ORDINANCE NO. 87-15

AN ORDINANCE ESTABLISHING SALARIES AND BENEFITS AND RELATED PROCEDURES FOR CITY EMPLOYEES

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS THAT:

SECTION 1: Pay Rates and Salaries

All employees shall be paid based on the salary grade ranges as shown in Appendix A.

A. **For calendar year 2016 all merit, performance, step or time in grade pay increases as defined throughout this ordinance are hereby suspended for all City employees. However, performance evaluations will continue through 2016 as described in this ordinance.**

B. For non-uniformed employees below the midpoint of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date:

1. If the employee is meeting job requirements, a step increase will be granted on the position anniversary date.

2. An additional step increase may be granted if the employee at times exceeds job requirements (an average of 2.0 or better on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (2.) of this Ordinance.

3. Two additional step increases may be granted if the employee consistently exceeds job requirements (an average of 3.0 on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (1.) of this Ordinance.

4. No step increase will be granted to an employee evaluated as Progressing to Minimum Requirements. (An average score of less than 1.0 or one or more evaluation category rating of E)

5. The 2016 pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

C. For non-uniformed employees at or above the midpoint of the salary grade, a pay for

performance evaluation will take place shortly before their position anniversary date.

1. Based on the employee's average score, a pay increase of 3% will be granted if funding is available (which it is not for 2016) and if the employee consistently exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to either one third or two thirds of the total percentage in Appendix B if the employee's first or second step of the increase otherwise placed them above the midpoint.

2. Based on the employee's average score, a pay increase between 1-3% will be granted if funding is available (which it is not for 2016) and if the employee at times exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to one half of the total percentage in Appendix B if the employee's first step of the increase otherwise placed them above the midpoint.

3. No additional pay increases will be granted if the employee is evaluated as Meeting Job Requirements.

4. No more than one-third of the 2016 pay increase may be granted, if the employee is working toward expectations. (An average score of less than 1.0, or one or more evaluation category rating of E)

5. No portion of the 2016 pay increase will be granted if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

While the preceding steps in SECTION 1. B. & C. are listed to illustrate the effect of the pay decisions based on their performance evaluation, Supervisors and Department Heads are encouraged to engage in periodic evaluation discussions with employees. These discussions are intended to let employees know if they are meeting or exceeding expectations during the year. Supervisors and Department Heads are hereby directed to deal with deficient performance issues immediately and not wait until the scheduled evaluation to inform the employee of these problems.

D. For non uniformed employees at or above the maximum salary for the grade, no salary increase will be granted if the employee is meeting expectations. A onetime payment that will not become part of the employee's permanent salary may be approved by the City Administrator if the employee consistently exceeds or at times exceeds job requirements. The amount of the onetime payment will follow the same percentages found in Section C (1.) & C (2.) of this Ordinance.

E. For Police uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory on their annual performance evaluation.

F. For Fire Department uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory in any one evaluation category.

G. Employees designated by their department director as a language interpreter are eligible for language incentive pay of $83.34 per month subject to certain conditions and procedures as follows:

1. Each employee will be required to pass a certification test verifying their ability to speak, listen or sign at the designated competency level required by their department. The City will pay for the first two certification tests for the designated employee.

2. If the employee fails to pass the certification test on the first two attempts, it will then be the employee's responsibility to pay for any subsequent attempts to achieve certification.

H. Employees designated as an IT user liaison are eligible for incentive pay of $100.00 per month subject to certain conditions and procedures as follows:

1. Each employee will be required to attend IT user liaison training and pass a certification test verifying their competency.

2. IT user liaisons will spend 5-10 % of their work week supporting IT users and the IT function of the city.

I. All non uniformed employees shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of $10.00 shall be added to monthly compensation.

2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional $5.00 per month for each said five year periods shall be added provided however, that $30.00 per month shall be the maximum longevity pay.

J. Employees designated by their department director as a member of the chlorine emergency response team are eligible for incentive pay of $100.00 per month subject to certain conditions and procedures as follows: Each employee will be required to initially complete 40 hours of specialized training to be eligible to participate on the chlorine emergency response team. Then each member will be required to complete a minimum of 8 hours of continuing education each year to remain on the chlorine emergency response team.

