

**CITY OF LITTLE ROCK**

**2 0 1 6**

**COMPENSATION MANUAL**



**PREPARED BY THE DEPARTMENT OF HUMAN RESOURCES  
LABOR AND EMPLOYEE RELATIONS DIVISION**

## **INTRODUCTION**

The policies and procedures in this manual were promulgated by the Director of Human Resources and approved by the City Manager of the City of Little Rock.

This document supersedes all previous policies concerning salary administration and compensation practices for full-time employees of the City of Little Rock. These policies and procedures shall be considered subordinate where in conflict with current negotiated agreements. Policies and procedures may vary among union and non-union employee groups.

These policies will be reviewed on an ongoing basis by the Classification and Compensation Division and necessary changes will be addressed. Modifications may occur due to changes in the economy, labor market, and the City's financial position. These modifications may include, for example, changing grades to and from ACES grades and Special Pay Line grades to address market compatibility and other issues. This document shall be controlling unless superseded by written directions of the Director of Human Resources.

Exceptions regarding these policies must be approved in writing by the City Manager. It is each Department Director's responsibility to ensure that money is available within his organization's budget to fund salary adjustments, if any, throughout the year.

This manual provides a practical guide for understanding and discussing the City's compensation program. It answers questions which frequently arise. Staff in the Classification and Compensation Division are available to provide clarification and assistance upon request.

This manual should be utilized to ensure the uniformity and consistency of policy applications, and to promote fairness and equity to all City employees. It is of the utmost importance that supervisors be knowledgeable of the philosophy as well as the policies and procedures that govern administration of the compensation program.

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**CITY OF LITTLE ROCK  
ALPHABETICAL LISTING OF CLASSIFICATIONS**

PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	ACCOUNTANT	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	ACCOUNTING CLERK - SENIOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-3	ACCOUNTING CLERK I	406	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-3	ACCOUNTING CLERK II	407	N	U	\$27,323	\$32,788	\$38,252	\$13.1361	\$15.7635	\$18.3904
IV-8	ACCOUNTING SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	ACCOUNTS PAYABLE SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	ACCOUNTS PAYABLE SUPERVISOR	910	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	ADMINISTRATIVE ASSISTANT I	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-12	ADMINISTRATIVE ASSISTANT TO THE MAYOR	999	N	NU	----	----	----	----	'-----	'-----
IV-8	ADMINISTRATIVE COURT OPERATIONS COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	ADMINISTRATIVE OPERATIONS MANAGER	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-11	ADMINISTRATIVE SERVICES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	ADMINISTRATIVE TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-1	AIR CONDITIONING AND HEATING MECHANIC	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-1	ANIMAL CARE TECHNICIAN	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	ANIMAL KEEPER	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	ANIMAL KEEPER - SENIOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	ANIMAL SERVICES COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	ANIMAL SERVICES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-1	ANIMAL SERVICES OFFICER	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	ANIMAL SERVICES SUPERVISOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-12	APPLICATIONS DEVELOPMENT MANAGER	923	E	NU	\$66,081	\$83,923	\$101,765	\$31.7698	\$40.3476	\$48.9255
IV-8	AQUATICS SPECIALIST	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	ASSET MANAGEMENT ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	ASSISTANT AQUATICS SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	ASSISTANT CITY ATTORNEY	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-12	ASSISTANT CITY CLERK	999	N	NU	----	----	----	'-----	'-----	'-----
IV-7	ASSISTANT CITY MANAGER	618	E	NU	\$98,623	\$125,251	\$151,879	\$47.4150	\$60.2169	\$73.0188
IV-11	ASSISTANT COMPTROLLER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-11	ASSISTANT DIRECTOR OF FINANCE	914	E	NU	\$67,354	\$85,540	\$103,725	\$32.3818	\$41.1250	\$49.8678
IV-12	ASSISTANT DIRECTOR OF PUBLIC WORKS	925	E	NU	\$84,860	\$107,772	\$130,683	\$40.7981	\$51.8135	\$62.8284
IV-11	ASSISTANT DIRECTOR OF THE ZOO	914	E	NU	\$67,354	\$85,540	\$103,725	\$32.3818	\$41.1250	\$49.8678
IV-8	ASSISTANT FACILITY SUPERVISOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
III-3	ASSISTANT FIRE CHIEF	250	E	NU	\$80,216	\$100,270	\$120,324	\$38.5654	\$48.2068	\$57.8481
IV-8	ASSISTANT FITNESS CENTER SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	ASSISTANT FITNESS SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130

**CITY OF LITTLE ROCK  
ALPHABETICAL LISTING OF CLASSIFICATIONS**

PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
II-3	ASSISTANT POLICE CHIEF	150	E	NU	\$85,268	\$106,585	\$127,902	\$40.9943	\$51.2428	\$61.4914
IV-8	ASSISTANT PURCHASING MANAGER	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	ASSISTANT RECORDS SUPERVISOR	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	ASSISTANT RECREATION SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	ASSISTANT SOLID WASTE COLLECTION SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	ASSISTANT STREET SUPERINTENDENT	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-12	ASSISTANT TO THE MAYOR	999	E	NU	----	----	----	'-----	'-----	'-----
IV-11	ASST. DIR. OF HOUSING AND NEIGHBORHOOD PROGRAMS	914	E	NU	\$67,354	\$85,540	\$103,725	\$32.3818	\$41.1250	\$49.8678
IV-11	AUDIT MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-2	AUTOMOTIVE BODY TECHNICIAN	358	N	U	\$34,758	\$41,710	\$48,661	\$16.7106	\$20.0529	\$23.3948
IV-4	AUTOMOTIVE TEAM LEADER	463	N	U	\$39,449	\$47,339	\$55,229	\$18.9659	\$22.7592	\$26.5525
IV-1	AUTOMOTIVE TECHNICIAN ASSISTANT	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-2	AUTOMOTIVE TECHNICIAN I	356	N	U	\$31,786	\$38,143	\$44,499	\$15.2818	\$18.3380	\$21.3938
IV-2	AUTOMOTIVE TECHNICIAN II	358	N	U	\$34,758	\$41,710	\$48,661	\$16.7106	\$20.0529	\$23.3948
IV-8	AUTOMOTIVE/EQUIPMENT COORDINATOR	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	AUTOMOTIVE/EQUIPMENT COORDINATOR - SENIOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
III-3	BATTALION CHIEF (40 HOUR)	241	E	NU	\$72,183	\$80,883	\$89,583	\$34.7034	\$38.8861	\$43.0688
III-3	BATTALION CHIEF (56 HOUR)	240	E	NU	\$72,183	\$80,883	\$89,583	\$34.7034	\$38.8861	\$43.0688
IV-8	BATTERERS TREATMENT PROGRAM COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	BENEFITS ANALYST	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	BENEFITS AND RISK MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-12	BOARD OF DIRECTORS ADMINISTRATIVE ASSISTANT	999	N	NU	----	----	----	'-----	'-----	'-----
IV-8	BUDGET AND MANAGEMENT ANALYST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-11	BUDGET OFFICER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-11	BUILDING CODES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-6	BUILDING INSPECTOR	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	BUILDING INSPECTOR - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	BUILDING MAINTENANCE MECHANIC	308	N	U	\$31,598	\$37,918	\$44,237	\$15.1914	\$18.2299	\$21.2678
IV-8	BUILDING MAINTENANCE MECHANIC - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	BUILDING SERVICES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	BUILDING SERVICES SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	CASE COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	CHIEF COURT CLERK	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-7	CHIEF DEPUTY CITY ATTORNEY	617	E	NU	\$89,658	\$113,866	\$138,073	\$43.1049	\$54.7433	\$66.3813
IV-7	CHIEF OF POLICE	603	E	NU	\$91,038	\$115,619	\$140,199	\$43.7683	\$55.5861	\$67.4034
IV-12	CHIEF SERVICE OFFICER	999	E	NU	----	----	----	'-----	'-----	'-----

**CITY OF LITTLE ROCK  
ALPHABETICAL LISTING OF CLASSIFICATIONS**

PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-7	CITY ATTORNEY	611	E	NU	\$104,560	\$132,791	\$161,022	\$50.2693	\$63.8419	\$77.4145
IV-11	CITY CLERK/ADMINISTRATIVE SERVICES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-12	CITY MANAGER	999	E	NU	-----	-----	-----	'-----	'-----	'-----
IV-12	CITY MANAGER ADMINISTRATIVE ASSISTANT	999	N	NU	-----	-----	-----	'-----	'-----	'-----
IV-10	CIVIL ENGINEER - ENGINEER INTERN (EI)	868	E	NU	\$37,838	\$48,054	\$58,270	\$18.1914	\$23.1029	\$28.0145
IV-10	CIVIL ENGINEER I	869	E	NU	\$41,723	\$52,988	\$64,253	\$20.0592	\$25.4750	\$30.8909
IV-10	CIVIL ENGINEER II	871	E	NU	\$53,605	\$68,079	\$82,553	\$25.7717	\$32.7303	\$39.6890
IV-10	CIVIL ENGINEER III	872	E	NU	\$62,891	\$79,872	\$96,852	\$30.2361	\$38.4000	\$46.5635
IV-12	CIVIL ENGINEERING MANAGER	924	E	NU	\$74,089	\$94,094	\$114,098	\$35.6198	\$45.2375	\$54.8549
IV-6	CIVIL TRAFFIC WARDEN	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-11	CLASSIFICATION MANAGER	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	CODE ENFORCEMENT COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-11	CODE ENFORCEMENT MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-6	CODE ENFORCEMENT OFFICER	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	CODE ENFORCEMENT OFFICER (PLANNING DEPT ONLY)	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-6	CODE ENFORCEMENT OFFICER - SENIOR	528	N	NU	\$32,471	\$41,238	\$50,005	\$15.6111	\$19.8260	\$24.0409
IV-8	CODE ENFORCEMENT SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-12	CODE ENFORCEMENT SUPERVISOR	999	E	NU	-----	-----	-----	'-----	'-----	'-----
IV-8	COLLECTIONS SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	COLLECTIONS SYSTEMS SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-9	COMMUNICATIONS 911 GIS SPECIALIST	809	E	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
IV-11	COMMUNICATIONS AND MARKETING MANAGER	999	E	NU	-----	-----	-----	-----	'-----	'-----
IV-10	COMMUNICATIONS CALL TAKER	826	N	NU	\$27,664	\$35,134	\$42,603	\$13.3000	\$16.8914	\$20.4823
IV-8	COMMUNICATIONS CENTER ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-11	COMMUNICATIONS CENTER MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-10	COMMUNICATIONS DISPATCHER	827	N	NU	\$30,780	\$39,091	\$47,401	\$14.7981	\$18.7938	\$22.7890
IV-8	COMMUNICATIONS SHIFT SUPERVISOR	829	N	NU	\$38,530	\$48,163	\$57,795	\$18.5241	\$23.1553	\$27.7861
IV-9	COMMUNICATIONS SYSTEM SPECIALIST	808	N	NU	\$34,398	\$43,686	\$52,973	\$16.5375	\$21.0029	\$25.4678
IV-8	COMMUNITY DEVELOPMENT ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-11	COMMUNITY DEVELOPMENT MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-8	COMMUNITY DEVELOPMENT PLANNER	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	COMMUNITY DEVELOPMENT PROGRAMS MONITOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	COMMUNITY PROGRAMS MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-11	COMMUNITY RESOURCES MANAGER	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	COMMUNITY SERVICES COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	COMPOST EQUIPMENT OPERATOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890

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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-9	COMPUTER PROGRAMMER II	809	E	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
IV-8	CONCESSION SUPERVISOR	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	CONSTRUCTION PROJECT ADMINISTRATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	CONSTRUCTION PROJECT SCHEDULER	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	COOK (HOMELESS DAY RESOURCE CENTER)	704	N	NU	\$20,347	\$25,841	\$31,334	\$9.7823	\$12.4236	\$15.0645
IV-11	COURT ADMINISTRATOR	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	COURT CLERK	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	COURT SECURITY OFFICER	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	CREW WORKER - SENIOR	303	N	U	\$24,981	\$29,977	\$34,973	\$12.0101	\$14.4121	\$16.8140
IV-8	CRIME ANALYST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	CRIME ANALYST SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-6	CRIME SCENE SPECIALIST I	528	N	NU	\$32,471	\$41,238	\$50,005	\$15.6111	\$19.8260	\$24.0409
IV-6	CRIME SCENE SPECIALIST II	529	N	NU	\$35,682	\$45,316	\$54,950	\$17.1549	\$21.7866	\$26.4183
IV-6	CRIME SCENE SPECIALIST III	530	N	NU	\$40,815	\$51,835	\$62,855	\$19.6226	\$24.9207	\$30.2188
IV-8	CURATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	CUSTODIAN - SENIOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	CUSTODIAN I	301	N	U	\$22,336	\$26,803	\$31,270	\$10.7385	\$12.8861	\$15.0337
IV-1	CUSTODIAN II	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-8	CUSTOMER SERVICE SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	CUSTOMER SERVICE SUPERVISOR - 311	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-12	DATABASE ADMINISTRATOR	922	E	NU	\$57,174	\$72,611	\$88,047	\$27.4875	\$34.9092	\$42.3303
IV-7	DEPUTY CITY ATTORNEY	604	E	NU	\$74,983	\$95,229	\$115,474	\$36.0496	\$45.7832	\$55.5164
IV-8	DEPUTY COURT CLERK	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-11	DEPUTY DIRECTOR OF PARKS	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-10	DESIGN REVIEW ENGINEER	872	E	NU	\$62,891	\$79,872	\$96,852	\$30.2361	\$38.4000	\$46.5635
IV-7	DIRECTOR OF COMMUNITY PROGRAMS	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF FINANCE	603	E	NU	\$91,038	\$115,619	\$140,199	\$43.7683	\$55.5861	\$67.4034
IV-7	DIRECTOR OF FLEET SERVICES	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF HOUSING AND NEIGHBORHOOD PROGRAMS	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF HUMAN RESOURCES	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF INFORMATION TECHNOLOGY	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF PARKS AND RECREATION	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF PLANNING AND DEVELOPMENT	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-7	DIRECTOR OF PUBLIC WORKS	603	E	NU	\$91,038	\$115,619	\$140,199	\$43.7683	\$55.5861	\$67.4034
IV-7	DIRECTOR OF THE ZOO	602	E	NU	\$87,348	\$110,932	\$134,516	\$41.9943	\$53.3327	\$64.6712
IV-3	DISPATCHER/WORK COORDINATOR	407	N	U	\$27,323	\$32,788	\$38,252	\$13.1361	\$15.7635	\$18.3904

