R-20- 115

RESOLUTION NO. _____

A RESOLUTION ADOPTING REVISED PAY SCHEDULES FOR GRADE/STEP NON-UNIFORM EMPLOYEES AND NORTH LITTLE ROCK ELECTRIC DEPARTMENT 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 2.0% salary increase, effective August 8, 2020, for grade/step non-uniform employees of the City of North Little Rock (the "City") and for North Little Rock Electric Department employees, 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 2.0% pay increase, for non-uniformed classified employees of the City, and for North Little Rock Electric Department employees, are hereby adopted effective August 8, 2020, 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
Exhibit F	NLR Electric Department Salary Structure

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 to be included in a budget amendment.

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:

Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/kt

FILED 10:35 A.M. _____ P.M.

By Amy Fields, CA

DATE 8-4-20

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

RECEIVED BY _____

F04, F04A, F05 (6% INC)

EXHIBIT A

	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	24,043.15	25,485.74	27,014.89	28,635.78	30,353.93	32,175.16	34,105.67	36,152.01	38,321.14
MO	2,003.60	2,123.81	2,251.24	2,386.32	2,529.49	2,681.26	2,842.14	3,012.67	3,193.43
Bi/W	924.74	980.22	1,039.03	1,101.38	1,167.46	1,237.51	1,311.76	1,390.46	1,473.89
WK	462.37	490.11	519.52	550.69	583.73	618.75	655.88	695.23	736.94
HR	11.5592	12.2528	12.9879	13.7672	14.5932	15.4688	16.3970	17.3808	18.4236
F04A									
AN	25,004.49	26,504.76	28,095.05	29,780.75	31,567.60	33,461.65	35,469.35	37,597.51	39,853.36
MO	2,083.71	2,208.73	2,341.25	2,481.73	2,630.63	2,788.47	2,955.78	3,133.13	3,321.11
Bi/W	961.71	1,019.41	1,080.58	1,145.41	1,214.14	1,286.99	1,364.21	1,446.06	1,532.82
WK	480.86	509.71	540.29	572.71	607.07	643.49	682.10	723.03	766.41
HR	12.0214	12.7427	13.5072	14.3177	15.1767	16.0873	17.0526	18.0757	19.1603
FO5									
AN	25,948.48	27,505.39	29,155.72	30,905.06	32,759.36	34,724.92	36,808.42	39,016.93	41,357.94
MO	2,162.37	2,292.12	2,429.64	2,575.42	2,729.95	2,893.74	3,067.37	3,251.41	3,446.50
Bi/W	998.02	1,057.90	1,121.37	1,188.66	1,259.98	1,335.57	1,415.71	1,500.65	1,590.69
WK	499.01	528.95	560.69	594.33	629.99	667.79	707.85	750.33	795.35
HR	12.4752	13.2237	14.0172	14.8582	15.7497	16.6947	17.6964	18.7581	19.8836

