

**2019**

**CITY OF LITTLE ROCK  
COMPENSATION MANUAL**



**PREPARED BY THE DEPARTMENT OF HUMAN RESOURCES**

## **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 This document shall be controlling unless superseded by written directions of the Director of Human Resources.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	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	311 CUSTOMER SERVICE REPRESENTATIVE	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-33	311 SERVICE CENTER MANAGER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	ACCOUNTANT	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	ACCOUNTING CLERK - SENIOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-17	ACCOUNTING CLERK I	406	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-18	ACCOUNTING CLERK II	407	N	U	\$28,725	----	\$40,310	13.81	----	19.38
IV-30	ACCOUNTING SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	ACCOUNTS PAYABLE SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	ACCOUNTS PAYABLE SUPERVISOR	711	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	ADMINISTRATIVE ASSISTANT I	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-34	ADMINISTRATIVE ASSISTANT TO THE MAYOR	999	N	NU	----	----	----	----	'----	'----
IV-30	ADMINISTRATIVE COURT OPERATIONS COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-33	ADMINISTRATIVE OPERATIONS MANAGER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-33	ADMINISTRATIVE SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	ADMINISTRATIVE TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ADMINISTRATIVE/RECONCILIATION COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	AGING AND ACTIVE SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-9	AIR CONDITIONING AND HEATING MECHANIC	309	N	U	\$35,506	----	\$49,816	17.07	----	23.95
IV-34	AMERICORPS URBAN SAFETY/ENVIRONMENTAL COORDINATOR	999	E	NU	----	----	----	----	'----	'----
IV-4	ANIMAL CARE TECHNICIAN	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-5	ANIMAL KEEPER	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-30	ANIMAL KEEPER - SENIOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ANIMAL SERVICES COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	ANIMAL SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-5	ANIMAL SERVICES OFFICER	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-30	ANIMAL SERVICES SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-34	APPLICATIONS DEVELOPMENT MANAGER	923	E	NU	\$67,243	\$85,399	\$103,554	32.33	41.06	49.79
IV-30	AQUATICS SPECIALIST	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	ASSET MANAGEMENT ADMINISTRATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	ASSISTANT AQUATICS SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ASSISTANT CITY ATTORNEY	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	ASSISTANT CITY CLERK	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-29	ASSISTANT CITY MANAGER	618	E	NU	\$100,356	\$127,452	\$154,548	48.25	61.28	74.30
IV-33	ASSISTANT DIRECTOR OF FINANCE	914	E	NU	\$68,538	\$87,044	\$105,549	32.95	41.85	50.74
IV-34	ASSISTANT DIRECTOR OF PUBLIC WORKS	925	E	NU	\$86,351	\$109,666	\$132,981	41.52	52.72	63.93
IV-33	ASSISTANT DIRECTOR OF THE ZOO	914	E	NU	\$68,538	\$87,044	\$105,549	32.95	41.85	50.74
IV-30	ASSISTANT FACILITY SUPERVISOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67

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

PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
III-3	ASSISTANT FIRE CHIEF	250	E	NU	\$81,626	\$102,033	\$122,439	39.24	49.05	58.87
IV-30	ASSISTANT FITNESS CENTER SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	ASSISTANT FITNESS SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
II-3	ASSISTANT POLICE CHIEF	150	E	NU	\$86,767	\$108,459	\$130,151	41.72	52.14	62.57
IV-30	ASSISTANT PURCHASING MANAGER	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	ASSISTANT RECORDS SUPERVISOR	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	ASSISTANT RECREATION PROGRAMS COORDINATOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	ASSISTANT SOLID WASTE COLLECTION SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	ASSISTANT STREET SUPERINTENDENT	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-34	ASSISTANT TO THE MAYOR	999	E	NU	----	----	----	'----	'----	'----
IV-33	ASST. DIR. OF HOUSING AND NEIGHBORHOOD PROGRAMS	914	E	NU	\$68,538	\$87,044	\$105,549	32.95	41.85	50.74
IV-33	AUDIT MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-12	AUTOMOTIVE BODY TECHNICIAN	358	N	U	\$36,525	----	\$51,272	17.56	----	24.65
IV-26	AUTOMOTIVE TEAM LEADER	463	N	U	\$41,454	----	\$58,198	19.93	----	27.98
IV-2	AUTOMOTIVE TECHNICIAN ASSISTANT	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76
IV-10	AUTOMOTIVE TECHNICIAN I	356	N	U	\$33,405	----	\$46,862	16.06	----	22.53
IV-12	AUTOMOTIVE TECHNICIAN II	358	N	U	\$36,525	----	\$51,272	17.56	----	24.65
IV-30	AUTOMOTIVE/EQUIPMENT COORDINATOR	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	AUTOMOTIVE/EQUIPMENT COORDINATOR - SENIOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
III-3	BATTALION CHIEF (40 HOUR)	241	E	NU	\$73,452	\$91,815	\$110,178	35.31	44.14	52.97
III-3	BATTALION CHIEF (56 HOUR)	240	E	NU	\$73,452	\$91,815	\$110,178	35.31	44.14	52.97
IV-30	BATTERERS TREATMENT PROGRAM COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	BENEFITS ANALYST	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-33	BENEFITS AND RISK MANAGER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-30	BICYCLE AND PEDESTRIAN COORDINATOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-34	BOARD OF DIRECTORS ADMINISTRATIVE ASSISTANT	999	N	NU	----	----	----	'----	'----	'----
IV-30	BUDGET AND MANAGEMENT ANALYST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	BUDGET OFFICER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-28	BUILDING AND PROPERTY MAINTENANCE INSPECTOR	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-33	BUILDING CODES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	BUILDING INSPECTION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-8	BUILDING MAINTENANCE MECHANIC	308	N	U	\$33,197	----	\$46,613	15.96	----	22.41
IV-30	BUILDING MAINTENANCE MECHANIC - SENIOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	BUILDING SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	BUILDING SERVICES SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	CASE COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	CENTRE FACILITY SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85

