

R-19-96

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 2.5% salary increase, effective June 01, 2019, 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 2.5% pay increase, for non-uniformed classified employees of the City, and for North Little Rock Electric Department employees, are hereby adopted effective June 01, 2019, 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:

Joe A. Smith
Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

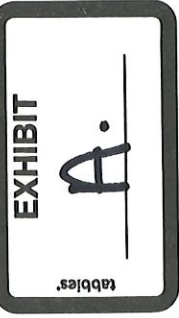
Amy Beckman Fields
Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/cf

FILED	<u>11</u>	A.M.	_____	P.M.
By	<u>Amy Fields CA</u>			
DATE	<u>5-7-19</u>			
Diane Whitbey, City Clerk and Collector North Little Rock, Arkansas				
RECEIVED BY	<u>[Signature]</u>			

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	23,571.72	24,986.02	26,485.18	28,074.30	29,758.75	31,544.28	33,436.94	35,443.15	37,569.74
MO	1,964.31	2,082.17	2,207.10	2,339.52	2,479.90	2,628.69	2,786.41	2,953.60	3,130.81
Bi/W	906.60	961.00	1,018.66	1,079.78	1,144.57	1,213.24	1,286.04	1,363.20	1,444.99
WK	453.30	480.50	509.33	539.89	572.28	606.62	643.02	681.60	722.50
HR	11,3326	12,0125	12,7333	13,4973	14,3071	15,1655	16,0754	17,0400	18,0624
F04A									
AN	24,514.21	25,985.06	27,544.16	29,196.81	30,948.62	32,805.54	34,773.87	36,860.30	39,071.92
MO	2,042.85	2,165.42	2,295.35	2,433.07	2,579.05	2,733.79	2,897.82	3,071.69	3,255.99
Bi/W	942.85	999.43	1,059.39	1,122.95	1,190.33	1,261.75	1,337.46	1,417.70	1,502.77
WK	471.43	499.71	529.70	561.48	595.17	630.88	668.73	708.85	751.38
HR	11,7857	12,4928	13,2424	14,0369	14,8791	15,7719	16,7182	17,7213	18,7846
F05									
AN	25,439.69	26,966.07	28,584.04	30,299.08	32,117.02	34,044.04	36,086.69	38,251.89	40,547.00
MO	2,119.97	2,247.17	2,382.00	2,524.92	2,676.42	2,837.00	3,007.22	3,187.66	3,378.92
Bi/W	978.45	1,037.16	1,099.39	1,165.35	1,235.27	1,309.39	1,387.95	1,471.23	1,559.50
WK	489.22	518.58	549.69	582.67	617.64	654.69	693.97	735.61	779.75
HR	12,2306	12,9645	13,7423	14,5669	15,4409	16,3673	17,3494	18,3903	19,4938