K. Employees designated by their position description as a salesperson will be paid a commission of 5% on all sales in excess of their gross sales (excluding contract labor fees) for the same quarter of the previous year subject to certain conditions and procedures as

follows: The gross sales amount for the previous year will be determined by the department director of the salesperson eligible to receive the commission.

SECTION 2: Non-Exempt Non-Uniformed Employees

A. Shift Differential - a Non-Exempt employee assigned to work a second shift shall receive a shift differential of ten (10) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 2:00 p.m. and ending before 10:00 p.m. A Non-Exempt employee assigned to work a third shift shall receive a shift differential of fifteen (15) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 10:00 p.m. and ending before 6:00 a.m.

B. Mileage Reimbursement - Employees, who on written instructions, use their personal automobile(s) on City business will be reimbursed at the most recently published Internal Revenue Service Code reimbursement rate.

SECTION 3: Exempt Employees Salaries

A. In addition to any other current contributions, a contribution to the International City Managers Association - Retirement Corporation (ICMA-RC) of one-hundred dollars ($100) per month will be made for each department head as listed below:

City Administrator
District Court Clerk
Fire Chief
Director of Development & Construction
Director of Finance
Director of Sanitation
Director of Parks & Recreation
Director of Information & Technology
Internal Auditor
Deputy City Administrator
Police Chief
Director of Engineering
Director of Human Resources
Director of Utilities
Director of Streets & Traffic Control
Director of Transit
City Clerk

SECTION 4: Civil Service (uniformed) employees of the Fire Department shall be paid a rate of pay as set forth in Appendix C. **For calendar year 2016 all merit, performance, step or time in grade pay increases as defined throughout this ordinance are hereby suspended for all City employees. However, performance evaluations will continue through 2016 as described in this ordinance.**

A. All firefighters hired (including rehires) by the City shall initially be placed in Step A in the Firefighter F-1 position. Advancement to Step B shall occur on the first anniversary date of the date of appointment to the position if an employee's performance is found to be satisfactory. Advancement into each step subsequent to Step B shall occur on the respective subsequent anniversary date of the appointment to the position.

B. Drivers, Captain, Battalion Chiefs, Fire Marshals, Training Officer and Assistant Chief are eligible on their position anniversary date for advancement to Step B (in the applicable range) based on merit as determined by a job performance evaluation. Advancement to each step subsequent to Step B shall also be based on merit as determined by a job performance evaluation on each subsequent promotion anniversary date.

C. All hourly compensated firefighters shall have a work period of fourteen (14) days (106 hours) and shall be subject to the Section 7 (k) exemption of 29 CFR Part 553 application of the Fair Labor Standards Act to Employees of State and Local Governments.

D. All firefighters shall receive compensation for an additional thirteen (13) days paid as legal holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the firefighter's daily rate of pay and is in addition to the regular pay schedule. Holiday compensation is included in the rates of pay provided in Appendix C. The thirteen (13) days of holiday equalization pay shall be prorated and paid during the regular payroll periods. "Daily rate of pay" for all hourly compensated firefighters is hereby defined for all budgetary purposes of the City of Fort Smith as being one-tenth of the biweekly base pay for the applicable employment grade and range. The biweekly base pay period for all firefighters shall be based on an average of one-hundred-twelve (112) hours worked biweekly.

E. All firefighters shall be granted annual vacation as follows:

After twelve (12) months of continuous and uninterrupted service, 144 hours.
After six (6) consecutive years of continuous and uninterrupted service, 168 hours.
After ten (10) consecutive years of continuous and uninterrupted service, 192 hours.
After fifteen (15) consecutive years of continuous and uninterrupted service, 216 hours.
After twenty (20) consecutive years of continuous and uninterrupted service, 240 hours.
Annual vacation leave shall not be accumulated from calendar year to calendar year.

F. For administrative convenience, the annual vacation of not less than fifteen (15) days with full pay for Fire Department employees as required by A.C.A. 14-53-107 and provided in Section (E) above is hereafter defined in terms of annual vacation hours as provided in this section. Each three days of annual vacation with full pay provided for in A.C.A. 14-53-107 and each three days of additional annual vacation granted by Section (E) above is deemed to be equal to one scheduled working shift of twenty-four (24) hours. For administrative record keeping of the City, the City Administrator and his designated agents are authorized to maintain records regarding annual vacation leave in terms of "scheduled working hours." Using such administrative procedure, the annual vacation provided by Section (E) above shall be provided in terms of three (3) calendar days being equal to one (1) working shift of twenty-four (24) hours. For each hour of vacation leave that a firefighter is away from a regularly scheduled work shift, one hour shall be credited against his or her annual vacation benefit.