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			E/N	NU/U	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IV-30	CHIEF COURT CLERK	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-29	CHIEF DEPUTY CITY ATTORNEY	617	E	NU	\$91,234	\$115,867	\$140,500	43.86	55.71	67.55
IV-29	CHIEF OF POLICE	603	E	NU	\$92,638	\$117,651	\$142,663	44.54	56.56	68.59
IV-34	CHIEF SERVICE OFFICER	999	E	NU	----	----	----	'----	'----	'----
IV-29	CITY ATTORNEY	611	E	NU	\$106,398	\$135,126	\$163,853	51.15	64.96	78.78
IV-33	CITY CLERK/ADMINISTRATIVE SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-34	CITY MANAGER	999	E	NU	----	----	----	'----	'----	'----
IV-34	CITY MANAGER ADMINISTRATIVE ASSISTANT	999	N	NU	----	----	----	'----	'----	'----
IV-32	CIVIL ENGINEER - ENGINEER INTERN (EI)	868	E	NU	\$38,503	\$48,899	\$59,294	18.51	23.51	28.51
IV-32	CIVIL ENGINEER I	869	E	NU	\$42,457	\$53,921	\$65,384	20.41	25.92	31.43
IV-32	CIVIL ENGINEER II	871	E	NU	\$54,548	\$69,277	\$84,005	26.23	33.31	40.39
IV-32	CIVIL ENGINEER III	872	E	NU	\$63,996	\$81,275	\$98,553	30.77	39.07	47.38
IV-34	CIVIL ENGINEERING MANAGER	924	E	NU	\$75,392	\$95,748	\$116,104	36.25	46.03	55.82
IV-28	CIVIL TRAFFIC WARDEN	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-33	CLASSIFICATION MANAGER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	CODE ENFORCEMENT COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	CODE ENFORCEMENT MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-28	CODE ENFORCEMENT OFFICER	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-28	CODE ENFORCEMENT OFFICER - SENIOR	528	N	NU	\$33,021	\$41,937	\$50,852	15.88	20.16	24.45
IV-30	CODE ENFORCEMENT OFFICER (PLANNING DEPT ONLY)	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	CODE ENFORCEMENT SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	COLLECTIONS SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	COLLECTIONS SYSTEMS SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-31	COMMUNICATIONS 911 GIS SPECIALIST	809	E	NU	\$38,597	\$49,019	\$59,440	18.56	23.57	28.58
IV-34	COMMUNICATIONS AND MARKETING MANAGER	999	E	NU	----	----	----	----	'----	'----
IV-32	COMMUNICATIONS CALL TAKER	826	N	NU	\$35,360	----	\$39,770	17.00	----	19.12
IV-30	COMMUNICATIONS CENTER ADMINISTRATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-33	COMMUNICATIONS CENTER ADMINISTRATOR	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-32	COMMUNICATIONS DISPATCHER	828	N	NU	\$43,451	----	\$61,797	20.89	----	29.71
IV-32	COMMUNICATIONS SHIFT SUPERVISOR	829	N	NU	\$46,467	----	\$66,123	22.34	----	31.79
IV-31	COMMUNICATIONS SYSTEM SPECIALIST	808	N	NU	\$35,003	\$44,454	\$53,904	16.83	21.37	25.92
IV-30	COMMUNITY DEVELOPMENT ADMINISTRATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	COMMUNITY DEVELOPMENT COMPLIANCE ANALYST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-28	COMMUNITY DEVELOPMENT CONSTRUCTION SPECIALIST	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-30	COMMUNITY DEVELOPMENT HOUSING ASSISTANT	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-33	COMMUNITY DEVELOPMENT MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	COMMUNITY DEVELOPMENT PLANNER	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	COMMUNITY DEVELOPMENT PROGRAMS MONITOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	COMMUNITY ENGAGEMENT SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-33	COMMUNITY PROGRAMS MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	COMMUNITY PROGRAMS OPERATIONS COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	COMMUNITY RESOURCES MANAGER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	COMMUNITY SERVICES COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-4	COMPOST EQUIPMENT OPERATOR	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-33	COMPROLLER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-31	COMPUTER AIDED-DISPATCH (CAD) 911 AND 311 SYSTEMS ANALYST	812	E	NU	\$58,178	\$73,886	\$89,594	27.97	35.52	43.07
IV-31	COMPUTER PROGRAMMER II	809	E	NU	\$38,597	\$49,019	\$59,440	18.56	23.57	28.58
IV-30	CONCESSION SUPERVISOR	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-33	CONSERVATION EDUCATION CURATOR	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	CONSTRUCTION PROJECT ADMINISTRATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	CONSTRUCTION PROJECT SCHEDULER	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	COOK (HOMELESS DAY RESOURCE CENTER)	704	N	NU	\$20,705	\$26,296	\$31,886	9.95	12.64	15.33
IV-33	COURT ADMINISTRATOR	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	COURT CLERK	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	COURT CLERK - SENIOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	COURT SECURITY OFFICER	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-3	CREW WORKER - SENIOR	303	N	U	\$26,270	----	\$36,858	12.63	----	17.72
IV-30	CRIME ANALYST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	CRIME ANALYST SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-28	CRIME SCENE SPECIALIST I	528	N	NU	\$33,021	\$41,937	\$50,852	15.88	20.16	24.45
IV-28	CRIME SCENE SPECIALIST II	529	N	NU	\$36,288	\$46,086	\$55,884	17.45	22.16	26.87
IV-28	CRIME SCENE SPECIALIST III	530	N	NU	\$41,511	\$52,719	\$63,927	19.96	25.35	30.73
IV-30	CURATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-4	CUSTODIAN - SENIOR	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-1	CUSTODIAN I	301	N	U	\$23,462	----	\$32,947	11.28	----	15.84
IV-2	CUSTODIAN II	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76
IV-34	DATA CENTER ADMINISTRATOR	922	E	NU	\$58,178	\$73,886	\$89,594	27.97	35.52	43.07
IV-29	DEPUTY CITY ATTORNEY	604	E	NU	\$76,301	\$96,903	\$117,504	36.68	46.59	56.49
IV-30	DEPUTY CITY CLERK	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	DEPUTY COURT CLERK	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-33	DEPUTY DIRECTOR OF PARKS	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-32	DESIGN REVIEW ENGINEER	872	E	NU	\$63,996	\$81,275	\$98,553	30.77	39.07	47.38
IV-29	DIRECTOR OF COMMUNITY PROGRAMS	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF FINANCE	603	E	NU	\$92,638	\$117,651	\$142,663	44.54	56.56	68.59

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ALPHABETICAL LISTING OF CLASSIFICATIONS**

PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-29	DIRECTOR OF FLEET SERVICES	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF HOUSING AND NEIGHBORHOOD PROGRAMS	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF HUMAN RESOURCES	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF INFORMATION TECHNOLOGY	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF PARKS AND RECREATION	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF PLANNING AND DEVELOPMENT	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-29	DIRECTOR OF PUBLIC WORKS	603	E	NU	\$92,638	\$117,651	\$142,663	44.54	56.56	68.59
IV-29	DIRECTOR OF THE ZOO	602	E	NU	\$88,883	\$112,882	\$136,880	42.73	54.27	65.81
IV-18	DISPATCHER/WORK COORDINATOR	407	N	U	\$28,725	----	\$40,310	13.81	----	19.38
IV-30	DIVERSITY PROGRAM ASSISTANT	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	DIVERSITY PROGRAM MANAGER (RCDC)	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-4	DUMP TRUCK OPERATOR	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-30	EDUCATION ANIMAL CARE SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ELECTRICAL INSPECTION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-28	ELECTRICAL INSPECTOR	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-9	ELECTRICIAN	309	N	U	\$35,506	----	\$49,816	17.07	----	23.95
IV-31	ELEPHANT AND HOOFSTOCK SPECIALIST	807	N	NU	\$30,710	\$39,002	\$47,293	14.76	18.75	22.74
IV-6	ELEPHANT CARE TECHNICIAN	306	N	U	\$30,347	----	\$42,619	14.59	----	20.49
IV-32	EMERGENCY COMMUNICATIONS TRAINER	829	N	NU	\$46,467	----	\$66,123	22.34	----	31.79
IV-32	EMERGENCY COMMUNICATIONS TRAINING SUPERVISOR	830	E	NU	\$49,490	----	\$70,440	23.79	----	33.87
IV-30	EMERGENCY MANAGEMENT ADMINISTRATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	EMERGENCY MANAGEMENT SPECIALIST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	EMPLOYMENT COORDINATOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-33	EMPLOYMENT SERVICES MANAGER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-28	ENGINEERING SPECIALIST	528	N	NU	\$33,021	\$41,937	\$50,852	15.88	20.16	24.45
IV-28	ENGINEERING SPECIALIST - SENIOR	529	N	NU	\$36,288	\$46,086	\$55,884	17.45	22.16	26.87
IV-30	ENGINEERING TECHNICIAN - SENIOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-32	ENVIRONMENTAL COMPLIANCE ENGINEER	870	E	NU	\$48,776	\$61,946	\$75,116	23.45	29.78	36.11
IV-2	EQUIPMENT OPERATOR I	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76
IV-4	EQUIPMENT OPERATOR III	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-5	EQUIPMENT OPERATOR IV	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-6	EQUIPMENT OPERATOR V	306	N	U	\$30,347	----	\$42,619	14.59	----	20.49
IV-30	FACILITY MAINTENANCE COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	FACILITY SUPERVISOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-16	FILE CLERK	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	FILE CLERK - SENIOR	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	FINANCE PENSION ADMINSTRATIVE COORDINATOR	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85