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	27,446.56	28,818.89	30,259.83	31,772.82	33,361.46	35,029.54	36,781.01	38,620.06	40,551.07
MO	2,287.21	2,401.57	2,521.65	2,647.74	2,780.12	2,919.13	3,065.08	3,218.34	3,379.26
Bi/W	1,055.64	1,108.42	1,163.84	1,222.03	1,283.13	1,347.29	1,414.65	1,485.39	1,559.66
WK	527.82	554.21	581.92	611.02	641.57	673.64	707.33	742.69	779.83
HR	13.20	13.86	14.55	15.28	16.04	16.84	17.68	18.57	19.50
F05B									
AN	27,815.71	29,206.50	30,666.82	32,200.16	33,810.17	35,500.68	37,275.71	39,139.50	41,096.48
MO	2,317.98	2,433.87	2,555.57	2,683.35	2,817.51	2,958.39	3,106.31	3,261.63	3,424.71
Bi/W	1,069.84	1,123.33	1,179.49	1,238.47	1,300.39	1,365.41	1,433.68	1,505.37	1,580.63
WK	534.92	561.66	589.75	619.23	650.20	682.71	716.84	752.68	790.32
HR	13.37	14.04	14.74	15.48	16.25	17.07	17.92	18.82	19.76
F06									
AN	28,851.37	30,293.94	31,808.64	33,399.07	35,069.02	36,822.47	38,663.60	40,596.78	42,626.62
MO	2,404.28	2,524.50	2,650.72	2,783.26	2,922.42	3,068.54	3,221.97	3,383.06	3,552.22
Bi/W	1,109.67	1,165.15	1,223.41	1,284.58	1,348.81	1,416.25	1,487.06	1,561.41	1,639.49
WK	554.83	582.58	611.70	642.29	674.40	708.12	743.53	780.71	819.74
HR	13.87	14.56	15.29	16.06	16.86	17.70	18.59	19.52	20.49
F06A									
AN	30,121.05	31,627.10	33,208.46	34,868.88	36,612.32	38,442.94	40,365.09	42,383.34	44,502.51
MO	2,510.09	2,635.59	2,767.37	2,905.74	3,051.03	3,203.58	3,363.76	3,531.95	3,708.54
Bi/W	1,158.50	1,216.43	1,277.25	1,341.11	1,408.17	1,478.57	1,552.50	1,630.13	1,711.63
WK	579.25	608.21	638.62	670.56	704.08	739.29	776.25	815.06	855.82
HR	14.48	15.21	15.97	16.76	17.60	18.48	19.41	20.38	21.40
F07									
AN	31,292.02	32,856.62	34,499.45	36,224.42	38,035.65	39,937.43	41,934.30	44,031.01	46,232.57
MO	2,607.67	2,738.05	2,874.95	3,018.70	3,169.64	3,328.12	3,494.52	3,669.25	3,852.71
Bi/W	1,203.54	1,263.72	1,326.90	1,393.25	1,462.91	1,536.05	1,612.86	1,693.50	1,778.18
WK	601.77	631.86	663.45	696.62	731.45	768.03	806.43	846.75	889.09
HR	15.0442	15.7965	16.5863	17.4156	18.2864	19.2007	20.1607	21.1688	22.2272
F07A									
AN	32,432.52	34,054.14	35,756.85	37,544.69	39,421.93	41,393.02	43,462.67	45,635.81	47,917.60
MO	2,702.71	2,837.85	2,979.74	3,128.72	3,285.16	3,449.42	3,621.89	3,802.98	3,993.13
Bi/W	1,247.40	1,309.77	1,375.26	1,444.03	1,516.23	1,592.04	1,671.64	1,755.22	1,842.98
WK	623.70	654.89	687.63	722.01	758.11	796.02	835.82	877.61	921.49
HR	15.5926	16.3722	17.1908	18.0503	18.9528	19.9005	20.8955	21.9403	23.0373
F08									
AN	33,632.96	35,314.60	37,080.33	38,934.35	40,881.07	42,925.12	45,071.38	47,324.95	49,691.19
MO	2,802.75	2,942.88	3,090.03	3,244.53	3,406.76	3,577.09	3,755.95	3,943.75	4,140.93
Bi/W	1,293.58	1,358.25	1,426.17	1,497.48	1,572.35	1,650.97	1,733.51	1,820.19	1,911.20
WK	646.79	679.13	713.08	748.74	786.17	825.48	866.76	910.10	955.60
HR	16.1697	16.9782	17.8271	18.7184	19.6544	20.6371	21.6689	22.7524	23.8900
F08A									
AN	35,106.00	36,861.30	38,704.37	40,639.59	42,671.57	44,805.15	47,045.40	49,397.67	51,929.14
MO	2,925.50	3,071.78	3,225.36	3,386.63	3,555.96	3,733.76	3,920.45	4,116.47	4,327.43
Bi/W	1,350.23	1,417.74	1,488.63	1,563.06	1,641.21	1,723.27	1,809.44	1,899.91	1,997.27
WK	675.12	708.87	744.31	781.53	820.61	861.64	904.72	949.96	998.64
HR	16.8779	17.7218	18.6079	19.5383	20.5152	21.5409	22.6180	23.7489	24.9659

EXHIBIT

B.