G. The administrative procedures provided in Section (F) shall not be interpreted or construed to enlarge or decrease the current vacation leave benefit provided by A.C.A. 14-53-107 and this ordinance.

H. Sick leave for firefighters shall accumulate at a rate of 360 hours per year beginning with the date of employment and decreasing to 288 hours per year beginning four (4) years after employment. Unused sick leave shall accumulate to firefighters provided with 360 hours per year and 288 hours per year sick leave to a maximum of 2400 hours. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon

separation of employment, any firefighter who has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement provided, however, that payment for unused sick leave upon retirement shall not exceed three (3) months salary as per state law, A.C.A. 14-53-108

I. All Civil Service Fire Department personnel shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of $10.00 shall be added to monthly compensation.

2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional $5.00 per month for each said five year periods shall be added provided however, that $30.00 per month shall be the maximum longevity pay.

J. All firefighters, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of certificates awarded by the Arkansas State Fire Academy or the National Fire Academy according to the following schedule.

Certificate	Monthly Pay Bonus
1. Pump Operation/Emergency Driving	$15.00
2. Fire Inspector 1	$15.00
3. First Responder	$15.00
4. Fire Officer 1	$15.00
5. Emergency Medical Technician EMT	$15.00
6. Special Certification Certificate as per Fire Chief	$15.00
7. Arson Investigation	$15.00
8. Hazardous Materials	$15.00
Total possible Certificate pay	$120.00

K. An additional 10%, after their first year of probation, shall be added to the pay rate of a firefighter who becomes a Certified Paramedic. Certification must be maintained or certification pay will be eliminated.

L. All firefighters shall receive an annual physical examination by the City to determine their physical fitness to perform firefighting activities.

M. All firefighters are eligible for educational bonus pay subject to certain conditions and procedures as follows: If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employee hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

Educational Program	Percentage of Total Annual Pay Added as Bonus
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%

Completion of 45 semester hours	4%
Completion of 60 semester hours plus	5% attainment of Associates Degree

Schedule (2)

Educational Program	Percentage of Total Annual Pay Added as Bonus
Associates Degree	3%
Bachelors Degree	6%
Masters Degree	7%

N. Firefighters designated by the fire department and certified to maintain and service breathing apparatus are eligible for incentive pay of $100.00 per month.

SECTION 5: Civil Service (uniformed) employees of the Police Department shall be paid a rate of pay as set forth in Appendix D. **For calendar year 2016 all merit, performance, step or time in grade pay increases as defined throughout this ordinance are hereby suspended for all City employees. However, performance evaluations will continue through 2016 as described in this ordinance.**

A. All Police Officers hired (including rehires) by the City shall initially be placed in the Entry Level in the Patrol Officer/Detective P-1 Range. Advancement to subsequent levels of pay shall be based upon an officer's anniversary date as indicated in the schedule in Appendix D.

B. Advancement to the Corporal rank P-1 will occur upon reaching the tenth step of a patrol officer/detective. Advancement to subsequent levels of pay shall be based upon an officer's position anniversary date as indicated on the schedule in Appendix D.

C. All hourly compensated Police Officers shall have a work period of seven (7) days, shall receive overtime pay after 40 hours, and shall be subject to the Section 7 (K) exemption of 29 CFR Part 553 Application of the Fair Labor Standards Act to Employees of State and Local Governments.

D. All Police Officers shall receive compensation for an additional thirteen (13) days as paid legal holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the officer's daily rate of pay and is in addition to the base pay schedule. In calculating the holiday pay, the "daily rate of pay" for all hourly compensated Police Officers is hereby defined for budgetary purposes of the City of Fort Smith as being the per hour rate of base pay times (8) hours for the applicable employment grade and range. Holiday compensation is included in the rates of pay provided in Appendix D. Holiday pay is to be prorated and paid during the regular payroll periods.

