R-16-197

RESOLUTION NO. _____

A RESOLUTION ADOPTING REVISED PAY SCHEDULES FOR GRADE/STEP NON-UNIFORM EMPLOYEES IN THE CITY OF NORTH LITTLE ROCK TO REFLECT PAY INCREASE; AND FOR OTHER PURPOSES.

WHEREAS, the North Little Rock City Council wishes to provide a 2% salary increase, effective January 1, 2017, for grade/step non-uniform employees of the City of North Little Rock (the "City"), and there is a need to revise the salary schedules; and

WHEREAS, it is in the best interests of the citizens and residents of the City of North Little Rock that the City adopt said salary schedules in order to properly compensate the City's employees.

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

SECTION 1: That revised salary schedules, reflecting a 2% pay increase, for non-uniformed classified employees of the City are hereby adopted effective January 1, 2017, 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 the increases in salary contemplated by this Resolution are subject to and contingent upon the appropriation of sufficient funding by City Council in the annual budget.

SECTION 3: 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

Mayor Joe A. Smith

ATTEST:

_____
Diane Whitbey, City Clerk

APPROVED AS TO FORM:

C. Jason Carter, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/b

FILED 11:45 A.M. _____ P.M.

By Jason Carter, City Atty

DATE 12/30/14

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

RECEIVED BY _____

12/20/2016

F04, F04A, F05 (6% INC)

NLR HR Dept.

	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	22,501.76	23,851.87	25,282.98	26,799.96	28,407.95	30,112.43	31,919.18	33,834.33	35,864.39
MO	1,875.15	1,987.66	2,106.91	2,233.33	2,367.33	2,509.37	2,659.93	2,819.53	2,988.70
Bi/W	865.45	917.38	972.42	1,030.77	1,092.61	1,158.17	1,227.66	1,301.32	1,379.40
WK	432.73	458.69	486.21	515.38	546.31	579.09	613.83	650.66	689.70
HR	10.8182	11.4672	12.1553	12.8846	13.6577	14.4771	15.3458	16.2665	17.2425
F04A									
AN	23,401.47	24,805.56	26,293.89	27,871.53	29,543.82	31,316.45	33,195.44	35,187.16	37,298.39
MO	1,950.12	2,067.13	2,191.16	2,322.63	2,461.98	2,609.70	2,766.29	2,932.26	3,108.20
Bi/W	900.06	954.06	1,011.30	1,071.98	1,136.30	1,204.48	1,276.75	1,353.35	1,434.55
WK	450.03	477.03	505.65	535.99	568.15	602.24	638.37	676.68	717.28
HR	11.2507	11.9258	12.6413	13.3998	14.2038	15.0560	15.9593	16.9169	17.9319
FO5									
AN	24,284.94	25,742.03	27,286.55	28,923.75	30,659.17	32,498.72	34,448.64	36,515.56	38,706.50
MO	2,023.74	2,145.17	2,273.88	2,410.31	2,554.93	2,708.23	2,870.72	3,042.96	3,225.54
Bi/W	934.04	990.08	1,049.48	1,112.45	1,179.20	1,249.95	1,324.95	1,404.44	1,488.71
WK	467.02	495.04	524.74	556.23	589.60	624.98	662.47	702.22	744.36
HR	11.6754	12.3760	13.1185	13.9056	14.7400	15.6244	16.5618	17.5556	18.6089