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

PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	FINANCIAL SERVICES ASSISTANT (POLICE)	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
III-2	FIRE APPARATUS ENGINEER (40 HOUR)	221	N	U	\$65,179	\$65,668	\$66,157	31.34	31.57	31.81
III-2	FIRE APPARATUS ENGINEER (56 HOUR)	220	N	U	\$62,593	\$63,692	\$64,790	21.49	21.87	22.25
III-2	FIRE CAPTAIN (40 HOUR)	231	N	U	\$69,684	\$72,619	\$75,553	33.50	34.91	36.32
III-2	FIRE CAPTAIN (56 HOUR)	230	N	U	\$68,233	\$71,104	\$73,975	23.43	24.42	25.40
IV-29	FIRE CHIEF	603	E	NU	\$92,638	\$117,651	\$142,663	44.54	56.56	68.59
IV-3	FIRE EQUIPMENT AND SUPPLY ASSISTANT	303	N	U	\$26,270	----	\$36,858	12.63	----	17.72
IV-30	FIRE EQUIPMENT REPAIR COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
III-1	FIREFIGHTER (40 HOUR)	211	N	U	\$41,292	\$51,020	\$60,747	19.85	24.53	29.21
III-1	FIREFIGHTER (56 HOUR)	210	N	U	\$40,381	\$49,939	\$59,497	13.87	17.15	20.43
IV-30	FISCAL SYSTEMS ADMINISTRATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	FITNESS CENTER SUPERVISOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	FITNESS SPECIALIST	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	FLEET ACQUISITION AND SAFETY SPECIALIST	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	FLEET ACQUISITIONS, PARTS, SPECIAL PROJECTS MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-33	FLEET MAINTENANCE MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	FLEET MASTER SCHEDULER AND SYSTEMS SPECIALIST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-16	FLEET PARTS CLERK	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	FLEET PARTS CLERK - SENIOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	FLEET PROCUREMENT SPECIALIST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	FLEET SERVICE ADVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	FLEET SERVICE CENTER COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	FOIA COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-17	FUEL SYSTEM TECHNICIAN	406	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-30	FUEL SYSTEMS SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	GENERAL CURATOR	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-31	GIS ANALYST - SENIOR	810	E	NU	\$44,342	\$56,315	\$68,287	21.32	27.07	32.83
IV-30	GOLF COURSE SUPERINTENDENT	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	GRANTS COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-33	GRANTS MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-22	GRAPHICS - GIS TECHNICIAN	411	N	U	\$34,840	----	\$48,901	16.75	----	23.51
IV-30	GRAPHICS SUPPORT SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	HEALTH AND WELLNESS COORDINATOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	HELPDESK SUPPORT SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	HELPDESK SUPPORT SPECIALIST - SENIOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-34	HOMELESS SERVICES ADVOCATE	999	E	NU	----	----	----	'----	'----	'----
IV-4	HORSE GROOM	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	HORTICULTURIST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	HOUSING PROGRAMS GRANT COMPLIANCE MONITOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	HUMAN RESOURCES ANALYST - SENIOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	HUMAN RESOURCES ANALYST I	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	HUMAN RESOURCES GENERALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	HUMAN RESOURCES SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	HUMAN RESOURCES SYSTEMS COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	HUMAN RESOURCES TECHNICIAN II	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-13	HVAC MECHANIC	359	N	U	\$39,062	----	\$54,808	18.78	----	26.35
IV-34	HVAC MECHANIC - SENIOR	999	N	NU	----	----	----	'----	'----	'----
IV-30	INFORMATION SYSTEMS COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	INTERGOVERNMENTAL RELATIONS MANAGER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-30	INTERNAL AUDITOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-5	IRRIGATION SPECIALIST	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-34	IT OPERATIONS MANAGER	923	E	NU	\$67,243	\$85,399	\$103,554	32.33	41.06	49.79
IV-31	IT SUPPORT SPECIALIST	808	N	NU	\$35,003	\$44,454	\$53,904	16.83	21.37	25.92
IV-30	IT SUPPORT SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-3	KENNEL ASSISTANT	303	N	U	\$26,270	----	\$36,858	12.63	'----	17.72
IV-33	LABOR AND EMPLOYEE RELATIONS MANAGER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-30	LABOR RELATIONS ANALYST II	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-1	LABORER	301	N	U	\$23,462	----	\$32,947	11.28	----	15.84
IV-31	LAND SURVEYOR	809	N	NU	\$38,597	\$49,019	\$59,440	18.56	23.57	28.58
IV-9	LANDFILL MAINTENANCE REPAIR SPECIALIST	309	N	U	\$35,506	----	\$49,816	17.07	----	23.95
IV-5	LANDFILL OPERATOR A	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-6	LANDFILL OPERATOR B	306	N	U	\$30,347	----	\$42,619	14.59	----	20.49
IV-7	LANDFILL OPERATOR C	307	N	U	\$31,741	----	\$44,574	15.26	----	21.43
IV-30	LANDFILL SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	LANDSCAPE SPECIALIST	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-31	LATENT PRINT EXAMINER	809	N	NU	\$38,597	\$49,019	\$59,440	18.56	23.57	28.58
IV-30	LAW OFFICE ADMINISTRATIVE COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-5	LEADER	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-28	LIFE SUPPORT SYSTEMS TECHNICIAN	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-34	LITTLE ROCK MARATHON MANAGER	999	E	NU	----	----	----	'----	'----	'----
IV-30	MARATHON ASSISTANT	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	MARATHON SECURITY AND OPERATIONS ASSISTANT	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-34	MAYOR	999	E	NU	----	----	----	'----	'----	'----
IV-34	MAYOR'S CHIEF OF STAFF	999	E	NU	----	----	----	'----	'----	'----