8/8/20

F05A to F08A Pay Grades

EXHIBIT B

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%
F05A									
AN	27,995.49	29,395.27	30,865.03	32,408.28	34,028.69	35,730.13	37,516.64	39,392.47	41,362.09
MO	2,332.96	2,449.61	2,572.09	2,700.69	2,835.72	2,977.51	3,126.39	3,282.71	3,446.84
Bi/W	1,076.75	1,130.59	1,187.12	1,246.47	1,308.80	1,374.24	1,442.95	1,515.09	1,590.85
WK	538.37	565.29	593.56	623.24	654.40	687.12	721.47	757.55	795.42
HR	13.46	14.13	14.84	15.58	16.36	17.18	18.04	18.94	19.89
F05B									
AN	28,372.02	29,790.63	31,280.16	32,844.16	34,486.37	36,210.69	38,021.23	39,922.29	41,918.40
MO	2,364.34	2,482.55	2,606.68	2,737.01	2,873.86	3,017.56	3,168.44	3,326.86	3,493.20
Bi/W	1,091.23	1,145.79	1,203.08	1,263.24	1,326.40	1,392.72	1,462.35	1,535.47	1,612.25
WK	545.62	572.90	601.54	631.62	663.20	696.36	731.18	767.74	806.12
HR	13.64	14.32	15.04	15.79	16.58	17.41	18.28	19.19	20.15
F06									
AN	29,428.40	30,899.82	32,444.81	34,067.05	35,770.40	37,558.92	39,436.87	41,408.71	43,479.15
MO	2,452.37	2,574.98	2,703.73	2,838.92	2,980.87	3,129.91	3,286.41	3,450.73	3,623.26
Bi/W	1,131.86	1,188.45	1,247.88	1,310.27	1,375.78	1,444.57	1,516.80	1,592.64	1,672.27
WK	565.93	594.23	623.94	655.14	687.89	722.29	758.40	796.32	836.14
HR	14.15	14.86	15.60	16.38	17.20	18.06	18.96	19.91	20.90
F06A									
AN	30,723.47	32,259.64	33,872.63	35,566.26	37,344.57	39,211.80	41,172.39	43,231.01	45,392.56
MO	2,560.29	2,688.30	2,822.72	2,963.85	3,112.05	3,267.65	3,431.03	3,602.58	3,782.71
Bi/W	1,181.67	1,240.76	1,302.79	1,367.93	1,436.33	1,508.15	1,583.55	1,662.73	1,745.87
WK	590.84	620.38	651.40	683.97	718.16	754.07	791.78	831.37	872.93
HR	14.77	15.51	16.28	17.10	17.95	18.85	19.79	20.78	21.82
F07									
AN	31,917.86	33,513.75	35,189.44	36,948.91	38,796.36	40,736.18	42,772.99	44,911.63	47,157.22
MO	2,659.82	2,792.81	2,932.45	3,079.08	3,233.03	3,394.68	3,564.42	3,742.64	3,929.77
Bi/W	1,227.61	1,288.99	1,353.44	1,421.11	1,492.17	1,566.78	1,645.11	1,727.37	1,813.74
WK	613.81	644.50	676.72	710.56	746.08	783.39	822.56	863.69	906.87
HR	15.3451	16.1124	16.9180	17.7639	18.6521	19.5847	20.5639	21.5921	22.6717
F07A									
AN	33,081.17	34,735.23	36,471.99	38,295.59	40,210.37	42,220.89	44,331.93	46,548.53	48,875.96
MO	2,756.76	2,894.60	3,039.33	3,191.30	3,350.86	3,518.41	3,694.33	3,879.04	4,073.00
Bi/W	1,272.35	1,335.97	1,402.77	1,472.91	1,546.55	1,623.88	1,705.07	1,790.33	1,879.84
WK	636.18	667.99	701.38	736.45	773.28	811.94	852.54	895.16	939.92
HR	15.9044	16.6996	17.5346	18.4113	19.3319	20.2985	21.3134	22.3791	23.4981
F08									
AN	34,305.62	36,020.90	37,821.95	39,713.04	41,698.69	43,783.63	45,972.81	48,271.45	50,685.02
MO	2,858.80	3,001.74	3,151.83	3,309.42	3,474.89	3,648.64	3,831.07	4,022.62	4,223.75
Bi/W	1,319.45	1,385.42	1,454.69	1,527.42	1,603.80	1,683.99	1,768.19	1,856.59	1,949.42
WK	659.72	692.71	727.35	763.71	801.90	841.99	884.09	928.30	974.71
HR	16.4931	17.3177	18.1836	19.0928	20.0474	21.0498	22.1023	23.2074	24.3678
FO8A									
AN	35,808.12	37,598.53	39,478.45	41,452.37	43,524.99	45,701.24	47,986.31	50,385.62	52,967.72
MO	2,984.01	3,133.21	3,289.87	3,454.36	3,627.08	3,808.44	3,998.86	4,198.80	4,413.98
Bi/W	1,377.24	1,446.10	1,518.40	1,594.32	1,674.04	1,757.74	1,845.63	1,937.91	2,037.22
WK	688.62	723.05	759.20	797.16	837.02	878.87	922.81	968.95	1,018.61
HR	17.2154	18.0762	18.9800	19.9290	20.9255	21.9718	23.0703	24.2239	25.4653