E. All Police Officers shall be granted annual vacations as follows:

1. After twelve (12) months of continuous and uninterrupted service, fifteen (15) working days.

2. After six (6) consecutive years of continuous and uninterrupted service, seventeen (17) working days.

3. After ten (10) consecutive years of continuous and uninterrupted service, twenty (20) working days.

4. In addition to the foregoing vacation days, each officer will receive one (1) discretionary day off with pay each year after (12) months of continuous service.

Annual vacation leave and the discretionary day shall not be accumulated for more than a twelve month period from the date of accrual for Civil Service Employees.

F. All Police Officers shall accumulate sick leave at the rate of twenty (20) working days (i.e., 28 calendar days) per year beginning one (1) year after the date of employment. Sick leave may be accumulated from year to year to maximum accumulation of one hundred twenty (120) working days (i.e., 168 calendar days) at any one time. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon separation of employment, any Police Officer has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement or death, provided however, that payment of unused sick leave upon retirement or death shall not exceed (3) months salary for Police Officers in the rank of Captain and above and shall not exceed salary for five hundred twenty (520) hours for Police Officers in the rank of Sergeant and below.

G. All civil service police officers shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of $10.00 shall be added to monthly compensation.

2. After each (5) year period of continuous and uninterrupted service thereafter, an additional $5.00 per month for each of said five (5) year periods shall be added, provided, however, that $30.00 per month shall be the maximum longevity pay.

H. All Police Officers, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of the State of Arkansas Law Enforcement Standards and Training Certificates as follows:

1. General Certificate - $20.00 added to monthly compensation
2. Intermediate Certificate - $40.00 added to monthly compensation.
3. Advanced Certificate - $60.00 added to monthly compensation.
4. Senior Certificate - $80.00 added to monthly compensation.

I. All police officers are eligible for educational bonus pay subject to certain conditions and procedures as follows: If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employees hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

Educational Program	Percentage of Total Annual Pay Added as Bonus
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%
Completion of 45 semester hours	4%
Completion of 60 semester hours plus	5% attainment of Associates Degree

Schedule (2)

Educational Program	Percentage of Total Annual Pay Added as Bonus
Associates Degree	3%
Bachelors Degree	6%
Masters Degree	7%

SECTION 6: Policy
As to non-uniformed employees, in extreme and unusual employment and promotional situations related to business necessity and efficiency, the City Administrator may waive or alter the step increase procedure to fill a position with the most highly qualified candidate and assign the appropriate wage within the job classification.

SECTION 7: All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

PASSED AND APPROVED THIS 1st day of December, 2015

APPROVED:

Sandy Sanders
Mayor

ATTEST:

Sherri Ford
City Clerk

Approved as to form:

Jerry Canfield
City Attorney

Appendix A

HOURLY PAY GRADE RANGES
BUDGET YEAR 2016
(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	$ 9.53	$ 11.52	$ 13.51	$ 0.40
2	$ 10.66	$ 12.89	$ 15.11	$ 0.44
3	$ 11.77	$ 14.23	$ 16.71	$ 0.49
4	$ 12.91	$ 15.60	$ 18.30	$ 0.54
5	$ 14.04	$ 16.96	$ 19.89	$ 0.59
6	$ 15.15	$ 18.31	$ 21.46	$ 0.63
7	$ 16.26	$ 19.65	$ 23.07	$ 0.68
8	$ 17.37	$ 21.01	$ 24.63	$ 0.72
9	$ 18.50	$ 22.38	$ 26.24	$ 0.77
10	$ 19.62	$ 23.74	$ 27.84	$ 0.83
11	$ 20.75	$ 25.09	$ 29.43	$ 0.88
12	$ 20.77	$ 26.71	$ 32.66	$ 1.18
13	$ 21.85	$ 28.11	$ 34.35	$ 1.24
14	$ 23.13	$ 29.76	$ 36.38	$ 1.32
15	$ 24.20	$ 31.12	$ 38.06	$ 1.39
16	$ 25.54	$ 32.86	$ 40.14	$ 1.46
17	$ 26.60	$ 34.22	$ 41.84	$ 1.53
18	$ 27.68	$ 35.62	$ 43.54	$ 1.59
19	$ 28.77	$ 37.04	$ 45.29	$ 1.65
20	$ 29.86	$ 38.42	$ 46.99	$ 1.71
21	$ 30.96	$ 39.83	$ 48.69	$ 1.77
22	$ 32.01	$ 41.21	$ 50.39	$ 1.84
23	$ 33.11	$ 42.61	$ 52.11	$ 1.91
24	$ 34.20	$ 44.01	$ 53.80	$ 1.97