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	MECHANICAL INSPECTION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-28	MECHANICAL INSPECTOR	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-30	MEMBERSHIP SERVICES SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-4	METER REPAIR WORKER I	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-5	METER REPAIR WORKER II	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-30	MULTICULTURAL LIAISON	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	MUSEUM PROGRAM ASSISTANT	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	MUSEUM SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	NEIGHBORHOOD RESOURCE CENTER COORDINATOR	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	NEIGHBORHOOD RESOURCE CENTER OPERATIONS SUPERVISOR	909	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	NEIGHBORHOOD RESOURCE SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	NEIGHBORHOOD WATCH AND PUBLIC AFFAIRS COORDINATOR	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-31	NETWORK ANALYST	811	E	NU	\$49,589	\$62,979	\$76,368	23.84	30.28	36.72
IV-31	NETWORK COORDINATOR - SENIOR	810	E	NU	\$44,342	\$56,315	\$68,287	21.32	27.07	32.83
IV-31	NETWORK ENGINEER	812	E	NU	\$58,178	\$73,886	\$89,594	27.97	35.52	43.07
IV-31	NETWORK SECURITY ANALYST	812	E	NU	\$58,178	\$73,886	\$89,594	27.97	35.52	43.07
IV-34	NETWORK SECURITY MANAGER	923	E	NU	\$67,243	\$85,399	\$103,554	32.33	41.06	49.79
IV-14	OFFICE ASSISTANT I	403	N	U	\$24,523	----	\$34,403	11.79	----	16.54
IV-30	OFFICE ASSISTANT I (NON-UNION ELIGIBLE)	703	N	NU	\$19,118	\$24,280	\$29,442	9.19	11.67	14.15
IV-16	OFFICE ASSISTANT II	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	OFFICE ASSISTANT II (NON-UNION ELIGIBLE)	704	N	NU	\$20,705	\$26,296	\$31,886	9.95	12.64	15.33
IV-30	OFFICE ASSISTANT III	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	PARALEGAL	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	PARKING ENFORCEMENT COORDINATOR	909	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-27	PARKING ENFORCEMENT TECHNICIAN	505	N	NU	\$23,279	\$29,565	\$35,850	11.19	14.21	17.24
IV-30	PARKS COMMUNICATIONS & MARKETING COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-6	PARKS CONSTRUCTION WORKER I	306	N	U	\$30,347	----	\$42,619	14.59	----	20.49
IV-8	PARKS CONSTRUCTION WORKER II	308	N	U	\$33,197	----	\$46,613	15.96	----	22.41
IV-30	PARKS CONSTRUCTION/DEVELOPMENT COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	PARKS DESIGN MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-33	PARKS ENTERPRISES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	PARKS LANDSCAPE SUPERINTENDENT	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	----	29.85
IV-4	PARKS LANDSCAPE WORKER	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-33	PARKS MAINTENANCE AND CONSTRUCTION MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-33	PARKS MAINTENANCE MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-3	PARKS MAINTENANCE WORKER	303	N	U	\$26,270	----	\$36,858	12.63	----	17.72
IV-4	PARKS MAINTENANCE WORKER - SENIOR	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-30	PARKS PLANNER II	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	PARKS REVENUE COMPLIANCE ANALYST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	PAYROLL MANAGER	712	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	PAYROLL SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	PENSION SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-34	PERFORMANCE AND INNOVATION COORDINATOR	999	E	NU	----	----	----	'----	'----	'----
IV-30	PERMIT TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	PERMITS SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	PLANNER	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	PLANNING DOCUMENT TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-33	PLANNING MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-20	PLANNING TECHNICIAN	409	N	U	\$31,866	----	\$44,741	15.32	----	21.51
IV-30	PLANS DEVELOPMENT ADMINISTRATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	PLANS EXAMINER	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-9	PLUMBER	309	N	U	\$35,506	----	\$49,816	17.07	----	23.95
IV-30	PLUMBING AND GAS INSPECTION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-28	PLUMBING AND GAS INSPECTOR	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-31	POLICE CAMERA SYSTEMS NETWORK COORDINATOR	809	E	NU	\$38,597	\$49,019	\$59,440	18.56	23.57	28.58
II-3	POLICE CAPTAIN	140	E	NU	\$69,214	\$86,518	\$103,821	33.28	41.60	49.91
II-3	POLICE LIEUTENANT	130	E	NU	\$59,885	\$74,857	\$89,828	28.79	35.99	43.19
II-1	POLICE OFFICER	110	N	U	\$43,743	\$55,161	\$66,580	21.03	26.52	32.01
IV-30	POLICE PAYROLL COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	POLICE PAYROLL SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	POLICE RECORDS SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
II-2	POLICE SERGEANT	120	N	U	\$68,411	\$71,130	\$73,850	32.89	34.20	35.50
IV-16	POLICE SUBPOENA TECHNICIAN	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	POSITIVE INTERVENTION AND TRANSITION (PIT) COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-27	PRINTING SERVICES SUPERVISOR	508	N	NU	\$32,421	\$41,175	\$49,928	15.59	19.80	24.00
IV-14	PRINTING TECHNICIAN I	403	N	U	\$24,523	----	\$34,403	11.79	----	16.54
IV-16	PRINTING TECHNICIAN II	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	PROBATION ASSISTANT	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	PROBATION OFFICER	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	PROBATION OFFICER - SENIOR	710	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	PROBATION OFFICER - SENIOR (ENVIRONMENTAL COURT)	910	N	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	PROGRAM COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-34	PROGRAM GRANT ADMINISTRATOR	999	E	NU	----	----	----	----	----	----
IV-30	PROGRAM MONITOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-31	PROGRAMMER ANALYST	811	E	NU	\$49,589	\$62,979	\$76,368	23.84	30.28	36.72
IV-30	PROJECTS AND ADDRESSING SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-27	PROPERTY AND EVIDENCE SUPERVISOR	509	N	NU	\$35,688	\$45,324	\$54,960	17.16	21.79	26.42
IV-27	PROPERTY AND EVIDENCE TECHNICIAN	507	N	NU	\$28,518	\$36,218	\$43,918	13.71	17.41	21.11
IV-4	PUBLIC WORKS MAINTENANCE WORKER	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-30	PUBLIC WORKS OPERATIONS COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-34	PUBLIC WORKS OPERATIONS MANAGER	923	E	NU	\$67,243	\$85,399	\$103,554	32.33	41.06	49.79
IV-30	PUBLIC WORKS SAFETY TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	PUBLIC WORKS SERVICES REPRESENTATIVE	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	PURCHASING ASSISTANT	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	PURCHASING COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-34	PURCHASING MANAGER	999	E	NU	----	----	----	'----	'----	'----
IV-30	RECORDS COMPLIANCE SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	RECORDS SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	RECORDS TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	RECREATION FACILITY SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	RECREATION PROGRAMMER	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	RECREATION PROGRAMMER - SENIOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	RECREATION PROGRAMS COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-33	RECREATION PROGRAMS MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	RECYCLING & SUSTAINABILITY PROGRAM EDUCATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-34	REDEVELOPMENT ADMINISTRATOR	999	E	NU	----	----	----	'----	'----	'----
IV-30	RE-ENTRY PROGRAM COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-2	REFUSE COLLECTOR	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76
IV-30	RESOURCE SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	REVENUE COLLECTOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-5	RIVER MARKET & DOWNTOWN SVCS MAINTENANCE WORKER	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-30	SAFETY AND TRAINING COORDINATOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	SAFETY/LOSS CONTROL SPECIALIST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	SCALE HOUSE OPERATIONS SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-28	SCHEDULER - CONTROLLER	528	N	NU	\$33,021	\$41,937	\$50,852	15.88	20.16	24.45
IV-30	SCHEDULING COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	SECRETARY - EXECUTIVE	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	SENIOR BENEFITS ANALYST	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	SENIOR LABOR RELATIONS ANALYST	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	SERVICE COORDINATOR I	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-2	SIGN MAINTENANCE WORKER	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-25	SIGNAL REPAIR TECHNICIAN	414	N	U	\$39,458	----	\$55,370	18.97	----	26.62
IV-26	SIGNAL REPAIR TECHNICIAN - SENIOR	463	N	U	\$41,454	----	\$58,198	19.93	----	27.98
IV-4	SKILLED LABORER	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-30	SMALL BUSINESS DEVELOPMENT COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-31	SOFTWARE ENGINEER	812	E	NU	\$58,178	\$73,886	\$89,594	27.97	35.52	43.07
IV-30	SOLID WASTE COLLECTION SUPERVISOR	712	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	SOLID WASTE COMPLIANCE AND MAPPING SPECIALIST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-32	SOLID WASTE ENGINEER I	870	E	NU	\$48,776	\$61,946	\$75,116	23.45	29.78	36.11
IV-32	SOLID WASTE ENGINEER II	871	E	NU	\$54,548	\$69,277	\$84,005	26.23	33.31	40.39
IV-3	SOLID WASTE EQUIPMENT OPERATOR I	303	N	U	\$26,270	----	\$36,858	12.63	----	17.72
IV-4	SOLID WASTE EQUIPMENT OPERATOR II	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-5	SOLID WASTE EQUIPMENT OPERATOR III	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-30	SOLID WASTE INSPECTOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	SOLID WASTE SERVICES MANAGER	913	E	NU	\$61,130	\$77,635	\$94,140	29.39	37.32	45.26
IV-30	SPECIAL EVENTS AND PROGRAMS COORDINATOR	712	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	SPECIAL PROGRAMS COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-34	SPECIAL PROJECT ANALYST	999	N	NU	----	----	----	'----	'----	'----
IV-34	SPECIAL PROJECTS ADMINISTRATOR	999	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	SPORTS FIELD SUPERVISOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	STREET MAINTENANCE SUPERINTENDENT	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	STREET REPAIR SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	SUBDIVISION ADMINISTRATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	SUBPOENA CLERK	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	SUPERVISOR I	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	SUPERVISOR II	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-31	SUPERVISOR II	811	N	NU	\$49,589	\$62,979	\$76,368	23.84	30.28	36.72
IV-33	SUPPORT SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	SUPPORT SERVICES SPECIALIST	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-33	SUSTAINABILITY OFFICER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	TELECOMMUNICATIONS SPECIALIST	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-16	TELEPHONE REPORT CLERK/POLICE CADET	405	N	U	\$26,499	----	\$37,170	12.74	----	17.87
IV-30	THERAPEUTIC RECREATION PROGRAM COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	THERAPEUTIC RECREATION SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-2	TIRE WORKER	302	N	U	\$24,835	----	\$34,861	11.94	----	16.76
IV-5	TIRE WORKER - LEAD	305	N	U	\$29,037	----	\$40,768	13.96	----	19.60
IV-32	TRAFFIC ENGINEER - TRAINEE	868	E	NU	\$38,503	\$48,899	\$59,294	18.51	23.51	28.51
IV-32	TRAFFIC ENGINEER I	869	E	NU	\$42,457	\$53,921	\$65,384	20.41	25.92	31.43

