

R-18-142

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 2.2% salary increase, effective August 11, 2018, 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 2.2% pay increase, for non-uniformed classified employees of the City are hereby adopted effective August 11, 2018, 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 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:

ATTEST:

  
Mayor Joe A. Smith

\_\_\_\_\_

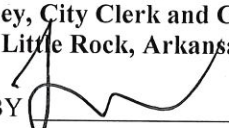
Diane Whitbey, City Clerk

APPROVED AS TO FORM:



Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/kh

FILED	11:30	A.M.	_____	P.M.
By	Amy Fields CA Office			
DATE	12-17-18			
<b>Diane Whitbey, City Clerk and Collector North Little Rock, Arkansas</b>				
RECEIVED BY				

7/16/2018

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%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%
<b>F04</b>									
AN	22,996.80	24,376.61	25,839.20	27,389.56	29,032.93	30,774.90	32,621.40	34,578.68	36,653.40
MO	1,916.40	2,031.38	2,153.27	2,282.46	2,419.41	2,564.58	2,718.45	2,881.56	3,054.45
BI/W	884.49	937.56	993.82	1,053.44	1,116.65	1,183.65	1,254.67	1,329.95	1,409.75
WK	442.25	468.78	496.91	526.72	558.33	591.83	627.33	664.97	704.87
HR	11.0562	11.7195	12.4227	13.1681	13.9581	14.7956	15.6834	16.6244	17.6218
<b>F04A</b>									
AN	23,916.30	25,351.28	26,872.36	28,484.70	30,193.78	32,005.41	33,925.73	35,961.28	38,118.95
MO	1,993.03	2,112.61	2,239.36	2,373.72	2,516.15	2,667.12	2,827.14	2,996.77	3,176.58
BI/W	919.86	975.05	1,033.55	1,095.57	1,161.30	1,230.98	1,304.84	1,383.13	1,466.11
WK	459.93	487.52	516.78	547.78	580.65	615.49	652.42	691.56	733.06
HR	11.4982	12.1881	12.9194	13.6946	14.5162	15.3872	16.3104	17.2891	18.3264
<b>F05</b>									
AN	24,819.21	26,308.36	27,886.86	29,560.07	31,333.68	33,213.70	35,206.52	37,318.91	39,558.05
MO	2,068.27	2,192.36	2,323.91	2,463.34	2,611.14	2,767.81	2,933.88	3,109.91	3,296.50
BI/W	954.58	1,011.86	1,072.57	1,136.93	1,205.14	1,277.45	1,354.10	1,435.34	1,521.46
WK	477.29	505.93	536.29	568.46	602.57	638.72	677.05	717.67	760.73
HR	11.9323	12.6483	13.4071	14.2116	15.0643	15.9681	16.9262	17.9418	19.0183