tables

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	36,617.16	38,448.02	40,370.42	42,388.94	44,508.39	46,733.81	49,070.50	51,524.02	54,520.74
MO	3,051.43	3,204.00	3,364.20	3,532.41	3,709.03	3,894.48	4,089.21	4,293.67	4,543.40
Bi/W	1,408.35	1,478.77	1,552.71	1,630.34	1,711.86	1,797.45	1,887.33	1,981.69	2,096.95
WK	704.18	739.38	776.35	815.17	855.93	898.73	943.66	990.85	1,048.48
HR	17.6044	18.4846	19.4089	20.3793	21.3983	22.4682	23.5916	24.7712	26.2119
F09A									
AN	37,983.56	39,882.74	41,876.87	43,970.72	46,169.25	48,477.72	50,901.60	53,446.68	57,022.57
MO	3,165.30	3,323.56	3,489.74	3,664.23	3,847.44	4,039.81	4,241.80	4,453.89	4,751.88
Bi/W	1,460.91	1,533.95	1,610.65	1,691.18	1,775.74	1,864.53	1,957.75	2,055.64	2,193.18
WK	730.45	766.98	805.32	845.59	887.87	932.26	978.88	1,027.82	1,096.59
HR	18.2613	19.1744	20.1331	21.1398	22.1968	23.3066	24.4719	25.6955	27.4147
F10									
AN	39,606.01	41,586.31	43,665.63	45,848.91	48,141.35	50,548.43	53,075.84	55,955.58	59,522.47
MO	3,300.50	3,465.53	3,638.80	3,820.74	4,011.78	4,212.37	4,422.99	4,662.97	4,960.21
Bi/W	1,523.31	1,599.47	1,679.45	1,763.42	1,851.59	1,944.17	2,041.38	2,152.14	2,289.33
WK	761.65	799.74	839.72	881.71	925.80	972.09	1,020.69	1,076.07	1,144.66
HR	19.0414	19.9934	20.9931	22.0427	23.1449	24.3021	25.5172	26.9017	28.6166
F10A									
AN	41,790.25	43,879.77	46,073.76	48,377.44	50,796.32	53,336.13	56,002.94	58,803.08	63,242.38
MO	3,482.52	3,656.65	3,839.48	4,031.45	4,233.03	4,444.68	4,666.91	4,900.26	5,270.20
Bi/W	1,607.32	1,687.68	1,772.07	1,860.67	1,953.70	2,051.39	2,153.96	2,261.66	2,432.40
WK	803.66	843.84	886.03	930.34	976.85	1,025.69	1,076.98	1,130.83	1,216.20
HR	20.0915	21.0960	22.1508	23.2584	24.4213	25.6424	26.9245	28.2707	30.4050
F11									
AN	44,055.00	46,257.75	48,570.64	50,999.17	53,549.13	56,226.59	59,037.92	61,989.81	66,971.93
MO	3,671.25	3,854.81	4,047.55	4,249.93	4,462.43	4,685.55	4,919.83	5,165.82	5,580.99
Bi/W	1,694.42	1,779.14	1,868.10	1,961.51	2,059.58	2,162.56	2,270.69	2,384.22	2,575.84
WK	847.21	889.57	934.05	980.75	1,029.79	1,081.28	1,135.34	1,192.11	1,287.92
HR	21.1803	22.2393	23.3513	24.5188	25.7448	27.0320	28.3836	29.8028	32.1980
F011A									
AN	46,036.87	48,338.71	50,755.65	53,293.43	55,958.10	58,756.01	61,693.81	64,778.50	70,129.70
MO	3,836.41	4,028.23	4,229.64	4,441.12	4,663.18	4,896.33	5,141.15	5,398.21	5,844.14
Bi/W	1,770.65	1,859.18	1,952.14	2,049.75	2,152.23	2,259.85	2,372.84	2,491.48	2,697.30
WK	885.32	929.59	976.07	1,024.87	1,076.12	1,129.92	1,186.42	1,245.74	1,348.65
HR	22.1331	23.2398	24.4018	25.6218	26.9029	28.2481	29.6605	31.1435	33.7162
F12									
AN	48,013.09	50,413.75	52,934.43	55,581.15	58,360.21	61,278.22	64,342.13	67,559.24	73,291.91
MO	4,001.09	4,201.15	4,411.20	4,631.76	4,863.35	5,106.52	5,361.84	5,629.94	6,107.66
Bi/W	1,846.66	1,938.99	2,035.94	2,137.74	2,244.62	2,356.85	2,474.70	2,598.43	2,818.92
WK	923.33	969.50	1,017.97	1,068.87	1,122.31	1,178.43	1,237.35	1,299.22	1,409.46
HR	23.0832	24.2374	25.4492	26.7217	28.0578	29.4607	30.9337	32.4804	35.2365
F12A									
AN	50,175.80	52,684.59	55,318.82	58,084.76	60,989.00	64,038.45	67,240.37	70,602.39	76,852.02
MO	4,181.32	4,390.38	4,609.90	4,840.40	5,082.42	5,336.54	5,603.36	5,883.53	6,404.33
Bi/W	1,929.84	2,026.33	2,127.65	2,234.03	2,345.73	2,463.02	2,586.17	2,715.48	2,955.85
WK	964.92	1,013.17	1,063.82	1,117.01	1,172.87	1,231.51	1,293.08	1,357.74	1,477.92
HR	24.1230	25.3291	26.5956	27.9254	29.3216	30.7877	32.3271	33.9435	36.9481