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	DIVERSITY PROGRAM ASSISTANT	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	DIVERSITY PROGRAM MANAGER (RCDC)	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-1	DUMP TRUCK OPERATOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	EDUCATION ANIMAL CARE SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-11	EDUCATION CURATOR	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-6	ELECTRICAL INSPECTOR	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	ELECTRICAL INSPECTOR - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	ELECTRICIAN	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-9	ELEPHANT AND HOOFSTOCK SPECIALIST	807	N	NU	\$30,180	\$38,328	\$46,476	\$14.5097	\$18.4270	\$22.3443
IV-1	ELEPHANT CARE TECHNICIAN	306	N	U	\$28,896	\$34,675	\$40,454	\$13.8924	\$16.6707	\$19.4491
IV-10	EMERGENCY COMMUNICATIONS TRAINER	829	N	NU	\$38,530	\$48,163	\$57,795	\$18.5241	\$23.1553	\$27.7861
IV-8	EMERGENCY COMMUNICATIONS TRAINING SUPERVISOR	830	E	NU	\$44,177	\$55,222	\$66,266	\$21.2390	\$26.5491	\$31.8587
IV-8	EMERGENCY MANAGEMENT ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	EMERGENCY MANAGEMENT SPECIALIST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	EMPLOYMENT COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	EMPLOYMENT SERVICES MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-6	ENGINEERING SPECIALIST	528	N	NU	\$32,471	\$41,238	\$50,005	\$15.6111	\$19.8260	\$24.0409
IV-6	ENGINEERING SPECIALIST - SENIOR	529	N	NU	\$35,682	\$45,316	\$54,950	\$17.1549	\$21.7866	\$26.4183
IV-8	ENGINEERING TECHNICIAN - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-10	ENVIRONMENTAL COMPLIANCE ENGINEER	870	E	NU	\$47,935	\$60,877	\$73,819	\$23.0457	\$29.2678	\$35.4900
IV-1	EQUIPMENT OPERATOR I	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-1	EQUIPMENT OPERATOR III	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	EQUIPMENT OPERATOR IV	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-1	EQUIPMENT OPERATOR V	306	N	U	\$28,896	\$34,675	\$40,454	\$13.8924	\$16.6707	\$19.4491
IV-8	FACILITY MAINTENANCE COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	FACILITY SUPERVISOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-3	FILE CLERK	405	N	U	\$25,202	\$30,243	\$35,283	\$12.1164	\$14.5400	\$16.9630
IV-8	FILE CLERK - SENIOR	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	FINANCE PENSION ADMINSTRATIVE COORDINATOR	710	N	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	FINANCIAL SERVICES ASSISTANT (POLICE)	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
III-2	FIRE APPARATUS ENGINEER (40 HOUR)	221	N	U	\$59,635	\$60,686	\$61,737	\$28.6707	\$29.1760	\$29.6813
III-2	FIRE APPARATUS ENGINEER (56 HOUR)	220	N	U	\$58,411	\$59,437	\$60,462	\$20.0588	\$20.4109	\$20.7631
III-2	FIRE CAPTAIN (40 HOUR)	231	N	U	\$65,028	\$67,767	\$70,506	\$31.2635	\$32.5803	\$33.8972
III-2	FIRE CAPTAIN (56 HOUR)	230	N	U	\$63,675	\$66,355	\$69,034	\$21.8665	\$22.7866	\$23.7068
IV-7	FIRE CHIEF	603	E	NU	\$91,038	\$115,619	\$140,199	\$43.7683	\$55.5861	\$67.4034
IV-1	FIRE EQUIPMENT AND SUPPLY ASSISTANT	303	N	U	\$24,981	\$29,977	\$34,973	\$12.0101	\$14.4121	\$16.8140

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	FIRE EQUIPMENT REPAIR COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
III-1	FIREFIGHTER (40 HOUR)	211	N	U	\$38,534	\$47,612	\$56,689	\$18.5260	\$22.8902	\$27.2544
III-1	FIREFIGHTER (56 HOUR)	210	N	U	\$37,684	\$46,603	\$55,522	\$12.9410	\$16.0038	\$19.0667
IV-8	FISCAL SYSTEMS ADMINISTRATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	FITNESS CENTER SUPERVISOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	FITNESS SPECIALIST	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	FLEET ACQUISITION AND SAFETY SPECIALIST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-11	FLEET ACQUISITIONS, PARTS, SPECIAL PROJECTS MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-11	FLEET MAINTENANCE MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-3	FLEET PARTS CLERK	405	N	U	\$25,202	\$30,243	\$35,283	\$12.1164	\$14.5400	\$16.9630
IV-8	FLEET PARTS CLERK - SENIOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	FLEET PROCUREMENT SPECIALIST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	FLEET SERVICE ADVISOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-3	FUEL SYSTEM TECHNICIAN	406	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	FUEL SYSTEMS SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	GENERAL CURATOR	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-9	GIS ANALYST - SENIOR	810	E	NU	\$43,577	\$55,343	\$67,108	\$20.9505	\$26.6073	\$32.2635
IV-8	GOLF COURSE SUPERINTENDENT	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	GRANTS COORDINATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-11	GRANTS MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-3	GRAPHICS - GIS TECHNICIAN	411	N	U	\$33,145	\$39,774	\$46,403	\$15.9351	\$19.1222	\$22.3092
IV-8	GRAPHICS SUPPORT SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	HELPDESK SUPPORT SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	HELPDESK SUPPORT SPECIALIST - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	HOME REHABILITATION TECHNICIAN	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-6	HOME REPAIR INSPECTOR	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-12	HOMELESS SERVICES ADVOCATE	999	E	NU	----	----	----	'----	'----	'----
IV-12	HOMELESS SERVICES COORDINATOR	999	E	NU	----	----	----	'----	'----	'----
IV-8	HOMELESS SERVICES SPECIALIST	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	HORSE GROOM	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	HORTICULTURIST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	HOUSING PROGRAMS ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	HOUSING PROGRAMS GRANT COMPLIANCE MONITOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	HUMAN RESOURCES ANALYST - SENIOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	HUMAN RESOURCES ANALYST I	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	HUMAN RESOURCES GENERALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525

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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	HUMAN RESOURCES SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	HUMAN RESOURCES SYSTEMS COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	HUMAN RESOURCES TECHNICIAN II	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	INFORMATION SYSTEMS COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-12	INFORMATION TECHNOLOGY PROJECT MANAGER	999	E	NU	----	----	----	'-----	'-----	'-----
IV-11	INTERGOVERNMENTAL RELATIONS MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-8	INTERNAL AUDITOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-1	IRRIGATION SPECIALIST	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-9	IT SUPPORT SPECIALIST	808	N	NU	\$34,398	\$43,686	\$52,973	\$16.5375	\$21.0029	\$25.4678
IV-8	IT SUPPORT SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-12	JUDGE	999	E	NU	----	----	----	'-----	'-----	'-----
IV-11	LABOR AND EMPLOYEE RELATIONS MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-1	LABORER	301	N	U	\$22,336	\$26,803	\$31,270	\$10.7385	\$12.8861	\$15.0337
IV-9	LAND SURVEYOR	809	N	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
IV-1	LANDFILL MAINTENANCE REPAIR SPECIALIST	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-1	LANDFILL OPERATOR A	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-1	LANDFILL OPERATOR B	306	N	U	\$28,896	\$34,675	\$40,454	\$13.8924	\$16.6707	\$19.4491
IV-1	LANDFILL OPERATOR C	307	N	U	\$30,215	\$36,258	\$42,301	\$14.5265	\$17.4318	\$20.3371
IV-8	LANDFILL SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	LANDSCAPE SPECIALIST	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-9	LATENT PRINT EXAMINER	809	N	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
IV-8	LAW OFFICE ADMINISTRATIVE COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	LEADER	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-6	LIFE SUPPORT SYSTEMS TECHNICIAN	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	MANAGEMENT ANALYST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	MARATHON ASSISTANT	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	MARATHON COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	MARATHON SECURITY AND OPERATIONS ASSISTANT	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-12	MAYOR	999	E	NU	----	----	----	'-----	'-----	'-----
IV-12	MAYOR'S CHIEF OF STAFF	999	E	NU	----	----	----	'-----	'-----	'-----
IV-6	MECHANICAL INSPECTOR	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	MECHANICAL INSPECTOR - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-1	METER REPAIR WORKER I	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	METER REPAIR WORKER II	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	MUSEUM PROGRAM ASSISTANT	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	MUSEUM SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	NEIGHBORHOOD RESOURCE CENTER COORDINATOR	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	NEIGHBORHOOD RESOURCE CENTER OPER SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	NEIGHBORHOOD RESOURCE SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	NEIGHBORHOOD REVITALIZATION SPECIALIST	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	NEIGHBORHOOD WATCH AND PUBLIC AFFAIRS COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-9	NETWORK ANALYST	811	E	NU	\$48,732	\$61,890	\$75,048	\$23.4289	\$29.7549	\$36.0808
IV-9	NETWORK COORDINATOR	809	N	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
IV-9	NETWORK COORDINATOR - SENIOR	810	E	NU	\$43,577	\$55,343	\$67,108	\$20.9505	\$26.6073	\$32.2635
IV-9	NETWORK ENGINEER	812	N	NU	\$57,174	\$72,611	\$88,047	\$27.4875	\$34.9092	\$42.3303
IV-9	NETWORK SECURITY ANALYST	812	E	NU	\$57,174	\$72,611	\$88,047	\$27.4875	\$34.9092	\$42.3303
IV-12	NETWORK SECURITY MANAGER	923	E	NU	\$66,081	\$83,923	\$101,765	\$31.7698	\$40.3476	\$48.9255
IV-9	OCCUPATIONAL HEALTH AND WELLNESS COORDINATOR	810	E	NU	\$43,577	\$55,343	\$67,108	\$20.9505	\$26.6073	\$32.2635
IV-3	OFFICE ASSISTANT I	403	N	U	\$23,338	\$28,006	\$32,673	\$11.2202	\$13.4645	\$15.7082
IV-8	OFFICE ASSISTANT I (NON-UNION ELIGIBLE)	703	N	NU	\$18,788	\$23,861	\$28,934	\$9.0327	\$11.4717	\$13.9106
IV-3	OFFICE ASSISTANT II	405	N	U	\$25,202	\$30,243	\$35,283	\$12.1164	\$14.5400	\$16.9630
IV-8	OFFICE ASSISTANT II (NON-UNION ELIGIBLE)	704	N	NU	\$20,347	\$25,841	\$31,334	\$9.7823	\$12.4236	\$15.0645
IV-8	OFFICE ASSISTANT III	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	PARKING ENFORCEMENT COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-5	PARKING ENFORCEMENT TECHNICIAN	505	N	NU	\$22,887	\$29,067	\$35,246	\$11.0034	\$13.9746	\$16.9452
IV-1	PARKS CONSTRUCTION WORKER I	306	N	U	\$28,896	\$34,675	\$40,454	\$13.8924	\$16.6707	\$19.4491
IV-1	PARKS CONSTRUCTION WORKER II	308	N	U	\$31,598	\$37,918	\$44,237	\$15.1914	\$18.2299	\$21.2678
IV-8	PARKS CONSTRUCTION/DEVELOPMENT COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	PARKS ENTERPRISES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-1	PARKS LANDSCAPE WORKER	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-11	PARKS MAINTENANCE AND CONSTRUCTION MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-11	PARKS MAINTENANCE MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-1	PARKS MAINTENANCE WORKER	303	N	U	\$24,981	\$29,977	\$34,973	\$12.0101	\$14.4121	\$16.8140
IV-1	PARKS MAINTENANCE WORKER - SENIOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	PARKS PLANNER II	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	PARKS VOLUNTEER AND COMMUNICATIONS COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	PAYROLL SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	PAYROLL SUPERVISOR	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	PENSION SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	PERMIT TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	PERMIT TECHNICIAN - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	PLANNER	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	PLANNING DOCUMENT TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-11	PLANNING MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-3	PLANNING TECHNICIAN	409	N	U	\$30,329	\$36,395	\$42,461	\$14.5813	\$17.4976	\$20.4140
IV-8	PLANS DEVELOPMENT ADMINISTRATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	PLANS EXAMINATION ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	PLANS EXAMINER	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-1	PLUMBER	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-6	PLUMBING AND GAS INSPECTOR	527	N	NU	\$28,636	\$36,368	\$44,099	\$13.7674	\$17.4847	\$21.2015
IV-8	PLUMBING AND GAS INSPECTOR - SENIOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-9	POLICE CAMERA SYSTEMS NETWORK COORDINATOR	809	E	NU	\$37,930	\$48,171	\$58,412	\$18.2356	\$23.1592	\$28.0827
II-3	POLICE CAPTAIN	140	E	NU	\$68,019	\$85,024	\$102,029	\$32.7015	\$40.8770	\$49.0525
II-3	POLICE LIEUTENANT	130	E	NU	\$58,851	\$73,564	\$88,277	\$28.2938	\$35.3674	\$42.4409
II-1	POLICE OFFICER	110	N	U	\$40,821	\$51,476	\$62,132	\$19.6256	\$24.7483	\$29.8710
IV-8	POLICE PAYROLL SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	POLICE PROPERTY ROOM SUPERVISOR	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	POLICE RECORDS SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
II-2	POLICE SERGEANT	120	N	U	\$63,840	\$66,378	\$68,917	\$30.6924	\$31.9127	\$33.1330
IV-3	POLICE SUBPOENA TECHNICIAN	405	N	U	\$25,202	\$30,243	\$35,283	\$12.1164	\$14.5400	\$16.9630
IV-5	PRINTING SERVICES SUPERVISOR	508	N	NU	\$31,871	\$40,476	\$49,081	\$15.3226	\$19.4597	\$23.5967
IV-3	PRINTING TECHNICIAN I	403	N	U	\$23,338	\$28,006	\$32,673	\$11.2202	\$13.4645	\$15.7082
IV-3	PRINTING TECHNICIAN II	405	N	U	\$25,202	\$30,243	\$35,283	\$12.1164	\$14.5400	\$16.9630
IV-8	PROBATION ASSISTANT	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	PROBATION OFFICER	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	PROBATION OFFICER - SENIOR	710	N	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-11	PROBATION OFFICER - SENIOR (ENVIRONMENTAL COURT)	910	N	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-12	PROGRAM GRANT ADMINISTRATOR	999	E	NU	-----	-----	-----	'-----	'-----	'-----
IV-8	PROGRAM MONITOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-9	PROGRAMMER ANALYST	811	E	NU	\$48,732	\$61,890	\$75,048	\$23.4289	\$29.7549	\$36.0808
IV-9	PROGRAMMER ANALYST - SENIOR	812	E	NU	\$57,174	\$72,611	\$88,047	\$27.4875	\$34.9092	\$42.3303
IV-8	PROJECTS AND ADDRESSING SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	PROPERTY TECHNICIAN	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-1	PUBLIC WORKS MAINTENANCE WORKER	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	PUBLIC WORKS OPERATIONS COORDINATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-12	PUBLIC WORKS OPERATIONS MANAGER	923	E	NU	\$66,081	\$83,923	\$101,765	\$31.7698	\$40.3476	\$48.9255
IV-8	PUBLIC WORKS SAFETY TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	PUBLIC WORKS SERVICES REPRESENTATIVE	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525