F05A to F08A Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
GR	MINIMUM								
		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt = >5%
<b>F05A</b>									
AN	26,777.13	28,115.98	29,521.78	30,997.87	32,547.76	34,175.15	35,883.91	37,678.10	39,562.01
MO	2,231.43	2,343.00	2,460.15	2,583.16	2,712.31	2,847.93	2,990.33	3,139.84	3,296.83
BI/W	1,029.89	1,081.38	1,135.45	1,192.23	1,251.84	1,314.43	1,380.15	1,449.16	1,521.62
WK	514.94	540.69	567.73	596.11	625.92	657.21	690.08	724.58	760.81
HR	12.87	13.52	14.19	14.90	15.65	16.43	17.25	18.11	19.02
<b>F05B</b>									
AN	27,137.28	28,494.14	29,918.85	31,414.79	32,985.53	34,634.81	36,366.55	38,184.88	40,094.12
MO	2,261.44	2,374.51	2,493.24	2,617.90	2,748.79	2,886.23	3,030.55	3,182.07	3,341.18
BI/W	1,043.74	1,095.93	1,150.72	1,208.26	1,268.67	1,332.11	1,398.71	1,468.65	1,542.08
WK	521.87	547.96	575.36	604.13	634.34	666.05	699.36	734.32	771.04
HR	13.05	13.70	14.38	15.10	15.86	16.65	17.48	18.36	19.28
<b>F06</b>									
AN	28,147.69	29,555.06	31,032.82	32,584.46	34,213.68	35,924.36	37,720.59	39,606.61	41,586.94
MO	2,345.64	2,462.92	2,586.07	2,715.37	2,851.14	2,993.70	3,143.38	3,300.55	3,465.58
BI/W	1,082.60	1,136.73	1,193.57	1,253.25	1,315.91	1,381.71	1,450.79	1,523.33	1,599.50
WK	541.30	568.37	596.78	626.62	657.96	690.85	725.40	761.67	799.75
HR	13.53	14.21	14.92	15.67	16.45	17.27	18.13	19.04	19.99
<b>F06A</b>									
AN	29,386.39	30,855.71	32,398.50	34,018.42	35,719.35	37,505.31	39,380.58	41,349.61	43,417.09
MO	2,448.87	2,571.31	2,699.87	2,834.87	2,976.61	3,125.44	3,281.71	3,445.80	3,618.09
BI/W	1,130.25	1,186.76	1,246.10	1,308.40	1,373.82	1,442.51	1,514.64	1,590.37	1,669.89
WK	565.12	593.38	623.05	654.20	686.91	721.26	757.32	795.18	834.94
HR	14.13	14.83	15.58	16.36	17.17	18.03	18.93	19.88	20.87
<b>F07</b>									
AN	30,528.80	32,055.24	33,658.00	35,340.90	37,107.94	38,963.34	40,911.51	42,957.08	45,104.94
MO	2,544.07	2,671.27	2,804.83	2,945.07	3,092.33	3,246.94	3,409.29	3,579.76	3,758.74
BI/W	1,174.18	1,232.89	1,294.54	1,359.27	1,427.23	1,498.59	1,573.52	1,652.20	1,734.81
WK	587.09	616.45	647.27	679.63	713.61	749.29	786.76	826.10	867.40
HR	14.6773	15.4112	16.1817	16.9908	17.8404	18.7324	19.6690	20.6524	21.6851
<b>F07A</b>									
AN	31,641.48	33,223.55	34,884.73	36,628.97	38,460.41	40,383.43	42,402.61	44,522.74	46,748.87
MO	2,636.79	2,768.63	2,907.06	3,052.41	3,205.03	3,365.29	3,533.55	3,710.23	3,895.74
BI/W	1,216.98	1,277.83	1,341.72	1,408.81	1,479.25	1,553.21	1,630.87	1,712.41	1,798.03
WK	608.49	638.91	670.86	704.40	739.62	776.60	815.43	856.21	899.02
HR	15.2122	15.9729	16.7715	17.6101	18.4906	19.4151	20.3859	21.4052	22.4754
<b>F08</b>									
AN	32,812.64	34,453.27	36,175.93	37,984.73	39,883.97	41,878.17	43,972.07	46,170.68	48,479.21
MO	2,734.39	2,871.11	3,014.66	3,165.39	3,323.66	3,489.85	3,664.34	3,847.56	4,039.93
BI/W	1,262.02	1,325.13	1,391.38	1,460.95	1,534.00	1,610.70	1,691.23	1,775.80	1,864.59
WK	631.01	662.56	695.69	730.48	767.00	805.35	845.62	887.90	932.29
HR	15.7753	16.5641	17.3923	18.2619	19.1750	20.1337	21.1404	22.1974	23.3073
<b>F08A</b>									
AN	34,249.76	35,962.25	37,760.37	39,648.38	41,630.80	43,712.34	45,897.96	48,192.86	50,662.58
MO	2,854.15	2,996.85	3,146.70	3,304.03	3,469.23	3,642.70	3,824.83	4,016.07	4,221.88
BI/W	1,317.30	1,383.16	1,452.32	1,524.94	1,601.18	1,681.24	1,765.31	1,853.57	1,948.56
WK	658.65	691.58	726.16	762.47	800.59	840.62	882.65	926.79	974.28
HR	16.4662	17.2895	18.1540	19.0617	20.0148	21.0155	22.0663	23.1696	24.3570