**CITY OF LITTLE ROCK  
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PAGE NUMBER	JOB TITLE	GRADE	Exemption	Union	ANNUAL SALARY RANGE			HOURLY RATE OF PAY		
			Status	Eligibility	MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
			E/N	NU/U						
IV-32	TRAFFIC ENGINEER II	871	E	NU	\$54,548	\$69,277	\$84,005	26.23	33.31	40.39
IV-34	TRAFFIC ENGINEERING MANAGER	924	E	NU	\$75,392	\$95,748	\$116,104	36.25	46.03	55.82
IV-30	TRAFFIC OPERATIONS SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	TRAFFIC PROGRAMS SUPERVISOR	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-28	TRAFFIC SAFETY OFFICER	527	N	NU	\$29,118	\$36,980	\$44,842	14.00	17.78	21.56
IV-4	TRAFFIC SIGN FABRICATOR	304	N	U	\$27,622	-----	\$38,792	13.28	-----	18.65
IV-10	TRAFFIC SIGNAL APPRENTICE	356	N	U	\$33,405	-----	\$46,862	16.06	-----	22.53
IV-23	TRAFFIC SIGNAL TECHNICIAN I	412	N	U	\$36,254	-----	\$50,939	17.43	-----	24.49
IV-24	TRAFFIC SIGNAL TECHNICIAN II	413	N	U	\$37,690	-----	\$52,894	18.12	-----	25.43
IV-32	TRAFFIC SYSTEMS MANAGER	872	E	NU	\$63,996	\$81,275	\$98,553	30.77	39.07	47.38
IV-31	TRAFFIC SYSTEMS SPECIALIST	810	N	NU	\$44,342	\$56,315	\$68,287	21.32	27.07	32.83
IV-18	TRAFFIC TECHNICIAN I	407	N	U	\$28,725	-----	\$40,310	13.81	-----	19.38
IV-22	TRAFFIC TECHNICIAN II	411	N	U	\$34,840	-----	\$48,901	16.75	-----	23.51
IV-18	TRANSCRIPTIONIST	407	N	U	\$28,725	-----	\$40,310	13.81	-----	19.38
IV-30	TRANSPORTATION CODE COORDINATOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	TREASURY MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	TREASURY OPERATIONS ANALYST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	TREASURY SPECIALIST	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	URBAN DESIGNER	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-30	URBAN FORESTER	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-4	VEHICLE STORAGE ATTENDANT - LEAD	304	N	U	\$27,622	-----	\$38,792	13.28	-----	18.65
IV-3	VEHICLE STORAGE ATTENDANT I	303	N	U	\$26,270	-----	\$36,858	12.63	-----	17.72
IV-5	VEHICLE STORAGE ATTENDANT II	305	N	U	\$29,037	-----	\$40,768	13.96	-----	19.60
IV-30	VEHICLE STORAGE AUCTION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	VEHICLE STORAGE AUCTION TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-33	VEHICLE STORAGE FACILITY MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-34	VETERINARIAN	999	E	NU	-----	-----	-----	'-----	'-----	'-----
IV-30	VETERINARY TECHNICIAN	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-34	VICTIM SERVICES SPECIALIST	999	N	NU	-----	-----	-----	'-----	'-----	'-----
IV-34	VICTIM SERVICES SUPERVISOR	999	N	NU	-----	-----	-----	'-----	'-----	'-----
IV-30	VIDEO PRODUCTION TECHNICIAN	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	VISTA PROGRAM SPECIALIST	709	E	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-34	VOICE AND DATA COMMUNICATIONS ANALYST	999	E	NU	-----	-----	-----	'-----	'-----	'-----
IV-30	VOLUNTEER PARK RANGER PROGRAM COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	WARRANTS SPECIALIST	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	WEB DEVELOPMENT COORDINATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-9	WELDER	309	N	U	\$35,506	-----	\$49,816	17.07	-----	23.95

**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-30	WEST CENTRAL ATHLETIC SUPERVISOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	WORD PROCESSOR	706	N	NU	\$25,036	\$31,796	\$38,555	12.04	15.29	18.54
IV-30	ZONING AND ENFORCEMENT ADMINISTRATOR	711	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38
IV-33	ZONING AND SUBDIVISION MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	ZOO ADMINISTRATIVE/PROCUREMENT COORDINATOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	ZOO ANIMAL REGISTRAR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ZOO CAFÉ SUPERVISOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-5	ZOO COMMISSARY/NIGHT TECHNICIAN	305	N	U	\$29,037	----	\$38,792	13.96	----	18.65
IV-30	ZOO DEVELOPMENT SPECIALIST	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-30	ZOO EDUCATION PROGRAMS COORDINATOR	708	E	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-30	ZOO EDUCATION VOLUNTEER ASSISTANT	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-30	ZOO FACILITIES LANDSCAPE AND IRRIGATION SUPERVISOR	708	N	NU	\$31,821	\$40,413	\$49,004	15.30	19.43	23.56
IV-33	ZOO FACILITIES OPERATIONS MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	ZOO FACILITIES PROJECTS SUPERVISOR	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-30	ZOO GUEST SERVICES ASSISTANT MANAGER	709	N	NU	\$35,088	\$44,562	\$54,036	16.87	21.42	25.98
IV-33	ZOO GUEST SERVICES MANAGER	912	E	NU	\$52,889	\$67,169	\$81,449	25.43	32.29	39.16
IV-30	ZOO GUEST SERVICES SUPERVISOR	707	N	NU	\$27,918	\$35,456	\$42,994	13.42	17.05	20.67
IV-4	ZOO LANDSCAPE WORKER	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-4	ZOO MAINTENANCE WORKER - SENIOR	304	N	U	\$27,622	----	\$38,792	13.28	----	18.65
IV-6	ZOO MAINTENANCE WORKER I	306	N	U	\$30,347	----	\$42,619	14.59	----	20.49
IV-8	ZOO MAINTENANCE WORKER II	308	N	U	\$33,197	----	\$46,613	15.96	----	22.41
IV-30	ZOO MARKETING COORDINATOR	710	E	NU	\$40,311	\$51,195	\$62,079	19.38	24.61	29.85
IV-33	ZOO VISITOR SERVICES MANAGER	911	E	NU	\$45,081	\$57,253	\$69,425	21.67	27.53	33.38

999 designates classifications for which no grade is assigned.



2019 POLICE UNION ELIGIBLE SALARY RANGES

**POLICE OFFICER**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
110	STEP 1 ENTRY	BASE	\$20.1798	\$1,614.38	\$3,497.83	\$41,974.00
		HOLIDAY	\$0.8505	\$68.04	\$147.42	\$1,769.00
		TOTAL	\$21.0302	\$1,682.42	\$3,645.24	\$43,742.86
110	STEP 2 1 YEAR	BASE	\$21.4072	\$1,712.58	\$3,710.58	\$44,527.00
		HOLIDAY	\$0.9024	\$72.19	\$156.42	\$1,877.00
		TOTAL	\$22.3098	\$1,784.78	\$3,867.03	\$46,404.37
110	STEP 3 2 YEARS	BASE	\$22.9014	\$1,832.12	\$3,969.58	\$47,635.00
		HOLIDAY	\$0.9654	\$77.23	\$167.33	\$2,008.00
		TOTAL	\$23.8666	\$1,909.33	\$4,136.88	\$49,642.53
110	STEP 4 3 YEARS	BASE	\$24.3947	\$1,951.58	\$4,228.42	\$50,741.00
		HOLIDAY	\$1.0284	\$82.27	\$178.25	\$2,139.00
		TOTAL	\$25.4233	\$2,033.86	\$4,406.71	\$52,880.47
110	STEP 5 4 YEARS	BASE	\$25.8885	\$2,071.08	\$4,487.33	\$53,848.00
		HOLIDAY	\$1.0909	\$87.27	\$189.08	\$2,269.00
		TOTAL	\$26.9795	\$2,158.36	\$4,676.44	\$56,117.32
110	STEP 6 6 YEARS	BASE	\$28.0808	\$2,246.46	\$4,867.33	\$58,408.00
		HOLIDAY	\$1.1837	\$94.69	\$205.17	\$2,462.00
		TOTAL	\$29.2646	\$2,341.17	\$5,072.53	\$60,870.35
110	STEP 7 8 YEARS	BASE	\$30.7149	\$2,457.19	\$5,323.92	\$63,887.00
		HOLIDAY	\$1.2947	\$103.58	\$224.42	\$2,693.00
		TOTAL	\$32.0095	\$2,560.76	\$5,548.31	\$66,579.75

2019 POLICE UNION ELIGIBLE SALARY RANGES

**POLICE SERGEANT**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
120	STEP 1 ENTRY	BASE	\$31.5596	\$2,524.77	\$5,470.33	\$65,644.00
		HOLIDAY	\$1.3303	\$106.42	\$230.58	\$2,767.00
		TOTAL	\$32.8897	\$2,631.17	\$5,700.88	\$68,410.52
120	STEP 2 1 YEAR	BASE	\$32.4274	\$2,594.19	\$5,620.75	\$67,449.00
		HOLIDAY	\$1.3668	\$109.35	\$236.92	\$2,843.00
		TOTAL	\$33.7941	\$2,703.53	\$5,857.65	\$70,291.80
120	STEP 3 2 YEARS	BASE	\$33.2380	\$2,659.04	\$5,761.25	\$69,135.00
		HOLIDAY	\$1.4010	\$112.08	\$242.83	\$2,914.00
		TOTAL	\$34.6387	\$2,771.10	\$6,004.05	\$72,048.57
120	STEP 4 3 YEARS	BASE	\$34.0688	\$2,725.50	\$5,905.25	\$70,863.00
		HOLIDAY	\$1.4361	\$114.88	\$248.92	\$2,987.00
		TOTAL	\$35.5047	\$2,840.37	\$6,154.14	\$73,849.70

2019 POLICE NON-UNION ELIGIBLE SALARY RANGES

**POLICE LIEUTENANT**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
130	MINIMUM	BASE	\$27.6264	\$2,210.12	\$4,788.58	\$57,463.00
		HOLIDAY	\$1.1644	\$93.15	\$201.83	\$2,422.00
		TOTAL	\$28.7909	\$2,303.27	\$4,990.42	\$59,885.00
	MIDPOINT		\$35.9889	\$2,879.12	\$6,238.08	\$74,857.00
	MAXIMUM	BASE	\$41.4399	\$3,315.19	\$7,182.92	\$86,195.00
		HOLIDAY	\$1.7466	\$139.73	\$302.75	\$3,633.00
		TOTAL	\$43.1865	\$3,454.92	\$7,485.67	\$89,828.00