BI-WEEKLY PAY GRADE RANGES
BUDGET YEAR 2016
(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	$ 762.40	$ 921.60	$ 1,080.80	$ 32.00
2	$ 852.80	$ 1,031.20	$ 1,208.80	$ 35.20
3	$ 941.60	$ 1,138.40	$ 1,336.80	$ 39.20
4	$ 1,032.80	$ 1,248.00	$ 1,464.00	$ 43.20
5	$ 1,123.20	$ 1,356.80	$ 1,591.20	$ 47.20
6	$ 1,212.00	$ 1,464.80	$ 1,716.80	$ 50.40
7	$ 1,300.80	$ 1,572.00	$ 1,845.60	$ 54.40
8	$ 1,389.60	$ 1,680.80	$ 1,970.40	$ 57.60
9	$ 1,480.00	$ 1,790.40	$ 2,099.20	$ 61.60
10	$ 1,569.60	$ 1,899.20	$ 2,227.20	$ 66.40
11	$ 1,660.00	$ 2,007.20	$ 2,354.40	$ 70.40
12	$ 1,661.60	$ 2,136.80	$ 2,612.80	$ 94.40
13	$ 1,748.00	$ 2,248.80	$ 2,748.00	$ 99.20
14	$ 1,850.40	$ 2,380.80	$ 2,910.40	$ 105.60
15	$ 1,936.00	$ 2,489.60	$ 3,044.80	$ 111.20
16	$ 2,043.20	$ 2,628.80	$ 3,211.20	$ 116.80
17	$ 2,128.00	$ 2,737.60	$ 3,347.20	$ 122.40
18	$ 2,214.40	$ 2,849.60	$ 3,483.20	$ 127.20
19	$ 2,301.60	$ 2,963.20	$ 3,623.20	$ 132.00
20	$ 2,388.80	$ 3,073.60	$ 3,759.20	$ 136.80
21	$ 2,476.80	$ 3,186.40	$ 3,895.20	$ 141.60
22	$ 2,560.80	$ 3,296.80	$ 4,031.20	$ 147.20
23	$ 2,648.80	$ 3,408.80	$ 4,168.80	$ 152.80
24	$ 2,736.00	$ 3,520.80	$ 4,304.00	$ 157.60

ANNUAL PAY GRADE RANGES
BUDGET YEAR 2016
(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	$ 19,822.40	$ 23,961.60	$ 28,100.80	$ 832.00
2	$ 22,172.80	$ 26,811.20	$ 31,428.80	$ 915.20
3	$ 24,481.60	$ 29,598.40	$ 34,756.80	$ 1,019.20
4	$ 26,852.80	$ 32,448.00	$ 38,064.00	$ 1,123.20
5	$ 29,203.20	$ 35,276.80	$ 41,371.20	$ 1,227.20
6	$ 31,512.00	$ 38,084.80	$ 44,636.80	$ 1,310.40
7	$ 33,820.80	$ 40,872.00	$ 47,985.60	$ 1,414.40
8	$ 36,129.60	$ 43,700.80	$ 51,230.40	$ 1,497.60
9	$ 38,480.00	$ 46,550.40	$ 54,579.20	$ 1,601.60
10	$ 40,809.60	$ 49,379.20	$ 57,907.20	$ 1,726.40
11	$ 43,160.00	$ 52,187.20	$ 61,214.40	$ 1,830.40
12	$ 43,201.60	$ 55,556.80	$ 67,932.80	$ 2,454.40
13	$ 45,448.00	$ 58,468.80	$ 71,448.00	$ 2,579.20
14	$ 48,110.40	$ 61,900.80	$ 75,670.40	$ 2,745.60
15	$ 50,336.00	$ 64,729.60	$ 79,164.80	$ 2,891.20
16	$ 53,123.20	$ 68,348.80	$ 83,491.20	$ 3,036.80
17	$ 55,328.00	$ 71,177.60	$ 87,027.20	$ 3,182.40
18	$ 57,574.40	$ 74,089.60	$ 90,563.20	$ 3,307.20
19	$ 59,841.60	$ 77,043.20	$ 94,203.20	$ 3,432.00
20	$ 62,108.80	$ 79,913.60	$ 97,739.20	$ 3,556.80
21	$ 64,396.80	$ 82,846.40	$ 101,275.20	$ 3,681.60
22	$ 66,580.80	$ 85,716.80	$ 104,811.20	$ 3,827.20
23	$ 68,868.80	$ 88,628.80	$ 108,388.80	$ 3,972.80
24	$ 71,136.00	$ 91,540.80	$ 111,904.00	$ 4,097.60