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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	PURCHASING ASSISTANT	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	PURCHASING COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-11	PURCHASING MANAGER	999	E	NU	----	----	----	'-----	'-----	'-----
IV-8	RECORDS COMPLIANCE SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	RECORDS SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	RECORDS TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	RECREATION FACILITY SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	RECREATION PROGRAMMER	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	RECREATION PROGRAMMER - SENIOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-11	RECREATION PROGRAMS MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	RECREATION SUPERVISOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	RECYCLING PROGRAM EDUCATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-12	REDEVELOPMENT ADMINISTRATOR	999	E	NU	----	----	----	'-----	'-----	'-----
IV-8	RE-ENTRY PROGRAM COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-1	REFUSE COLLECTOR	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-8	RESOURCE SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	REVENUE COLLECTOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-1	RIVER MARKET & DOWNTOWN SVCS MAINTENANCE WORKER	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	SAFETY AND TRAINING COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	SAFETY/LOSS CONTROL SPECIALIST	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	SCALE HOUSE OPERATIONS SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-6	SCHEDULER - CONTROLLER	528	N	NU	\$32,471	\$41,238	\$50,005	\$15.6111	\$19.8260	\$24.0409
IV-8	SCHEDULING COORDINATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	SECRETARY - EXECUTIVE	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	SERVICE COORDINATOR I	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	SIGN MAINTENANCE WORKER	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-2	SIGNAL REPAIR TECHNICIAN	359	N	U	\$37,168	\$44,602	\$52,036	\$17.8693	\$21.4433	\$25.0174
IV-4	SIGNAL REPAIR TECHNICIAN - SENIOR	463	N	U	\$39,449	\$47,339	\$55,229	\$18.9659	\$22.7592	\$26.5525
IV-1	SKILLED LABORER	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-8	SMALL BUSINESS DEVELOPMENT COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	SOLID WASTE COLLECTION SUPERVISOR	712	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	SOLID WASTE COMPLIANCE AND MAPPING SPECIALIST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-10	SOLID WASTE ENGINEER I	870	E	NU	\$47,935	\$60,877	\$73,819	\$23.0457	\$29.2678	\$35.4900
IV-10	SOLID WASTE ENGINEER II	871	E	NU	\$53,605	\$68,079	\$82,553	\$25.7717	\$32.7303	\$39.6890
IV-1	SOLID WASTE EQUIPMENT OPERATOR I	303	N	U	\$24,981	\$29,977	\$34,973	\$12.0101	\$14.4121	\$16.8140
IV-1	SOLID WASTE EQUIPMENT OPERATOR II	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890

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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-1	SOLID WASTE EQUIPMENT OPERATOR III	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	SOLID WASTE INSPECTOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	SOLID WASTE SERVICES MANAGER	913	E	NU	\$60,074	\$76,294	\$92,514	\$28.8818	\$36.6799	\$44.4779
IV-8	SPECIAL EVENTS AND PROGRAMS COORDINATOR	712	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	SPECIAL EVENTS COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	SPECIAL PROGRAMS COORDINATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-12	SPECIAL PROJECT ANALYST	999	N	NU	----	----	----	'-----	'-----	'-----
IV-8	SPECIAL PROJECTS ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	STREET MAINTENANCE SUPERINTENDENT	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	STREET REPAIR SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	SUBDIVISION ADMINISTRATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	SUBPOENA CLERK	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	SUPERVISOR I	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	SUPERVISOR II	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	SUPPORT SERVICES MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	SUPPORT SERVICES SPECIALIST	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	SUSTAINABILITY OFFICER	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	TELECOMMUNICATIONS SPECIALIST	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	THERAPEUTIC RECREATION COORDINATOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	TIRE WORKER	302	N	U	\$23,638	\$28,366	\$33,093	\$11.3645	\$13.6375	\$15.9101
IV-10	TRAFFIC ENGINEER - TRAINEE	868	E	NU	\$37,838	\$48,054	\$58,270	\$18.1914	\$23.1029	\$28.0145
IV-10	TRAFFIC ENGINEER I	869	E	NU	\$41,723	\$52,988	\$64,253	\$20.0592	\$25.4750	\$30.8909
IV-10	TRAFFIC ENGINEER II	871	E	NU	\$53,605	\$68,079	\$82,553	\$25.7717	\$32.7303	\$39.6890
IV-12	TRAFFIC ENGINEERING MANAGER	924	E	NU	\$74,089	\$94,094	\$114,098	\$35.6198	\$45.2375	\$54.8549
IV-10	TRAFFIC ENGINEERING SPECIALIST	870	E	NU	\$47,935	\$60,877	\$73,819	\$23.0457	\$29.2678	\$35.4900
IV-8	TRAFFIC OPERATIONS SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	TRAFFIC PROGRAMS SUPERVISOR	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	TRAFFIC SIGN FABRICATOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-2	TRAFFIC SIGNAL APPRENTICE	356	N	U	\$31,786	\$38,143	\$44,499	\$15.2818	\$18.3380	\$21.3938
IV-2	TRAFFIC SIGNAL TECHNICIAN I	357	N	U	\$33,237	\$39,884	\$46,531	\$15.9794	\$19.1750	\$22.3707
IV-2	TRAFFIC SIGNAL TECHNICIAN II	359	N	U	\$37,168	\$44,602	\$52,036	\$17.8693	\$21.4433	\$25.0174
IV-10	TRAFFIC SYSTEMS MANAGER	872	E	NU	\$62,891	\$79,872	\$96,852	\$30.2361	\$38.4000	\$46.5635
IV-9	TRAFFIC SYSTEMS SPECIALIST	808	N	NU	\$34,398	\$43,686	\$52,973	\$16.5375	\$21.0029	\$25.4678
IV-3	TRAFFIC TECHNICIAN I	407	N	U	\$27,323	\$32,788	\$38,252	\$13.1361	\$15.7635	\$18.3904
IV-3	TRAFFIC TECHNICIAN II	411	N	U	\$33,145	\$39,774	\$46,403	\$15.9351	\$19.1222	\$22.3092
IV-8	TRAFFIC TECHNICIAN III	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525

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PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-8	TRAILS COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-3	TRANSCRIPTIONIST	407	N	U	\$27,323	\$32,788	\$38,252	\$13.1361	\$15.7635	\$18.3904
IV-8	TRANSPORTATION CODE COORDINATOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-11	TREASURY MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	TREASURY OPERATIONS ANALYST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	TREASURY SPECIALIST	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	URBAN DESIGNER	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	URBAN FORESTER	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-1	VEHICLE STORAGE ATTENDANT - LEAD	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	VEHICLE STORAGE ATTENDANT I	303	N	U	\$24,981	\$29,977	\$34,973	\$12.0101	\$14.4121	\$16.8140
IV-1	VEHICLE STORAGE ATTENDANT II	305	N	U	\$27,630	\$33,156	\$38,682	\$13.2837	\$15.9404	\$18.5972
IV-8	VEHICLE STORAGE AUCTION SUPERVISOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	VEHICLE STORAGE AUCTION TECHNICIAN	707	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-11	VEHICLE STORAGE FACILITY MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-12	VETERINARIAN	999	E	NU	----	----	----	'-----	'-----	'-----
IV-8	VETERINARY TECHNICIAN	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-12	VICTIM SERVICES SPECIALIST	999	N	NU	----	----	----	'-----	'-----	'-----
IV-12	VICTIM SERVICES SUPERVISOR	999	N	NU	----	----	----	'-----	'-----	'-----
IV-8	VIDEO PRODUCTION TECHNICIAN	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	VISTA PROGRAM SPECIALIST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-9	VOICE AND DATA COMMUNICATIONS ANALYST	999	E	NU	----	----	----	'-----	'-----	'-----
IV-8	VOLUNTEER PARK RANGER PROGRAM COORDINATOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	WARRANTS SPECIALIST	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	WEB DEVELOPMENT COORDINATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-1	WELDER	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-8	WORD PROCESSOR	706	N	NU	\$24,604	\$31,247	\$37,890	\$11.8289	\$15.0226	\$18.2164
IV-8	ZONING AND ENFORCEMENT ADMINISTRATOR	711	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-11	ZONING AND SUBDIVISION MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	ZOO ADMINISTRATIVE/EVENT COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	ZOO ANIMAL REGISTRAR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	ZOO CAFÉ SUPERVISOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-12	ZOO DEVELOPMENT AND MARKETING MANAGER	999	E	NU	----	----	----	'-----	'-----	'-----
IV-8	ZOO DEVELOPMENT SPECIALIST	709	E	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-8	ZOO EDUCATION PROGRAMS COORDINATOR	708	E	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525
IV-8	ZOO EDUCATION VOLUNTEER ASSISTANT	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130
IV-8	ZOO FACILITIES LANDSCAPE AND IRRIGATION SUPERVISOR	708	N	NU	\$31,271	\$39,714	\$48,157	\$15.0342	\$19.0933	\$23.1525

**CITY OF LITTLE ROCK  
ALPHABETICAL LISTING OF CLASSIFICATIONS**

PAGE NUMBER	JOB TITLE	GRADE	Exemption Status	Union Eligibility	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-1	ZOO FACILITIES MAINTENANCE TECHNICIAN	309	N	U	\$33,789	\$40,547	\$47,305	\$16.2448	\$19.4938	\$22.7428
IV-11	ZOO FACILITIES OPERATIONS MANAGER	912	E	NU	\$51,976	\$66,010	\$80,043	\$24.9885	\$31.7356	\$38.4823
IV-8	ZOO FACILITIES PROJECTS SUPERVISOR	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-1	ZOO LANDSCAPE WORKER	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	ZOO MAINTENANCE WORKER - SENIOR	304	N	U	\$26,281	\$31,537	\$36,793	\$12.6351	\$15.1621	\$17.6890
IV-1	ZOO MAINTENANCE WORKER I	306	N	U	\$28,896	\$34,675	\$40,454	\$13.8924	\$16.6707	\$19.4491
IV-1	ZOO MAINTENANCE WORKER II	308	N	U	\$31,598	\$37,918	\$44,237	\$15.1914	\$18.2299	\$21.2678
IV-8	ZOO MARKETING COORDINATOR	710	E	NU	\$39,615	\$50,311	\$61,007	\$19.0457	\$24.1880	\$29.3303
IV-8	ZOO VISITOR SERVICES ASSISTANT MANAGER	709	N	NU	\$34,482	\$43,792	\$53,102	\$16.5779	\$21.0539	\$25.5299
IV-11	ZOO VISITOR SERVICES MANAGER	911	E	NU	\$44,302	\$56,264	\$68,225	\$21.2991	\$27.0500	\$32.8005
IV-8	ZOO VISITORS SERVICES SUPERVISOR	707	N	NU	\$27,436	\$34,844	\$42,251	\$13.1904	\$16.7520	\$20.3130