8/8/20

EXHIBIT C

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	37,349.50	39,216.98	41,177.83	43,236.72	45,398.55	47,668.48	50,051.91	52,554.50	55,611.15
MO	3,112.46	3,268.08	3,431.49	3,603.06	3,783.21	3,972.37	4,170.99	4,379.54	4,634.26
Bi/W	1,436.52	1,508.35	1,583.76	1,662.95	1,746.10	1,833.40	1,925.07	2,021.33	2,138.89
WK	718.26	754.17	791.88	831.48	873.05	916.70	962.54	1,010.66	1,069.45
HR	17.9565	18.8543	19.7970	20.7869	21.8262	22.9175	24.0634	25.2666	26.7361
F09A									
AN	38,743.23	40,680.39	42,714.41	44,850.13	47,092.64	49,447.27	51,919.64	54,515.62	58,163.02
MO	3,228.60	3,390.03	3,559.53	3,737.51	3,924.39	4,120.61	4,326.64	4,542.97	4,846.92
Bi/W	1,490.12	1,564.63	1,642.86	1,725.01	1,811.26	1,901.82	1,996.91	2,096.75	2,237.04
WK	745.06	782.32	821.43	862.50	905.63	950.91	998.45	1,048.38	1,118.52
HR	18.6266	19.5579	20.5358	21.5626	22.6407	23.7727	24.9614	26.2094	27.9630
F10									
AN	40,398.13	42,418.04	44,538.94	46,765.89	49,104.18	51,559.40	54,137.36	57,074.69	60,712.92
MO	3,366.51	3,534.84	3,711.58	3,897.16	4,092.01	4,296.62	4,511.45	4,756.22	5,059.41
Bi/W	1,553.77	1,631.46	1,713.04	1,798.69	1,888.62	1,983.05	2,082.21	2,195.18	2,335.11
WK	776.89	815.73	856.52	899.34	944.31	991.53	1,041.10	1,097.59	1,167.56
HR	19.4222	20.3933	21.4130	22.4836	23.6078	24.7882	26.0276	27.4398	29.1889
F10A									
AN	42,626.06	44,757.36	46,995.23	49,344.99	51,812.24	54,402.85	57,122.99	59,979.14	64,507.23
MO	3,552.17	3,729.78	3,916.27	4,112.08	4,317.69	4,533.57	4,760.25	4,998.26	5,375.60
Bi/W	1,639.46	1,721.44	1,807.51	1,897.88	1,992.78	2,092.42	2,197.04	2,306.89	2,481.05
WK	819.73	860.72	903.75	948.94	996.39	1,046.21	1,098.52	1,153.45	1,240.52
HR	20.4933	21.5180	22.5939	23.7236	24.9097	26.1552	27.4630	28.8361	31.0131
F11									
AN	44,936.10	47,182.91	49,542.05	52,019.15	54,620.11	57,351.12	60,218.67	63,229.61	68,311.37
MO	3,744.68	3,931.91	4,128.50	4,334.93	4,551.68	4,779.26	5,018.22	5,269.13	5,692.61
Bi/W	1,728.31	1,814.73	1,905.46	2,000.74	2,100.77	2,205.81	2,316.10	2,431.91	2,627.36
WK	864.16	907.36	952.73	1,000.37	1,050.39	1,102.91	1,158.05	1,215.95	1,313.68
HR	21.6039	22.6841	23.8183	25.0092	26.2597	27.5727	28.9513	30.3988	32.8420
F011A									
AN	46,957.61	49,305.49	51,770.76	54,359.30	57,077.27	59,931.13	62,927.68	66,074.07	71,532.29
MO	3,913.13	4,108.79	4,314.23	4,529.94	4,756.44	4,994.26	5,243.97	5,506.17	5,961.02
Bi/W	1,806.06	1,896.36	1,991.18	2,090.74	2,195.28	2,305.04	2,420.30	2,541.31	2,751.24
WK	903.03	948.18	995.59	1,045.37	1,097.64	1,152.52	1,210.15	1,270.66	1,375.62
HR	22.5758	23.7046	24.8898	26.1343	27.4410	28.8130	30.2537	31.7664	34.3905
F12									
AN	48,973.35	51,422.02	53,993.12	56,692.78	59,527.42	62,503.79	65,628.98	68,910.42	74,757.75
MO	4,081.11	4,285.17	4,499.43	4,724.40	4,960.62	5,208.65	5,469.08	5,742.54	6,229.81
Bi/W	1,883.59	1,977.77	2,076.66	2,180.49	2,289.52	2,403.99	2,524.19	2,650.40	2,875.30
WK	941.80	988.88	1,038.33	1,090.25	1,144.76	1,202.00	1,262.10	1,325.20	1,437.65
HR	23.5449	24.7221	25.9582	27.2561	28.6189	30.0499	31.5524	33.1300	35.9412
F12A									
AN	51,179.32	53,738.28	56,425.20	59,246.46	62,208.78	65,319.22	68,585.18	72,014.44	78,389.06
MO	4,264.94	4,478.19	4,702.10	4,937.20	5,184.06	5,443.27	5,715.43	6,001.20	6,532.42
Bi/W	1,968.44	2,066.86	2,170.20	2,278.71	2,392.65	2,512.28	2,637.89	2,769.79	3,014.96
WK	984.22	1,033.43	1,085.10	1,139.35	1,196.32	1,256.14	1,318.95	1,384.89	1,507.48
HR	24.6054	25.8357	27.1275	28.4839	29.9081	31.4035	32.9736	34.6223	37.6870