F05A to F08A Pay Grades

	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%
F05A									
AN	26,200.71	27,510.74	28,886.28	30,330.60	31,847.13	33,439.48	35,111.46	36,867.03	38,710.38
MO	2,183.39	2,292.56	2,407.19	2,527.55	2,653.93	2,786.62	2,925.95	3,072.25	3,225.87
Bi/W	1,007.72	1,058.11	1,111.01	1,166.56	1,224.89	1,286.13	1,350.44	1,417.96	1,488.86
WK	503.86	529.05	555.51	583.28	612.44	643.07	675.22	708.98	744.43
HR	12.60	13.23	13.89	14.58	15.31	16.08	16.88	17.72	18.61
F05B									
AN	26,553.11	27,880.76	29,274.80	30,738.54	32,275.47	33,889.24	35,583.71	37,362.89	39,231.04
MO	2,212.76	2,323.40	2,439.57	2,561.55	2,689.62	2,824.10	2,965.31	3,113.57	3,269.25
Bi/W	1,021.27	1,072.34	1,125.95	1,182.25	1,241.36	1,303.43	1,368.60	1,437.03	1,508.89
WK	510.64	536.17	562.98	591.13	620.68	651.72	684.30	718.52	754.44
HR	12.77	13.40	14.07	14.78	15.52	16.29	17.11	17.96	18.86
F06									
AN	27,541.76	28,918.85	30,364.80	31,883.04	33,477.19	35,151.05	36,908.60	38,754.03	40,691.73
MO	2,295.15	2,409.90	2,530.40	2,656.92	2,789.77	2,929.25	3,075.72	3,229.50	3,390.98
Bi/W	1,059.30	1,112.26	1,167.88	1,226.27	1,287.58	1,351.96	1,419.56	1,490.54	1,565.07
WK	529.65	556.13	583.94	613.14	643.79	675.98	709.78	745.27	782.53
HR	13.24	13.90	14.60	15.33	16.09	16.90	17.74	18.63	19.56
F06A									
AN	28,753.81	30,191.50	31,701.08	33,286.13	34,950.44	36,697.96	38,532.86	40,459.50	42,482.47
MO	2,396.15	2,515.96	2,641.76	2,773.84	2,912.54	3,058.16	3,211.07	3,371.62	3,540.21
Bi/W	1,105.92	1,161.21	1,219.27	1,280.24	1,344.25	1,411.46	1,482.03	1,556.13	1,633.94
WK	552.96	580.61	609.64	640.12	672.12	705.73	741.02	778.07	816.97
HR	13.82	14.52	15.24	16.00	16.80	17.64	18.53	19.45	20.42
F07									
AN	29,871.62	31,365.20	32,933.46	34,580.13	36,309.14	38,124.60	40,030.83	42,032.37	44,133.98
MO	2,489.30	2,613.77	2,744.45	2,881.68	3,025.76	3,177.05	3,335.90	3,502.70	3,677.83
Bi/W	1,148.91	1,206.35	1,266.67	1,330.01	1,396.51	1,466.33	1,539.65	1,616.63	1,697.46
WK	574.45	603.18	633.34	665.00	698.25	733.17	769.82	808.31	848.73
HR	14.3614	15.0794	15.8334	16.6251	17.4563	18.3291	19.2456	20.2079	21.2183
F07A									
AN	30,960.35	32,508.36	34,133.78	35,840.47	37,632.49	39,514.12	41,489.82	43,564.32	45,742.53
MO	2,580.03	2,709.03	2,844.48	2,986.71	3,136.04	3,292.84	3,457.49	3,630.36	3,811.88
Bi/W	1,190.78	1,250.32	1,312.84	1,378.48	1,447.40	1,519.77	1,595.76	1,675.55	1,759.33
WK	595.39	625.16	656.42	689.24	723.70	759.89	797.88	837.78	879.66
HR	14.8848	15.6290	16.4105	17.2310	18.0925	18.9972	19.9470	20.9444	21.9916
F08									
AN	32,106.30	33,711.61	35,397.19	37,167.05	39,025.40	40,976.67	43,025.51	45,176.78	47,435.62
MO	2,675.52	2,809.30	2,949.77	3,097.25	3,252.12	3,414.72	3,585.46	3,764.73	3,952.97
Bi/W	1,234.86	1,296.60	1,361.43	1,429.50	1,500.98	1,576.03	1,654.83	1,737.57	1,824.45
WK	617.43	648.30	680.72	714.75	750.49	788.01	827.41	868.78	912.22
HR	15.4357	16.2075	17.0179	17.8688	18.7622	19.7003	20.6853	21.7196	22.8056
F08A									
AN	33,512.49	35,188.11	36,947.52	38,794.89	40,734.64	42,771.37	44,909.94	47,155.44	48,600.19
MO	2,792.71	2,932.34	3,078.96	3,232.91	3,394.55	3,564.28	3,742.49	3,929.62	4,050.02
Bi/W	1,288.94	1,353.39	1,421.06	1,492.11	1,566.72	1,645.05	1,727.31	1,813.67	1,869.24
WK	644.47	676.69	710.53	746.06	783.36	822.53	863.65	906.84	934.62
HR	16.1118	16.9174	17.7632	18.6514	19.5840	20.5632	21.5913	22.6709	23.3655

EXHIBIT "B"

12/20/2016

NLR HR Dept.

