

ORDINANCE NO. 103-18AN ORDINANCE ESTABLISHING SALARIES 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

- A. All non-uniformed employees shall be paid based on the salary grade ranges as shown in Appendix A.
- B. All employees hired with the City will be offered the minimum wage of the salary range associated with the grade of the position offered; however, with approval of the Director, Human Resources and City Administrator, an applicant can be offered a different competitive market rate within the respective salary grade in an effort to hire highly qualified individuals.
- C. On December 30, 2018, all eligible city employees within their salary grade will receive a merit increase of up to 3% of pay based on performance in 2018. For non-uniformed employees at or above the maximum salary of the grade, a one-time payment (lump sum), that will not become part of the employee's base pay, up to 3% of pay will be granted based on performance. For calendar year 2019, step and time in grade pay increases as defined throughout the Ordinance Establishing Benefits and Related Procedures for City Employees are hereby suspended for all City employees. Performance evaluations will continue through 2019.

SECTION 2: Pay Rates of Civil Service (uniformed) Employees of the Fire Department

- A. Civil Service (uniformed) employees of the Fire Department shall be paid a rate of pay as set forth in Appendix B. On December 30, 2018, all uniformed Fire Department employees within their salary grade will receive a 1 step increase based upon tenure in current position if the step is available. For calendar year 2019 all merit and performance pay increases as defined throughout the Ordinance Establishing Benefits and Related Procedures for City Employees are hereby suspended for all City employees. Performance evaluations will continue through 2019.
- B. All Civil Service (uniformed) employees hired (including rehires) in 2019 by the City shall initially be placed in Step A in the respective range for the position.

SECTION 3: Pay Rates of Civil Service (uniformed) Employees of the Police Department

- A. Civil Service (uniformed) employees of the Police Department shall be paid a rate of pay as set forth in Appendix C. On December 30, 2018, all uniformed Police Department employees within their salary grade will receive a 1 step increase based upon tenure in current position if the step is available. For calendar year 2019 all merit and performance pay increases as defined throughout the Ordinance Establishing Benefits and Related Procedures for City Employees are hereby suspended for all City employees. Performance evaluations will continue through 2019.
- B. All Police Officers hired (including rehires) in 2019 by the City shall initially be placed in the Entry Level in the Patrol Officer Range.

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


SECTION 4: All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

PASSED AND APPROVED THIS 18th day of December, 2018

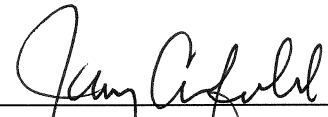
APPROVED:

Mayor

ATTEST:


City Clerk

Approved as to form:


City Attorney
No publication required

Appendix A

City of Fort Smith
Non-Uniform
Pay Schedule for 2019

HOURLY PAY GRADE RANGES
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 9.77	\$ 11.64	\$ 13.51	\$ 0.37
2	\$ 10.93	\$ 13.02	\$ 15.11	\$ 0.42
3	\$ 12.06	\$ 14.39	\$ 16.71	\$ 0.47
4	\$ 13.23	\$ 15.77	\$ 18.30	\$ 0.51
5	\$ 14.39	\$ 17.14	\$ 19.89	\$ 0.55
6	\$ 15.53	\$ 18.50	\$ 21.46	\$ 0.59
7	\$ 16.67	\$ 19.87	\$ 23.07	\$ 0.64
8	\$ 17.80	\$ 21.22	\$ 24.63	\$ 0.68
9	\$ 18.96	\$ 22.60	\$ 26.24	\$ 0.73
10	\$ 20.11	\$ 23.98	\$ 27.84	\$ 0.77
11	\$ 21.27	\$ 25.35	\$ 29.43	\$ 0.82
12	\$ 21.29	\$ 26.98	\$ 32.66	\$ 1.14
13	\$ 22.40	\$ 28.38	\$ 34.35	\$ 1.20
14	\$ 23.71	\$ 30.05	\$ 36.38	\$ 1.27
15	\$ 24.81	\$ 31.44	\$ 38.06	\$ 1.33
16	\$ 26.18	\$ 33.16	\$ 40.14	\$ 1.40
17	\$ 27.27	\$ 34.56	\$ 41.84	\$ 1.46
18	\$ 28.37	\$ 35.96	\$ 43.54	\$ 1.52
19	\$ 29.49	\$ 37.39	\$ 45.29	\$ 1.58
20	\$ 30.61	\$ 38.80	\$ 46.99	\$ 1.64
21	\$ 31.73	\$ 40.21	\$ 48.69	\$ 1.70
22	\$ 32.81	\$ 41.60	\$ 50.39	\$ 1.76
23	\$ 33.94	\$ 43.03	\$ 52.11	\$ 1.82
24	\$ 35.06	\$ 44.43	\$ 53.80	\$ 1.87