EXHIBIT

tabbies

D

8/8/20

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%	Amt 6%	Amt 6%	Amt 6%	Amt =>6%	Amt 6%
P05									
AN	23,843.94	25,274.57	26,791.05	28,398.51	30,102.42	31,908.57	33,823.08	35,852.47	38,003.61
MO	1,986.99	2,106.21	2,232.59	2,366.54	2,508.54	2,659.05	2,818.59	2,987.71	3,166.97
BIW	917.07	972.10	1,030.42	1,092.25	1,157.79	1,227.25	1,300.89	1,378.94	1,461.68
WK	458.54	486.05	515.21	546.13	578.89	613.63	650.44	689.47	730.84
HR	11.4634	12.1512	12.8803	13.6531	14.4723	15.3407	16.2611	17.2368	18.2710
P06									
AN	25,004.50	26,504.77	28,095.06	29,780.76	31,567.61	33,461.67	35,469.37	37,597.53	39,853.38
MO	2,083.71	2,208.73	2,341.26	2,481.73	2,630.63	2,788.47	2,955.78	3,133.13	3,321.12
BIW	961.71	1,019.41	1,080.58	1,145.41	1,214.14	1,286.99	1,364.21	1,446.06	1,532.82
WK	480.86	509.71	540.29	572.71	607.07	643.49	682.10	723.03	766.41
HR	12.0214	12.7427	13.5072	14.3177	15.1767	16.0873	17.0526	18.0757	19.1603
P07									
AN	26,200.56	27,772.59	29,438.95	31,205.28	33,077.60	35,062.25	37,165.99	39,797.50	42,185.35
MO	2,183.38	2,314.38	2,453.25	2,600.44	2,756.47	2,921.85	3,097.17	3,316.46	3,515.45
BIW	1,007.71	1,068.18	1,132.27	1,200.20	1,272.22	1,348.55	1,429.46	1,530.67	1,622.51
WK	503.86	534.09	566.13	600.10	636.11	674.27	714.73	765.34	811.26
HR	12.5964	13.3522	14.1533	15.0025	15.9027	16.8569	17.8683	19.1334	20.2814
P08									
AN	27,329.92	28,969.72	30,707.90	32,550.37	34,503.40	36,573.60	38,768.01	41,094.10	43,559.74
MO	2,277.49	2,414.14	2,558.99	2,712.53	2,875.28	3,047.80	3,230.67	3,424.51	3,629.98
BIW	1,051.15	1,114.22	1,181.07	1,251.94	1,327.05	1,406.68	1,491.08	1,580.54	1,675.37
WK	525.58	557.11	590.54	625.97	663.53	703.34	745.54	790.27	837.69
HR	13.1394	13.9277	14.7634	15.6492	16.5882	17.5835	18.6385	19.7568	20.9422
P09									
AN	28,487.91	30,197.18	32,009.01	33,929.55	35,965.33	38,123.24	40,410.64	42,835.28	45,405.39
MO	2,373.99	2,516.43	2,667.42	2,827.46	2,997.11	3,176.94	3,367.55	3,569.61	3,783.78
BIW	1,095.69	1,161.43	1,231.12	1,304.98	1,383.28	1,466.28	1,554.26	1,647.51	1,746.36
WK	547.84	580.72	615.56	652.49	691.64	733.14	777.13	823.76	873.18
HR	13.6961	14.5179	15.3889	16.3123	17.2910	18.3285	19.4282	20.5939	21.8295
P10									
AN	29,682.63	31,463.59	33,351.41	35,352.49	37,473.64	39,722.06	42,105.38	44,631.70	47,309.61
MO	2,473.55	2,621.97	2,779.28	2,946.04	3,122.80	3,310.17	3,508.78	3,719.31	3,942.47
BIW	1,141.64	1,210.14	1,282.75	1,359.71	1,441.29	1,527.77	1,619.44	1,716.60	1,819.60
WK	570.82	605.07	641.37	679.86	720.65	763.89	809.72	858.30	909.80
HR	14.2705	15.1267	16.0343	16.9964	18.0162	19.0971	20.2430	21.4576	22.7450