F09-F12A Pay Grades

	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	34,955.05	36,702.81	38,537.95	40,464.84	42,488.09	44,612.49	46,843.11	49,185.27	52,045.96
MO	2,912.92	3,058.57	3,211.50	3,372.07	3,540.67	3,717.71	3,903.59	4,098.77	4,337.16
Bi/W	1,344.43	1,411.65	1,482.23	1,556.34	1,634.16	1,715.86	1,801.66	1,891.74	2,001.77
WK	672.21	705.82	741.11	778.17	817.08	857.93	900.83	945.87	1,000.88
HR	16.8053	17.6456	18.5279	19.4543	20.4270	21.4483	22.5207	23.6468	25.0221
F09A									
AN	36,259.42	38,072.39	39,976.01	41,974.81	44,073.55	46,277.23	48,591.09	51,020.64	54,434.23
MO	3,021.62	3,172.70	3,331.33	3,497.90	3,672.80	3,856.44	4,049.26	4,251.72	4,536.19
Bi/W	1,394.59	1,464.32	1,537.54	1,614.42	1,695.14	1,779.89	1,868.89	1,962.33	2,093.62
WK	697.30	732.16	768.77	807.21	847.57	889.95	934.44	981.17	1,046.81
HR	17.4324	18.3040	19.2192	20.1802	21.1892	22.2487	23.3611	24.5292	26.1703
F10									
AN	37,808.23	39,698.64	41,683.57	43,767.75	45,956.14	48,253.95	50,666.64	53,415.67	56,820.65
MO	3,150.69	3,308.22	3,473.63	3,647.31	3,829.68	4,021.16	4,222.22	4,451.31	4,735.05
Bi/W	1,454.16	1,526.87	1,603.21	1,683.37	1,767.54	1,855.92	1,948.72	2,054.45	2,185.41
WK	727.08	763.44	801.61	841.69	883.77	927.96	974.36	1,027.22	1,092.70
HR	18.1770	19.0859	20.0402	21.0422	22.0943	23.1990	24.3590	25.6806	27.3176
F10A									
AN	39,893.33	41,888.00	43,982.40	46,181.52	48,490.59	50,915.12	53,460.88	56,133.92	60,371.70
MO	3,324.44	3,490.67	3,665.20	3,848.46	4,040.88	4,242.93	4,455.07	4,677.83	5,030.97
Bi/W	1,534.36	1,611.08	1,691.63	1,776.21	1,865.02	1,958.27	2,056.19	2,159.00	2,321.99
WK	767.18	805.54	845.82	888.11	932.51	979.14	1,028.09	1,079.50	1,160.99
HR	19.1795	20.1385	21.1454	22.2027	23.3128	24.4784	25.7023	26.9875	29.0249
F11									
AN	42,055.27	44,158.04	46,365.94	48,684.24	51,118.45	53,674.37	56,358.09	59,175.99	63,931.97
MO	3,504.61	3,679.84	3,863.83	4,057.02	4,259.87	4,472.86	4,696.51	4,931.33	5,327.66
Bi/W	1,617.51	1,698.39	1,783.31	1,872.47	1,966.09	2,064.40	2,167.62	2,276.00	2,458.92
WK	808.76	849.19	891.65	936.24	983.05	1,032.20	1,083.81	1,138.00	1,229.46
HR	20.2189	21.2298	22.2913	23.4059	24.5762	25.8050	27.0952	28.4500	30.7365
F011A									
AN	43,947.18	46,144.54	48,451.77	50,874.35	53,418.07	56,088.97	58,893.42	61,838.09	66,946.40
MO	3,662.26	3,845.38	4,037.65	4,239.53	4,451.51	4,674.08	4,907.79	5,153.17	5,578.87
Bi/W	1,690.28	1,774.79	1,863.53	1,956.71	2,054.54	2,157.27	2,265.13	2,378.39	2,574.86
WK	845.14	887.39	931.76	978.35	1,027.27	1,078.63	1,132.57	1,189.19	1,287.43
HR	21.1285	22.1849	23.2941	24.4588	25.6818	26.9659	28.3141	29.7299	32.1858
F12									
AN	45,833.70	48,125.39	50,531.65	53,058.24	55,711.15	58,496.71	61,421.54	64,492.62	69,965.07
MO	3,819.48	4,010.45	4,210.97	4,421.52	4,642.60	4,874.73	5,118.46	5,374.38	5,830.42
Bi/W	1,762.83	1,850.98	1,943.53	2,040.70	2,142.74	2,249.87	2,362.37	2,480.49	2,690.96
WK	881.42	925.49	971.76	1,020.35	1,071.37	1,124.94	1,181.18	1,240.24	1,345.48
HR	22.0354	23.1372	24.2941	25.5088	26.7842	28.1234	29.5296	31.0061	33.6371
F12A									
AN	47,898.24	50,293.15	52,807.81	55,448.20	58,220.61	61,131.64	64,188.22	67,397.64	73,363.58
MO	3,991.52	4,191.10	4,400.65	4,620.68	4,851.72	5,094.30	5,349.02	5,616.47	6,113.63
Bi/W	1,842.24	1,934.35	2,031.07	2,132.62	2,239.25	2,351.22	2,468.78	2,592.22	2,821.68
WK	921.12	967.18	1,015.53	1,066.31	1,119.63	1,175.61	1,234.39	1,296.11	1,410.84
HR	23.0280	24.1794	25.3884	26.6578	27.9907	29.3902	30.8597	32.4027	35.2710

