

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING JOB CLASSIFICATIONS AND NUMBERS OF EMPLOYEES FOR EACH DEPARTMENT OF THE CITY GOVERNMENT OF NORTH LITTLE ROCK FOR 2016; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, the City Council is responsible for establishing the number of employees in each department; and

WHEREAS, by enacting an ordinance listing the numbers of employees in each job classification in each department effective 2016, the City Council will be in a better position to monitor and evaluate the numbers of employees necessary to the operation of each city department.

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

SECTION 1: That the Administration Department shall consist of nine (9) elected officials and seven (7) full time employees as follows:

Mayor (Elected), NEG - 1
Alderman (Elected), NEG - 8
Director of Operations, NEG - 1
Chief of Staff, NEG - 1
Director of External Affairs, NEG - 1
Director of Special Projects, NEG - 1
Office Assistant, NEG - 1
Office Assistant III, NEG - 1
Special Assistant to the Mayor, NEG - 1

SECTION 2: That the Airport Department shall consist of ~~one (1) full-time employee~~ two (2) full time employees and ~~three (3) two (2) part-time employees~~ as follows:

Director, NEG -1
Airport Maintenance Worker, Part-time, HRLY P06 - 1, change PT to FT
Part-time Worker, HRLY - 2

SECTION 3: That the Animal Shelter shall consist of nine (9) full-time employees and one (1) part-time employee as follows:

Director, NEG - 1

Animal Control Officer, F07 - 6
Animal Control Assistant, F07 - 1
Lead Animal Control Officer/Administrator, F07A - 1
Office Assistant III, Part-time, HRLY - 1

SECTION 4: That the City Clerk's Office shall consist of one (1) elected official and three (3) full-time employees as follows:

City Clerk-Treasurer (Elected), NEG - 1
Assistant to City Clerk -Treasurer, NEG - 1
Deputy City Clerk/Revenue Officer, Senior, NEG - 1
Deputy City Clerk/Revenue Officer, NEG - 1

SECTION 5: That the Code Enforcement Department shall consist of fourteen (14) full-time employees as follows:

Director, NEG - 1
Code Enforcement Assistant, F06A - 1
Health Code Enforcement Officer, F09 - 1
Code Enforcement Officer, F07 - 8
Code Officer Supervisor, F09A - 1
Helper, P05 - 2

SECTION 6: That the Commerce Department shall consist of four (4) full-time employees as follows:

Director, NEG - 1
Administrative Secretary/Purchasing Assistant, F06A - 1
Assistant Director for Procurement, NEG - 1
Courier, F04 - 1

SECTION 7: That the Communication Department shall consist of one (1) full-time employee as follows:

Communications Director, NEG - 1

SECTION 8: That the Community Development Department shall consist of ~~six~~ five (5) full-time and 1 (one) part-time employees as follows:

Director, NEG - 1
Administrative Secretary, F06A - 1
Assistant Community Development Director, F10 - 1 (100% grant-funded)
Contract/Rehabilitation Officer, F07 -2
Office Assistant III, PT - 1

SECTION 9: That the Community Planning Department shall consist of twelve (12) full-time employees as follows:

Director, NEG – 1
City Planner, F10 – 2

change **Geographic Information Systems Specialist, ~~F08~~ F10 – 1, pay grade**

Administrative Secretary, F06A – 1, add new position
Office Assistant III, F05 – 2-1 = 1, one position TBD after promotion to Admin. Secty.
Planning Technician, F05 – 1
Building Official/Plans Review Supervisor, F10 – 1
Chief Building & Sign Inspector, F08 – 1
Chief Electrical Inspector, F08 – 1
Chief Plumbing & Gas Inspector, F08A – 1
Mechanical Inspector, F08 - 1

SECTION 10: That the District Court, First Division shall consist of one (1) elected official, nine (9) full-time employees and one (1) part-time employee as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Chief Probation Officer, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Probation Clerk, NEG – 1
Probation Officer, NEG - 1
Assistant Clerk (Part time), HRLY - 1

SECTION 11: That the District Court, Second Division shall consist of one (1) elected official, nine (9) full-time employees as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Office Assistant, NEG – 2
Probation Officer, NEG – 1

SECTION 12: That the Electric Department shall consist of one hundred one (101) full-time employees as follows:

General Manager, NEG - 1
Accounting Clerk Senior, F06A – 2

Advanced Meter Infrastructure (AMI) Administrator, NG – 1
 Assistant General Manager, NG – 2
 Auto Mechanic, NG – 1
 Climbing Crew Leader, NG – 4
 Compliance Administrator, NG – 1
 Cost Accountant, NG – 1
 Distribution Design Electrical Engineer, NG – 1
 Distribution Design Supervisor, NG – 1
 Distribution Designer, NG – 2
 Distribution Designer, Sr., NG – 1
 Distribution Engineer, NG – 1
Distribution Technician, NG – 2 + 1 = 3, add one position
 Electric Investigator, NG–1
Energy Auditor, Sr. Services Coordinator, NG – 1, title change
 Energy Services & Communication Manager, NG – 1
Energy Auditor Specialist, NG – 1, title change
 Excavator, NG – 1
 Executive Office Manager, NG – 1
 Financial Risk Analyst, NG - 1
 General Construction Supervisor, NG – 1
 Hydro Lead Operator, NG - 1
 Hydro Maintenance Supervisor, NG – 1
 Hydro Operator, NG – 9
 Information Systems Specialist Senior, NG – 2
 Information Technology Manager, NG – 1
Lead Distribution Technician, NG – 1 – 1 = 0, delete one position
 Material Handler, NG – 1
 Meter Data Examiner, F05B – 2
 Meter Data Management (MDM) Administrator, NG – 1
Adjust three (3) Meter Man positions between Apprentice & Journeyman according to the training and experience of employees and vacancies.
 Journeyman Meter Man, NG – 2
 Apprentice Meter Man, NG – 1
 Milsoft GIS Administrator, NG - 1
 Office Assistant III, F05 – 2
 Operations Manager, NG – 1
 Radio Operator, NG – 5
 Safety and Security Manager, NG - 1
 Service Supervisor, NG – 1
Quotas for thirty (30) service positions (Apprentice Lineman, Apprentice Street Light Technician, Ground Assistant/Climbing, Journeyman Lineman, and Street Light Technician) may be reallocated among the positions according to the training and experience of employees and the needs of the department.
 Journeyman Lineman, NG – 17
 Apprentice Lineman, NG – 4

Ground Assistant/Climbing, NG – 6
Street Light Technician, NG – 1
Apprentice Street Light Technician, NG – 2
Smart Meter Technician, NG – 3
Staff Accountant, NG – 1
Storekeeper, NG - 1
Street Light Supervisor, NG - 1
System Electrical Engineer, NG – 1
Systems Mechanical Engineer, NG – 1
Vegetation Management Coordinator, NG – 1

SECTION 13: That the Emergency Services Department shall consist of thirty two (32) full-time employees and three (3) part-time employees as follows:

Coordinator/Director Communications Supervisor, NEG – 1, title change

Emergency Services Deputy Coordinator/Lead Public Safety Dispatcher, NG – 1, title change

Lead Public Safety Dispatcher, F08, - 3 + 1 = 4, add one position

~~Lead Public Safety Dispatcher/Trainer, F08 – 1, delete one position~~

Public Safety Dispatcher (I = F07/II = F07A) - 25

Secretary III, F05A – 1

Public Safety Dispatcher, Part-time, HRLY - 3

SECTION 14: That the Finance Department shall consist of thirteen (13) full-time employees as follows:

Director of Finance and Budget, NEG - 1

Accountant, F11 - 1

Accounting Clerk III, F05A - 1

Accounting Clerk, Senior, F06A – 5

Assistant Finance Director, NG – 1

Assistant Payroll Specialist, F07A – 1

Auditor/Grants Administrator, NEG – 1

Finance Officer (Electric), F11 - 1

Payroll Specialist, F08 – 1

SECTION 15: That the Fire Department shall consist of one hundred seventy five (175) full-time employees (172 uniformed and 3 non-uniformed) as follows: (Per Ordinance 7615, 1/26/04, is authorized to exceed by 3 the quota of firefighters due to absences caused by military leaves.)

Uniformed:

Chief, NEG - 1

Assistant Chief, Y04 – 1

Battalion Chief, Y04 - 3

Captain, Y03 – 42
Captain, Y03X – 3 (grant-funded positions*)
Fire Marshall, Y04 - 1
Firefighter, Y01 –57 (9 deleted by promotion)
Firefighter, Y01X - 24 (grant-funded positions*)
Lieutenant, Y02 – 43
Lieutenant, Y02X – 3 (grant-funded positions*)

Non-uniformed:

Administrative Secretary, F06A – 1
Office Assistant, Senior, F05A – 1
Vehicle General Foreman, F10 – 1

***Note** – Grant-funded positions (identified by an ending “X”) will be terminated upon the expiration of grant funds, unless sooner terminated by City Council. Persons promoted from non-grant-funded positions to grant-funded positions shall be transferred to non-grant-funded positions when available and shall, upon termination of grant-funded positions, be retained in the previous position held.