*999 designates classifications for which no grade is assigned.*

2016 POLICE UNION ELIGIBLE SALARY RANGES

**POLICE OFFICER**

<b>GRADE</b>	<b>STEP</b>		<b>HOURLY</b>	<b>BIWEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
110	STEP 1 ENTRY	BASE	\$18.8317	\$1,506.54	\$3,264.17	\$39,170.00
		HOLIDAY	\$0.7938	\$63.50	\$137.58	\$1,651.00
		TOTAL	\$19.6255	\$1,570.04	\$3,401.76	\$40,821.08
110	STEP 2 1 YEAR	BASE	\$19.9779	\$1,598.23	\$3,462.83	\$41,554.00
		HOLIDAY	\$0.8418	\$67.35	\$145.92	\$1,751.00
		TOTAL	\$20.8196	\$1,665.57	\$3,608.73	\$43,304.80
110	STEP 3 2 YEARS	BASE	\$21.3716	\$1,709.73	\$3,704.42	\$44,453.00
		HOLIDAY	\$0.9005	\$72.04	\$156.08	\$1,873.00
		TOTAL	\$22.2720	\$1,781.76	\$3,860.48	\$46,325.76
110	STEP 4 3 YEARS	BASE	\$22.7654	\$1,821.23	\$3,946.00	\$47,352.00
		HOLIDAY	\$0.9596	\$76.77	\$166.33	\$1,996.00
		TOTAL	\$23.7249	\$1,897.99	\$4,112.31	\$49,347.73
110	STEP 5 4 YEARS	BASE	\$24.1591	\$1,932.73	\$4,187.58	\$50,251.00
		HOLIDAY	\$1.0183	\$81.46	\$176.50	\$2,118.00
		TOTAL	\$25.1773	\$2,014.18	\$4,364.06	\$52,368.69
110	STEP 6 6 YEARS	BASE	\$26.2058	\$2,096.46	\$4,542.33	\$54,508.00
		HOLIDAY	\$1.1043	\$88.35	\$191.42	\$2,297.00
		TOTAL	\$27.3101	\$2,184.81	\$4,733.75	\$56,804.99
110	STEP 7 8 YEARS	BASE	\$28.6630	\$2,293.04	\$4,968.25	\$59,619.00
		HOLIDAY	\$1.2082	\$96.65	\$209.42	\$2,513.00
		TOTAL	\$29.8709	\$2,389.68	\$5,177.63	\$62,131.56

2016 POLICE UNION ELIGIBLE SALARY RANGES

**POLICE SERGEANT**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
120	STEP 1 ENTRY	BASE	\$29.4510	\$2,356.08	\$5,104.83	\$61,258.00
		HOLIDAY	\$1.2413	\$99.31	\$215.17	\$2,582.00
		TOTAL	\$30.6924	\$2,455.39	\$5,320.02	\$63,840.18
120	STEP 2 1 YEAR	BASE	\$30.2611	\$2,420.88	\$5,245.25	\$62,943.00
		HOLIDAY	\$1.2755	\$102.04	\$221.08	\$2,653.00
		TOTAL	\$31.5364	\$2,522.91	\$5,466.32	\$65,595.78
120	STEP 3 2 YEARS	BASE	\$31.0178	\$2,481.42	\$5,376.42	\$64,517.00
		HOLIDAY	\$1.3072	\$104.58	\$226.58	\$2,719.00
		TOTAL	\$32.3248	\$2,585.99	\$5,602.97	\$67,235.68
120	STEP 4 3 YEARS	BASE	\$31.7933	\$2,543.46	\$5,510.83	\$66,130.00
		HOLIDAY	\$1.3399	\$107.19	\$232.25	\$2,787.00
		TOTAL	\$33.1330	\$2,650.64	\$5,743.05	\$68,916.57

2016 POLICE NON-UNION ELIGIBLE SALARY RANGES

**POLICE LIEUTENANT**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
130	MINIMUM	BASE	\$27.1495	\$2,171.96	\$4,705.92	\$56,471.00
		HOLIDAY	\$1.1442	\$91.54	\$198.33	\$2,380.00
		TOTAL	\$28.2938	\$2,263.50	\$4,904.25	\$58,851.00
	MIDPOINT		\$35.3673	\$2,829.38	\$6,130.33	\$73,564.00
	MAXIMUM	BASE	\$40.7245	\$3,257.96	\$7,058.92	\$84,707.00
		HOLIDAY	\$1.7163	\$137.31	\$297.50	\$3,570.00
		TOTAL	\$42.4409	\$3,395.27	\$7,356.42	\$88,277.00

**POLICE CAPTAIN**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
140	MINIMUM	BASE	\$31.3788	\$2,510.31	\$5,439.00	\$65,268.00
		HOLIDAY	\$1.3226	\$105.81	\$229.25	\$2,751.00
		TOTAL	\$32.7014	\$2,616.12	\$5,668.25	\$68,019.00
	MIDPOINT		\$40.8769	\$3,270.15	\$7,085.33	\$85,024.00
	MAXIMUM	BASE	\$47.0688	\$3,765.50	\$8,158.58	\$97,903.00
		HOLIDAY	\$1.9837	\$158.69	\$343.83	\$4,126.00
		TOTAL	\$49.0524	\$3,924.19	\$8,502.42	\$102,029.00

**ASSISTANT POLICE CHIEF**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
150	MINIMUM	BASE	\$39.3365	\$3,146.92	\$6,818.33	\$81,820.00
		HOLIDAY	\$1.6577	\$132.62	\$287.33	\$3,448.00
		TOTAL	\$40.9942	\$3,279.54	\$7,105.67	\$85,268.00
	MIDPOINT		\$51.2428	\$4,099.42	\$8,882.08	\$106,585.00
	MAXIMUM	BASE	\$59.0043	\$4,720.35	\$10,227.42	\$122,729.00
		HOLIDAY	\$2.4870	\$198.96	\$431.08	\$5,173.00
		TOTAL	\$61.4913	\$4,919.31	\$10,658.50	\$127,902.00

2016 FIRE UNION ELIGIBLE SALARY RANGES

**FIREFIGHTER (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
210	STEP 1 ENTRY	BASE	\$12.4176	\$1,390.77	\$3,013.33	\$36,160.00
		HOLIDAY	\$0.5234	\$58.62	\$127.00	\$1,524.00
		TOTAL	\$12.9409	\$1,449.38	\$3,140.33	\$37,684.00
210	STEP 2 1 YEAR	BASE	\$14.1755	\$1,587.65	\$3,439.92	\$41,279.00
		HOLIDAY	\$0.5975	\$66.92	\$145.00	\$1,740.00
		TOTAL	\$14.7730	\$1,654.58	\$3,584.92	\$43,019.00
210	STEP 3 2 YEARS	BASE	\$14.9948	\$1,679.42	\$3,638.75	\$43,665.00
		HOLIDAY	\$0.6319	\$70.77	\$153.33	\$1,840.00
		TOTAL	\$15.6267	\$1,750.19	\$3,792.08	\$45,505.00
210	STEP 4 3 YEARS	BASE	\$16.0117	\$1,793.31	\$3,885.50	\$46,626.00
		HOLIDAY	\$0.6748	\$75.58	\$163.75	\$1,965.00
		TOTAL	\$16.6865	\$1,868.88	\$4,049.25	\$48,591.00
210	STEP 5 4 YEARS	BASE	\$17.1545	\$1,921.31	\$4,162.83	\$49,954.00
		HOLIDAY	\$0.7229	\$80.96	\$175.42	\$2,105.00
		TOTAL	\$17.8774	\$2,002.27	\$4,338.25	\$52,059.00
210	STEP 6 5 YEARS	BASE	\$18.2957	\$2,049.12	\$4,439.75	\$53,277.00
		HOLIDAY	\$0.7709	\$86.35	\$187.08	\$2,245.00
		TOTAL	\$19.0666	\$2,135.46	\$4,626.83	\$55,522.00

**FIREFIGHTER (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
211	STEP 1 ENTRY	BASE	\$17.7769	\$1,422.15	\$3,081.33	\$36,976.00
		HOLIDAY	\$0.7490	\$59.92	\$129.83	\$1,558.00
		TOTAL	\$18.5260	\$1,482.08	\$3,211.17	\$38,534.00
211	STEP 2 1 YEAR	BASE	\$20.2534	\$1,620.27	\$3,510.58	\$42,127.00
		HOLIDAY	\$0.8534	\$68.27	\$147.92	\$1,775.00
		TOTAL	\$21.1067	\$1,688.54	\$3,658.50	\$43,902.00
211	STEP 3 2 YEARS	BASE	\$21.4288	\$1,714.31	\$3,714.33	\$44,572.00
		HOLIDAY	\$0.9034	\$72.27	\$156.58	\$1,879.00
		TOTAL	\$22.3322	\$1,786.58	\$3,870.92	\$46,451.00
211	STEP 4 3 YEARS	BASE	\$22.8808	\$1,830.46	\$3,966.00	\$47,592.00
		HOLIDAY	\$0.9644	\$77.15	\$167.17	\$2,006.00
		TOTAL	\$23.8452	\$1,907.62	\$4,133.17	\$49,598.00
211	STEP 5 4 YEARS	BASE	\$24.5163	\$1,961.31	\$4,249.50	\$50,994.00
		HOLIDAY	\$1.0332	\$82.65	\$179.08	\$2,149.00
		TOTAL	\$25.5495	\$2,043.96	\$4,428.58	\$53,143.00
211	STEP 6 5 YEARS	BASE	\$26.1519	\$2,092.15	\$4,533.00	\$54,396.00
		HOLIDAY	\$1.1024	\$88.19	\$191.08	\$2,293.00
		TOTAL	\$27.2543	\$2,180.35	\$4,724.08	\$56,689.00

2016 FIRE UNION ELIGIBLE SALARY RANGES

**FIRE APPARATUS ENGINEER (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
220	STEP 1 ENTRY	BASE	\$19.2476	\$2,155.73	\$4,670.75	\$56,049.00
		HOLIDAY	\$0.8111	\$90.85	\$196.83	\$2,362.00
		TOTAL	\$20.0587	\$2,246.58	\$4,867.58	\$58,411.00
220	STEP 2 1 YEAR	BASE	\$19.9234	\$2,231.42	\$4,834.75	\$58,017.00
		HOLIDAY	\$0.8396	\$94.04	\$203.75	\$2,445.00
		TOTAL	\$20.7630	\$2,325.46	\$5,038.50	\$60,462.00

**FIRE APPARATUS ENGINEER (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
221	STEP 1 ENTRY	BASE	\$27.5111	\$2,200.88	\$4,768.58	\$57,223.00
		HOLIDAY	\$1.1596	\$92.77	\$201.00	\$2,412.00
		TOTAL	\$28.6707	\$2,293.65	\$4,969.58	\$59,635.00
221	STEP 2 1 YEAR	BASE	\$27.9236	\$2,233.88	\$4,840.08	\$58,081.00
		HOLIDAY	\$1.1769	\$94.15	\$204.00	\$2,448.00
		TOTAL	\$29.1005	\$2,328.04	\$5,044.08	\$60,529.00

**FIRE CAPTAIN (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
230	STEP 1 ENTRY	BASE	\$20.9821	\$2,350.00	\$5,091.67	\$61,100.00
		HOLIDAY	\$0.8843	\$99.04	\$214.58	\$2,575.00
		TOTAL	\$21.8664	\$2,449.04	\$5,306.25	\$63,675.00
230	STEP 2 1 YEAR	BASE	\$22.7479	\$2,547.77	\$5,520.17	\$66,242.00
		HOLIDAY	\$0.9588	\$107.38	\$232.67	\$2,792.00
		TOTAL	\$23.7067	\$2,655.15	\$5,752.83	\$69,034.00

**FIRE CAPTAIN (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
231	STEP 1 ENTRY	BASE	\$29.9990	\$2,399.92	\$5,199.83	\$62,398.00
		HOLIDAY	\$1.2644	\$101.15	\$219.17	\$2,630.00
		TOTAL	\$31.2635	\$2,501.08	\$5,419.00	\$65,028.00
231	STEP 2 1 YEAR	BASE	\$32.5264	\$2,602.12	\$5,637.92	\$67,655.00
		HOLIDAY	\$1.3707	\$109.65	\$237.58	\$2,851.00
		TOTAL	\$33.8971	\$2,711.77	\$5,875.50	\$70,506.00

2016 FIRE NON-UNION ELIGIBLE SALARY RANGES

**BATTALION CHIEF (56 HOUR)**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
240	MINIMUM	BASE	\$23.7857	\$2,664.00	\$5,772.00	\$69,264.00
		HOLIDAY	\$1.0024	\$112.27	\$243.25	\$2,919.00
		TOTAL	\$24.7881	\$2,776.27	\$6,015.25	\$72,183.00
	MIDPOINT		\$27.7758	\$3,110.88	\$6,740.25	\$80,883.00
	MAXIMUM	BASE	\$29.5192	\$3,306.15	\$7,163.33	\$85,960.00
		HOLIDAY	\$1.2442	\$139.35	\$301.92	\$3,623.00
		TOTAL	\$30.7634	\$3,445.50	\$7,465.25	\$89,583.00

**BATTALION CHIEF (40 HOUR)**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
241	MINIMUM	BASE	\$33.3000	\$2,664.00	\$5,772.00	\$69,264.00
		HOLIDAY	\$1.4034	\$112.27	\$243.25	\$2,919.00
		TOTAL	\$34.7034	\$2,776.27	\$6,015.25	\$72,183.00
	MIDPOINT		\$38.8861	\$3,110.88	\$6,740.25	\$80,883.00
	MAXIMUM	BASE	\$41.3269	\$3,306.15	\$7,163.33	\$85,960.00
		HOLIDAY	\$1.7418	\$139.35	\$301.92	\$3,623.00
		TOTAL	\$43.0688	\$3,445.50	\$7,465.25	\$89,583.00