BI-WEEKLY PAY GRADE RANGES
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 781.60	\$ 931.20	\$ 1,080.80	\$ 29.60
2	\$ 874.40	\$ 1,041.60	\$ 1,208.80	\$ 33.60
3	\$ 964.80	\$ 1,151.20	\$ 1,336.80	\$ 37.60
4	\$ 1,058.40	\$ 1,261.60	\$ 1,464.00	\$ 40.80
5	\$ 1,151.20	\$ 1,371.20	\$ 1,591.20	\$ 44.00
6	\$ 1,242.40	\$ 1,480.00	\$ 1,716.80	\$ 47.20
7	\$ 1,333.60	\$ 1,589.60	\$ 1,845.60	\$ 51.20
8	\$ 1,424.00	\$ 1,697.60	\$ 1,970.40	\$ 54.40
9	\$ 1,516.80	\$ 1,808.00	\$ 2,099.20	\$ 58.40
10	\$ 1,608.80	\$ 1,918.40	\$ 2,227.20	\$ 61.60
11	\$ 1,701.60	\$ 2,028.00	\$ 2,354.40	\$ 65.60
12	\$ 1,703.20	\$ 2,158.40	\$ 2,612.80	\$ 91.20
13	\$ 1,792.00	\$ 2,270.40	\$ 2,748.00	\$ 96.00
14	\$ 1,896.80	\$ 2,404.00	\$ 2,910.40	\$ 101.60
15	\$ 1,984.80	\$ 2,515.20	\$ 3,044.80	\$ 106.40
16	\$ 2,094.40	\$ 2,652.80	\$ 3,211.20	\$ 112.00
17	\$ 2,181.60	\$ 2,764.80	\$ 3,347.20	\$ 116.80
18	\$ 2,269.60	\$ 2,876.80	\$ 3,483.20	\$ 121.60
19	\$ 2,359.20	\$ 2,991.20	\$ 3,623.20	\$ 126.40
20	\$ 2,448.80	\$ 3,104.00	\$ 3,759.20	\$ 131.20
21	\$ 2,538.40	\$ 3,216.80	\$ 3,895.20	\$ 136.00
22	\$ 2,624.80	\$ 3,328.00	\$ 4,031.20	\$ 140.80
23	\$ 2,715.20	\$ 3,442.40	\$ 4,168.80	\$ 145.60
24	\$ 2,804.80	\$ 3,554.40	\$ 4,304.00	\$ 149.60

ANNUAL PAY GRADE RANGES
BUDGET YEAR 2019

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 20,321.60	\$ 24,211.20	\$ 28,100.80	\$ 769.60
2	\$ 22,734.40	\$ 27,081.60	\$ 31,428.80	\$ 873.60
3	\$ 25,084.80	\$ 29,931.20	\$ 34,756.80	\$ 977.60
4	\$ 27,518.40	\$ 32,801.60	\$ 38,064.00	\$ 1,060.80
5	\$ 29,931.20	\$ 35,651.20	\$ 41,371.20	\$ 1,144.00
6	\$ 32,302.40	\$ 38,480.00	\$ 44,636.80	\$ 1,227.20
7	\$ 34,673.60	\$ 41,329.60	\$ 47,985.60	\$ 1,331.20
8	\$ 37,024.00	\$ 44,137.60	\$ 51,230.40	\$ 1,414.40
9	\$ 39,436.80	\$ 47,008.00	\$ 54,579.20	\$ 1,518.40
10	\$ 41,828.80	\$ 49,878.40	\$ 57,907.20	\$ 1,601.60
11	\$ 44,241.60	\$ 52,728.00	\$ 61,214.40	\$ 1,705.60
12	\$ 44,283.20	\$ 56,118.40	\$ 67,932.80	\$ 2,371.20
13	\$ 46,592.00	\$ 59,030.40	\$ 71,448.00	\$ 2,496.00
14	\$ 49,316.80	\$ 62,504.00	\$ 75,670.40	\$ 2,641.60
15	\$ 51,604.80	\$ 65,395.20	\$ 79,164.80	\$ 2,766.40
16	\$ 54,454.40	\$ 68,972.80	\$ 83,491.20	\$ 2,912.00
17	\$ 56,721.60	\$ 71,884.80	\$ 87,027.20	\$ 3,036.80
18	\$ 59,009.60	\$ 74,796.80	\$ 90,563.20	\$ 3,161.60
19	\$ 61,339.20	\$ 77,771.20	\$ 94,203.20	\$ 3,286.40
20	\$ 63,668.80	\$ 80,704.00	\$ 97,739.20	\$ 3,411.20
21	\$ 65,998.40	\$ 83,636.80	\$ 101,275.20	\$ 3,536.00
22	\$ 68,244.80	\$ 86,528.00	\$ 104,811.20	\$ 3,660.80
23	\$ 70,595.20	\$ 89,502.40	\$ 108,388.80	\$ 3,785.60
24	\$ 72,924.80	\$ 92,414.40	\$ 111,904.00	\$ 3,889.60