P11-P15 Pay Grades

EXHIBIT
tabbies
E

	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	31,542.66	33,435.22	35,441.34	37,567.82	39,821.89	42,211.20	44,743.87	47,428.50	50,274.21
MO	2,628.56	2,786.27	2,953.44	3,130.65	3,318.49	3,517.60	3,728.66	3,952.38	4,189.52
BIW	1,213.18	1,285.97	1,363.13	1,444.92	1,531.61	1,623.51	1,720.92	1,824.17	1,933.62
WK	606.59	642.99	681.56	722.46	765.81	811.75	860.46	912.09	966.81
HR	15.1647	16.0746	17.0391	18.0615	19.1451	20.2938	21.5115	22.8022	24.1703
P12									
AN	32,686.52	34,647.71	36,726.58	38,930.17	41,265.98	43,741.94	46,366.46	49,148.44	52,097.35
MO	2,723.88	2,887.31	3,060.55	3,244.18	3,438.83	3,645.16	3,863.87	4,095.70	4,341.45
BIW	1,257.17	1,332.60	1,412.56	1,497.31	1,587.15	1,682.38	1,783.33	1,890.32	2,003.74
WK	628.59	666.30	706.28	748.66	793.58	841.19	891.66	945.16	1,001.87
HR	15.7147	16.6576	17.6570	18.7164	19.8394	21.0298	22.2916	23.6291	25.0468
P13									
AN	34,876.24	36,968.81	39,186.94	41,538.16	44,030.45	46,672.27	49,472.61	52,440.97	55,587.42
MO	2,906.35	3,080.73	3,265.58	3,461.51	3,669.20	3,889.36	4,122.72	4,370.08	4,632.29
BIW	1,341.39	1,421.88	1,507.19	1,597.62	1,693.48	1,795.09	1,902.79	2,016.96	2,137.98
WK	670.70	710.94	753.60	798.81	846.74	897.54	951.40	1,008.48	1,068.99
HR	16.7674	17.7735	18.8399	19.9703	21.1685	22.4386	23.7849	25.2120	26.7247
P14									
AN	36,085.33	38,250.44	40,545.47	42,978.20	45,556.89	48,290.31	51,187.72	54,258.99	57,514.53
MO	3,007.11	3,187.54	3,378.79	3,581.52	3,796.41	4,024.19	4,265.64	4,521.58	4,792.88
BIW	1,387.90	1,471.17	1,559.44	1,653.01	1,752.19	1,857.32	1,968.76	2,086.88	2,212.10
WK	693.95	735.59	779.72	826.50	876.09	928.66	984.38	1,043.44	1,106.05
HR	17.3487	18.3896	19.4930	20.6626	21.9024	23.2165	24.6095	26.0861	27.6512
P15									
AN	37,293.85	39,531.48	41,903.37	44,417.57	47,082.63	49,907.59	52,902.04	56,076.16	59,440.73
MO	3,107.82	3,294.29	3,491.95	3,701.46	3,923.55	4,158.97	4,408.50	4,673.01	4,953.39
BIW	1,434.38	1,520.44	1,611.67	1,708.37	1,810.87	1,919.52	2,034.69	2,156.78	2,286.18
WK	717.19	760.22	805.83	854.18	905.44	959.76	1,017.35	1,078.39	1,143.09
HR	17.9297	19.0055	20.1459	21.3546	22.6359	23.9940	25.4337	26.9597	28.5773