**ASSISTANT FIRE CHIEF**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
250	MINIMUM	BASE	\$37.0058	\$2,960.46	\$6,414.33	\$76,972.00
		HOLIDAY	\$1.5596	\$124.77	\$270.33	\$3,244.00
		TOTAL	\$38.5654	\$3,085.23	\$6,684.67	\$80,216.00
	MIDPOINT		\$48.2067	\$3,856.54	\$8,355.83	\$100,270.00
	MAXIMUM	BASE	\$55.5087	\$4,440.69	\$9,621.50	\$115,458.00
		HOLIDAY	\$2.3394	\$187.15	\$405.50	\$4,866.00
		TOTAL	\$57.8481	\$4,627.85	\$10,027.00	\$120,324.00

2016 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

**REGULAR BASE PAY GRADES**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
301	MINIMUM	\$10.7385	\$859.08	\$1,861.33	\$22,336.00
	MIDPOINT	\$12.8861	\$1,030.88	\$2,233.58	\$26,803.00
	MAXIMUM	\$15.0337	\$1,202.69	\$2,605.83	\$31,270.00
302	MINIMUM	\$11.3644	\$909.15	\$1,969.83	\$23,638.00
	MIDPOINT	\$13.6375	\$1,091.00	\$2,363.83	\$28,366.00
	MAXIMUM	\$15.9101	\$1,272.81	\$2,757.75	\$33,093.00
303	MINIMUM	\$12.0101	\$960.81	\$2,081.75	\$24,981.00
	MIDPOINT	\$14.4120	\$1,152.96	\$2,498.08	\$29,977.00
	MAXIMUM	\$16.8139	\$1,345.12	\$2,914.42	\$34,973.00
304	MINIMUM	\$12.6351	\$1,010.81	\$2,190.08	\$26,281.00
	MIDPOINT	\$15.1620	\$1,212.96	\$2,628.08	\$31,537.00
	MAXIMUM	\$17.6889	\$1,415.12	\$3,066.08	\$36,793.00
305	MINIMUM	\$13.2837	\$1,062.69	\$2,302.50	\$27,630.00
	MIDPOINT	\$15.9404	\$1,275.23	\$2,763.00	\$33,156.00
	MAXIMUM	\$18.5971	\$1,487.77	\$3,223.50	\$38,682.00
306	MINIMUM	\$13.8923	\$1,111.38	\$2,408.00	\$28,896.00
	MIDPOINT	\$16.6707	\$1,333.65	\$2,889.58	\$34,675.00
	MAXIMUM	\$19.4490	\$1,555.92	\$3,371.17	\$40,454.00
307	MINIMUM	\$14.5264	\$1,162.12	\$2,517.92	\$30,215.00
	MIDPOINT	\$17.4317	\$1,394.54	\$3,021.50	\$36,258.00
	MAXIMUM	\$20.3370	\$1,626.96	\$3,525.08	\$42,301.00
308	MINIMUM	\$15.1913	\$1,215.31	\$2,633.17	\$31,598.00
	MIDPOINT	\$18.2298	\$1,458.38	\$3,159.83	\$37,918.00
	MAXIMUM	\$21.2678	\$1,701.42	\$3,686.42	\$44,237.00
309	MINIMUM	\$16.2447	\$1,299.58	\$2,815.75	\$33,789.00
	MIDPOINT	\$19.4938	\$1,559.50	\$3,378.92	\$40,547.00
	MAXIMUM	\$22.7428	\$1,819.42	\$3,942.08	\$47,305.00

2016 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

**SPECIAL PAY LINE GRADES**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
352	MINIMUM	\$12.5010	\$1,000.08	\$2,166.83	\$26,002.00
	MIDPOINT	\$15.0010	\$1,200.08	\$2,600.17	\$31,202.00
	MAXIMUM	\$17.5010	\$1,400.08	\$3,033.50	\$36,402.00
353	MINIMUM	\$13.2111	\$1,056.88	\$2,289.92	\$27,479.00
	MIDPOINT	\$15.8534	\$1,268.27	\$2,747.92	\$32,975.00
	MAXIMUM	\$18.4952	\$1,479.62	\$3,205.83	\$38,470.00
354	MINIMUM	\$13.8986	\$1,111.88	\$2,409.08	\$28,909.00
	MIDPOINT	\$16.6784	\$1,334.27	\$2,890.92	\$34,691.00
	MAXIMUM	\$19.4577	\$1,556.62	\$3,372.67	\$40,472.00
355	MINIMUM	\$14.6120	\$1,168.96	\$2,532.75	\$30,393.00
	MIDPOINT	\$17.5346	\$1,402.77	\$3,039.33	\$36,472.00
	MAXIMUM	\$20.4567	\$1,636.54	\$3,545.83	\$42,550.00
356	MINIMUM	\$15.2817	\$1,222.54	\$2,648.83	\$31,786.00
	MIDPOINT	\$18.3380	\$1,467.04	\$3,178.58	\$38,143.00
	MAXIMUM	\$21.3938	\$1,711.50	\$3,708.25	\$44,499.00
357	MINIMUM	\$15.9793	\$1,278.35	\$2,769.75	\$33,237.00
	MIDPOINT	\$19.1750	\$1,534.00	\$3,323.67	\$39,884.00
	MAXIMUM	\$22.3707	\$1,789.65	\$3,877.58	\$46,531.00
358	MINIMUM	\$16.7106	\$1,336.85	\$2,896.50	\$34,758.00
	MIDPOINT	\$20.0529	\$1,604.23	\$3,475.83	\$41,710.00
	MAXIMUM	\$23.3947	\$1,871.58	\$4,055.08	\$48,661.00
359	MINIMUM	\$17.8692	\$1,429.54	\$3,097.33	\$37,168.00
	MIDPOINT	\$21.4433	\$1,715.46	\$3,716.83	\$44,602.00
	MAXIMUM	\$25.0173	\$2,001.38	\$4,336.33	\$52,036.00

2016 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

**REGULAR BASE PAY GRADES**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
402	MINIMUM	\$10.7067	\$856.54	\$1,855.83	\$22,270.00
	MIDPOINT	\$12.8481	\$1,027.85	\$2,227.00	\$26,724.00
	MAXIMUM	\$14.9894	\$1,199.15	\$2,598.17	\$31,178.00
403	MINIMUM	\$11.2202	\$897.62	\$1,944.83	\$23,338.00
	MIDPOINT	\$13.4644	\$1,077.15	\$2,333.83	\$28,006.00
	MAXIMUM	\$15.7082	\$1,256.65	\$2,722.75	\$32,673.00
404	MINIMUM	\$11.6712	\$933.69	\$2,023.00	\$24,276.00
	MIDPOINT	\$14.0053	\$1,120.42	\$2,427.58	\$29,131.00
	MAXIMUM	\$16.3394	\$1,307.15	\$2,832.17	\$33,986.00
405	MINIMUM	\$12.1163	\$969.31	\$2,100.17	\$25,202.00
	MIDPOINT	\$14.5399	\$1,163.19	\$2,520.25	\$30,243.00
	MAXIMUM	\$16.9630	\$1,357.04	\$2,940.25	\$35,283.00
406	MINIMUM	\$12.6351	\$1,010.81	\$2,190.08	\$26,281.00
	MIDPOINT	\$15.1620	\$1,212.96	\$2,628.08	\$31,537.00
	MAXIMUM	\$17.6889	\$1,415.12	\$3,066.08	\$36,793.00
407	MINIMUM	\$13.1361	\$1,050.88	\$2,276.92	\$27,323.00
	MIDPOINT	\$15.7635	\$1,261.08	\$2,732.33	\$32,788.00
	MAXIMUM	\$18.3904	\$1,471.23	\$3,187.67	\$38,252.00
408	MINIMUM	\$13.8183	\$1,105.46	\$2,395.17	\$28,742.00
	MIDPOINT	\$16.5822	\$1,326.58	\$2,874.25	\$34,491.00
	MAXIMUM	\$19.3457	\$1,547.65	\$3,353.25	\$40,239.00
409	MINIMUM	\$14.5813	\$1,166.50	\$2,527.42	\$30,329.00
	MIDPOINT	\$17.4976	\$1,399.81	\$3,032.92	\$36,395.00
	MAXIMUM	\$20.4139	\$1,633.12	\$3,538.42	\$42,461.00
410	MINIMUM	\$15.2808	\$1,222.46	\$2,648.67	\$31,784.00
	MIDPOINT	\$18.3370	\$1,466.96	\$3,178.42	\$38,141.00
	MAXIMUM	\$21.3933	\$1,711.46	\$3,708.17	\$44,498.00
411	MINIMUM	\$15.9351	\$1,274.81	\$2,762.08	\$33,145.00
	MIDPOINT	\$19.1221	\$1,529.77	\$3,314.50	\$39,774.00
	MAXIMUM	\$22.3091	\$1,784.73	\$3,866.92	\$46,403.00
412	MINIMUM	\$16.5865	\$1,326.92	\$2,875.00	\$34,500.00
	MIDPOINT	\$19.9038	\$1,592.31	\$3,450.00	\$41,400.00
	MAXIMUM	\$23.2212	\$1,857.69	\$4,025.00	\$48,300.00
413	MINIMUM	\$17.2418	\$1,379.35	\$2,988.58	\$35,863.00
	MIDPOINT	\$20.6904	\$1,655.23	\$3,586.33	\$43,036.00
	MAXIMUM	\$24.1385	\$1,931.08	\$4,184.00	\$50,208.00
414	MINIMUM	\$18.0486	\$1,443.88	\$3,128.42	\$37,541.00
	MIDPOINT	\$21.6582	\$1,732.65	\$3,754.08	\$45,049.00
	MAXIMUM	\$25.2678	\$2,021.42	\$4,379.75	\$52,557.00

2016 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

**SPECIAL PAY LINE GRADE**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
463	MINIMUM	\$18.9659	\$1,517.27	\$3,287.42	\$39,449.00
	MIDPOINT	\$22.7591	\$1,820.73	\$3,944.92	\$47,339.00
	MAXIMUM	\$26.5524	\$2,124.19	\$4,602.42	\$55,229.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**MODERATE (\$600) ADDITIONAL COMPENSABLE ELEMENTS (ACES)**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
503	MINIMUM	\$9.3212	\$745.69	\$1,615.67	\$19,388.00
	MIDPOINT	\$11.8380	\$947.04	\$2,051.92	\$24,623.00
	MAXIMUM	\$14.3548	\$1,148.38	\$2,488.17	\$29,858.00
504	MINIMUM	\$10.0707	\$805.65	\$1,745.58	\$20,947.00
	MIDPOINT	\$12.7899	\$1,023.19	\$2,216.92	\$26,603.00
	MAXIMUM	\$15.5087	\$1,240.69	\$2,688.17	\$32,258.00
505	MINIMUM	\$11.0034	\$880.27	\$1,907.25	\$22,887.00
	MIDPOINT	\$13.9745	\$1,117.96	\$2,422.25	\$29,067.00
	MAXIMUM	\$16.9452	\$1,355.62	\$2,937.17	\$35,246.00
506	MINIMUM	\$12.1173	\$969.38	\$2,100.33	\$25,204.00
	MIDPOINT	\$15.3889	\$1,231.12	\$2,667.42	\$32,009.00
	MAXIMUM	\$18.6606	\$1,492.85	\$3,234.50	\$38,814.00
507	MINIMUM	\$13.4788	\$1,078.31	\$2,336.33	\$28,036.00
	MIDPOINT	\$17.1183	\$1,369.46	\$2,967.17	\$35,606.00
	MAXIMUM	\$20.7572	\$1,660.58	\$3,597.92	\$43,175.00
508	MINIMUM	\$15.3226	\$1,225.81	\$2,655.92	\$31,871.00
	MIDPOINT	\$19.4596	\$1,556.77	\$3,373.00	\$40,476.00
	MAXIMUM	\$23.5966	\$1,887.73	\$4,090.08	\$49,081.00
509	MINIMUM	\$16.8663	\$1,349.31	\$2,923.50	\$35,082.00
	MIDPOINT	\$21.4202	\$1,713.62	\$3,712.83	\$44,554.00
	MAXIMUM	\$25.9740	\$2,077.92	\$4,502.17	\$54,026.00
510	MINIMUM	\$19.3341	\$1,546.73	\$3,351.25	\$40,215.00
	MIDPOINT	\$24.5543	\$1,964.35	\$4,256.08	\$51,073.00
	MAXIMUM	\$29.7745	\$2,381.96	\$5,160.92	\$61,931.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**CONSIDERABLE (\$1200) ADDITIONAL COMPENSABLE ELEMENTS (ACES)**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
523	MINIMUM	\$9.6096	\$768.77	\$1,665.67	\$19,988.00
	MIDPOINT	\$12.2043	\$976.35	\$2,115.42	\$25,385.00
	MAXIMUM	\$14.7990	\$1,183.92	\$2,565.17	\$30,782.00
524	MINIMUM	\$10.3591	\$828.73	\$1,795.58	\$21,547.00
	MIDPOINT	\$13.1563	\$1,052.50	\$2,280.42	\$27,365.00
	MAXIMUM	\$15.9529	\$1,276.23	\$2,765.17	\$33,182.00
525	MINIMUM	\$11.2918	\$903.35	\$1,957.25	\$23,487.00
	MIDPOINT	\$14.3409	\$1,147.27	\$2,485.75	\$29,829.00
	MAXIMUM	\$17.3894	\$1,391.15	\$3,014.17	\$36,170.00
526	MINIMUM	\$12.4058	\$992.46	\$2,150.33	\$25,804.00
	MIDPOINT	\$15.7553	\$1,260.42	\$2,730.92	\$32,771.00
	MAXIMUM	\$19.1048	\$1,528.38	\$3,311.50	\$39,738.00
527	MINIMUM	\$13.7673	\$1,101.38	\$2,386.33	\$28,636.00
	MIDPOINT	\$17.4846	\$1,398.77	\$3,030.67	\$36,368.00
	MAXIMUM	\$21.2014	\$1,696.12	\$3,674.92	\$44,099.00
528	MINIMUM	\$15.6111	\$1,248.88	\$2,705.92	\$32,471.00
	MIDPOINT	\$19.8260	\$1,586.08	\$3,436.50	\$41,238.00
	MAXIMUM	\$24.0409	\$1,923.27	\$4,167.08	\$50,005.00
529	MINIMUM	\$17.1548	\$1,372.38	\$2,973.50	\$35,682.00
	MIDPOINT	\$21.7865	\$1,742.92	\$3,776.33	\$45,316.00
	MAXIMUM	\$26.4183	\$2,113.46	\$4,579.17	\$54,950.00
530	MINIMUM	\$19.6226	\$1,569.81	\$3,401.25	\$40,815.00
	MIDPOINT	\$24.9207	\$1,993.65	\$4,319.58	\$51,835.00
	MAXIMUM	\$30.2188	\$2,417.50	\$5,237.92	\$62,855.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**DEPARTMENT DIRECTORS**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
600	MINIMUM	\$34.1322	\$2,730.58	\$5,916.25	\$70,995.00
	MIDPOINT	\$43.3481	\$3,467.85	\$7,513.67	\$90,164.00
	MAXIMUM	\$52.5635	\$4,205.08	\$9,111.00	\$109,332.00
602	MINIMUM	\$41.9942	\$3,359.54	\$7,279.00	\$87,348.00
	MIDPOINT	\$53.3327	\$4,266.62	\$9,244.33	\$110,932.00
	MAXIMUM	\$64.6712	\$5,173.69	\$11,209.67	\$134,516.00
603	MINIMUM	\$43.7683	\$3,501.46	\$7,586.50	\$91,038.00
	MIDPOINT	\$55.5861	\$4,446.88	\$9,634.92	\$115,619.00
	MAXIMUM	\$67.4034	\$5,392.27	\$11,683.25	\$140,199.00