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%	Amt 6%
P05									
AN	23,376.41	24,778.99	26,265.73	27,841.67	29,512.17	31,282.90	33,159.88	35,149.47	37,258.44
MO	1,948.03	2,064.92	2,188.81	2,320.14	2,459.35	2,606.91	2,763.32	2,929.12	3,104.87
BIW	899.09	953.04	1,010.22	1,070.83	1,135.08	1,203.19	1,275.38	1,351.90	1,433.02
WK	449.55	476.52	505.11	535.42	567.54	601.59	637.69	675.95	716.51
HR	11.2387	11.9130	12.6278	13.3854	14.1885	15.0399	15.9422	16.8988	17.9127
P06									
AN	24,514.22	25,985.07	27,544.18	29,196.83	30,948.64	32,805.55	34,773.89	36,860.32	39,071.94
MO	2,042.85	2,165.42	2,295.35	2,433.07	2,579.05	2,733.80	2,897.82	3,071.69	3,255.99
BIW	942.85	999.43	1,059.39	1,122.95	1,190.33	1,261.75	1,337.46	1,417.70	1,502.77
WK	471.43	499.71	529.70	561.48	595.17	630.88	668.73	708.85	751.38
HR	11.7857	12.4928	13.2424	14.0369	14.8792	15.7719	16.7182	17.7213	18.7846
P07									
AN	25,686.82	27,228.03	28,861.71	30,593.41	32,429.02	34,374.76	36,437.24	39,017.16	41,358.19
MO	2,140.57	2,269.00	2,405.14	2,549.45	2,702.42	2,864.56	3,036.44	3,251.43	3,446.52
BIW	987.95	1,047.23	1,110.07	1,176.67	1,247.27	1,322.11	1,401.43	1,500.66	1,590.70
WK	493.98	523.62	555.03	588.33	623.63	661.05	700.72	750.33	795.35
HR	12.3494	13.0904	13.8758	14.7084	15.5909	16.5263	17.5179	18.7582	19.8837
P08									
AN	26,794.04	28,401.69	30,105.79	31,912.13	33,826.86	35,856.47	38,007.86	40,288.33	42,705.63
MO	2,232.84	2,366.81	2,508.82	2,659.34	2,818.91	2,988.04	3,167.32	3,357.36	3,558.80
BIW	1,030.54	1,092.37	1,157.91	1,227.39	1,301.03	1,379.10	1,461.84	1,549.55	1,642.52
WK	515.27	546.19	578.96	613.69	650.52	689.55	730.92	774.78	821.26
HR	12.8818	13.6547	14.4739	15.3424	16.2629	17.2387	18.2730	19.3694	20.5316
P09									
AN	27,929.32	29,605.08	31,381.39	33,264.27	35,260.13	37,375.73	39,618.28	41,995.38	44,515.10
MO	2,327.44	2,467.09	2,615.12	2,772.02	2,938.34	3,114.64	3,301.52	3,499.61	3,709.59
BIW	1,074.20	1,138.66	1,206.98	1,279.40	1,356.16	1,437.53	1,523.78	1,615.21	1,712.12
WK	537.10	569.33	603.49	639.70	678.08	718.76	761.89	807.60	856.06
HR	13.4276	14.2332	15.0872	15.9924	16.9520	17.9691	19.0472	20.1901	21.4015
P10									
AN	29,100.62	30,846.66	32,697.46	34,659.31	36,738.86	38,943.20	41,279.79	43,756.57	46,381.97
MO	2,425.05	2,570.55	2,724.79	2,888.28	3,061.57	3,245.27	3,439.98	3,646.38	3,865.16
BIW	1,119.25	1,186.41	1,257.59	1,333.05	1,413.03	1,497.82	1,587.68	1,682.95	1,783.92
WK	559.63	593.20	628.80	666.53	706.52	748.91	793.84	841.47	891.96
HR	13.9907	14.8301	15.7199	16.6631	17.6629	18.7227	19.8461	21.0368	22.2990