12/20/2016

NLR HR Dept.

P5 - P10 Pay Grades

PAY GR	Step 1 MINIMUM SALARY	Step 2 Amt 6%	Step 3 Amt 6%	Step 4 Amt 6%	Step 5 Amt 6%	Step 6 Amt 6%	Step 7 Amt 6%	Step 8 Amt =>6%	Step 9 Amt 6%
P05									
AN	22,315.31	23,654.22	25,073.48	26,577.89	28,172.56	29,862.91	31,654.69	33,553.97	35,567.21
MO	1,859.61	1,971.19	2,089.46	2,214.82	2,347.71	2,488.58	2,637.89	2,796.16	2,963.93
BIW	858.28	909.78	964.36	1,022.23	1,083.56	1,148.57	1,217.49	1,290.54	1,367.97
WK	429.14	454.89	482.18	511.11	541.78	574.29	608.74	645.27	683.98
HR	10.7285	11.3722	12.0546	12.7778	13.5445	14.3572	15.2186	16.1317	17.0996
P06									
AN	23,401.48	24,805.57	26,293.91	27,871.54	29,543.83	31,316.46	33,195.45	35,187.18	37,298.41
MO	1,950.12	2,067.13	2,191.16	2,322.63	2,461.99	2,609.71	2,766.29	2,932.26	3,108.20
BIW	900.06	954.06	1,011.30	1,071.98	1,136.30	1,204.48	1,276.75	1,353.35	1,434.55
WK	450.03	477.03	505.65	535.99	568.15	602.24	638.37	676.68	717.28
HR	11.2507	11.9258	12.6413	13.3998	14.2038	15.0560	15.9594	16.9169	17.9319
P07									
AN	24,520.85	25,992.10	27,551.63	29,204.73	30,957.01	32,814.43	34,783.30	36,870.29	39,082.51
MO	2,043.40	2,166.01	2,295.97	2,433.73	2,579.75	2,734.54	2,898.61	3,072.52	3,256.88
BIW	943.11	999.70	1,059.68	1,123.26	1,190.65	1,262.09	1,337.82	1,418.09	1,503.17
WK	471.55	499.85	529.84	561.63	595.33	631.05	668.91	709.04	751.59
HR	11.7889	12.4962	13.2460	14.0407	14.8832	15.7762	16.7227	17.7261	18.7897
P08									
AN	25,577.82	27,112.48	28,739.23	30,463.59	32,291.40	34,228.89	36,282.62	38,459.58	40,767.15
MO	2,131.48	2,259.37	2,394.94	2,538.63	2,690.95	2,852.41	3,023.55	3,204.96	3,397.26
BIW	983.76	1,042.79	1,105.36	1,171.68	1,241.98	1,316.50	1,395.49	1,479.21	1,567.97
WK	491.88	521.39	552.68	585.84	620.99	658.25	697.74	739.61	783.98
HR	12.2970	13.0348	13.8169	14.6460	15.5247	16.4562	17.4436	18.4902	19.5996
P09									
AN	26,661.57	28,261.26	29,956.94	31,754.35	33,659.61	35,679.19	37,819.94	40,089.14	42,494.49
MO	2,221.80	2,355.10	2,496.41	2,646.20	2,804.97	2,973.27	3,151.66	3,340.76	3,541.21
BIW	1,025.44	1,086.97	1,152.19	1,221.32	1,294.60	1,372.28	1,454.61	1,541.89	1,634.40
WK	512.72	543.49	576.09	610.66	647.30	686.14	727.31	770.94	817.20
HR	12.8181	13.5871	14.4024	15.2665	16.1825	17.1535	18.1827	19.2736	20.4300
P10									
AN	27,779.70	29,446.48	31,213.27	33,086.07	35,071.23	37,175.51	39,406.04	41,770.40	44,276.62
MO	2,314.98	2,453.87	2,601.11	2,757.17	2,922.60	3,097.96	3,283.84	3,480.87	3,689.72
BIW	1,068.45	1,132.56	1,200.51	1,272.54	1,348.89	1,429.83	1,515.62	1,606.55	1,702.95
WK	534.23	566.28	600.26	636.27	674.45	714.91	757.81	803.28	851.47
HR	13.3556	14.1570	15.0064	15.9068	16.8612	17.8728	18.9452	20.0819	21.2868