**DEPUTY CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
604	MINIMUM	\$36.0495	\$2,883.96	\$6,248.58	\$74,983.00
	MIDPOINT	\$45.7832	\$3,662.65	\$7,935.75	\$95,229.00
	MAXIMUM	\$55.5163	\$4,441.31	\$9,622.83	\$115,474.00

**CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
611	MINIMUM	\$50.2692	\$4,021.54	\$8,713.33	\$104,560.00
	MIDPOINT	\$63.8418	\$5,107.35	\$11,065.92	\$132,791.00
	MAXIMUM	\$77.4144	\$6,193.15	\$13,418.50	\$161,022.00

**CHIEF DEPUTY CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
617	MINIMUM	\$43.1048	\$3,448.38	\$7,471.50	\$89,658.00
	MIDPOINT	\$54.7433	\$4,379.46	\$9,488.83	\$113,866.00
	MAXIMUM	\$66.3813	\$5,310.50	\$11,506.08	\$138,073.00

**ASSISTANT CITY MANAGER**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
618	MINIMUM	\$47.4149	\$3,793.19	\$8,218.58	\$98,623.00
	MIDPOINT	\$60.2168	\$4,817.35	\$10,437.58	\$125,251.00
	MAXIMUM	\$73.0188	\$5,841.50	\$12,656.58	\$151,879.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**REGULAR**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
703	MINIMUM	\$9.0327	\$722.62	\$1,565.67	\$18,788.00
	MIDPOINT	\$11.4716	\$917.73	\$1,988.42	\$23,861.00
	MAXIMUM	\$13.9106	\$1,112.85	\$2,411.17	\$28,934.00
704	MINIMUM	\$9.7822	\$782.58	\$1,695.58	\$20,347.00
	MIDPOINT	\$12.4236	\$993.88	\$2,153.42	\$25,841.00
	MAXIMUM	\$15.0644	\$1,205.15	\$2,611.17	\$31,334.00
705	MINIMUM	\$10.7149	\$857.19	\$1,857.25	\$22,287.00
	MIDPOINT	\$13.6082	\$1,088.65	\$2,358.75	\$28,305.00
	MAXIMUM	\$16.5010	\$1,320.08	\$2,860.17	\$34,322.00
706	MINIMUM	\$11.8288	\$946.31	\$2,050.33	\$24,604.00
	MIDPOINT	\$15.0226	\$1,201.81	\$2,603.92	\$31,247.00
	MAXIMUM	\$18.2163	\$1,457.31	\$3,157.50	\$37,890.00
707	MINIMUM	\$13.1904	\$1,055.23	\$2,286.33	\$27,436.00
	MIDPOINT	\$16.7519	\$1,340.15	\$2,903.67	\$34,844.00
	MAXIMUM	\$20.3130	\$1,625.04	\$3,520.92	\$42,251.00
708	MINIMUM	\$15.0341	\$1,202.73	\$2,605.92	\$31,271.00
	MIDPOINT	\$19.0933	\$1,527.46	\$3,309.50	\$39,714.00
	MAXIMUM	\$23.1524	\$1,852.19	\$4,013.08	\$48,157.00
709	MINIMUM	\$16.5779	\$1,326.23	\$2,873.50	\$34,482.00
	MIDPOINT	\$21.0538	\$1,684.31	\$3,649.33	\$43,792.00
	MAXIMUM	\$25.5298	\$2,042.38	\$4,425.17	\$53,102.00
710	MINIMUM	\$19.0457	\$1,523.65	\$3,301.25	\$39,615.00
	MIDPOINT	\$24.1880	\$1,935.04	\$4,192.58	\$50,311.00
	MAXIMUM	\$29.3303	\$2,346.42	\$5,083.92	\$61,007.00
711	MINIMUM	\$21.2990	\$1,703.92	\$3,691.83	\$44,302.00
	MIDPOINT	\$27.0500	\$2,164.00	\$4,688.67	\$56,264.00
	MAXIMUM	\$32.8005	\$2,624.04	\$5,685.42	\$68,225.00
712	MINIMUM	\$24.9885	\$1,999.08	\$4,331.33	\$51,976.00
	MIDPOINT	\$31.7356	\$2,538.85	\$5,500.83	\$66,010.00
	MAXIMUM	\$38.4822	\$3,078.58	\$6,670.25	\$80,043.00
713	MINIMUM	\$28.8817	\$2,310.54	\$5,006.17	\$60,074.00
	MIDPOINT	\$36.6798	\$2,934.38	\$6,357.83	\$76,294.00
	MAXIMUM	\$44.4779	\$3,558.23	\$7,709.50	\$92,514.00
714	MINIMUM	\$32.3817	\$2,590.54	\$5,612.83	\$67,354.00
	MIDPOINT	\$41.1250	\$3,290.00	\$7,128.33	\$85,540.00
	MAXIMUM	\$49.8678	\$3,989.42	\$8,643.75	\$103,725.00
715	MINIMUM	\$37.0889	\$2,967.12	\$6,428.75	\$77,145.00
	MIDPOINT	\$47.1029	\$3,768.23	\$8,164.50	\$97,974.00
	MAXIMUM	\$57.1168	\$4,569.35	\$9,900.25	\$118,803.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**SPECIAL PAY LINE**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
806	MINIMUM	\$13.0115	\$1,040.92	\$2,255.33	\$27,064.00
	MIDPOINT	\$16.5250	\$1,322.00	\$2,864.33	\$34,372.00
	MAXIMUM	\$20.0380	\$1,603.04	\$3,473.25	\$41,679.00
807	MINIMUM	\$14.5096	\$1,160.77	\$2,515.00	\$30,180.00
	MIDPOINT	\$18.4269	\$1,474.15	\$3,194.00	\$38,328.00
	MAXIMUM	\$22.3442	\$1,787.54	\$3,873.00	\$46,476.00
808	MINIMUM	\$16.5375	\$1,323.00	\$2,866.50	\$34,398.00
	MIDPOINT	\$21.0029	\$1,680.23	\$3,640.50	\$43,686.00
	MAXIMUM	\$25.4678	\$2,037.42	\$4,414.42	\$52,973.00
809	MINIMUM	\$18.2356	\$1,458.85	\$3,160.83	\$37,930.00
	MIDPOINT	\$23.1591	\$1,852.73	\$4,014.25	\$48,171.00
	MAXIMUM	\$28.0827	\$2,246.62	\$4,867.67	\$58,412.00
810	MINIMUM	\$20.9505	\$1,676.04	\$3,631.42	\$43,577.00
	MIDPOINT	\$26.6072	\$2,128.58	\$4,611.92	\$55,343.00
	MAXIMUM	\$32.2635	\$2,581.08	\$5,592.33	\$67,108.00
811	MINIMUM	\$23.4288	\$1,874.31	\$4,061.00	\$48,732.00
	MIDPOINT	\$29.7548	\$2,380.38	\$5,157.50	\$61,890.00
	MAXIMUM	\$36.0808	\$2,886.46	\$6,254.00	\$75,048.00
812	MINIMUM	\$27.4875	\$2,199.00	\$4,764.50	\$57,174.00
	MIDPOINT	\$34.9091	\$2,792.73	\$6,050.92	\$72,611.00
	MAXIMUM	\$42.3303	\$3,386.42	\$7,337.25	\$88,047.00
813	MINIMUM	\$31.7697	\$2,541.58	\$5,506.75	\$66,081.00
	MIDPOINT	\$40.3476	\$3,227.81	\$6,993.58	\$83,923.00
	MAXIMUM	\$48.9255	\$3,914.04	\$8,480.42	\$101,765.00
814	MINIMUM	\$35.6197	\$2,849.58	\$6,174.08	\$74,089.00
	MIDPOINT	\$45.2375	\$3,619.00	\$7,841.17	\$94,094.00
	MAXIMUM	\$54.8548	\$4,388.38	\$9,508.17	\$114,098.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**SPECIAL PAY LINE AND  
MODERATE (\$600) ADDITIONAL COMPENSABLE ELEMENTS (ACES)**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
826	MINIMUM	\$13.3000	\$1,064.00	\$2,305.33	\$27,664.00
	MIDPOINT	\$16.8913	\$1,351.31	\$2,927.83	\$35,134.00
	MAXIMUM	\$20.4822	\$1,638.58	\$3,550.25	\$42,603.00
827	MINIMUM	\$14.7981	\$1,183.85	\$2,565.00	\$30,780.00
	MIDPOINT	\$18.7938	\$1,503.50	\$3,257.58	\$39,091.00
	MAXIMUM	\$22.7889	\$1,823.12	\$3,950.08	\$47,401.00
828	MINIMUM	\$16.8260	\$1,346.08	\$2,916.50	\$34,998.00
	MIDPOINT	\$21.0327	\$1,682.62	\$3,645.67	\$43,748.00
	MAXIMUM	\$25.2389	\$2,019.12	\$4,374.75	\$52,497.00
829	MINIMUM	\$18.5240	\$1,481.92	\$3,210.83	\$38,530.00
	MIDPOINT	\$23.1553	\$1,852.42	\$4,013.58	\$48,163.00
	MAXIMUM	\$27.7861	\$2,222.88	\$4,816.25	\$57,795.00
830	MINIMUM	\$21.2389	\$1,699.12	\$3,681.42	\$44,177.00
	MIDPOINT	\$26.5490	\$2,123.92	\$4,601.83	\$55,222.00
	MAXIMUM	\$31.8587	\$2,548.69	\$5,522.17	\$66,266.00