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%	Amt 6%
P11									
AN	30,924.18	32,779.63	34,746.41	36,831.19	39,041.06	41,383.53	43,866.54	46,498.53	49,288.44
MO	2,577.01	2,731.64	2,895.53	3,069.27	3,253.42	3,448.63	3,655.54	3,874.88	4,107.37
BIW	1,189.39	1,260.75	1,336.40	1,416.58	1,501.58	1,591.67	1,687.17	1,788.41	1,895.71
WK	594.70	630.38	668.20	708.29	750.79	795.84	843.59	894.20	947.85
HR	14,867.4	15,759.4	16,705.0	17,707.3	18,769.7	19,895.9	21,089.7	22,355.1	23,696.4
P12									
AN	32,045.61	33,968.35	36,006.45	38,166.83	40,456.84	42,884.26	45,457.31	48,184.75	51,075.83
MO	2,670.47	2,830.70	3,000.54	3,180.57	3,371.40	3,573.69	3,788.11	4,015.40	4,256.32
BIW	1,232.52	1,306.47	1,384.86	1,467.96	1,556.03	1,649.39	1,748.36	1,853.26	1,964.46
WK	616.26	653.24	692.43	733.98	778.02	824.70	874.18	926.63	982.23
HR	15,406.5	16,330.9	17,310.8	18,349.4	19,450.4	20,617.4	21,854.5	23,165.7	24,555.7
P13									
AN	34,192.39	36,243.93	38,418.57	40,723.68	43,167.11	45,757.13	48,502.56	51,412.71	54,497.48
MO	2,849.37	3,020.33	3,201.55	3,393.64	3,597.26	3,813.09	4,041.88	4,284.39	4,541.46
BIW	1,315.09	1,394.00	1,477.64	1,566.30	1,660.27	1,759.89	1,865.48	1,977.41	2,096.06
WK	657.55	697.00	738.82	783.15	830.14	879.94	932.74	988.71	1,048.03
HR	16,438.6	17,425.0	18,470.5	19,578.7	20,753.4	21,998.6	23,318.5	24,717.7	26,200.7
P14									
AN	35,377.77	37,500.44	39,750.47	42,135.49	44,663.62	47,343.44	50,184.05	53,195.09	56,386.79
MO	2,948.15	3,125.04	3,312.54	3,511.29	3,721.97	3,945.29	4,182.00	4,432.92	4,698.90
BIW	1,360.68	1,442.32	1,528.86	1,620.60	1,717.83	1,820.90	1,930.16	2,045.96	2,168.72
WK	680.34	721.16	764.43	810.30	858.92	910.45	965.08	1,022.98	1,084.36
HR	17,008.5	18,029.1	19,110.8	20,257.4	21,472.9	22,761.3	24,126.9	25,574.6	27,109.0
P15									
AN	36,562.60	38,756.36	41,081.74	43,546.64	46,159.44	48,929.01	51,864.75	54,976.63	58,275.23
MO	3,046.88	3,229.70	3,423.48	3,628.89	3,846.62	4,077.42	4,322.06	4,581.39	4,856.27
BIW	1,406.25	1,490.63	1,580.07	1,674.87	1,775.36	1,881.88	1,994.80	2,114.49	2,241.36
WK	703.13	745.31	790.03	837.44	887.68	940.94	997.40	1,057.24	1,120.68
HR	17,578.2	18,632.9	19,750.8	20,935.9	22,192.0	23,523.6	24,935.0	26,431.1	28,016.9



