMUM									
GR		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt = >5%	
F05A										> max
AN	25,686.97	26,971.32	28,319.89	29,735.88	31,222.68	32,783.81	34,423.00	36,144.15	37,951.36	
MO	2,140.58	2,247.61	2,359.99	2,477.99	2,601.89	2,731.98	2,868.58	3,012.01	3,162.61	
Bi/W	987.96	1,037.36	1,089.23	1,143.69	1,200.87	1,260.92	1,323.96	1,390.16	1,459.67	
WK	493.98	518.68	544.61	571.84	600.44	630.46	661.98	695.08	729.83	
HR	12.35	12.97	13.62	14.30	15.01	15.76	16.55	17.38	18.25	
F05B										> max
AN	26,032.46	27,334.08	28,700.78	30,135.82	31,642.61	33,224.74	34,885.98	36,630.28	38,461.80	
MO	2,169.37	2,277.84	2,391.73	2,511.32	2,636.88	2,768.73	2,907.17	3,052.52	3,205.15	
Bi/W	1,001.25	1,051.31	1,103.88	1,159.07	1,217.02	1,277.87	1,341.77	1,408.86	1,479.30	
WK	500.62	525.66	551.94	579.54	608.51	638.94	670.88	704.43	739.65	
HR	12.52	13.14	13.80	14.49	15.21	15.97	16.77	17.61	18.49	
F06										> max
AN	27,001.73	28,351.81	29,769.41	31,257.88	32,820.77	34,461.81	36,184.90	37,994.14	39,893.85	
MO	2,250.14	2,362.65	2,480.78	2,604.82	2,735.06	2,871.82	3,015.41	3,166.18	3,324.49	
Bi/W	1,038.53	1,090.45	1,144.98	1,202.23	1,262.34	1,325.45	1,391.73	1,461.31	1,534.38	
WK	519.26	545.23	572.49	601.11	631.17	662.73	695.86	730.66	767.19	
HR	12.98	13.63	14.31	15.03	15.78	16.57	17.40	18.27	19.18	
F06A										> max
AN	28,190.01	29,599.51	31,079.48	32,633.46	34,265.13	35,978.39	37,777.31	39,666.17	41,649.48	
MO	2,349.17	2,466.63	2,589.96	2,719.45	2,855.43	2,998.20	3,148.11	3,305.51	3,470.79	
Bi/W	1,084.23	1,138.44	1,195.36	1,255.13	1,317.89	1,383.78	1,452.97	1,525.62	1,601.90	
WK	542.12	569.22	597.68	627.57	658.94	691.89	726.49	762.81	800.95	
HR	13.55	14.23	14.94	15.69	16.47	17.30	18.16	19.07	20.02	
F07										> max
AN	29,285.90	30,750.19	32,287.70	33,902.09	35,597.19	37,377.05	39,245.90	41,208.20	43,268.61	
MO	2,440.49	2,562.52	2,690.64	2,825.17	2,966.43	3,114.75	3,270.49	3,434.02	3,605.72	
Bi/W	1,126.38	1,182.70	1,241.83	1,303.93	1,369.12	1,437.58	1,509.46	1,584.93	1,664.18	
WK	563.19	591.35	620.92	651.96	684.56	718.79	754.73	792.47	832.09	
HR	14.0798	14.7837	15.5229	16.2991	17.1140	17.9697	18.8682	19.8116	20.8022	
F07A										> max
AN	30,353.28	31,870.94	33,464.49	35,137.71	36,894.60	38,739.33	40,676.29	42,710.11	44,845.61	
MO	2,529.44	2,655.91	2,788.71	2,928.14	3,074.55	3,228.28	3,389.69	3,559.18	3,737.13	
Bi/W	1,167.43	1,225.81	1,287.10	1,351.45	1,419.02	1,489.97	1,564.47	1,642.70	1,724.83	
WK	583.72	612.90	643.55	675.73	709.51	744.99	782.24	821.35	862.42	
HR	14.5929	15.3226	16.0887	16.8931	17.7378	18.6247	19.5559	20.5337	21.5604	
F08										> max
AN	31,476.76	33,050.60	34,703.13	36,438.28	38,260.20	40,173.21	42,181.87	44,290.96	46,505.51	
MO	2,623.06	2,754.22	2,891.93	3,036.52	3,188.35	3,347.77	3,515.16	3,690.91	3,875.46	
Bi/W	1,210.64	1,271.18	1,334.74	1,401.47	1,471.55	1,545.12	1,622.38	1,703.50	1,788.67	
WK	605.32	635.59	667.37	700.74	735.77	772.56	811.19	851.75	894.34	
HR	15.1331	15.8897	16.6842	17.5184	18.3943	19.3140	20.2797	21.2937	22.3584	
F08A										> max
AN	32,855.38	34,498.15	36,223.06	38,034.21	39,935.92	41,932.72	44,029.36	46,230.82	48,600.19	
MO	2,737.95	2,874.85	3,018.59	3,169.52	3,327.99	3,494.39	3,669.11	3,852.57	4,050.02	
Bi/W	1,263.67	1,326.85	1,393.19	1,462.85	1,536.00	1,612.80	1,693.44	1,778.11	1,869.24	
WK	631.83	663.43	696.60	731.43	768.00	806.40	846.72	889.05	934.62	
HR	15.7959	16.5857	17.4149	18.2857	19.2000	20.1600	21.1680	22.2264	23.3655	