7/16/2018

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
	<b>MINIMUM</b>								
GR		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt => 5%	Amt => 5%
<b>F09</b>									
AN	35,724.06	37,510.26	39,385.78	41,355.07	43,422.82	45,593.96	47,873.66	50,267.34	53,190.97
MO	2,977.01	3,125.86	3,282.15	3,446.26	3,618.57	3,799.50	3,989.47	4,188.95	4,432.58
Bi/W	1,374.00	1,442.70	1,514.84	1,590.58	1,670.11	1,753.61	1,841.29	1,933.36	2,045.81
WK	687.00	721.35	757.42	795.29	835.05	876.81	920.65	966.68	1,022.90
HR	17.1750	18.0338	18.9355	19.8822	20.8764	21.9202	23.0162	24.1670	25.5726
<b>F09A</b>									
AN	37,057.13	38,909.98	40,855.48	42,898.26	45,043.17	47,295.33	49,660.09	52,143.10	55,631.78
MO	3,088.09	3,242.50	3,404.62	3,574.85	3,753.60	3,941.28	4,138.34	4,345.26	4,635.98
Bi/W	1,425.27	1,496.54	1,571.36	1,649.93	1,732.43	1,819.05	1,910.00	2,005.50	2,139.68
WK	712.64	748.27	785.68	824.97	866.21	909.53	955.00	1,002.75	1,069.84
HR	17.8159	18.7067	19.6421	20.6242	21.6554	22.7381	23.8750	25.0688	26.7460
<b>F10</b>									
AN	38,640.01	40,572.01	42,600.61	44,730.64	46,967.17	49,315.54	51,781.31	54,590.81	58,070.70
MO	3,220.00	3,381.00	3,550.05	3,727.55	3,913.93	4,109.63	4,315.11	4,549.23	4,839.23
Bi/W	1,486.15	1,560.46	1,638.49	1,720.41	1,806.43	1,896.75	1,991.59	2,099.65	2,233.49
WK	743.08	780.23	819.24	860.20	903.21	948.38	995.79	1,049.82	1,116.74
HR	18.5769	19.5058	20.4811	21.5051	22.5804	23.7094	24.8949	26.2456	27.9186
<b>F10A</b>									
AN	40,770.98	42,809.53	44,950.01	47,197.51	49,557.38	52,035.25	54,637.02	57,368.87	61,699.88
MO	3,397.58	3,567.46	3,745.83	3,933.13	4,129.78	4,336.27	4,553.08	4,780.74	5,141.66
Bi/W	1,568.11	1,646.52	1,728.85	1,815.29	1,906.05	2,001.36	2,101.42	2,206.49	2,373.07
WK	784.06	823.26	864.42	907.64	953.03	1,000.68	1,050.71	1,103.25	1,186.54
HR	19.6014	20.5815	21.6106	22.6911	23.8257	25.0169	26.2678	27.5812	29.6634
<b>F11</b>									
AN	42,980.49	45,129.51	47,385.99	49,755.29	52,243.05	54,855.20	57,597.96	60,477.86	65,338.47
MO	3,581.71	3,760.79	3,948.83	4,146.27	4,353.59	4,571.27	4,799.83	5,039.82	5,444.87
Bi/W	1,653.10	1,735.75	1,822.54	1,913.66	2,009.35	2,109.82	2,215.31	2,326.07	2,513.02
WK	826.55	867.88	911.27	956.83	1,004.67	1,054.91	1,107.65	1,163.04	1,256.51
HR	20.6637	21.6969	22.7817	23.9208	25.1169	26.3727	27.6913	29.0759	31.4127
<b>F011A</b>									
AN	44,914.02	47,159.72	49,517.70	51,993.59	54,593.27	57,322.93	60,189.08	63,198.53	68,419.22
MO	3,742.83	3,929.98	4,126.48	4,332.80	4,549.44	4,776.91	5,015.76	5,266.54	5,701.60
Bi/W	1,727.46	1,813.84	1,904.53	1,999.75	2,099.74	2,204.73	2,314.96	2,430.71	2,631.51
WK	863.73	906.92	952.26	999.88	1,049.87	1,102.36	1,157.48	1,215.36	1,315.75
HR	21.5933	22.6729	23.8066	24.9969	26.2468	27.5591	28.9371	30.3839	32.8939
<b>F12</b>									
AN	46,842.04	49,184.14	51,643.35	54,225.52	56,936.79	59,783.63	62,772.82	65,911.46	71,504.30
MO	3,903.50	4,098.68	4,303.61	4,518.79	4,744.73	4,981.97	5,231.07	5,492.62	5,958.69
Bi/W	1,801.62	1,891.70	1,986.28	2,085.60	2,189.88	2,299.37	2,414.34	2,535.06	2,750.17
WK	900.81	945.85	993.14	1,042.80	1,094.94	1,149.69	1,207.17	1,267.53	1,375.08
HR	22.5202	23.6462	24.8285	26.0700	27.3735	28.7421	30.1792	31.6882	34.3771
<b>F12A</b>									
AN	48,952.00	51,399.60	53,969.58	56,668.06	59,501.46	62,476.54	65,600.36	68,880.38	74,977.58
MO	4,079.33	4,283.30	4,497.47	4,722.34	4,958.46	5,206.38	5,466.70	5,740.03	6,248.13
Bi/W	1,882.77	1,976.91	2,075.75	2,179.54	2,288.52	2,402.94	2,523.09	2,649.25	2,883.75
WK	941.38	988.45	1,037.88	1,089.77	1,144.26	1,201.47	1,261.55	1,324.62	1,441.88
HR	23.5346	24.7113	25.9469	27.2443	28.6065	30.0368	31.5386	33.1156	36.0469