SECTION 16: That the Fit 2 Live Department shall consist of one (1) full-time employee:

Fit 2 Live Coordinator/Wellness, Health, Education, and Nutrition Coordinator,
NEG – 1

SECTION 18: That the Human Resources Department shall consist of eight (8) full-time employees as follows:

Human Resources Director, NEG - 1
Assistant HR Director, NG – 1
HR Assistant, F06A – 1
HR Generalist, F07 – 2
Human Resources Employment Specialist, F10 – 1
Industrial/Organizational Specialist, NEG – 2

SECTION 19: That the Legal Department shall consist of one (1) elected official, seven (7) full-time employees and one (1) part-time employee as follows:

City Attorney (Elected), NEG – 1
Assistant City Attorney, NEG - 3
Deputy City Attorney, NEG – 1
Legal Assistant, NEG –2
Office Manager, NEG – 1
Administrative Secretary, (Legal), Part time, NEG – 1

SECTION 20: That the Neighborhood Services Department shall consist of two (2) full-time employees as follows:

Captain, Y03 – 42

Captain, Y03X – 3 grant-funded positions *

Fire Marshall, Y04 - 1

Firefighter, Y01 –57 (9 deleted by promotion)

**Firefighter, Y01X - 24 positions - grant-funded 2-3 years
depending on status of grant) ***

Lieutenant, Y02 – 43

Lieutenant, Y02X – 3 grant-funded positions

Non-uniformed:

Administrative Secretary, F06A – 1

Office Assistant, Senior, F05A – 1

Vehicle General Foreman, F10 – 1

***Note** – Positions that are grant-funded (identified by an ending “X”) will be terminated upon the expiration of funding, unless sooner terminated by City Council. Persons transferred or promoted from non-grant-funded positions to grant-funded positions may, upon termination of grant-funded positions, be retained in the previous position held.

SECTION 16: That the Fit 2 Live Department shall consist of one (1) full-time employee:

Fit 2 Live Coordinator/Wellness, Health, Education, and Nutrition Coordinator,
NEG – 1

SECTION 18: That the Human Resources Department shall consist of eight (8) full-time employees as follows:

Human Resources Director, NEG - 1

Assistant HR Director, NG – 1

HR Assistant, F06A – 1

HR Generalist, F07 – 2

Human Resources Employment Specialist, F10 – 1

Industrial/Organizational Specialist, NEG – 2

SECTION 19: That the Legal Department shall consist of one (1) elected official, seven (7) full-time employees and one (1) part-time employee as follows:

City Attorney (Elected), NEG – 1

Assistant City Attorney, NEG - 3

Deputy City Attorney, NEG – 1

Legal Assistant, NEG –2

Office Manager, NEG – 1

Administrative Secretary, (Legal), Part time, NEG – 1

SECTION 20: That the Neighborhood Services Department shall consist of two (2) full-time employees as follows:

Director, NEG - 1
Office Assistant Sr., F05A - 1

SECTION 21: That the Parks & Recreation Department shall consist of ~~two hundred thirty (230)~~ two hundred seventeen (217) employees: ~~sixty four (64)~~ seventy one (71) full-time, one (1) contract, one hundred and two (102) ~~six (106)~~ part-time, and ~~fifty nine (59)~~ forty three (43) intermittent as follows:

Administration (Dept. 033): three (3) full-time employees

Director, NEG - 1
Administrative Secretary, F06A - 1
Office Assistant, Sr., F05A - 1

Parks Maintenance (Dept. 034): ~~forty three (43)~~ forty-four (44) employees: ~~36~~ 40 full time, 1 contract, and ~~5~~ 3 part-time, and ~~3~~ intermittent.

Construction Carpenter, P11 - 1
Equipment Maintenance Worker, P08 - 1
General Parks Supervisor, F09 - 2
Heavy Equipment Operator, P09 - 2
Mechanic, P11 - 1
Office Assistant Sr., F05A - 1
Parks Maintenance Crew Leader, P08 - 4
Parks Maintenance Specialist, P14 - 1
Parks Maintenance Superintendent, F11 - 1
Parks Maintenance Worker, P06 - 17 + 3 = 20, add three positions
Park Ranger, F09, - 1, add position moved from Special Projects
Parks Supervisor I, F07A - 1
Senior Parks Maintenance Worker, P07 - 2
Sports Turf Specialist, P14 - 1
Water Systems Specialist Plumbing/Irrigation, P13 - 1

Campground Manager, Contract, NEG - 1

Laborer, Part-time, HRLY -5-2 = 3, delete two positions

Laborer, Intermittent, HRLY -3 -3 = 0, delete three positions

Recreation (Dept. 035): one hundred eleven (111) employees: ~~14~~ 15 full-time, ~~43~~ 53 part-time, and ~~55~~ 43 intermittent.