12/20/2016

P11-P15 Pay Grades

NLR HR Dept.

PAY GR	Step 1 MINIMUM SALARY	Step 2 Amt 6%	Step 3 Amt 6%	Step 4 Amt 6%	Step 5 Amt 6%	Step 6 Amt 6%	Step 7 Amt 6%	Step 8 Amt 6%	Step 9 Amt 6%
P11									
AN	29,520.48	31,291.71	33,169.21	35,159.37	37,268.93	39,505.07	41,875.37	44,387.89	47,051.16
MO	2,460.04	2,607.64	2,764.10	2,929.95	3,105.74	3,292.09	3,489.61	3,698.99	3,920.93
BIW	1,135.40	1,203.53	1,275.74	1,352.28	1,433.42	1,519.43	1,610.59	1,707.23	1,809.66
WK	567.70	601.76	637.87	676.14	716.71	759.71	805.30	853.61	904.83
HR	14.1925	15.0441	15.9467	16.9035	17.9178	18.9928	20.1324	21.3403	22.6208
P12									
AN	30,591.01	32,426.47	34,372.06	36,434.39	38,620.45	40,937.68	43,393.94	45,997.57	48,757.43
MO	2,549.25	2,702.21	2,864.34	3,036.20	3,218.37	3,411.47	3,616.16	3,833.13	4,063.12
BIW	1,176.58	1,247.17	1,322.00	1,401.32	1,485.40	1,574.53	1,669.00	1,769.14	1,875.29
WK	588.29	623.59	661.00	700.66	742.70	787.26	834.50	884.57	937.64
HR	14.7072	15.5897	16.5250	17.5165	18.5675	19.6816	20.8625	22.1142	23.4411
P13									
AN	32,640.34	34,598.76	36,674.68	38,875.16	41,207.67	43,680.13	46,300.94	49,079.00	52,023.74
MO	2,720.03	2,883.23	3,056.22	3,239.60	3,433.97	3,640.01	3,858.41	4,089.92	4,335.31
BIW	1,255.40	1,330.72	1,410.56	1,495.20	1,584.91	1,680.01	1,780.81	1,887.65	2,000.91
WK	627.70	665.36	705.28	747.60	792.46	840.00	890.40	943.83	1,000.46
HR	15.6925	16.6340	17.6321	18.6900	19.8114	21.0001	22.2601	23.5957	25.0114
P14									
AN	33,771.92	35,798.24	37,946.13	40,222.90	42,636.28	45,194.45	47,906.12	50,780.49	53,827.32
MO	2,814.33	2,983.19	3,162.18	3,351.91	3,553.02	3,766.20	3,992.18	4,231.71	4,485.61
BIW	1,298.92	1,376.86	1,459.47	1,547.03	1,639.86	1,738.25	1,842.54	1,953.10	2,070.28
WK	649.46	688.43	729.73	773.52	819.93	869.12	921.27	976.55	1,035.14
HR	16.2365	17.2107	18.2433	19.3379	20.4982	21.7281	23.0318	24.4137	25.8785
P15									
AN	34,902.96	36,997.14	39,216.97	41,569.99	44,064.19	46,708.04	49,510.52	52,481.15	55,630.02
MO	2,908.58	3,083.09	3,268.08	3,464.17	3,672.02	3,892.34	4,125.88	4,373.43	4,635.83
BIW	1,342.42	1,422.97	1,508.34	1,598.85	1,694.78	1,796.46	1,904.25	2,018.51	2,139.62
WK	671.21	711.48	754.17	799.42	847.39	898.23	952.13	1,009.25	1,069.81
HR	16.7803	17.7871	18.8543	19.9856	21.1847	22.4558	23.8031	25.2313	26.7452

tabbies

EXHIBIT "E"