F05A - F08A (5% INC)

12/1/2015

F09-F12A Pay Grades

NLR HR Dept.

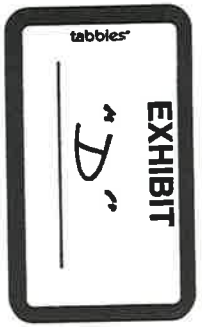
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MINIMUM								
GR		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt => 5%	Amt => 5%
F09									
AN	34,269.66	35,983.14	37,782.29	39,671.41	41,654.98	43,737.73	45,924.62	48,220.85	51,025.45
MO	2,855.80	2,998.59	3,148.52	3,305.95	3,471.25	3,644.81	3,827.05	4,018.40	4,252.12
Bi/W	1,318.06	1,383.97	1,453.17	1,525.82	1,602.11	1,682.22	1,766.33	1,854.65	1,962.52
WK	659.03	691.98	726.58	762.91	801.06	841.11	883.17	927.32	981.26
HR	16.4758	17.2996	18.1646	19.0728	20.0264	21.0278	22.0791	23.1831	24.5315
F09A									
AN	35,548.45	37,325.87	39,192.17	41,151.78	43,209.37	45,369.83	47,638.33	50,020.24	53,366.89
MO	2,962.37	3,110.49	3,266.01	3,429.31	3,600.78	3,780.82	3,969.86	4,168.35	4,447.24
Bi/W	1,367.25	1,435.61	1,507.39	1,582.76	1,661.90	1,744.99	1,832.24	1,923.86	2,052.57
WK	683.62	717.81	753.70	791.38	830.95	872.50	916.12	961.93	1,026.29
HR	17.0906	17.9451	18.8424	19.7845	20.7737	21.8124	22.9030	24.0482	25.6572
F10									
AN	37,066.89	38,920.23	40,866.24	42,909.56	45,055.03	47,307.79	49,673.18	52,368.30	55,706.52
MO	3,088.91	3,243.35	3,405.52	3,575.80	3,754.59	3,942.32	4,139.43	4,364.03	4,642.21
Bi/W	1,425.65	1,496.93	1,571.78	1,650.37	1,732.89	1,819.53	1,910.51	2,014.17	2,142.56
WK	712.82	748.47	785.89	825.18	866.44	909.77	955.25	1,007.08	1,071.28
HR	17.8206	18.7117	19.6472	20.6296	21.6611	22.7441	23.8813	25.1771	26.7820
F10A									
AN	39,111.11	41,066.66	43,120.00	45,276.00	47,539.80	49,916.79	52,412.63	55,033.26	59,187.94
MO	3,259.26	3,422.22	3,593.33	3,773.00	3,961.65	4,159.73	4,367.72	4,586.10	4,932.33
Bi/W	1,504.27	1,579.49	1,658.46	1,741.38	1,828.45	1,919.88	2,015.87	2,116.66	2,276.46
WK	752.14	789.74	829.23	870.69	914.23	959.94	1,007.94	1,058.33	1,138.23
HR	18.8034	19.7436	20.7308	21.7673	22.8557	23.9985	25.1984	26.4583	28.4557
F11									
AN	41,230.66	43,292.20	45,456.81	47,729.65	50,116.13	52,621.94	55,253.03	58,015.68	62,678.40
MO	3,435.89	3,607.68	3,788.07	3,977.47	4,176.34	4,385.16	4,604.42	4,834.64	5,223.20
Bi/W	1,585.79	1,665.08	1,748.34	1,835.76	1,927.54	2,023.92	2,125.12	2,231.37	2,410.71
WK	792.90	832.54	874.17	917.88	963.77	1,011.96	1,062.56	1,115.69	1,205.35
HR	19.8224	20.8136	21.8542	22.9469	24.0943	25.2990	26.5640	27.8922	30.1338
F011A									
AN	43,085.47	45,239.74	47,501.73	49,876.81	52,370.65	54,989.19	57,738.65	60,625.58	65,633.73
MO	3,590.46	3,769.98	3,958.48	4,156.40	4,364.22	4,582.43	4,811.55	5,052.13	5,469.48
Bi/W	1,657.13	1,739.99	1,826.99	1,918.34	2,014.26	2,114.97	2,220.72	2,331.75	2,524.37
WK	828.57	869.99	913.49	959.17	1,007.13	1,057.48	1,110.36	1,165.88	1,262.19
HR	20.7142	21.7499	22.8374	23.9792	25.1782	26.4371	27.7590	29.1469	31.5547
F12									
AN	44,935.00	47,181.75	49,540.83	52,017.88	54,618.77	57,349.71	60,217.19	63,228.05	68,593.21
MO	3,744.58	3,931.81	4,128.40	4,334.82	4,551.56	4,779.14	5,018.10	5,269.00	5,716.10
Bi/W	1,728.27	1,814.68	1,905.42	2,000.69	2,100.72	2,205.76	2,316.05	2,431.85	2,638.20
WK	864.13	907.34	952.71	1,000.34	1,050.36	1,102.88	1,158.02	1,215.92	1,319.10
HR	21.6034	22.6835	23.8177	25.0086	26.2590	27.5720	28.9506	30.3981	32.9775
F12A									
AN	46,959.06	49,307.01	51,772.36	54,360.98	57,079.03	59,932.98	62,929.63	66,076.11	71,925.08
MO	3,913.25	4,108.92	4,314.36	4,530.08	4,756.59	4,994.42	5,244.14	5,506.34	5,993.76
Bi/W	1,806.12	1,896.42	1,991.24	2,090.81	2,195.35	2,305.11	2,420.37	2,541.39	2,766.35
WK	903.06	948.21	995.62	1,045.40	1,097.67	1,152.56	1,210.19	1,270.69	1,383.17
HR	22.5765	23.7053	24.8906	26.1351	27.4418	28.8139	30.2546	31.7674	34.5794