Custodian, FT, P05 - 2
Office Assistant, Senior, FT F05A - 1
Program Coordinator, F08 - 1, add new position
Program Leader, FT, F04 - 4
Program Supervisor, FT, F09 - 1
Recreation Center Director, FT, F07 - 3
Recreation Superintendent, FT, F11 - 1
Community and Fitness Center Director FT, F09 - 1

Community and Fitness Center Assistant Director FT, F08 – 1
Facility Leader, Part-Time, HRLY – 5 + 3 = 8, add three positions
 Program Leader, Part-Time, HRLY – 1
Recreation/Program Aide, Part-Time, HRLY –36 + 8 = 44, add eight positions
Recreation/Program Aide/CDL Bus Driver, Part-time, HRLY – 1 – 1 = 0, delete one position
 Aquatic Supervisor, Intermittent, HRLY – 1
 Assistant Pool Manager, Intermittent, HRLY – 2
 Concession Worker I, Intermittent, HRLY – 5
 Concession Worker II, Intermittent, HRLY – 1
Food Service Worker I, Intermittent, HRLY – 9 – 9 = 0, delete all positions
Food Service Worker II, Intermittent, HRLY – 3 – 3 = 0, delete all positions
 Lifeguard, Intermittent, HRLY – 12
 Swimming Pool Manager, Intermittent, HRLY – 2
 Instructors, Intermittent, HRLY – 20

Special Projects: (041): ~~two~~one (21) full-time employees:

Project Coordinator, FT, F10A – 1
Park Ranger, F09, –1 – Delete position; move to Parks Maintenance

Concessions: (040): forty two (42) employees: ~~2~~ 3 full-time and ~~50~~ 39 part-time.

Program Leader, FT, F04 – 1
Program Coordinator, F08 – 2 Add 2 new positions
Program Supervisor, FT, F09 – 1 – 1 = 0 Delete position
Concession Manager, Part-Time, HRLY, 4 – 2 = 2 Delete 2 positions
Concession Worker I, Part-Time, HRLY, 32 – 6 = 26 Delete 6 positions
Concession Worker II, Part-Time, HRLY, 13 – 3 = 10 Delete 3 positions
 Facility Leader, Part-Time, HRLY – 1

Burns Park Golf Course (036): fifteen (15) employees: ~~7~~ 8 full-time and ~~8~~ 7 part-time, and ~~1~~ intermittent:

Assistant Golf Professional, FT, F08 1
 Equipment Maintenance Worker, FT, P08 – 1
 Golf Assistant, FT, F05 – 1
 Golf Superintendent, FT, F10 – 1
 Parks Maintenance Worker, FT, P06 – 3
Water Systems Specialist-Irrigation, P13 – 1, add new position
 Golf Assistant, Part-time, HRLY - 2
 Laborer, Part-Time, HRLY – 5
Office Assistant, Part-Time, HRLY – 1 – 1 = 0, delete one position
Laborer, Intermittent, HRLY – 1 – 1 = 0, delete one position

SECTION 22: That the Patrick Henry Hays Senior Citizens Center Department shall consist of eight (8) full-time employees and seven (7) part-time employees as

follows:

- Director, NEG – 1
- Assistant Director/Volunteer Coordinator, NEG – 1
- Custodian, P05 – 3
- Office Assistant Senior, F05A –2
- Rental Coordinator/Administrative Secretary, F06A – 1
- Building Attendant – Part-time, HRLY - 4 (only two of which will work week nights at any one time and one will work week end events)
- Custodian, Part-time, HRLY – 1
- Office Assistant Sr. – Part-time – 1
- Weekend Coordinator – Part-time, HRLY – 1

SECTION 23: That the Police Department shall consist of two hundred thirty nine (239) full-time employees (202 uniformed and 37 non-uniformed) as follows:

Uniformed:

- Chief, NEG – 1
- Assistant Chief, NG – 1
- Captain, X04 - 4
- Lieutenant, X03 –10
- Sergeant, X02 - 25
- Police Officer, X01 – 161

Non-uniformed:

- Automated Systems Assistant, F05 – 1
- Community Service Assistant, F05 – 2
- Community Service Assistant II, F07 - 6
- Computer Specialist, F10 –2
- Database Specialist, F10 – 1
- Executive Secretary, NG - 1
- Fleet Maintenance/Inventory Manager, F05 - 1
- Manager of Information Systems, NEG – 1
- Media Production Specialist, F09A – 1
- Network Infrastructure Administrator, NG – 1
- Office Assistant III, F05 –11
- Office Manager, F10 – 1
- Payroll Accounting Clerk, F06A – 1
- Secretary III, F05A – 6
- Victim’s Advocate, F08A – 1

SECTION 24: That the Public Works Department shall consist of eleven (11) full-time employees and two (2) part-time employees and nine (9) intermittent employees as follows:

- Chief City Engineer, NEG - 1
- Building Maintenance Supervisor, P11 – 1
- Building Maintenance Technician, P09 –3

City Engineer, NEG – 2
Mosquito Control Supt., P09 – 1
Office Assistant Senior, F05A – 2
Safety Director, NEG – 1

City Engineer, Part-time, NEG – 1
General Maintenance Worker, Part-time, HRLY – 1
Mosquito Control Tech/Maintenance Tech, Intermittent, HRLY – 1
Mosquito Control Tech., Intermittent, HRLY – 8