**POLICE CAPTAIN**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
140	MINIMUM	BASE	\$31.9303	\$2,554.42	\$5,534.58	\$66,415.00
		HOLIDAY	\$1.3457	\$107.65	\$233.25	\$2,799.00
		TOTAL	\$33.2760	\$2,662.08	\$5,767.83	\$69,214.00
	MIDPOINT		\$41.5952	\$3,327.62	\$7,209.83	\$86,518.00
	MAXIMUM	BASE	\$47.8952	\$3,831.62	\$8,301.83	\$99,622.00
		HOLIDAY	\$2.0188	\$161.50	\$349.92	\$4,199.00
		TOTAL	\$49.9139	\$3,993.12	\$8,651.75	\$103,821.00

**ASSISTANT POLICE CHIEF**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
150	MINIMUM	BASE	\$40.0279	\$3,202.23	\$6,938.17	\$83,258.00
		HOLIDAY	\$1.6870	\$134.96	\$292.42	\$3,509.00
		TOTAL	\$41.7149	\$3,337.19	\$7,230.58	\$86,767.00
	MIDPOINT		\$52.1438	\$4,171.50	\$9,038.25	\$108,459.00
	MAXIMUM	BASE	\$60.0423	\$4,803.38	\$10,407.33	\$124,888.00
		HOLIDAY	\$2.5303	\$202.42	\$438.58	\$5,263.00
		TOTAL	\$62.5726	\$5,005.81	\$10,845.92	\$130,151.00

2019 FIRE UNION ELIGIBLE SALARY RANGES

**FIREFIGHTER (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
210	STEP 1 ENTRY	BASE	\$13.3063	\$1,490.31	\$3,229.00	\$38,748.00
		HOLIDAY	\$0.5608	\$62.81	\$136.08	\$1,633.00
		TOTAL	\$13.8671	\$1,553.12	\$3,365.08	\$40,381.00
210	STEP 2 1 YEAR	BASE	\$15.1906	\$1,701.35	\$3,686.25	\$44,235.00
		HOLIDAY	\$0.6401	\$71.69	\$155.33	\$1,864.00
		TOTAL	\$15.8307	\$1,773.04	\$3,841.58	\$46,099.00
210	STEP 3 2 YEARS	BASE	\$16.0680	\$1,799.62	\$3,899.17	\$46,790.00
		HOLIDAY	\$0.6772	\$75.85	\$164.33	\$1,972.00
		TOTAL	\$16.7452	\$1,875.46	\$4,063.50	\$48,762.00
210	STEP 4 3 YEARS	BASE	\$17.1580	\$1,921.69	\$4,163.67	\$49,964.00
		HOLIDAY	\$0.7232	\$81.00	\$175.50	\$2,106.00
		TOTAL	\$17.8812	\$2,002.69	\$4,339.17	\$52,070.00
210	STEP 5 4 YEARS	BASE	\$18.3826	\$2,058.85	\$4,460.83	\$53,530.00
		HOLIDAY	\$0.7747	\$86.77	\$188.00	\$2,256.00
		TOTAL	\$19.1573	\$2,145.62	\$4,648.83	\$55,786.00
210	STEP 6 5 YEARS	BASE	\$19.6054	\$2,195.81	\$4,757.58	\$57,091.00
		HOLIDAY	\$0.8262	\$92.54	\$200.50	\$2,406.00
		TOTAL	\$20.4317	\$2,288.35	\$4,958.08	\$59,497.00

**FIREFIGHTER (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
211	STEP 1 ENTRY	BASE	\$19.0490	\$1,523.92	\$3,301.83	\$39,622.00
		HOLIDAY	\$0.8029	\$64.23	\$139.17	\$1,670.00
		TOTAL	\$19.8519	\$1,588.15	\$3,441.00	\$41,292.00
211	STEP 2 1 YEAR	BASE	\$21.7024	\$1,736.19	\$3,761.75	\$45,141.00
		HOLIDAY	\$0.9149	\$73.19	\$158.58	\$1,903.00
		TOTAL	\$22.6173	\$1,809.38	\$3,920.33	\$47,044.00
211	STEP 3 2 YEARS	BASE	\$22.9630	\$1,837.04	\$3,980.25	\$47,763.00
		HOLIDAY	\$0.9678	\$77.42	\$167.75	\$2,013.00
		TOTAL	\$23.9308	\$1,914.46	\$4,148.00	\$49,776.00
211	STEP 4 3 YEARS	BASE	\$24.5188	\$1,961.50	\$4,249.92	\$50,999.00
		HOLIDAY	\$1.0332	\$82.65	\$179.08	\$2,149.00
		TOTAL	\$25.5519	\$2,044.15	\$4,429.00	\$53,148.00
211	STEP 5 4 YEARS	BASE	\$26.2712	\$2,101.69	\$4,553.67	\$54,644.00
		HOLIDAY	\$1.1072	\$88.58	\$191.92	\$2,303.00
		TOTAL	\$27.3784	\$2,190.27	\$4,745.58	\$56,947.00
211	STEP 6 5 YEARS	BASE	\$28.0240	\$2,241.92	\$4,857.50	\$58,290.00
		HOLIDAY	\$1.1813	\$94.50	\$204.75	\$2,457.00
		TOTAL	\$29.2053	\$2,336.42	\$5,062.25	\$60,747.00

2019 FIRE UNION ELIGIBLE SALARY RANGES

**FIRE APPARATUS ENGINEER (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
220	STEP 1 ENTRY	BASE	\$20.6257	\$2,310.08	\$5,005.17	\$60,062.00
		HOLIDAY	\$0.8692	\$97.35	\$210.92	\$2,531.00
		TOTAL	\$21.4948	\$2,407.42	\$5,216.08	\$62,593.00
220	STEP 2 1 YEAR	BASE	\$21.3496	\$2,391.15	\$5,180.83	\$62,170.00
		HOLIDAY	\$0.8997	\$100.77	\$218.33	\$2,620.00
		TOTAL	\$22.2493	\$2,491.92	\$5,399.17	\$64,790.00

**FIRE APPARATUS ENGINEER (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
221	STEP 1 ENTRY	BASE	\$30.0688	\$2,405.50	\$5,211.92	\$62,543.00
		HOLIDAY	\$1.2673	\$101.38	\$219.67	\$2,636.00
		TOTAL	\$31.3361	\$2,506.88	\$5,431.58	\$65,179.00
221	STEP 2 1 YEAR	BASE	\$30.5202	\$2,441.62	\$5,290.17	\$63,482.00
		HOLIDAY	\$1.2861	\$102.88	\$222.92	\$2,675.00
		TOTAL	\$31.8063	\$2,544.50	\$5,513.08	\$66,157.00

**FIRE CAPTAIN (56 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
230	STEP 1 ENTRY	BASE	\$22.4842	\$2,518.23	\$5,456.17	\$65,474.00
		HOLIDAY	\$0.9475	\$106.12	\$229.92	\$2,759.00
		TOTAL	\$23.4317	\$2,624.35	\$5,686.08	\$68,233.00
230	STEP 2 1 YEAR	BASE	\$24.3760	\$2,730.12	\$5,915.25	\$70,983.00
		HOLIDAY	\$1.0275	\$115.08	\$249.33	\$2,992.00
		TOTAL	\$25.4035	\$2,845.19	\$6,164.58	\$73,975.00

**FIRE CAPTAIN (40 HOUR)**

GRADE	STEP		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
231	STEP 1 ENTRY	BASE	\$32.1471	\$2,571.77	\$5,572.17	\$66,866.00
		HOLIDAY	\$1.3548	\$108.38	\$234.83	\$2,818.00
		TOTAL	\$33.5019	\$2,680.15	\$5,807.00	\$69,684.00
231	STEP 2 1 YEAR	BASE	\$34.8548	\$2,788.38	\$6,041.50	\$72,498.00
		HOLIDAY	\$1.4688	\$117.50	\$254.58	\$3,055.00
		TOTAL	\$36.3236	\$2,905.88	\$6,296.08	\$75,553.00