**SPECIAL PAY LINE AND  
CONSIDERABLE (\$1200) ADDITIONAL COMPENSABLE ELEMENTS (ACES)**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
868	MINIMUM	\$18.1913	\$1,455.31	\$3,153.17	\$37,838.00
	MIDPOINT	\$23.1029	\$1,848.23	\$4,004.50	\$48,054.00
	MAXIMUM	\$28.0144	\$2,241.15	\$4,855.83	\$58,270.00
869	MINIMUM	\$20.0591	\$1,604.73	\$3,476.92	\$41,723.00
	MIDPOINT	\$25.4750	\$2,038.00	\$4,415.67	\$52,988.00
	MAXIMUM	\$30.8909	\$2,471.27	\$5,354.42	\$64,253.00
870	MINIMUM	\$23.0457	\$1,843.65	\$3,994.58	\$47,935.00
	MIDPOINT	\$29.2678	\$2,341.42	\$5,073.08	\$60,877.00
	MAXIMUM	\$35.4899	\$2,839.19	\$6,151.58	\$73,819.00
871	MINIMUM	\$25.7716	\$2,061.73	\$4,467.08	\$53,605.00
	MIDPOINT	\$32.7303	\$2,618.42	\$5,673.25	\$68,079.00
	MAXIMUM	\$39.6889	\$3,175.12	\$6,879.42	\$82,553.00
872	MINIMUM	\$30.2361	\$2,418.88	\$5,240.92	\$62,891.00
	MIDPOINT	\$38.4000	\$3,072.00	\$6,656.00	\$79,872.00
	MAXIMUM	\$46.5635	\$3,725.08	\$8,071.00	\$96,852.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**REGULAR EPAS II**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
908	MINIMUM	\$15.0341	\$1,202.73	\$2,605.92	\$31,271.00
	MIDPOINT	\$19.0933	\$1,527.46	\$3,309.50	\$39,714.00
	MAXIMUM	\$23.1524	\$1,852.19	\$4,013.08	\$48,157.00
909	MINIMUM	\$16.5779	\$1,326.23	\$2,873.50	\$34,482.00
	MIDPOINT	\$21.0538	\$1,684.31	\$3,649.33	\$43,792.00
	MAXIMUM	\$25.5298	\$2,042.38	\$4,425.17	\$53,102.00
910	MINIMUM	\$19.0457	\$1,523.65	\$3,301.25	\$39,615.00
	MIDPOINT	\$24.1880	\$1,935.04	\$4,192.58	\$50,311.00
	MAXIMUM	\$29.3303	\$2,346.42	\$5,083.92	\$61,007.00
911	MINIMUM	\$21.2990	\$1,703.92	\$3,691.83	\$44,302.00
	MIDPOINT	\$27.0500	\$2,164.00	\$4,688.67	\$56,264.00
	MAXIMUM	\$32.8005	\$2,624.04	\$5,685.42	\$68,225.00
912	MINIMUM	\$24.9885	\$1,999.08	\$4,331.33	\$51,976.00
	MIDPOINT	\$31.7356	\$2,538.85	\$5,500.83	\$66,010.00
	MAXIMUM	\$38.4822	\$3,078.58	\$6,670.25	\$80,043.00
913	MINIMUM	\$28.8817	\$2,310.54	\$5,006.17	\$60,074.00
	MIDPOINT	\$36.6798	\$2,934.38	\$6,357.83	\$76,294.00
	MAXIMUM	\$44.4779	\$3,558.23	\$7,709.50	\$92,514.00
914	MINIMUM	\$32.3817	\$2,590.54	\$5,612.83	\$67,354.00
	MIDPOINT	\$41.1250	\$3,290.00	\$7,128.33	\$85,540.00
	MAXIMUM	\$49.8678	\$3,989.42	\$8,643.75	\$103,725.00
915	MINIMUM	\$37.0889	\$2,967.12	\$6,428.75	\$77,145.00
	MIDPOINT	\$47.1029	\$3,768.23	\$8,164.50	\$97,974.00
	MAXIMUM	\$57.1168	\$4,569.35	\$9,900.25	\$118,803.00

2016 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**SPECIAL PAY LINE EPAS II**

<b>GRADE</b>	<b>MIN/MAX</b>	<b>HOURLY</b>	<b>BI-WEEKLY</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
918	MINIMUM	\$16.5375	\$1,323.00	\$2,866.50	\$34,398.00
	MIDPOINT	\$21.0029	\$1,680.23	\$3,640.50	\$43,686.00
	MAXIMUM	\$25.4678	\$2,037.42	\$4,414.42	\$52,973.00
919	MINIMUM	\$18.2356	\$1,458.85	\$3,160.83	\$37,930.00
	MIDPOINT	\$23.1591	\$1,852.73	\$4,014.25	\$48,171.00
	MAXIMUM	\$28.0827	\$2,246.62	\$4,867.67	\$58,412.00
920	MINIMUM	\$20.9505	\$1,676.04	\$3,631.42	\$43,577.00
	MIDPOINT	\$26.6072	\$2,128.58	\$4,611.92	\$55,343.00
	MAXIMUM	\$32.2635	\$2,581.08	\$5,592.33	\$67,108.00
921	MINIMUM	\$23.4288	\$1,874.31	\$4,061.00	\$48,732.00
	MIDPOINT	\$29.7548	\$2,380.38	\$5,157.50	\$61,890.00
	MAXIMUM	\$36.0808	\$2,886.46	\$6,254.00	\$75,048.00
922	MINIMUM	\$27.4875	\$2,199.00	\$4,764.50	\$57,174.00
	MIDPOINT	\$34.9091	\$2,792.73	\$6,050.92	\$72,611.00
	MAXIMUM	\$42.3303	\$3,386.42	\$7,337.25	\$88,047.00
923	MINIMUM	\$31.7697	\$2,541.58	\$5,506.75	\$66,081.00
	MIDPOINT	\$40.3476	\$3,227.81	\$6,993.58	\$83,923.00
	MAXIMUM	\$48.9255	\$3,914.04	\$8,480.42	\$101,765.00
924	MINIMUM	\$35.6197	\$2,849.58	\$6,174.08	\$74,089.00
	MIDPOINT	\$45.2375	\$3,619.00	\$7,841.17	\$94,094.00
	MAXIMUM	\$54.8548	\$4,388.38	\$9,508.17	\$114,098.00
925	MINIMUM	\$40.7981	\$3,263.85	\$7,071.67	\$84,860.00
	MIDPOINT	\$51.8135	\$4,145.08	\$8,981.00	\$107,772.00
	MAXIMUM	\$62.8284	\$5,026.27	\$10,890.25	\$130,683.00
999	Designates classifications for which no grade is assigned.				

## **COMPENSATION OBJECTIVES**

The City of Little Rock administers a compensation program with the following objectives:

- to provide salary ranges that are fair and internally equitable;
- to provide salary ranges that are externally competitive with relevant labor markets;
- to ensure compliance with federal and state regulatory guidelines;
- to review classifications on a timely schedule; and
- to ensure administration of the compensation program on a fair and consistent basis.

Specific exceptions to these policies must be approved in writing by the City Manager.

## **NEW HIRES**

### **A. NON-UNIFORMED CLASSIFICATIONS**

The minimum of the salary range is considered to be an internally equitable and externally competitive salary for a new employee who meets the minimum qualifications required for the classification.

Notwithstanding the above, Department Directors shall have the discretion to approve a new hire salary rate up to the mid-point of the salary range of the grade based on the employee's qualifications. Any salary recommendation in excess of the midpoint of the range will require the City Manager's written approval prior to the salary offer. The Department of Human Resources will not process a new hire without documentation of that approval.

No employee will be hired below the minimum of the salary range of the classification.

Department Directors should ensure that internal equity exists in the salary structure before a salary is offered to a applicant. In the event an inequity exists, the Director of Human Resources will have the discretion to approve salary adjustments up to mid-point of the salary range; salaries that require adjustment over mid-point of the salary range will require the City Manager's approval. An employee who believes a salary inequity exists in his/her division may request a review of the salary structure by the Director of Human Resources.

### **B. UNIFORMED, UNION-ELIGIBLE CLASSIFICATIONS**

New hires shall begin at the minimum of the salary range of the appropriate grade.

## **SALARY PROGRESSION**

The effective date of annual salary increases will be the first day of the pay period for the first payday which falls in the new year, unless otherwise negotiated.

Such increases are separate from other salary adjustments, including career ladder, equity, promotional, reclassification, or other adjustments.

Salary increase amounts are determined by the City Manager and respective Department Directors, unless otherwise negotiated.

### **A. NON-UNION ELIGIBLE CLASSIFICATIONS**

Newly-hired employees will be eligible for the normal merit increase at the completion of the first year of service. If the employee completes the first year of service on or before December 31, the employee will be eligible for both the one year anniversary increase and the merit increase for the subsequent year, regardless of whether the one year of service is completed before the actual effective date of the increases for the subsequent year. (EXAMPLE: An employee with a hire date of December 31 will be eligible for both the one year anniversary increase effective December 31, and the merit increase for the following year which has an effective date of December 15.)

Salary increase effective dates for non-uniformed non-union eligible employees moving into non-uniform non-union eligible positions will be as outlined above.

Based upon the discretion of the Department Director, a newly hired or promoted employee may be eligible to receive a salary increase upon completion of the six-month probationary period. The granting of such increase up to five percent (5%) will require the approval of the Director of Human Resources; increases of more than five percent (5%) will require the approval of the City Manager. Future merit increases will be in accordance with the normal merit increase cycle for a newly hired or promoted employee.

All other salary progression shall be based upon performance or as authorized by the City Manager.

### **B. NON-UNIFORMED, UNION-ELIGIBLE CLASSIFICATIONS**

Salary progression shall be based on negotiated increases.

### **C. UNIFORMED, UNION-ELIGIBLE CLASSIFICATIONS**

Salary progression shall be based on negotiated increases.

## PROMOTIONS

### A. TYPES OF PROMOTIONS

When moving within **NON-UNIFORMED** classifications, it shall be considered a promotion if the maximum of the range of the employee's new grade is greater than the maximum of the range of his current grade.

When moving within **UNIFORMED POLICE OR FIRE** classification systems respectively, it shall be considered a promotion if the employee moves to a higher rank.

When moving from a **UNIFORMED** classification to a **NON-UNIFORMED** classification or vice-versa; or when moving from a **UNIFORMED POLICE** classification to a **UNIFORMED FIRE** classification or vice-versa, it shall not be considered a promotion. New hire salary procedures shall apply.

Movement between classifications with the same grade, same maximum of the range of the grade, or same title shall be considered a Lateral Transfer.

### B. AMOUNT OF PROMOTIONAL INCREASES

The amount of promotional increase for any uniform position not covered by an agreement with a recognized employee group is subject to review and evaluation on an annual basis.

In no instance shall an employee be paid below the minimum of the salary range of the classification.

#### 1. **UNIFORMED, UNION-ELIGIBLE EMPLOYEES** **(Moving Within Union-Eligible Classifications)**

Upon promotion, an employee's salary will be increased to the minimum of the new grade salary range.

#### 2. **POLICE SERGEANT PROMOTING TO POLICE LIEUTENANT**

An employee who is promoted shall receive the lesser of either:

- a. a ten percent (10%) promotional increase
- OR
- b. the lowest level salary of any employee currently within the Police Lieutenant rank.

#### 3. **POLICE LIEUTENANT PROMOTING TO POLICE CAPTAIN**

An employee who is promoted shall receive the lesser of either:

- a. a ten percent (10%) promotional increase
- OR
- c. the lowest-level salary of any employee currently within the Police Captain rank.

## **PROMOTIONS CONTINUED**

### **4. POLICE CAPTAIN OR POLICE LIEUTENANT PROMOTING TO ASSISTANT POLICE CHIEF**

An employee who is promoted shall receive the lesser of either:

- a. a ten percent (10%) promotional increase
- OR
- b. the lowest-level salary of any employee currently within the Assistant Police Chief rank.

### **5. FIRE CAPTAIN PROMOTING TO BATTALION CHIEF**

An employee who is promoted shall receive the lesser of either:

- a. twelve percent (12%) promotional increase
- OR
- b. lowest-level salary of any employee currently within the Battalion Chief rank.

### **6. PROMOTIONAL INCREASES FOR ALL OTHER EMPLOYEES**

Department Directors shall consider internal equity considerations when offering promotional increases. In no instance will a promotional increase be granted which does not maintain internal equity.

In no instance shall an employee who is promoted receive a salary rate below the minimum of the salary range of the new classification.

While a normal general rule for a promotional increase is approximately ten percent (10%), Department Directors shall have the discretion to approve a promotional salary rate up to the midpoint of the salary range of the new grade. Any salary recommendation in excess of the midpoint of the range will require the City Manager's approval prior to the salary offer.

### **7. LIMITATION APPLICABLE TO ALL PROMOTIONAL INCREASES**

If the promotional increase would cause the employee's salary to exceed the maximum of the salary range for the new grade, a lesser percentage increase will be given such that the employee's new salary equals the maximum of the new grade salary range. In no instance shall a promotional increase result in a salary which exceeds the maximum of the salary range of the new grade.

# DEMOTIONS

## A. TYPES OF DEMOTIONS

When moving within NON-UNIFORMED classifications, it shall be considered a demotion if the maximum of the range of the employee's new grade is less than the maximum of the range of the employee's current grade.

When moving within UNIFORMED POLICE OR FIRE classification systems respectively, it shall be considered a demotion if the employee moves to a lower rank.

When moving from a UNIFORMED classification to a NON-UNIFORMED classification or vice versa; or when moving from a UNIFORMED POLICE classification to a UNIFORMED FIRE classification or vice-versa, it shall not be considered a demotion. New hire salary procedures shall apply.

Movement between classifications with the same grade, same maximum of the range of the grade, or same title shall be considered a Lateral Transfer.

## B. AMOUNT OF DEMOTION SALARY ADJUSTMENT

When an employee requests a voluntary demotion to a lower classification, new hire procedures shall apply (see page V-2). Discretion to grant the request for a voluntary demotion lies with the appropriate Department Director.

### 1. PROBATIONARY EMPLOYEES FOLLOWING A PROMOTION

The employee's salary will be reduced to that which existed prior to the promotion. Any interim annual salary increases shall apply. This type of demotion will only be allowed when the position the employee was originally promoted from is vacant.

### 2. NON-PROBATIONARY EMPLOYEES MOVING WITHIN UNIFORMED, UNION-ELIGIBLE POSITIONS

The employee's salary will be reduced to the maximum of the salary range of the rank into which he was demoted.

### 4. NON-UNIFORMED, UNION-ELIGIBLE EMPLOYEES

An employee in this category who is demoted as a result of a disciplinary action shall receive a reduction in pay of at least six (6) percent. In no case will the reduced salary exceed the maximum of the lower grade.

### 5. ALL OTHER EMPLOYEES

An employee who is demoted as a result of a disciplinary action shall receive the lesser salary of either:

- a. ten percent (10%) demotional decrease
- OR
- b. maximum of the salary range of the new grade.

## **DEMOTIONS CONTINUED**

### **5. LIMITATION APPLICABLE TO ALL DEMOTION SALARY ADJUSTMENTS**

If the ten percent (10%) demotional decrease would cause the employee's salary to fall below the minimum of the salary range of his new grade, a lesser percentage decrease will be given such that the employee's new salary equals the minimum of the new salary range. In no instance shall a demotional decrease result in a salary which falls below the minimum of the salary range of the new grade.