SECTION 25: That the Sanitation Department shall consist of thirty none (39) full-time employees as follows:

Director, NEG – 1
Code Enforcement Officer, F07 – 1
Helper, P06 – 14
Office Assistant Sr., F05A - 1
Route Supervisor/Garbage, F09 - 1
Route Supervisor/Trash, F09 – 1
Truck Driver/Collector, P10 – 8
Senior Driver, P10 – 12

SECTION 26: That the Street Department shall consist of fifty-three (53) full-time employees as follows:

Director, NEG - 1
Crew Leader, ~~F07A~~, F09 – 5, Pay grade change
Custodian/Helper, P06 - 1
Dispatcher/Inventory Management Clerk, F05 - 1
Foreman, NEG – 1
Helper, P06 – 15
Heavy Equipment Operator-Street, ~~P09~~, P12 – 8, Pay grade change
Light Equipment Operator-Street, ~~P08~~, P10 – 2, Pay grade change
Semi-Skilled Laborer, P08 – 6
Truck Driver, P10 – 2
Office Assistant Senior, F05A – 1

SECTION 27: That the Traffic Services Department shall consist of thirteen (13) full-time employees and two (2) seasonal employees as follows:

City Engineer/Transportation, NG – 1
Chief Signal Technician, F11 - 1
Office Assistant Senior, F05A – 1
Sign & Markings Supervisor, F10 – 1
Sign & Markings Barricade Technician – P11 - 1
Sign & Markings Technician, Senior P10–1

Sign & Markings Technician, P08 - 2
Sign & Markings Installer, P06 - 2
Signal Construction Technician, P11 - 1
Signal Construction Assistant, P08 - 1
Signal Systems Technician, F10 - 1
Sign & Markings Installer, Seasonal, HRLY - 2

SECTION 28: That the Utilities Accounting Department shall consist of forty-three (43) full-time employees and eight (8) part-time employees as follows:

Accountant, F11 - 1
Accounting Clerk III, F05A - 2
Accounting Clerk, Senior, F06A - 1
City Services Information Systems Manager, NG - 1
Computer Operator, F06A - 2
Customer Service Accounting Clerk, F05B - 1
Customer Service Clerk, F05B - 13
Customer Service Manager, F10 - 1
Customer Service Supervisor, F09 - 1
Database Administrator, NEG - 2
Executive Secretary, F06A - 1
General Manager, F14 - 1
Infrastructure Network Administrator, NEG - 2
Office Assistant II, F04A - 5
Office Assistant III, F05 - 3
Sr. Information Services Specialist, F10 - 2
Teller, F05A - 4
Clerk/Teller, Part-time, HRLY - 8

SECTION 29: That the Vehicle Maintenance Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG - 1
Lead Mechanic, P13 - 1 - 1 = 0, delete one position
Mechanic/Shop Foreman, Grade P13 - 2, add two new positions
Mechanic, P11 - 5 + 1 = 6, add one position but two positions TBD
after promotions to Mechanic/Shop Foreman = 4
Parts Inventory Clerk, F05A - 1
Service Bay Worker, P08 - 2
Sr. Service Bay Worker, P09 - 1
Welder, P11 - 2

SECTION 30: That paygrade scales and salary schedules effective at the adoption of this ordinance are attached hereto, and incorporated herein, as follows:

Exhibits "A" thru "E" - Non-Uniformed Pay Grade Scales
Exhibit "F" - Electric Department Salary Structure

Exhibit "G" – Fire Department Pay Scale
Exhibit "H" – Police Department Uniform Salaries

SECTION 31: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 32: That the provisions of this ordinance are hereby declared to be severable and if any section, phrase or provision shall be declared or held invalid, such invalidity shall not affect the remainder of the sections, phrases or provisions.

SECTION 33: That the City Council has determined that the interests of the City and City employees can best be served by the adoption of this ordinance; THEREFORE, an emergency is hereby declared to exist, and this Ordinance shall be in full force and effect from and after its passage and approval.

PASSED:

SPONSOR:

Mayor Joe A. Smith

APPROVED AS TO FORM:

C. Jason Carter, City Attorney

APPROVED:

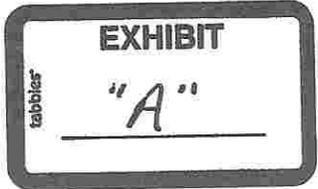
Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

PREPARED BY THE NLR HUMAN RESOURCES DEPARTMENT
FORMATTED BY THE OFFICE OF THE CITY ATTORNEY

FILED	11.59	(A.M.)	_____	P.M.
By	Jason Carter - City Attorney			
DATE	2-2-16			
Diane Whitbey, City Clerk & Treasurer North Little Rock, Arkansas				
RECEIVED BY	B. D. [Signature]			