2019 FIRE NON-UNION ELIGIBLE SALARY RANGES

**BATTALION CHIEF (56 HOUR)**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
240	MINIMUM	BASE	\$24.2040	\$2,710.85	\$5,873.50	\$70,482.00
		HOLIDAY	\$1.0199	\$114.23	\$247.50	\$2,970.00
		TOTAL	\$25.2239	\$2,825.08	\$6,121.00	\$73,452.00
	MIDPOINT		\$31.5299	\$3,531.35	\$7,651.25	\$91,815.00
	MAXIMUM	BASE	\$36.3056	\$4,066.23	\$8,810.17	\$105,722.00
		HOLIDAY	\$1.5302	\$171.38	\$371.33	\$4,456.00
		TOTAL	\$37.8359	\$4,237.62	\$9,181.50	\$110,178.00

**BATTALION CHIEF (40 HOUR)**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
241	MINIMUM	BASE	\$33.8856	\$2,710.85	\$5,873.50	\$70,482.00
		HOLIDAY	\$1.4279	\$114.23	\$247.50	\$2,970.00
		TOTAL	\$35.3135	\$2,825.08	\$6,121.00	\$73,452.00
	MIDPOINT		\$44.1418	\$3,531.35	\$7,651.25	\$91,815.00
	MAXIMUM	BASE	\$50.8279	\$4,066.23	\$8,810.17	\$105,722.00
		HOLIDAY	\$2.1423	\$171.38	\$371.33	\$4,456.00
		TOTAL	\$52.9702	\$4,237.62	\$9,181.50	\$110,178.00

**ASSISTANT FIRE CHIEF**

GRADE	MIN/MAX		HOURLY	BIWEEKLY	MONTHLY	ANNUALLY
250	MINIMUM	BASE	\$37.6563	\$3,012.50	\$6,527.08	\$78,325.00
		HOLIDAY	\$1.5870	\$126.96	\$275.08	\$3,301.00
		TOTAL	\$39.2433	\$3,139.46	\$6,802.17	\$81,626.00
	MIDPOINT		\$49.0543	\$3,924.35	\$8,502.75	\$102,033.00
	MAXIMUM	BASE	\$56.4841	\$4,518.73	\$9,790.58	\$117,487.00
		HOLIDAY	\$2.3808	\$190.46	\$412.67	\$4,952.00
		TOTAL	\$58.8649	\$4,709.19	\$10,203.25	\$122,439.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
301	STEP 1 ENTRY	MINIMUM	11.28	\$902.40	\$1,955.20	\$23,462.40
301	STEP 2 1 YEAR	MINIMUM	11.48	\$918.40	\$1,989.87	\$23,878.40
301	STEP 3 2 YEARS	MINIMUM	11.69	\$935.20	\$2,026.27	\$24,315.20
301	STEP 4 3 YEARS	MINIMUM	11.90	\$952.00	\$2,062.67	\$24,752.00
301	STEP 5 4 YEARS	MINIMUM	12.11	\$968.80	\$2,099.07	\$25,188.80
301	STEP 6 5 YEARS	MINIMUM	12.33	\$986.40	\$2,137.20	\$25,646.40
301	STEP 7 6 YEARS	MINIMUM	12.55	\$1,004.00	\$2,175.33	\$26,104.00
301	STEP 8 7 YEARS	MINIMUM	12.78	\$1,022.40	\$2,215.20	\$26,582.40
301	STEP 9 8 YEARS	MINIMUM	13.01	\$1,040.80	\$2,255.07	\$27,060.80
301	STEP 10 9 YEARS	MINIMUM	13.24	\$1,059.20	\$2,294.93	\$27,539.20
301	STEP 11 10 YEARS	MINIMUM	13.48	\$1,078.40	\$2,336.53	\$28,038.40
301	STEP 12 11 YEARS	MINIMUM	13.72	\$1,097.60	\$2,378.13	\$28,537.60
301	STEP 13 12 YEARS	MINIMUM	13.97	\$1,117.60	\$2,421.47	\$29,057.60
301	STEP 14 13 YEARS	MINIMUM	14.22	\$1,137.60	\$2,464.80	\$29,577.60
301	STEP 15 14 YEARS	MINIMUM	14.48	\$1,158.40	\$2,509.87	\$30,118.40
301	STEP 16 15 YEARS	MINIMUM	14.74	\$1,179.20	\$2,554.93	\$30,659.20
301	STEP 17 16 YEARS	MINIMUM	15.01	\$1,200.80	\$2,601.73	\$31,220.80
301	STEP 18 17 YEARS	MINIMUM	15.28	\$1,222.40	\$2,648.53	\$31,782.40
301	STEP 19 18 YEARS	MINIMUM	15.56	\$1,244.80	\$2,697.07	\$32,364.80
301	STEP 20 19 YEARS	MINIMUM	15.84	\$1,267.20	\$2,745.60	\$32,947.20

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
302	STEP 1 ENTRY	MINIMUM	11.94	\$955.20	\$2,069.60	\$24,835.20
302	STEP 2 1 YEAR	MINIMUM	12.15	\$972.00	\$2,106.00	\$25,272.00
302	STEP 3 2 YEARS	MINIMUM	12.37	\$989.60	\$2,144.13	\$25,729.60
302	STEP 4 3 YEARS	MINIMUM	12.59	\$1,007.20	\$2,182.27	\$26,187.20
302	STEP 5 4 YEARS	MINIMUM	12.82	\$1,025.60	\$2,222.13	\$26,665.60
302	STEP 6 5 YEARS	MINIMUM	13.05	\$1,044.00	\$2,262.00	\$27,144.00
302	STEP 7 6 YEARS	MINIMUM	13.28	\$1,062.40	\$2,301.87	\$27,622.40
302	STEP 8 7 YEARS	MINIMUM	13.52	\$1,081.60	\$2,343.47	\$28,121.60
302	STEP 9 8 YEARS	MINIMUM	13.76	\$1,100.80	\$2,385.07	\$28,620.80
302	STEP 10 9 YEARS	MINIMUM	14.01	\$1,120.80	\$2,428.40	\$29,140.80
302	STEP 11 10 YEARS	MINIMUM	14.26	\$1,140.80	\$2,471.73	\$29,660.80
302	STEP 12 11 YEARS	MINIMUM	14.52	\$1,161.60	\$2,516.80	\$30,201.60
302	STEP 13 12 YEARS	MINIMUM	14.78	\$1,182.40	\$2,561.87	\$30,742.40
302	STEP 14 13 YEARS	MINIMUM	15.05	\$1,204.00	\$2,608.67	\$31,304.00
302	STEP 15 14 YEARS	MINIMUM	15.32	\$1,225.60	\$2,655.47	\$31,865.60
302	STEP 16 15 YEARS	MINIMUM	15.60	\$1,248.00	\$2,704.00	\$32,448.00
302	STEP 17 16 YEARS	MINIMUM	15.88	\$1,270.40	\$2,752.53	\$33,030.40
302	STEP 18 17 YEARS	MINIMUM	16.17	\$1,293.60	\$2,802.80	\$33,633.60
302	STEP 19 18 YEARS	MINIMUM	16.46	\$1,316.80	\$2,853.07	\$34,236.80
302	STEP 20 19 YEARS	MINIMUM	16.76	\$1,340.80	\$2,905.07	\$34,860.80



2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
303	STEP 1 ENTRY	MINIMUM	12.63	\$1,010.40	\$2,189.20	\$26,270.40
303	STEP 2 1 YEAR	MINIMUM	12.85	\$1,028.00	\$2,227.33	\$26,728.00
303	STEP 3 2 YEARS	MINIMUM	13.08	\$1,046.40	\$2,267.20	\$27,206.40
303	STEP 4 3 YEARS	MINIMUM	13.32	\$1,065.60	\$2,308.80	\$27,705.60
303	STEP 5 4 YEARS	MINIMUM	13.56	\$1,084.80	\$2,350.40	\$28,204.80
303	STEP 6 5 YEARS	MINIMUM	13.80	\$1,104.00	\$2,392.00	\$28,704.00
303	STEP 7 6 YEARS	MINIMUM	14.05	\$1,124.00	\$2,435.33	\$29,224.00
303	STEP 8 7 YEARS	MINIMUM	14.30	\$1,144.00	\$2,478.67	\$29,744.00
303	STEP 9 8 YEARS	MINIMUM	14.56	\$1,164.80	\$2,523.73	\$30,284.80
303	STEP 10 9 YEARS	MINIMUM	14.82	\$1,185.60	\$2,568.80	\$30,825.60
303	STEP 11 10 YEARS	MINIMUM	15.09	\$1,207.20	\$2,615.60	\$31,387.20
303	STEP 12 11 YEARS	MINIMUM	15.36	\$1,228.80	\$2,662.40	\$31,948.80
303	STEP 13 12 YEARS	MINIMUM	15.64	\$1,251.20	\$2,710.93	\$32,531.20
303	STEP 14 13 YEARS	MINIMUM	15.92	\$1,273.60	\$2,759.47	\$33,113.60
303	STEP 15 14 YEARS	MINIMUM	16.21	\$1,296.80	\$2,809.73	\$33,716.80
303	STEP 16 15 YEARS	MINIMUM	16.50	\$1,320.00	\$2,860.00	\$34,320.00
303	STEP 17 16 YEARS	MINIMUM	16.80	\$1,344.00	\$2,912.00	\$34,944.00
303	STEP 18 17 YEARS	MINIMUM	17.10	\$1,368.00	\$2,964.00	\$35,568.00
303	STEP 19 18 YEARS	MINIMUM	17.41	\$1,392.80	\$3,017.73	\$36,212.80
303	STEP 20 19 YEARS	MINIMUM	17.72	\$1,417.60	\$3,071.47	\$36,857.60