EXHIBIT "C"

P5 - P10 Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt =>6%	Amt 6%
P05									
AN	21,877.75	23,190.41	24,581.84	26,056.75	27,620.15	29,277.36	31,034.00	32,896.04	34,869.80
MO	1,823.15	1,932.53	2,048.49	2,171.40	2,301.68	2,439.78	2,586.17	2,741.34	2,905.82
BIW	841.45	891.94	945.46	1,002.18	1,062.31	1,126.05	1,193.62	1,265.23	1,341.15
WK	841.45	891.94	945.46	1,002.18	1,062.31	1,126.05	1,193.62	1,265.23	1,341.15
HR	10.5181	11.1492	11.8182	12.5273	13.2789	14.0757	14.9202	15.8154	16.7643
P06									
AN	22,942.63	24,319.19	25,778.34	27,325.04	28,964.54	30,702.42	32,544.56	34,664.28	36,744.14
MO	1,911.89	2,026.60	2,148.20	2,277.09	2,413.71	2,558.53	2,712.05	2,888.69	3,062.01
BIW	882.41	935.35	991.47	1,050.96	1,114.02	1,180.86	1,251.71	1,333.24	1,413.24
WK	882.41	935.35	991.47	1,050.96	1,114.02	1,180.86	1,251.71	1,333.24	1,413.24
HR	11.0301	11.6919	12.3934	13.1370	13.9253	14.7608	15.6464	16.6655	17.6655
P07									
AN	24,040.05	25,482.45	27,011.40	28,632.08	30,350.00	32,171.00	34,101.26	36,515.79	38,706.74
MO	2,003.34	2,123.54	2,250.95	2,386.01	2,529.17	2,680.92	2,841.77	3,042.98	3,225.56
BIW	924.62	980.09	1,038.90	1,101.23	1,167.31	1,237.35	1,311.59	1,404.45	1,488.72
WK	924.62	980.09	1,038.90	1,101.23	1,167.31	1,237.35	1,311.59	1,404.45	1,488.72
HR	11.5577	12.2512	12.9862	13.7654	14.5913	15.4668	16.3948	17.5557	18.6090
P08									
AN	25,076.29	26,580.87	28,175.72	29,866.26	31,658.24	33,557.73	35,571.20	37,705.47	39,967.80
MO	2,089.69	2,215.07	2,347.98	2,488.86	2,638.19	2,796.48	2,964.27	3,142.12	3,330.65
BIW	964.47	1,022.34	1,083.68	1,148.70	1,217.62	1,290.68	1,368.12	1,450.21	1,537.22
WK	964.47	1,022.34	1,083.68	1,148.70	1,217.62	1,290.68	1,368.12	1,450.21	1,537.22
HR	12.0559	12.7793	13.5460	14.3588	15.2203	16.1335	17.1015	18.1276	19.2153
P09									
AN	26,138.79	27,707.12	29,369.55	31,131.72	32,999.63	34,979.60	37,078.38	39,303.08	41,661.27
MO	2,178.23	2,308.93	2,447.46	2,594.31	2,749.97	2,914.97	3,089.86	3,275.26	3,471.77
BIW	1,005.34	1,065.66	1,129.60	1,197.37	1,269.22	1,345.37	1,426.09	1,511.66	1,602.36
WK	1,005.34	1,065.66	1,129.60	1,197.37	1,269.22	1,345.37	1,426.09	1,511.66	1,602.36
HR	12.5667	13.3207	14.1200	14.9672	15.8652	16.8171	17.8261	18.8957	20.0295
P10									
AN	27,235.00	28,869.10	30,601.25	32,437.32	34,383.56	36,446.58	38,633.37	40,951.37	43,408.46
MO	2,269.58	2,405.76	2,550.10	2,703.11	2,865.30	3,037.21	3,219.45	3,412.61	3,617.37
BIW	1,047.50	1,110.35	1,176.97	1,247.59	1,322.44	1,401.79	1,485.90	1,575.05	1,669.56
WK	1,047.50	1,110.35	1,176.97	1,247.59	1,322.44	1,401.79	1,485.90	1,575.05	1,669.56
HR	13.0938	13.8794	14.7121	15.5949	16.5306	17.5224	18.5737	19.6882	20.8695