EXHIBIT

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NLR ELECTRIC DEPARTMENT SALARY STRUCTURE 2020

Raise 1/12/2019- 2.5% added to Min & Max

Raise 00/00/2020- 2.0% added to Min & Max except Directors

8/3/2020

	Hourly		Monthly		Yearly	
JOB TITLE Non Graded	Min	Max	Min	Max	Min	Max
Accountant (F11)	21.6039	32.8420	3,744.6760	5,692.6133	44,936.1120	68,311.3600
Accounting Clerk Senior (Graded) F07A	15.9044	23.4981	2,756.7627	4,073.0040	33,081.1520	48,876.0480
Accounting Clerk III (F06A)	14.7696	21.8280	2,560.0640	3,783.5200	30,720.7680	45,402.2400
Accounts Receivable Specialist (F06A)	14.7696	21.8280	2,560.0640	3,783.5200	30,720.7680	45,402.2400
Apprentice Lineman I		23.5739	-	4,086.1427	-	49,033.7120
Apprentice Lineman II		25.9314	-	4,494.7760	-	53,937.3120
Apprentice Lineman III		28.2887	-	4,903.3747	-	58,840.4960
Apprentice Lineman IV		30.6460	-	5,311.9733	-	63,743.6800
Journeyman Lineman	-	37.2822	-	6,462.2480	-	77,546.9760
Journeyman Lineman (Night)		37.8124	-	6,554.1493	-	78,649.7920
Journeyman Lineman (Senior) 5% diff - 5 yrs or		39.1464	-	6,785.3760	-	81,424.5120
Journeyman Lineman (Night Senior)		39.7031	-	6,881.8707	-	82,582.4480
Apprentice Meterman I		21.8321	-	3,784.2307	-	45,410.7680
Apprentice Meterman II		23.2851	-	4,036.0840	-	48,433.0080
Apprentice Meterman III		24.3026	-	4,212.4507	-	50,549.4080
Apprentice Meterman IV		26.1889	-	4,539.4093	-	54,472.9120
Journeyman Meterman		33.1826	-	5,751.6507	-	69,019.8080
Lead Journeyman Meterman	33.1826	42.0052	5,751.6507	7,280.9013	69,019.8080	87,370.8160
Mechanic/Shop Foreman	23.7701	26.7247	4,120.1507	4,632.2813	49,441.8080	55,587.3760
Mechanic I	15.7651	24.1703	2,732.6173	4,189.5187	32,791.4080	50,274.2240
Billing Manager	28.2537	33.3906	4,897.3080	5,787.7040	58,767.6960	69,452.4480
Climbing Crew Leader		42.0052	-	7,280.9013	-	87,370.8160
Compliance Administrator	26.4607	37.0452	4,586.5213	6,421.1680	55,038.2560	77,054.0160
Construction Manager		46.2058	-	8,009.0053	-	96,108.0640
Cost Accountant	14.2476	25.4646	2,469.5840	4,413.8640	29,635.0080	52,966.3680
Customer Service Acct Clerk (F05B)	13.6405	20.1531	2,364.3533	3,493.2040	28,372.2400	41,918.4480
Customer Service Representative I (F05B)	13.6405	20.1531	2,364.3533	3,493.2040	28,372.2400	41,918.4480
Customer Service Representative II (F07)	15.3451	22.6717	2,659.8173	3,929.7613	31,917.8080	47,157.1360
Customer Service Mgr (NG)	27.6455	34.6825	4,791.8867	6,011.6333	57,502.6400	72,139.6000
Customer Service Supervisor (NG)	22.6191	31.1640	3,920.6440	5,401.7600	47,047.7280	64,821.1200
