

**City of Fort Smith
Non-Uniform
Pay Schedule Ranges - 2020**

	<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>		<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>		<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>
Grade 30				Grade 39				Grade 48			
Annual	\$ 22,880.00	\$ 28,600.00	\$ 34,320.00	Annual	\$ 41,142.40	\$ 51,438.40	\$ 61,734.40	Annual	\$ 76,689.60	\$ 95,867.20	\$ 115,044.80
Bi-Weekly	\$ 880.00	\$ 1,100.00	\$ 1,320.00	Bi-Weekly	\$ 1,582.40	\$ 1,978.40	\$ 2,374.40	Bi-Weekly	\$ 2,949.60	\$ 3,687.20	\$ 4,424.80
Hourly	\$ 11.00	\$ 13.75	\$ 16.50	Hourly	\$ 19.78	\$ 24.73	\$ 29.68	Hourly	\$ 36.87	\$ 46.09	\$ 55.31
Grade 31				Grade 40				Grade 49			
Annual	\$ 24,918.40	\$ 31,137.60	\$ 37,356.80	Annual	\$ 45,219.20	\$ 56,534.40	\$ 67,849.60	Annual	\$ 80,745.60	\$ 100,942.40	\$ 121,139.20
Bi-Weekly	\$ 958.40	\$ 1,197.60	\$ 1,436.80	Bi-Weekly	\$ 1,739.20	\$ 2,174.40	\$ 2,609.60	Bi-Weekly	\$ 3,105.60	\$ 3,882.40	\$ 4,659.20
Hourly	\$ 11.98	\$ 14.97	\$ 17.96	Hourly	\$ 21.74	\$ 27.18	\$ 32.62	Hourly	\$ 38.82	\$ 48.53	\$ 58.24
Grade 32				Grade 41				Grade 50			
Annual	\$ 26,936.00	\$ 33,675.20	\$ 40,414.40	Annual	\$ 48,276.80	\$ 60,340.80	\$ 72,404.80	Annual	\$ 84,822.40	\$ 106,017.60	\$ 127,212.80
Bi-Weekly	\$ 1,036.00	\$ 1,295.20	\$ 1,554.40	Bi-Weekly	\$ 1,856.80	\$ 2,320.80	\$ 2,784.80	Bi-Weekly	\$ 3,262.40	\$ 4,077.60	\$ 4,892.80
Hourly	\$ 12.95	\$ 16.19	\$ 19.43	Hourly	\$ 23.21	\$ 29.01	\$ 34.81	Hourly	\$ 40.78	\$ 50.97	\$ 61.16
Grade 33				Grade 42				Grade 51			
Annual	\$ 28,974.40	\$ 36,212.80	\$ 43,451.20	Annual	\$ 52,332.80	\$ 65,416.00	\$ 78,499.20	Annual	\$ 88,878.40	\$ 111,092.80	\$ 133,307.20
Bi-Weekly	\$ 1,114.40	\$ 1,392.80	\$ 1,671.20	Bi-Weekly	\$ 2,012.80	\$ 2,516.00	\$ 3,019.20	Bi-Weekly	\$ 3,418.40	\$ 4,272.80	\$ 5,127.20
Hourly	\$ 13.93	\$ 17.41	\$ 20.89	Hourly	\$ 25.16	\$ 31.45	\$ 37.74	Hourly	\$ 42.73	\$ 53.41	\$ 64.09
Grade 34				Grade 43				Grade 52			
Annual	\$ 30,992.00	\$ 38,750.40	\$ 46,508.80	Annual	\$ 56,388.80	\$ 70,491.20	\$ 84,593.60	Annual	\$ 92,955.20	\$ 116,188.80	\$ 139,422.40
Bi-Weekly	\$ 1,192.00	\$ 1,490.40	\$ 1,788.80	Bi-Weekly	\$ 2,168.80	\$ 2,711.20	\$ 3,253.60	Bi-Weekly	\$ 3,575.20	\$ 4,468.80	\$ 5,362.40
Hourly	\$ 14.90	\$ 18.63	\$ 22.36	Hourly	\$ 27.11	\$ 33.89	\$ 40.67	Hourly	\$ 44.69	\$ 55.86	\$ 67.03
Grade 35				Grade 44				Grade 53			
Annual	\$ 33,030.40	\$ 41,288.00	\$ 49,545.60	Annual	\$ 60,444.80	\$ 75,566.40	\$ 90,688.00	Annual	\$ 97,011.20	\$ 121,264.00	\$ 145,516.80
Bi-Weekly	\$ 1,270.40	\$ 1,588.00	\$ 1,905.60	Bi-Weekly	\$ 2,324.80	\$ 2,906.40	\$ 3,488.00	Bi-Weekly	\$ 3,731.20	\$ 4,664.00	\$ 5,596.80
Hourly	\$ 15.88	\$ 19.85	\$ 23.82	Hourly	\$ 29.06	\$ 36.33	\$ 43.60	Hourly	\$ 46.64	\$ 58.30	\$ 69.96
Grade 36				Grade 45							
Annual	\$ 35,068.80	\$ 43,825.60	\$ 52,582.40	Annual	\$ 64,521.60	\$ 80,641.60	\$ 96,761.60				
Bi-Weekly	\$ 1,348.80	\$ 1,685.60	\$ 2,022.40	Bi-Weekly	\$ 2,481.60	\$ 3,101.60	\$ 3,721.60				
Hourly	\$ 16.86	\$ 21.07	\$ 25.28	Hourly	\$ 31.02	\$ 38.77	\$ 46.52				
Grade 37				Grade 46							
Annual	\$ 37,086.40	\$ 46,363.20	\$ 55,640.00	Annual	\$ 68,577.60	\$ 85,716.80	\$ 102,856.00				
Bi-Weekly	\$ 1,426.40	\$ 1,783.20	\$ 2,140.00	Bi-Weekly	\$ 2,637.60	\$ 3,296.80	\$ 3,956.00				
Hourly	\$ 17.83	\$ 22.29	\$ 26.75	Hourly	\$ 32.97	\$ 41.21	\$ 49.45				
Grade 38				Grade 47							
Annual	\$ 39,124.80	\$ 48,900.80	\$ 58,676.80	Annual	\$ 72,633.60	\$ 90,792.00	\$ 108,950.40				
Bi-Weekly	\$ 1,504.80	\$ 1,880.80	\$ 2,256.80	Bi-Weekly	\$ 2,793.60	\$ 3,492.00	\$ 4,190.40				
Hourly	\$ 18.81	\$ 23.51	\$ 28.21	Hourly	\$ 34.92	\$ 43.65	\$ 52.38				