NLR ELECTRIC DEPARTMENT SALARY STRUCTURE 2019

Raise 6/1/2019- 2.5% added to Min & Max

6/1/2019

JOB TITLE	Hourly		Monthly		Yearly	
	Min	Max	Min	Max	Min	Max
Accountant (F11)	21.1803	32.1980	3,671.2520	5,580.9867	44,055.0240	66,971.8400
Accounting Clerk Senior (Graded) F07A	15.5925	23.0373	2,702.7000	3,993.1320	32,432.4000	47,917.5840
Accounting Clerk III (F05A)	13.1954	19.4957	2,287.2027	3,379.2547	27,446.4320	40,551.0560
Accounts Receivable Specialist (F05A)	13.1954	19.4957	2,287.2027	3,379.2547	27,446.4320	40,551.0560
Apprentice Lineman I		23.1117	-	4,006.0280	-	48,072.3360
Apprentice Lineman II		25.4229	-	4,406.6360	-	52,879.6320
Apprentice Lineman III		27.7340	-	4,807.2267	-	57,686.7200
Apprentice Lineman IV		30.0451	-	5,207.8173	-	62,493.8080
Journeyman Lineman	-	36.5512	-	6,335.5413	-	76,026.4960
Journeyman Lineman (Night)		37.0710	-	6,425.6400	-	77,107.6800
Journeyman Lineman (Senior) 5% diff - 5 yrs or		38.3788	-	6,652.3253	-	79,827.9040
Journeyman Lineman (Night Senior)		38.9246	-	6,746.9307	-	80,963.1680
Apprentice Meterman I		19.4040	-	3,363.3600	-	40,360.3200
Apprentice Meterman II		21.8285	-	3,783.6067	-	45,403.2800
Apprentice Meterman III		23.8261	-	4,129.8573	-	49,558.2880
Apprentice Meterman IV		25.6754	-	4,450.4027	-	53,404.8320
Journeyman Meterman		32.5320	-	5,638.8800	-	67,666.5600
Lead Journeyman Meterman	32.5320	41.1816	5,638.8800	7,138.1440	67,666.5600	85,657.7280
Auto Mechanic I		15.4560	-	2,679.0400	-	32,148.4800
Auto Mechanic II		21.4705	-	3,721.5533	-	44,658.6400
Auto Mechanic III		23.3040	-	4,039.3600	-	48,472.3200
Billing Manager	27.6997	32.7359	4,801.2813	5,674.2227	57,615.3760	68,090.6720
Climbing Crew Leader		41.1816	-	7,138.1440	-	85,657.7280
Compliance Administrator	25.9419	36.3188	4,496.5960	6,295.2587	53,959.1520	75,543.1040
Cost Accountant	13.9682	24.9653	2,421.1547	4,327.3187	29,053.8560	51,927.8240
Customer Service Acct Clerk (F05B)	13.3730	19.7579	2,317.9867	3,424.7027	27,815.8400	41,096.4320
Customer Service Representative I (F05B)	13.3730	19.7579	2,317.9867	3,424.7027	27,815.8400	41,096.4320
Customer Service Representative II (F07)	15.0442	22.2272	2,607.6613	3,852.7147	31,291.9360	46,232.5760
Customer Service Mgr (NG)	27.1034	34.0024	4,697.9227	5,893.7493	56,375.0720	70,724.9920
Customer Service Supervisor (NG)	22.1756	30.5529	3,843.7707	5,295.8360	46,125.2480	63,550.0320
Data Quality Analyst (Graded) F06A	14.4813	21.3954	2,510.0920	3,708.5360	30,121.1040	44,502.4320
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	47.7512	6,970.0107	8,276.8747	83,640.1280	99,322.4960
Director of Engineering tiered 1-4	40.2116	47.7512	6,970.0107	8,276.8747	83,640.1280	99,322.4960
Director of Metering tiered 1-4	40.2116	47.7512	6,970.0107	8,276.8747	83,640.1280	99,322.4960
Director of Operations tiered 1-4	40.2116	47.7512	6,970.0107	8,276.8747	83,640.1280	99,322.4960
Director of Power tiered 1-4	40.2116	47.7512	6,970.0107	8,276.8747	83,640.1280	99,322.4960
Distribution Design Electrical Engineer	29.6304	38.2944	5,135.9360	6,637.6960	61,631.2320	79,652.3520
Distribution Design Supervisor	26.0218	40.0412	4,510.4453	6,940.4747	54,125.3440	83,285.6960
Distribution Designer II		35.7851	-	6,202.7507	-	74,433.0080
Distribution Designer Senior		37.6940	-	6,533.6267	-	78,403.5200
Distribution Engineer		39.3761	-	6,825.1907	-	81,902.2880
Distribution Operator		23.8667	-	4,136.8947	-	49,642.7360
Distribution Technician-Lead	36.5512	41.1816	6,335.5413	7,138.1440	76,026.4960	85,657.7280
Distribution Technician		36.5512	-	6,335.5413	-	76,026.4960
Electric Investigator	19.6964	32.2152	3,414.0427	5,583.9680	40,968.5120	67,007.6160
Energy Specialist	26.0928	30.1104	4,522.7520	5,219.1360	54,273.0240	62,629.6320
Energy Services Coordinator	31.5310	34.8157	5,465.3733	6,034.7213	65,584.4800	72,416.6560
Excavator Lead		23.8261	-	4,129.8573	-	49,558.2880
Excavator Assistant	16.3272	18.0381	2,830.0480	3,126.6040	33,960.5760	37,519.2480
Executive Office Manager	12.5096	23.5350	2,168.3307	4,079.4000	26,019.9680	48,952.8000
Power Cost Accountant	27.6993	35.2532	4,801.2120	6,110.5547	57,614.5440	73,326.6560
General Construction Supervisor	28.0535	43.1592	4,862.6067	7,480.9280	58,351.2800	89,771.1360
General Manager		50.5194	-	8,756.6960	-	105,080.3520
Ground Assistant I/Climbing		18.9400	-	3,282.9333	-	39,395.2000
Ground Assistant II/Climbing		18.0381	-	3,126.6040	-	37,519.2480
Hydro Maintenance Supervisor	27.7541	38.1710	4,810.7107	6,616.3067	57,728.5280	79,395.6800
Hydro Maintenance Worker	23.9600	31.2467	4,153.0667	5,416.0947	49,836.8000	64,993.1360
Hydro Operator	23.9600	31.2467	4,153.0667	5,416.0947	49,836.8000	64,993.1360
Mapping Specialist	25.4201	32.2136	4,406.1507	5,583.6907	52,873.8080	67,004.2880