P05 - P10 (6% inc)



P11-P15 Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%
P11									
AN	28,941.65	30,678.15	32,518.84	34,469.97	36,538.17	38,730.46	41,054.28	43,517.54	46,128.59
MO	2,411.80	2,556.51	2,709.90	2,872.50	3,044.85	3,227.54	3,421.19	3,626.46	3,844.05
BIW	1,113.14	1,179.93	1,250.72	1,325.77	1,405.31	1,489.63	1,579.01	1,673.75	1,774.18
WK	556.57	589.96	625.36	662.88	702.66	744.82	789.51	836.88	887.09
HR	13.9143	14.7491	15.6341	16.5721	17.5664	18.6204	19.7376	20.9219	22.1772
P12									
AN	29,991.19	31,790.66	33,698.10	35,719.99	37,863.19	40,134.98	42,543.08	45,095.66	47,801.40
MO	2,499.27	2,649.22	2,808.18	2,976.67	3,155.27	3,344.58	3,545.26	3,757.97	3,983.45
BIW	1,153.51	1,222.72	1,296.08	1,373.85	1,456.28	1,543.65	1,636.27	1,734.45	1,838.52
WK	576.75	611.36	648.04	686.92	728.14	771.83	818.14	867.22	919.26
HR	14.4188	15.2840	16.2010	17.1731	18.2035	19.2957	20.4534	21.6806	22.9814
P13									
AN	32,000.33	33,920.35	35,955.57	38,112.90	40,399.68	42,823.66	45,393.08	48,116.66	51,003.66
MO	2,666.69	2,826.70	2,996.30	3,176.08	3,366.64	3,568.64	3,782.76	4,009.72	4,250.31
BIW	1,230.78	1,304.63	1,382.91	1,465.88	1,553.83	1,647.06	1,745.89	1,850.64	1,961.68
WK	615.39	652.31	691.45	732.94	776.92	823.53	872.94	925.32	980.84
HR	15.3848	16.3079	17.2863	18.3235	19.4229	20.5883	21.8236	23.1330	24.5210
P14									
AN	33,109.73	35,096.31	37,202.09	39,434.22	41,800.27	44,308.29	46,966.79	49,784.79	52,771.88
MO	2,759.14	2,924.69	3,100.17	3,286.18	3,483.36	3,692.36	3,913.90	4,148.73	4,397.66
BIW	1,273.45	1,349.86	1,430.85	1,516.70	1,607.70	1,704.16	1,806.41	1,914.80	2,029.69
WK	636.73	674.93	715.42	758.35	803.85	852.08	903.21	957.40	1,014.84
HR	15.9181	16.8732	17.8856	18.9588	20.0963	21.3021	22.5802	23.9350	25.3711
P15									
AN	34,218.59	36,271.70	38,448.01	40,754.89	43,200.18	45,792.19	48,539.72	51,452.10	54,539.23
MO	2,851.55	3,022.64	3,204.00	3,396.24	3,600.01	3,816.02	4,044.98	4,287.68	4,544.94
BIW	1,316.10	1,395.07	1,478.77	1,567.50	1,661.55	1,761.24	1,866.91	1,978.93	2,097.66
WK	658.05	697.53	739.38	783.75	830.77	880.62	933.46	989.46	1,048.83
HR	16.4512	17.4383	18.4846	19.5937	20.7693	22.0155	23.3364	24.7366	26.2208

tabbies

EXHIBIT

"E"

P11 - P15 (3%,3%,6% inc)