(Annual Amount based on 2080 hours per year)
(Bi-Weekly Amount based on 40 hours per week)

**City of Fort Smith
Uniform - Fire Department
Pay Schedule - 2020**

Rank / Designation	Grade	Rate	<i>(Entry)</i>					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Probationary Firefighter & Firefighter *	F1	Hourly	\$12.50	\$13.13	\$13.79	\$14.48	\$15.20	\$15.96
		Annual	\$36,400.00	\$38,234.56	\$40,156.48	\$42,165.76	\$44,262.40	\$46,475.52
Driver *	F2	Hourly	\$17.16	\$18.02	\$18.92			
		Annual	\$49,969.92	\$52,474.24	\$55,095.04			
Captain * (non-exempt / hourly)	F3	Hourly	\$20.34	\$21.36	\$22.43			
		Annual	\$59,230.08	\$62,200.32	\$65,316.16			
Captain (exempt / salary)	F4	Bi-Weekly	\$2,373.00	\$2,492.00	\$2,616.83			
		Annual	\$61,698.00	\$64,792.00	\$68,037.67			
Fire Marshal & Training Officer	F5	Bi-Weekly	\$2,700.00	\$2,836.00	\$2,978.40			
		Annual	\$70,200.00	\$73,736.00	\$77,438.40			
Battalion Chief	F5_1	Bi-Weekly	\$2,700.32	\$2,835.84	\$2,978.08			
		Annual	\$70,208.32	\$73,731.84	\$77,430.08			
Division Chief	F6	Bi-Weekly	\$3,200.80	\$3,360.80				
		Annual	\$83,220.80	\$87,380.80				
Assistant Chief	F7	Bi-Weekly	\$3,793.60	\$3,983.20				
		Annual	\$98,633.60	\$103,563.20				

* Amount based on 2912 hours per year
(All Step amounts include pay for holidays)

**City of Fort Smith
Uniform - Police Department
Pay Schedule - 2020**

Rank / Designation	Grade	Rate	(Entry)												
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Police Officer/ Corporal *	P1	Hourly	\$ 18.54	\$ 19.01	\$ 19.48	\$ 19.96	\$ 20.46	\$ 20.97	\$ 21.49	\$ 22.03	\$ 22.58	\$ 23.14	\$ 23.72	\$ 24.31	\$ 24.92
		Annual	\$ 38,563.20	\$ 39,540.80	\$ 40,518.40	\$ 41,516.80	\$ 42,556.80	\$ 43,617.60	\$ 44,699.20	\$ 45,822.40	\$ 46,966.40	\$ 48,131.20	\$ 49,337.60	\$ 50,564.80	\$ 51,833.60
Sergeant *	P2	Hourly	\$ 26.17	\$ 26.83	\$ 27.50	\$ 28.19	\$ 28.90	\$ 29.62							
		Annual	\$ 54,433.60	\$ 55,806.40	\$ 57,200.00	\$ 58,635.20	\$ 60,112.00	\$ 61,609.60							
Lieutenant *	P3	Hourly	\$ 31.10	\$ 31.88	\$ 32.68										
		Annual	\$ 64,688.00	\$ 66,310.40	\$ 67,974.40										
Captain	P4	Bi-Weekly	\$ 2,745.14	\$ 2,814.00	\$ 2,884.47	\$ 2,956.56									
		Annual	\$ 71,373.75	\$ 73,164.00	\$ 74,996.25	\$ 76,870.50									
Deputy Chief	P5	Bi-Weekly	\$ 3,104.37	\$ 3,182.31	\$ 3,261.46	\$ 3,343.44									
		Annual	\$ 80,713.50	\$ 82,740.00	\$ 84,798.00	\$ 86,929.50									

* Amount based on 2080 hours per year
(All step amounts include pay for holidays)