## **LATERAL TRANSFERS**

### **A. TYPES OF LATERAL TRANSFERS**

When moving within **NON-UNIFORMED** classifications, it shall be considered a lateral transfer if the maximum of the range of the employee's new grade is equal to the maximum of the range of his current grade, or if the new classification and the current classification have the same job title.

### **B. AMOUNT OF LATERAL TRANSFER SALARY ADJUSTMENT**

Lateral transfers do not result in salary adjustments.

## **ALTERNATE RATE**

### **A. DEFINITION**

A regular full-time, non-uniformed employee assigned to work in a position with a higher rate of pay for a period of time which exceeds five (5) consecutive work days, shall receive an alternate rate of pay if both of the following conditions are met:

1. He performs a majority of the duties of the higher classification;
- AND
2. He is held accountable for his performance in the same manner as a newly hired or promoted employee in the higher classification.

Alternate rate status shall not exceed thirty (30) consecutive calendar days without written approval by the City Manager. After the initial thirty (30) calendar day period, continuation of the alternate rate assignment must be approved in writing by the City Manager every thirty (30) calendar day period.

An employee's anniversary date shall not change as a result of an alternate rate assignment.

While in alternate rate status in an overtime-eligible position, any time worked in excess of the forty (40) hours regularly scheduled workweek, as specified in this manual and current agreements, shall be paid at time and one-half the alternate rate amount.

### **B. AMOUNT OF ALTERNATE RATE SALARY ADJUSTMENT**

#### **1. NON-UNIFORMED, UNION-ELIGIBLE EMPLOYEES**

An employee placed in alternate rate status shall receive a five percent (5%) salary adjustment for the duration of the alternate rate assignment retroactive to the first work day.

Non-uniform union eligible employees assigned to work in a non-uniform non-union position shall receive alternate rate as outlined in the non-uniformed non-union section.

#### **2. NON-UNIFORMED, NON-UNION ELIGIBLE EMPLOYEES**

An employee placed in alternate rate status shall receive:

- a. Five percent (5%) salary adjustment for the initial thirty (30) calendar day period in alternate rate status.
- b. Beginning the thirty-first (31st) consecutive calendar day in alternate rate status, the employee shall receive the greater of an additional five percent (5%) salary adjustment, OR the minimum of the salary range of the higher classification. This adjustment shall be effective for the duration of the alternate rate assignment.

## **ALTERNATE RATE**

### **3. DEPARTMENT DIRECTOR (S) and MID-MANAGER (S)**

Alternate rate will not be paid for Department Director or Mid-manager positions unless there is a vacancy, or specific approval is received from the City Manager.

An employee placed in alternate rate status shall receive:

- a. Five percent (5%) salary adjustment for the initial thirty (30) calendar day period in alternate rate status.
- b. Beginning with the thirty-first (31st) consecutive calendar day in alternate rate status, the employee shall receive the greater of an additional five percent (5%) salary adjustment, or the minimum of the salary range of the higher classification. This adjustment shall be effective for the duration of the alternate rate assignment.
- c. In cases of vacancies, the amount of alternate rate payable to the employee shall be determined by the City Manager.

## **SPECIAL DUTY ASSIGNMENT PAY**

The City of Little Rock recognizes that in exceptional, limited situations employees who are exempt from the overtime provision of the federal Fair Labor Standards Act (FLSA exempt employees) may be required to work significantly longer work hours or work weeks than normally are required. This policy is designed to treat such situations equitably and to recognize the work, commitment and dedication of employees who put in those extended hours. FLSA exempt employees generally are expected to work at least forty hours each week and as many hours as necessary to complete their jobs. This policy does not change these expectations. Rather, it recognizes the existence of exceptional circumstances in which FLSA exempt employees are required to work beyond the 40 hour or 56 hour workweek. This policy is applicable to all employees in the classifications of Battalion Chief and Police Lieutenant.

### **A. DEFINITION**

Special Duty Assignment pay is payment reflective of the overtime rate (this rate will be established by the Department of Human Resources each year) of the preceding rank for the applicable position e.g. Fire Captain for Battalion Chief and Police Sergeant for Police Lieutenant or compensatory time at straight-time (hour for hour) to specific employees in the classifications of Battalion Chief and Police Lieutenant designated by the respective Department Director who are required to work non-scheduled work time beyond the forty (40) hour or fifty-six (56) hour workweek in any of the following circumstances:

1. Employee is called back/called out to work.
2. Employee is required to work a minimum of three (3) additional hours per scheduled work shift.
3. Employee is scheduled to appear in court for work related cases during unscheduled work shift.
4. Temporary high priority project assignments with mandatory deadlines.

### **B. GUIDELINES**

1. Both the employee and supervisor shall discuss in advance, where applicable the need for unusually longer work hours or workweek. The supervisor will determine what work shall be governed by this policy, and document all hours worked beyond forty (40) hour or fifty-six (56) hour workweek.
2. Attendance at routine/required meetings or holdover time during non-scheduled work shifts will not be eligible for Special Duty Assignment Pay.
3. In no instance shall an employee be eligible for Special Duty Assignment Pay, unless given special approval by the Department Director or designee.
4. The request must be pre-approved and submitted in writing, in instances where applicable prior to the work being performed.

## **SPECIAL DUTY ASSIGNMENT PAY CONTINUED**

### **C. AMOUNT OF SPECIAL DUTY ASSIGNMENT PAY**

All approved time worked in excess of the 40-hour workweek or 56-hour workweek will be paid at a rate of pay reflective of the overtime rate of the preceding rank for the applicable position e.g. Fire Captain for Battalion Chief and Police Sergeant for Police Lieutenant or may receive compensatory time at straight time (hour for hour) if approved by the Department Director or designee. This rate will be established by the Human Resources Department each year.

The pay code for special duty assignment pay, for the hours worked shall be entered into the payroll/personnel system by the respective department timekeeper, upon receiving written authorization from the respective Department Director or designee.

## **BUMPING**

- A. An employee exercising bumping rights will be compensated at the lesser of:
  - 1. Current salary, if such salary falls within the salary range of the bumped-to classification
  - OR
  - 2. Maximum of the salary range of the bumped-to position.
- B. If an employee, after exercising bumping rights, competes for and is promoted to a higher classification, normal promotion procedures shall apply.
- C. Bumping Rights Exhausted

An employee notified that he will be laid off, who has exhausted his bumping rights but is subsequently selected to fill a vacant position having the same or lower grade than the position from which the employee is laid off, may be paid up to midpoint of the range of the vacant position according to new hire salary procedures.

## **RECLASSIFICATIONS, UPGRADES, AND DOWNGRADES**

### **A. AMOUNT OF RECLASSIFICATION OR UPGRADE SALARY ADJUSTMENT**

If an employee holds a classification that is reclassified or upgraded to a classification which has a higher maximum salary range than the employee's current classification, the employee shall receive a salary increase based on equity. In no instance shall a salary increase result in a salary which exceeds the maximum of the salary range of the new grade.

### **B. AMOUNT OF RECLASSIFICATION OR DOWNGRADE SALARY ADJUSTMENT**

If an employee holds a classification that is reclassified or downgraded to a classification which has a lower maximum salary range than his current classification, his salary shall be redlined; however, there will be no salary adjustment to his base salary. The employee shall not receive any further increases until his salary is less than the maximum of his new grade's salary range.

## CAREER LADDER PROGRESSIONS

### A. DEFINITION

A career ladder progression is a progression from one classification to another within a designated career path.

The Classification Division of the Department of Human Resources shall maintain a current list of all positions which qualify for career ladder progressions.

### B. AMOUNT OF CAREER LADDER SALARY ADJUSTMENT

When an employee has completed the required period of service in the lower classification, he shall receive an increase equal to the greater of either:

1. five percent (5%) salary increase,
- OR
2. minimum of the salary range of the new classification.

If the five percent (5%) salary increase would cause the employee's salary to exceed the maximum of the salary range of the new grade, a lesser percent increase will be given such that the employee's new salary equals the maximum of the new grade salary range. In no instance shall a salary increase result in a salary which exceeds the maximum of the salary range of the new grade.

The amount of career ladder adjustment, including any raises to minimum of the salary range, will be applied before any other salary adjustments.

### C. LIST OF CAREER LADDER POSITIONS

CLASSIFICATION	GRADE	REQUIREMENT FOR PROGRESSION
Civil Engineer – Engineer Intern (EI)	868	
Civil Engineer I	869	Completion of one (1) year of experience as Civil Engineer – Engineer Intern (EI)
Civil Engineer II	871	Completion of four (4) years of experience as Civil Engineer I plus Professional Engineer (PE) registration
Landfill Operator A*	305	
Landfill Operator B*	306	Completion of one (1) year of experience as Landfill Operator A plus ADEQ B License plus Class B CDL
Landfill Operator C*	307	Completion of one (1) year of experience as Landfill Operator B plus ADEQ B License plus Class B CDL

\*Union-Eligible Position

**C. LIST OF CAREER LADDER POSITIONS CONTINUED**

<b>CLASSIFICATION</b>	<b>GRADE</b>	<b>REQUIREMENT FOR PROGRESSION</b>
Printing Technician I	403	
Printing Technician II	405	Completion of one (1) year of experience as Printing Technician I
Solid Waste Equipment Operator I	303	
Solid Waste Equipment Operator II	304	Completion of one (1) year of experience as Solid Waste Equipment Operator I
Traffic Engineer I	869	
Traffic Engineer II	871	Completion of four (4) years of experience as Traffic Engineer I plus two (2) years of supervisory experience plus Professional Engineer (PE) registration
Traffic Technician I*	407	
Traffic Technician II*	411	Completion of two (2) years of experience as Traffic Technician I

\*Union-Eligible Position

## **APPENDIX DEFINITIONS**

**ADDITIONAL COMPENSABLE ELEMENTS (ACES)** - Relatively enduring characteristics of jobs which may justify differential compensation. ACES usually derive from the physical, temporal or perceptual conditions under which work must be done (context). ACES are measured as the job is expected to be performed by a qualified incumbent. It is assumed that all appropriate action necessary to eliminate or minimize undesirable conditions has been taken; what remains is unavoidable.

**ADMINISTRATIVE REALIGNMENT** - An adjustment of position(s) or duties within an organization to achieve better distribution of job tasks and responsibilities.

**ANNIVERSARY DATE** - The effective date of appointment, promotion, reclassification, or demotion.

**BUMPING** - The process by which an employee designated for permanent layoff displaces a less senior employee in accordance with applicable policies and procedures.

**CLASSIFICATION** - The assignment or grouping of positions regardless of location, that are similar enough in duties and responsibilities to be given the same title, pay grade, and require substantially the same qualifications.

**DEMOTION** - The movement of a regular full-time employee to a classification which has a lower grade level than the classification the employee currently holds.

**DOWNGRADE** - Reduction of a position from a higher pay grade to a lower pay grade due to internal or external equity considerations.

**EMPLOYEE PERFORMANCE APPRAISAL SYSTEM (EPAS)** - A system of behavioral standards to measure individual performance and achievement of goals.

**HR-2A FORM - CLASSIFICATION REVIEW REQUEST** - This form is used by Department Directors, or incumbents via the chain of command, to request a review of the classification of a position.

**INEQUITY** - A less-experienced employee earns a higher salary than a more-experienced employee. Internal equity adjustments are required where a hiring decision was made which results in an individual being hired with less experience than current employees, OR when, over time, there is some shifting of salaries which results in internal equity.

**LATERAL TRANSFER** - The movement of a regular full-time employee to a classification which has the same grade, the same maximum of the range of the grade, or the same title as the classification the employee currently holds. The criteria for this movement do not meet the promotion or demotion requirements

**MAXIMUM** - The highest rate of pay in a particular salary range.

**MIDPOINT** - The salary that is halfway between the minimum and the maximum of a salary range.

## APPENDIX

### DEFINITIONS CONTINUED

**MINIMUM** - The lowest rate of pay in a particular salary range.

**PAY GRADE** - A grouping of jobs with the same or similar organizational value for compensation purposes. In the City's system, a three (3) digit numerical code indicates the pay grade.

**PROBATIONARY PERIOD** - The period of time immediately following an employee's date of hire, promotion, or demotion, in which his performance is closely monitored to determine whether or not the employee will be granted regular status. Unless specified by policy to be otherwise, probation shall be six months.

**PROMOTION** - A competitive process by which a regular full-time employee moves to a classification which has a higher grade level than the classification the employee currently holds.

**RECLASSIFICATION** - A change in classification or pay grade of a position due to a change in duties and responsibilities.

**REDLINED RATE** - A salary rate that exceeds the salary range maximum.

**REGULAR BASE PAY GRADE** – The pay grade assigned to a job classification based on the evaluation (versus ACES or Special Pay Line grades).

**SPECIAL PAY LINE** - A salary range which takes the labor market into account. Some classifications which require unique, “hard to find” skills, exist in a highly competitive labor market or are under other circumstances where the market does not supply the demand, may be placed in a Special Pay Line category at the discretion of the Director of Human Resources. As market conditions or other factors dictate, such classifications may be reviewed and returned to their previous corresponding regular base pay grade, at the discretion of the Director of Human Resources.

**STATUS CHANGE FORM** – This form is used to document new hires, salary adjustments, promotions, demotions, transfers, terminations, or any other personnel action. The Department of Human Resources will complete this form for hire and rehire actions. Individual departments will initiate this form for all other personnel actions after the initial employment.

**UNIFORMED POSITIONS** - Ranking positions in the Fire and Police Departments.

**UPGRADE** - Progression from a lower pay grade to a higher pay grade due to internal or external equity considerations.