Appendix B

City of Fort Smith
 Fire Department
 Pay Schedule
 Budget Year 2019

Rank	Range	Rate	A	B	C	D	E	F
Probationary Firefighter & Firefighter	F1	Hourly	\$11.42	\$11.83	\$13.06	\$13.84	\$14.66	\$15.43
Driver	F2	Hourly	\$16.01	\$17.57				
Captain	F3	Hourly	\$19.10	\$20.92				
Captain (exempt)	F3	Monthly	\$4,827.72	\$5,288.24				
Fire Marshal Battalion Chief Training Officer	F5	Monthly	\$5,732.16	\$6,448.71				
Assistant Chief	F6	Monthly	\$7,218.54					

Appendix C

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2019

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 17.14	\$ 17.57	\$ 18.01	\$ 18.46	\$ 18.92	\$ 19.39	\$ 19.87	\$ 20.37	\$ 20.88	\$ 21.40
		\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.95	\$ 0.97	\$ 0.99	\$ 1.02	\$ 1.04	\$ 1.07
		\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.36	\$ 20.86	\$ 21.39	\$ 21.92	\$ 22.47
		\$ 37,440.00	\$ 38,376.00	\$ 39,332.80	\$ 40,310.40	\$ 41,329.60	\$ 42,348.80	\$ 43,388.80	\$ 44,491.20	\$ 45,593.60	\$ 46,737.60
Corporal	Hourly	Step 10	Step 11	Step 12							
		\$ 21.94	\$ 22.49	\$ 23.05							
		\$ 1.10	\$ 1.12	\$ 1.15							
		\$ 23.04	\$ 23.61	\$ 24.20							
		\$ 47,923.20	\$ 49,108.80	\$ 50,336.00							
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 24.20	\$ 24.81	\$ 25.43	\$ 26.07	\$ 26.72	\$ 27.39				
		\$ 1.21	\$ 1.24	\$ 1.27	\$ 1.30	\$ 1.34	\$ 1.37				
		\$ 25.41	\$ 26.05	\$ 26.70	\$ 27.37	\$ 28.06	\$ 28.76				
		\$ 52,852.80	\$ 54,184.00	\$ 55,536.00	\$ 56,929.60	\$ 58,364.80	\$ 59,820.80				
Lieutenant	Hourly	Entry	Step 1	Step 2							
		\$ 28.76	\$ 29.48	\$ 30.22							
		\$ 1.44	\$ 1.47	\$ 1.51							
		\$ 30.20	\$ 30.95	\$ 31.73							
		\$ 62,816.00	\$ 64,376.00	\$ 65,998.40							
Captain	Annually	Entry	Step 1	Step 2	Step 3						
		\$ 66,000.00	\$ 67,650.00	\$ 69,341.25	\$ 71,074.78						
		\$ 3,300.00	\$ 3,382.50	\$ 3,467.06	\$ 3,553.74						
		\$ 69,300.00	\$ 71,032.50	\$ 72,808.31	\$ 74,628.52						
Deputy Chief	Annually	Entry	Step 1	Step 2	Step 3						
		\$ 74,628.52	\$ 76,494.23	\$ 78,406.59	\$ 80,366.75						
		\$ 3,731.43	\$ 3,824.71	\$ 3,920.33	\$ 4,018.34						
		\$ 78,359.95	\$ 80,318.94	\$ 82,326.92	\$ 84,385.09						