Material Handler I		13.9221	-	2,413.1640	-	28,957.9680
Material Handler II		21.1819	-	3,671.5293	-	44,058.3520
Milsoft GIS Administrator	25.6852	35.9624	4,452.1013	6,233.4827	53,425.2160	74,801.7920
Office Assistant II (F04A)	11.7857	18.7846	2,042.8547	3,255.9973	24,514.2560	39,071.9680
Office Assistant III (F05)	12.2306	19.4938	2,119.9707	3,378.9253	25,439.6480	40,547.1040
PT Clerk/Teller	11.0000	12.1300				
Safety Director P/T		35.0000				
Safety and Security Manager	27.2364	36.5803	4,720.9760	6,340.5853	56,651.7120	76,087.0240
Service Supervisor	26.8021	41.1816	4,645.6973	7,138.1440	55,748.3680	85,657.7280
Smart Meter Technician	19.1877	25.0263	3,325.8680	4,337.8920	39,910.4160	52,054.7040
Staff Accountant	13.9660	23.7709	2,420.7733	4,120.2893	29,049.2800	49,443.4720
Storekeeper I		19.4798	-	3,376.4987	-	40,517.9840
Storekeeper II		26.3914	-	4,574.5093	-	54,894.1120
Streetlight Supervisor		41.1816	-	7,138.1440	-	85,657.7280
Streetlight Technician Apprentice I		22.0112	-	3,815.2747	-	45,783.2960
Streetlight Technician Apprentice II		24.2122	-	4,196.7813	-	50,361.3760
Streetlight Technician Apprentice III		26.4133	-	4,578.3053	-	54,939.6640
Streetlight Technician		28.6144	-	4,959.8293	-	59,517.9520
Teller (F05A)	13.1954	19.4957	2,287.2027	3,379.2547	27,446.4320	40,551.0560
Trainer			-	-	-	-
Tree Trimmer/Climber	20.5000	26.7125	3,553.3333	4,630.1667	42,640.0000	55,562.0000
Tree Trimmer/Climber Assistant	16.9125	19.4750	2,931.5000	3,375.6667	35,178.0000	40,508.0000
Vegetation Management Coordinator	18.0243	27.6388	3,124.2120	4,790.7253	37,490.5440	57,488.7040