7/16/2018

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%
<b>P05</b>									
AN	22,806.25	24,174.62	25,625.10	27,162.60	28,792.36	30,519.90	32,351.10	34,292.16	36,349.69
MO	1,900.52	2,014.55	2,135.42	2,263.55	2,399.36	2,543.33	2,695.92	2,857.68	3,029.14
BIW	877.16	929.79	985.58	1,044.72	1,107.40	1,173.84	1,244.27	1,318.93	1,398.07
WK	438.58	464.90	492.79	522.36	553.70	586.92	622.14	659.46	699.03
HR	10.9645	11.6224	12.3198	13.0589	13.8425	14.6730	15.5534	16.4866	17.4758
<b>P06</b>									
AN	23,916.31	25,351.29	26,872.37	28,484.71	30,193.79	32,005.42	33,925.75	35,961.29	38,118.97
MO	1,993.03	2,112.61	2,239.36	2,373.73	2,516.15	2,667.12	2,827.15	2,996.77	3,176.58
BIW	919.86	975.05	1,033.55	1,095.57	1,161.30	1,230.98	1,304.84	1,383.13	1,466.11
WK	459.93	487.52	516.78	547.78	580.65	615.49	652.42	691.56	733.06
HR	11.4982	12.1881	12.9194	13.6946	14.5162	15.3872	16.3105	17.2891	18.3264
<b>P07</b>									
AN	25,060.31	26,563.93	28,157.76	29,847.23	31,638.06	33,536.35	35,548.53	38,065.52	40,349.45
MO	2,088.36	2,213.66	2,346.48	2,487.27	2,636.51	2,794.70	2,962.38	3,172.13	3,362.45
BIW	963.86	1,021.69	1,082.99	1,147.97	1,216.85	1,289.86	1,367.25	1,464.06	1,551.90
WK	481.93	510.84	541.50	573.99	608.42	644.93	683.63	732.03	775.95
HR	12.0482	12.7711	13.5374	14.3496	15.2106	16.1232	17.0906	18.3007	19.3988
<b>P08</b>									
AN	26,140.53	27,708.96	29,371.50	31,133.79	33,001.82	34,981.93	37,080.84	39,305.69	41,664.04
MO	2,178.38	2,309.08	2,447.63	2,594.48	2,750.15	2,915.16	3,090.07	3,275.47	3,472.00
BIW	1,005.41	1,065.73	1,129.67	1,197.45	1,269.30	1,345.46	1,426.19	1,511.76	1,602.46
WK	502.70	532.86	564.84	598.73	634.65	672.73	713.09	755.88	801.23
HR	12.5676	13.3216	14.1209	14.9682	15.8663	16.8182	17.8273	18.8970	20.0308
<b>P09</b>									
AN	27,248.12	28,883.01	30,615.99	32,452.95	34,400.13	36,464.14	38,651.99	40,971.10	43,429.37
MO	2,270.68	2,406.92	2,551.33	2,704.41	2,866.68	3,038.68	3,221.00	3,414.26	3,619.11
BIW	1,048.00	1,110.89	1,177.54	1,248.19	1,323.08	1,402.47	1,486.61	1,575.81	1,670.36
WK	524.00	555.44	588.77	624.10	661.54	701.23	743.31	787.91	835.18
HR	13.1001	13.8861	14.7192	15.6024	16.5385	17.5308	18.5827	19.6976	20.8795
<b>P10</b>									
AN	28,390.85	30,094.30	31,899.96	33,813.96	35,842.80	37,993.37	40,272.97	42,689.35	45,250.71
MO	2,365.90	2,507.86	2,658.33	2,817.83	2,986.90	3,166.11	3,356.08	3,557.45	3,770.89
BIW	1,091.96	1,157.47	1,226.92	1,300.54	1,378.57	1,461.28	1,548.96	1,641.90	1,740.41
WK	545.98	578.74	613.46	650.27	689.28	730.64	774.48	820.95	870.21
HR	13.6494	14.4684	15.3365	16.2567	17.2321	18.2660	19.3620	20.5237	21.7551