Data Quality Analyst (Graded) F06A	14.7709	21.8233	2,560.2893	3,782.7053	30,723.4720	45,392.4640
Director of Finance Operations **not tiered**	23.0380	35.1675	3,993.2533	6,095.7000	47,919.0400	73,148.4000
Director of Business **tiered 1-4**	40.2116	45.6731	6,970.0107	7,916.6655	83,640.1280	94,999.9856
Director of Engineering **tiered 1-4**	40.2116	45.6731	6,970.0107	7,962.1285	83,640.1280	95,545.5420
Director of Metering **tiered 1-4**	40.2116	45.6731	6,970.0107	7,916.6655	83,640.1280	94,999.9856
Director of Operations **tiered 1-4**	40.2116	45.6731	6,970.0107	7,916.6655	83,640.1280	94,999.9856
Director of Power **tiered 1-4**	40.2116	45.6731	6,970.0107	7,916.6655	83,640.1280	94,999.9856
Distribution Design Electrical Engineer	30.2230	41.0134	5,238.6533	7,108.9893	62,863.8400	85,307.8720
Distribution Design Supervisor	26.5422	44.1094	4,600.6480	7,645.6293	55,207.7760	91,747.5520
Distribution Designer II		39.0559	-	6,769.6893	-	81,236.2720
Distribution Designer Senior		40.3703	-	6,997.5187	-	83,970.2240
Distribution Engineer		42.1721	-	7,309.8307	-	87,717.9680
Distribution Operator		24.3440	-	4,219.6267	-	50,635.5200
Distribution Technician-Lead	37.2822	42.0052	6,462.2480	7,280.9013	77,546.9760	87,370.8160
Distribution Technician		37.2822	-	6,462.2480	-	77,546.9760
Distribution Protection Technician	37.2822	41.1927	6,462.2480	7,140.0680	77,546.9760	85,680.8160
Electric Investigator	20.0903	32.8595	3,482.3187	5,695.6467	41,787.8240	68,347.7600
Energy Specialist	26.6147	30.7126	4,613.2147	5,323.5173	55,358.5760	63,882.2080
Excavator Lead	24.3026	28.9202	4,212.4507	5,012.8347	50,549.4080	60,154.0160
Excavator Assistant	18.3191	21.1587	3,175.3107	3,667.5080	38,103.7280	44,010.0960
Executive Office Manager	12.7598	24.0057	2,211.6987	4,160.9880	26,540.3840	49,931.8560
Power Cost Accountant	28.2533	35.9583	4,897.2387	6,232.7720	58,766.8640	74,793.2640
General Construction Supervisor	28.6146	44.0224	4,959.8640	7,630.5493	59,518.3680	91,566.5920
General Manager		51.5298	-	8,931.8320	-	107,181.9840
Ground Assistant I/Climbing		19.3188	-	3,348.5920	-	40,183.1040
Ground Assistant II/Climbing		18.3989	-	3,189.1427	-	38,269.7120
Hydro Maintenance Supervisor	28.3092	38.9344	4,906.9280	6,748.6293	58,883.1360	80,983.5520
Hydro Maintenance Worker	24.4392	31.8716	4,236.1280	5,524.4107	50,833.5360	66,292.9280
Hydro Operator	24.4392	31.8716	4,236.1280	5,524.4107	50,833.5360	66,292.9280
Mapping Specialist	25.9285	32.8579	4,494.2733	5,695.3693	53,931.2800	68,344.4320
Material Handler I		14.2005	-	2,461.4200	-	29,537.0400