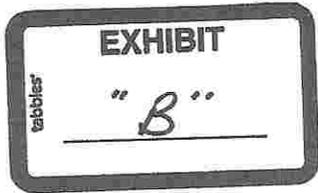


12/22/2015

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
GR	MIN								
	SALARY	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									
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
F05									
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

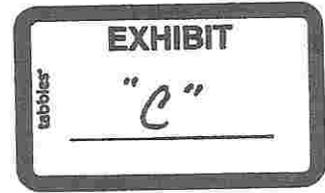


12/22/2015

F05A to F08A Pay Grades

NLR HR Dept.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
GR	MINIMUM	Amt 5%	Amt = >5%						
F05A									
AN	25,686.97	26,971.32	28,319.89	29,736.89	31,222.68	32,783.81	34,423.00	36,144.15	37,951.36
MO	2,140.58	2,247.61	2,359.59	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	1,200.67	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									
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	1,277.67	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									
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	2,362.66	2,480.78	2,604.82	2,735.05	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									
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	41,649.46
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	1,317.69	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									
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									
AN	30,363.28	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	3,559.19	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	16,0897	16,8931	17,7378	18,6247	19,5559	20,5337	21,5604
F08									
AN	31,476.76	33,050.60	34,709.13	36,438.28	38,260.20	40,173.21	42,181.87	44,290.98	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	16,6942	17,5184	18,3943	19,3140	20,2797	21,2937	22,3564
F08A									
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	48,540.19
MO	2,737.95	2,874.65	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	16,5867	17,4149	18,2857	19,2000	20,1600	21,1680	22,2264	23,3365

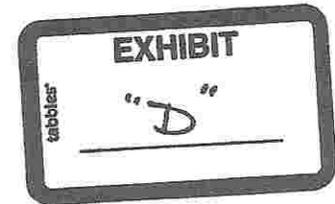


12/22/2015

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%					
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	691.99	726.58	762.91	801.08	841.11	883.17	927.32	981.26
HR	16,475.6	17,299.6	18,164.6	19,072.8	20,026.4	21,027.8	22,079.1	23,183.1	24,531.5
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	3,969.88	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	17,090.6	17,945.1	18,842.4	19,784.5	20,773.7	21,812.4	22,903.0	24,048.2	25,657.2
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	17,820.6	18,711.7	19,647.2	20,629.6	21,661.1	22,744.1	23,881.3	25,177.1	26,782.0
F10A									
AN	39,111.11	41,066.65	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	870.89	914.23	959.94	1,007.94	1,058.33	1,138.23
HR	18,803.4	19,743.6	20,730.8	21,767.3	22,855.7	23,998.5	25,198.4	26,458.3	28,455.7
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	1,011.95	1,062.56	1,115.69	1,205.35
HR	19,822.4	20,813.6	21,854.2	22,946.9	24,094.3	25,299.0	26,564.0	27,892.2	30,133.8
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	869.59	913.49	959.17	1,007.13	1,057.48	1,110.35	1,165.88	1,262.19
HR	20,714.2	21,749.9	22,837.4	23,979.2	25,178.2	26,437.1	27,759.0	29,146.9	31,554.7
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	1,050.38	1,102.88	1,158.02	1,215.92	1,319.10
HR	21,603.4	22,683.5	23,817.7	25,008.6	26,259.0	27,572.0	28,950.6	30,396.1	32,977.5
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	22,576.5	23,705.3	24,890.6	26,135.1	27,441.8	28,813.9	30,254.6	31,767.4	34,579.4



12/22/2015

P5 - P10 Pay Grades

NLR HR Dept.

	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%					
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	420.73	445.97	472.73	501.09	531.16	563.03	596.81	632.62	670.57
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	441.20	467.68	495.74	525.48	557.01	590.43	625.86	666.62	706.62
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	3,225.66
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	462.31	490.05	519.45	550.62	583.65	618.67	655.79	702.23	744.36
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	482.24	511.17	541.84	574.35	608.81	645.34	684.06	725.11	768.61
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	502.67	532.83	564.80	598.69	634.61	672.68	713.05	755.83	801.18
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	523.75	555.18	588.49	623.79	661.22	700.90	742.95	787.53	834.78
HR	13.0938	13.8794	14.7121	15.5949	16.5306	17.5224	18.5737	19.6882	20.8695

EXHIBIT

tabbles

"E"

12/22/2015

P11-P15 Pay Grades

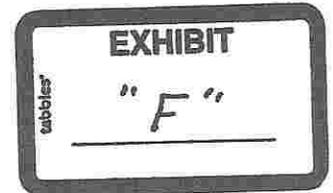
NLR HR Dept.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	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

NLR ELECTRIC DEPARTMENT SALARY STRUCTURE EFFECTIVE 1/2/2016

Non-Grade:

Updated: 1/21/2016



JOB TITLE	Monthly		Hourly	
	Salary	Range	Salary	Range
Advanced Meter Infrastructure (AMI) Adm		5746.545	0.0000	33.1531
Apprentice Lineman I		3570.66	0.0000	20.6000
Apprentice Lineman II		3927.73	0.0000	22.6600
Apprentice Lineman III		4284.8	0.0000	24.7200
Apprentice Lineman IV		4641.867	0.0000	26.7800
Apprentice Streetlight Tech I		3570.66	0.0000	20.6000
Apprentice Streetlight Tech II		3927.73	0.0000	22.6600
Apprentice Streetlight Tech III		4284.8	0.0000	24.7200
Auto Mechanic I	2507.28		14.4651	0.0000
Auto Mechanic II		3482.955	0.0000	20.0940
Auto Mechanic III		3780.399	0.0000	21.8100
Climbing Crew Leader		6059.418		34.9582
Compliance Administrator		3855.052	0.0000	22.2407
Cost Accountant	2265.92	3857.052	13.0726	22.2522
Distribution Design Electrical Engineer	4806.67	5647.428	27.7308	32.5813
Distribution Design Supervisor	4221.27	6495.525	24.3535	37.4742
Distribution Designer I	3749.83	4751.617	21.6336	27.4132
Distribution Designer II		5277.374	0.0000	30.4464
Distribution Designer Senior		5558.848	0.0000	32.0703
Distribution Engineer		6387.637	0.0000	36.8518
Distribution Technician Lead			0.0000	0.0000
Distribution Technician (2)		5647.009	0.0000	32.5789
Electric Investigator	3195.16	4750.896	18.4336	27.4090
Energy Auditor	3112.63	4059.848	17.9575	23.4222
Energy Auditor Senior		4774.05	0.0000	27.5426
Energy Services & Communications Mger	3433.24	5855.983	19.8071	33.7845
Excavator		3865.096	0.0000	22.2986
Executive Office Manager	2029.32	3470.13	11.3666	20.0200
Finance Risk Analyst		4291.667	0.0000	24.7596
General Construction Supervisor	4418.32	6350.424	25.4903	36.6371
Ground Assistant I/Climbing		2536.962	0.0000	14.6363
Ground Assistant II/Climbing * after 2/16/15		2926.158	0.0000	16.8817
Hydro Maintenance Supervisor	4093.00	5629.227	23.6135	32.4763
Hydro Operator Lead		5150	0.0000	29.7115
Hydro Operator	3533.47	4608.071	20.3854	26.5850
Information Services Specialist Sr.	3112.63	4642.22	17.9575	26.7820
Information Technology Manager	3749.80	5965.42	21.6335	34.4159
Journeyman Lineman		5647.006	0.0000	32.5789
Journeyman Lineman (Night)		5727.346	0.0000	33.0424
Journeyman Meterman		5277.38		30.4464
Journeyman Meterman Apprintice I	3148.13		18.1623	
Journeyman Meterman Apprintice II		3541.047	0.0000	20.4291
Journeyman Meterman Apprintice III		3865.096	0.0000	22.2986

NLR ELECTRIC DEPARTMENT SALARY STRUCTURE EFFECTIVE 1/2/2016

Non-Grade:

Updated: 1/15/2016

Hourly

JOB TITLE	Range	Salary	Range
Journeyman Meterman Apprintice IV	4165.63	0.0000	24.0325
Material Handler I	2259.32	13.0345	0.0000
Material Handler II	3159.57	0.0000	18.2283
Meter Data Mgmt (MDM) Administrator	5967.56	0.0000	34.4282
Milsoft GIS Administrator	4166.67	5833.33	24.0385
Operations Manager	4616.38	6837.83	26.6330
Radio Operator	1762.78	3687.29	10.1699
Safety Security Manager	4418.32	5934.11	25.4903
Service Supervisor	4221.22	6350.43	24.3532
Smart Meter Technicians	3112.63	4059.83	17.9575
Staff Accountant	2265.59	3856.16	13.0707
Storekeeper I	2428.42	14.0101	0.0000
Storekeeper II	4281.23	0.0000	24.6994
Streetlight Supervisor	6059.10	0.0000	34.9563
Streetlight Technician	4641.87	0.0000	26.7800
Vegetation Management Coordinator	2923.93	4076.00	16.8688

Graded:

F-05

Office Assistant III	3162.30	11.4465	18.2440
		0.0000	0.0000
F-05B		0.0000	0.0000
Meter Data Examiner	3205.15	12.5156	18.4913
		0.0000	0.0000
		0.0000	0.0000
F-06A		0.0000	0.0000
		0.0000	0.0000
Sr. Accounting Clerk	3470.79	13.5529	20.0238

Negotiated:

General Manager	8170.83	0.0000	47.1394
Assistant General Manager (1)	7295.83	0.0000	42.0913
Assistant General Manager (1)	5866.31	0.0000	33.8441
System Electrical Engineer	7305.57	0.0000	42.1475
System Mechanical Engineer	6937.80	0.0000	40.0258

EXHIBIT

tabbles

"G"

North Little Rock Fire Department

Payscale

R8569 6/23/14 Effective 7/1/14 - increase to EL-IV Firefighter, EL Lieutenant, and EL Captain

R-15-181 12/14/15 eff 1/2/2016 - 3% inc to Battalion Fire Chiefs, Asst Fire Chief, Fire Chief

TRADE/STEP	RANK	7/1/2014				
		YEARLY	MONTHLY	BIW	DAILY	HR
NG	Fire Chief	\$100,507.4824	\$8,375.6235	\$3,865.6724	\$386.5672	\$48.3209
Y04-0010	Asst. Chief	\$73,671.7800	\$6,139.3150	\$2,833.5300	\$283.3530	\$35.4191
Y04-0010	Battalion Chief	\$72,149.1700	\$6,012.4308	\$2,774.9681	\$277.4968	\$34.6871
Y03-0011	Top Captain	\$56,558.8200	\$4,713.2350	\$2,175.3392	\$217.5339	\$27.1917
Y03-0010	Beg. Captain	\$50,902.9300	\$4,241.9108	\$1,957.8050	\$195.7805	\$24.4726
Y02-0011	Top Lt	\$49,280.8200	\$4,106.7350	\$1,895.4162	\$189.5416	\$23.6927
Y02-0010	Beg. Lieutenant	\$46,816.7700	\$3,901.3975	\$1,800.6450	\$180.0645	\$22.5081
Y01-0025	Firefighter V					
Y01-0024	Firefighter IV	\$45,169.5600	\$3,764.1300	\$1,737.2908	\$173.7291	\$21.7161
Y01-0023	Firefighter III	\$38,394.1200	\$3,199.5100	\$1,476.6969	\$147.6697	\$18.4587
Y01-0022	Firefighter II	\$36,135.6400	\$3,011.3033	\$1,389.8323	\$138.9832	\$17.3729
Y01-0021	Firefighter I	\$33,877.0700	\$2,823.0892	\$1,302.9642	\$130.2964	\$16.2871
Y01-0010	Beg. Firefighter	\$31,618.6900	\$2,634.8908	\$1,216.1035	\$121.6103	\$15.2013

NORTH LITTLE ROCK POLICE DEPARTMENT
 UNIFORM SALARIES EFFECTIVE 01/02/2016 per Resolutions 8905 and 8907

RANK		ENTRY-1 YR	2-3 YEAR	4 YEAR	5-6 YEAR
X-1 Officer	Annual	38,600.0000	40,600.0000	42,600.0000	45,749.4000
	Monthly	3,216.6667	3,383.3333	3,550.0000	3,812.4500
	143 Bi-weekly	1,484.6154	1,561.5385	1,638.4615	1,759.5923
	Daily	148.4615	156.1538	163.8462	175.9592
	X 1/2	27.8365	29.2788	30.7212	32.9924
	Hourly	18.5577	19.5192	20.4808	21.9949
		7-8 YEAR	9-15 (OFC) YR	20 YEAR	
		48,015.7700	51,500.0000	57,000.0000	
		4,001.3142	4,291.6667	4,750.0000	
		1,846.7604	1,980.7692	2,192.3077	
		184.6760	198.0769	219.2308	
		34.6268	37.1394	41.1058	
		23.0845	24.7596	27.4038	
X-2 Sgt.	Annual	Entry 60,049.0000	MAX 62,315.0000		
	Monthly	5,004.0833	5,192.9167		
	142 Bi-weekly	2,309.5769	2,396.7308		
	Daily	230.9577	239.6731		
	X 1/2	43.3046	44.9387		
	Hourly	28.8697	29.9591		
X-3 Lt.	Annual	Entry 66,589.0900	MAX 68,606.8000		
	Monthly	5,549.0908	5,717.2333		
	141 Bi-weekly	2,561.1188	2,638.7231		
	Daily	256.1119	263.8723		
	X 1/2	48.0210	49.4761		
	Hourly	32.0140	32.9840		
X-4 Capt.	Annual	Entry 72,685.5700	1 YR 77,478.4600	MAX 79,826.1300	
	Monthly	6,057.1308	6,456.5383	6,652.1775	
	140 Bi-weekly	2,795.5988	2,979.9408	3,070.2358	
	Daily	279.5599	297.9941	307.0236	
	X 1/2	52.4175	55.8739	57.5669	
	Hourly	34.9450	37.2493	38.3779	
X-5 Chief	Annual	92,394.1810	98,049.5806		
	Hourly	44.4203	47.1392		
Asst. Chf.	Annual	82,400.0000	87,550.0000	90,176.5000	
	Hourly	39.6154	42.0913	43.3541	