7/16/2018

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%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%
<b>P11</b>									
AN	30,169.93	31,980.13	33,898.93	35,932.87	38,088.84	40,374.17	42,796.62	45,364.42	48,086.29
MO	2,514.16	2,665.01	2,824.91	2,994.41	3,174.07	3,364.51	3,566.39	3,780.37	4,007.19
BIW	1,160.38	1,230.00	1,303.81	1,382.03	1,464.96	1,552.85	1,646.02	1,744.79	1,849.47
WK	580.19	615.00	651.90	691.02	732.48	776.43	823.01	872.39	924.74
HR	14.5048	15.3751	16.2976	17.2754	18.3119	19.4107	20.5753	21.8098	23.1184
<b>P12</b>									
AN	31,264.01	33,139.85	35,128.24	37,235.94	39,470.10	41,838.30	44,348.60	47,009.51	49,830.09
MO	2,605.33	2,761.65	2,927.35	3,102.99	3,289.17	3,486.53	3,695.72	3,917.46	4,152.51
BIW	1,202.46	1,274.61	1,351.09	1,432.15	1,518.08	1,609.17	1,705.72	1,808.06	1,916.54
WK	601.23	637.30	675.54	716.08	759.04	804.58	852.86	904.03	958.27
HR	15.0308	15.9326	16.8886	17.9019	18.9760	20.1146	21.3214	22.6007	23.9568
<b>P13</b>									
AN	33,358.43	35,359.93	37,481.53	39,730.42	42,114.25	44,641.10	47,319.57	50,158.74	53,168.27
MO	2,779.87	2,946.66	3,123.46	3,310.87	3,509.52	3,720.09	3,943.30	4,179.90	4,430.69
BIW	1,283.02	1,360.00	1,441.60	1,528.09	1,619.78	1,716.97	1,819.98	1,929.18	2,044.93
WK	641.51	680.00	720.80	764.05	809.89	858.48	909.99	964.59	1,022.47
HR	16.0377	17.0000	18.0200	19.1012	20.2472	21.4621	22.7498	24.1148	25.5617
<b>P14</b>									
AN	34,514.90	36,585.80	38,780.94	41,107.80	43,574.27	46,188.72	48,960.05	51,897.65	55,011.51
MO	2,876.24	3,048.82	3,231.75	3,425.65	3,631.19	3,849.06	4,080.00	4,324.80	4,584.29
BIW	1,327.50	1,407.15	1,491.57	1,581.07	1,675.93	1,776.49	1,883.08	1,996.06	2,115.83
WK	663.75	703.57	745.79	790.53	837.97	888.24	941.54	998.03	1,057.91
HR	16.5937	17.5893	18.6447	19.7634	20.9492	22.2061	23.5385	24.9508	26.4478
<b>P15</b>									
AN	35,670.83	37,811.07	40,079.74	42,484.52	45,033.59	47,735.61	50,599.75	53,635.73	56,853.88
MO	2,972.57	3,150.92	3,339.98	3,540.38	3,752.80	3,977.97	4,216.65	4,469.64	4,737.82
BIW	1,371.95	1,454.27	1,541.53	1,634.02	1,732.06	1,835.99	1,946.14	2,062.91	2,186.69
WK	685.98	727.14	770.76	817.01	866.03	917.99	973.07	1,031.46	1,093.34
HR	17.1494	18.1784	19.2691	20.4253	21.6508	22.9498	24.3268	25.7864	27.3336