Material Handler II		21.6055	-	3,744.9533	-	44,939.4400
Milsoft GIS Administrator	26.1989	36.6817	4,541.1427	6,358.1613	54,493.7120	76,297.9360
Multimedia Content Administrtor	32.1616	35.5120	5,574.6773	6,155.4133	66,896.1280	73,864.9600
Office Assistant II (F04A)	12.0214	19.1603	2,083.7093	3,321.1187	25,004.5120	39,853.4240
Office Assistant III (F05)	12.4752	19.8837	2,162.3680	3,446.5080	25,948.4160	41,358.0960
PT Clerk/Teller	11.0000	12.1300				
Safety Director P/T		35.0000				
Safety and Security Manager	27.7811	37.3119	4,815.3907	6,467.3960	57,784.6880	77,608.7520
Service Supervisor	27.3381	44.0224	4,738.6040	7,630.5493	56,863.2480	91,566.5920
Smart Meter Technician	19.5715	25.5268	3,392.3933	4,424.6453	40,708.7200	53,095.7440
Staff Accountant	14.2453	24.2463	2,469.1853	4,202.6920	29,630.2240	50,432.3040
Storekeeper I		19.8694	-	3,444.0293	-	41,328.3520
Storekeeper II		26.9192	-	4,665.9947	-	55,991.9360
Streetlight Supervisor		42.0052	-	7,280.9013	-	87,370.8160
Streetlight Technician Apprentice I		22.4514	-	3,891.5760	-	46,698.9120
Streetlight Technician Apprentice II		24.6964	-	4,280.7093	-	51,368.5120
Streetlight Technician Apprentice III		26.9416	-	4,669.8773	-	56,038.5280
Streetlight Technician		29.1867	-	5,059.0280	-	60,708.3360
Teller (F05A)	13.4593	19.8856	2,332.9453	3,446.8373	27,995.3440	41,362.0480
Tree Trimmer/Climber	20.9100	27.2468	3,624.4000	4,722.7787	43,492.8000	56,673.3440
Tree Trimmer/Climber Assistant	17.2508	19.8645	2,990.1387	3,443.1800	35,881.6640	41,318.1600
Vegetation Management Coordinator	18.3848	28.1916	3,186.6987	4,886.5440	38,240.3840	58,638.5280

R-20- 116

RESOLUTION NO. ____

A RESOLUTION AMENDING RESOLUTION NO. 9782 (2020 BUDGET) TO AMEND THE FY20 BUDGET FOR A 2.0% PAY INCREASE TO FULL-TIME EMPLOYEES (EXCLUDING UNIFORMED EMPLOYEES COVERED UNDER AGREEMENTS BETWEEN THE CITY OF NORTH LITTLE ROCK AND THE FOP, IAFF, AND THE NLRPD SUPERVISORS ASSOCIATION), ELECTED OFFICIALS, AND CITY COUNCIL MEMBERS OF THE CITY OF NORTH LITTLE ROCK; AND FOR OTHER PURPOSES.

WHEREAS, through its adoption of Resolution No. 9782 on November 11, 2019, the North Little Rock City Council approved the budget for the City of North Little Rock, Arkansas (the "City") for the fiscal year 2020; and

WHEREAS, the North Little Rock City Council wishes to amend the budget to provide a 2.0% pay increase, effective August 8, 2020, to full-time employees (excluding uniformed employees covered under agreements between the City and the FOP, IAFF, and the NLRPD Supervisors Association), the Elected Officials, and City Council Members of the City.

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

SECTION 1: That the 2020 Budget for the fiscal year 2020 is hereby amended as set out in Exhibit A, which is attached hereto and incorporated herein by reference, to provide a 2.0% pay increase, effective August 8, 2020, to full-time employees (excluding uniformed employees covered under agreements between the City of North Little Rock and the FOP, IAFF, and the NLRPD Supervisors Association), the Elected Officials, and City Council Members of the City of North Little Rock, Arkansas.

SECTION 2: That the funds for the pay increases are hereby appropriated from the specific funds listed in Exhibit A.

SECTION 3: That all resolutions or parts of resolutions in conflict herewith are repealed to the extent of the conflict.

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:

Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/kt

FILED 10:35 A.M. _____ P.M.

By Amy Fields CA

DATE 8-4-20

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

RECEIVED BY _____

EXHIBIT
tabbies
A

2020 Budget Amendment Amounts
For Pay Increases Effective 8/8/2020

	Salaries & Benefits
General Fund	189,252.00
Street Fund	34,309.00
Parks Fund	50,058.00
Community Development Fund	955.00
Information Technology Fund	18,204.00
Airport	1,250.00
Electric	105,972.00
	400,000.00