Appendix B

Performance Score

Performance Level	Performance Points
A	3
B	2
C	1
D	0
E	0

Performance Increase

Average Score	Increase if below MP	Increase if MP or above
1.0 - 1.1	1 step	0.0%
1.2 - 1.3	1 step	1.0%
1.4 - 1.5	1 step	1.5%
1.6 - 1.7	1 step	2.0%
1.8 - 1.9	1 step	2.5%
2.0 - 2.1	2 steps	3.0%
2.2 - 2.3	2 steps	3.0%
2.4 - 2.5	2 steps	3.0%
2.6 - 2.7	2 steps	3.0%
2.8 - 2.9	2 steps	3.0%
3.0	3 steps	3.0%

Appendix C

City of Fort Smith
Fire Department
Pay Schedule
Budget Year 2016

Rank	Range	Rate	A	B	C	D	E	F	G
Probationary Firefighter & Firefighter	F1	Hourly	$10.31	$11.14	$11.93	$12.74	$13.50	$14.30	$15.05
Driver	F2	Hourly	$15.62	$17.14					
Captain	F3	Hourly	$18.63	$20.41					
Captain (exempt)	F3	Monthly	$4,709.97	$5,159.26					
Fire Marshal Battalion Chief Training Officer	F5	Monthly	$5,592.35	$6,291.42					
Assistant Chief	F6	Monthly	$7,042.48						

Appendix D

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2016

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	$ 16.59	$ 17.12	$ 17.65	$ 18.14	$ 18.67	$ 19.21	$ 19.74	$ 20.28	$ 20.80	$ 21.33
		$ 0.83	$ 0.86	$ 0.88	$ 0.91	$ 0.93	$ 0.96	$ 0.99	$ 1.01	$ 1.04	$ 1.07
		$ 17.42	$ 17.98	$ 18.53	$ 19.05	$ 19.60	$ 20.17	$ 20.73	$ 21.29	$ 21.84	$ 22.40

		Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Corporal	Hourly		$ 21.86			$ 22.42			$ 22.71		
			$ 1.09			$ 1.12			$ 1.14		
			$ 22.95			$ 23.54			$ 23.85		

		Entry	Step 1	Step 2	Step 3	Step 4	Step 5
Sergeant	Hourly	$ 23.55	$ 24.24	$ 24.98	$ 25.66	$ 26.36	$ 27.09
		$ 1.18	$ 1.21	$ 1.25	$ 1.28	$ 1.32	$ 1.35
		$ 24.73	$ 25.45	$ 26.23	$ 26.94	$ 27.68	$ 28.44

		Entry	Step 1	Step 2	Step 3	Step 4	Step 5
Captain	Annually	$ 59,147.97	$ 60,259.14	$ 61,370.30	$ 62,481.45	$ 63,592.61	$ 64,724.92
		$ 2,957.40	$ 3,012.96	$ 3,068.52	$ 3,124.07	$ 3,179.63	$ 3,236.25
		$ 62,105.37	$ 63,272.10	$ 64,438.82	$ 65,605.52	$ 66,772.24	$ 67,961.17

		Entry	Step 1	Step 2	Step 3	Step 4	Step 5
Major	Annually	$ 67,961.20	$ 70,142.49	$ 72,323.78	$ 74,505.06	$ 76,686.35	$ 78,867.62
		$ 3,398.06	$ 3,507.12	$ 3,616.19	$ 3,725.25	$ 3,834.32	$ 3,943.38
		$ 71,359.26	$ 73,649.61	$ 75,939.97	$ 78,230.31	$ 80,520.67	$ 82,811.00