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
304	STEP 1 ENTRY	MINIMUM	13.28	\$1,062.40	\$2,301.87	\$27,622.40
304	STEP 2 1 YEAR	MINIMUM	13.52	\$1,081.60	\$2,343.47	\$28,121.60
304	STEP 3 2 YEARS	MINIMUM	13.76	\$1,100.80	\$2,385.07	\$28,620.80
304	STEP 4 3 YEARS	MINIMUM	14.01	\$1,120.80	\$2,428.40	\$29,140.80
304	STEP 5 4 YEARS	MINIMUM	14.26	\$1,140.80	\$2,471.73	\$29,660.80
304	STEP 6 5 YEARS	MINIMUM	14.52	\$1,161.60	\$2,516.80	\$30,201.60
304	STEP 7 6 YEARS	MINIMUM	14.78	\$1,182.40	\$2,561.87	\$30,742.40
304	STEP 8 7 YEARS	MINIMUM	15.05	\$1,204.00	\$2,608.67	\$31,304.00
304	STEP 9 8 YEARS	MINIMUM	15.32	\$1,225.60	\$2,655.47	\$31,865.60
304	STEP 10 9 YEARS	MINIMUM	15.60	\$1,248.00	\$2,704.00	\$32,448.00
304	STEP 11 10 YEARS	MINIMUM	15.88	\$1,270.40	\$2,752.53	\$33,030.40
304	STEP 12 11 YEARS	MINIMUM	16.17	\$1,293.60	\$2,802.80	\$33,633.60
304	STEP 13 12 YEARS	MINIMUM	16.46	\$1,316.80	\$2,853.07	\$34,236.80
304	STEP 14 13 YEARS	MINIMUM	16.76	\$1,340.80	\$2,905.07	\$34,860.80
304	STEP 15 14 YEARS	MINIMUM	17.06	\$1,364.80	\$2,957.07	\$35,484.80
304	STEP 16 15 YEARS	MINIMUM	17.37	\$1,389.60	\$3,010.80	\$36,129.60
304	STEP 17 16 YEARS	MINIMUM	17.68	\$1,414.40	\$3,064.53	\$36,774.40
304	STEP 18 17 YEARS	MINIMUM	18.00	\$1,440.00	\$3,120.00	\$37,440.00
304	STEP 19 18 YEARS	MINIMUM	18.32	\$1,465.60	\$3,175.47	\$38,105.60
304	STEP 20 19 YEARS	MINIMUM	18.65	\$1,492.00	\$3,232.67	\$38,792.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
305	STEP 1 ENTRY	MINIMUM	13.96	\$1,116.80	\$2,419.73	\$29,036.80
305	STEP 2 1 YEAR	MINIMUM	14.21	\$1,136.80	\$2,463.07	\$29,556.80
305	STEP 3 2 YEARS	MINIMUM	14.47	\$1,157.60	\$2,508.13	\$30,097.60
305	STEP 4 3 YEARS	MINIMUM	14.73	\$1,178.40	\$2,553.20	\$30,638.40
305	STEP 5 4 YEARS	MINIMUM	15.00	\$1,200.00	\$2,600.00	\$31,200.00
305	STEP 6 5 YEARS	MINIMUM	15.27	\$1,221.60	\$2,646.80	\$31,761.60
305	STEP 7 6 YEARS	MINIMUM	15.54	\$1,243.20	\$2,693.60	\$32,323.20
305	STEP 8 7 YEARS	MINIMUM	15.82	\$1,265.60	\$2,742.13	\$32,905.60
305	STEP 9 8 YEARS	MINIMUM	16.10	\$1,288.00	\$2,790.67	\$33,488.00
305	STEP 10 9 YEARS	MINIMUM	16.39	\$1,311.20	\$2,840.93	\$34,091.20
305	STEP 11 10 YEARS	MINIMUM	16.69	\$1,335.20	\$2,892.93	\$34,715.20
305	STEP 12 11 YEARS	MINIMUM	16.99	\$1,359.20	\$2,944.93	\$35,339.20
305	STEP 13 12 YEARS	MINIMUM	17.30	\$1,384.00	\$2,998.67	\$35,984.00
305	STEP 14 13 YEARS	MINIMUM	17.61	\$1,408.80	\$3,052.40	\$36,628.80
305	STEP 15 14 YEARS	MINIMUM	17.93	\$1,434.40	\$3,107.87	\$37,294.40
305	STEP 16 15 YEARS	MINIMUM	18.25	\$1,460.00	\$3,163.33	\$37,960.00
305	STEP 17 16 YEARS	MINIMUM	18.58	\$1,486.40	\$3,220.53	\$38,646.40
305	STEP 18 17 YEARS	MINIMUM	18.91	\$1,512.80	\$3,277.73	\$39,332.80
305	STEP 19 18 YEARS	MINIMUM	19.25	\$1,540.00	\$3,336.67	\$40,040.00
305	STEP 20 19 YEARS	MINIMUM	19.60	\$1,568.00	\$3,397.33	\$40,768.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
306	STEP 1 ENTRY	MINIMUM	14.59	\$1,167.20	\$2,528.93	\$30,347.20
306	STEP 2 1 YEAR	MINIMUM	14.86	\$1,188.80	\$2,575.73	\$30,908.80
306	STEP 3 2 YEARS	MINIMUM	15.13	\$1,210.40	\$2,622.53	\$31,470.40
306	STEP 4 3 YEARS	MINIMUM	15.40	\$1,232.00	\$2,669.33	\$32,032.00
306	STEP 5 4 YEARS	MINIMUM	15.68	\$1,254.40	\$2,717.87	\$32,614.40
306	STEP 6 5 YEARS	MINIMUM	15.96	\$1,276.80	\$2,766.40	\$33,196.80
306	STEP 7 6 YEARS	MINIMUM	16.25	\$1,300.00	\$2,816.67	\$33,800.00
306	STEP 8 7 YEARS	MINIMUM	16.54	\$1,323.20	\$2,866.93	\$34,403.20
306	STEP 9 8 YEARS	MINIMUM	16.84	\$1,347.20	\$2,918.93	\$35,027.20
306	STEP 10 9 YEARS	MINIMUM	17.14	\$1,371.20	\$2,970.93	\$35,651.20
306	STEP 11 10 YEARS	MINIMUM	17.45	\$1,396.00	\$3,024.67	\$36,296.00
306	STEP 12 11 YEARS	MINIMUM	17.76	\$1,420.80	\$3,078.40	\$36,940.80
306	STEP 13 12 YEARS	MINIMUM	18.08	\$1,446.40	\$3,133.87	\$37,606.40
306	STEP 14 13 YEARS	MINIMUM	18.41	\$1,472.80	\$3,191.07	\$38,292.80
306	STEP 15 14 YEARS	MINIMUM	18.74	\$1,499.20	\$3,248.27	\$38,979.20
306	STEP 16 15 YEARS	MINIMUM	19.08	\$1,526.40	\$3,307.20	\$39,686.40
306	STEP 17 16 YEARS	MINIMUM	19.42	\$1,553.60	\$3,366.13	\$40,393.60
306	STEP 18 17 YEARS	MINIMUM	19.77	\$1,581.60	\$3,426.80	\$41,121.60
306	STEP 19 18 YEARS	MINIMUM	20.13	\$1,610.40	\$3,489.20	\$41,870.40
306	STEP 20 19 YEARS	MINIMUM	20.49	\$1,639.20	\$3,551.60	\$42,619.20

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
307	STEP 1 ENTRY	MINIMUM	15.26	\$1,220.80	\$2,645.07	\$31,740.80
307	STEP 2 1 YEAR	MINIMUM	15.54	\$1,243.20	\$2,693.60	\$32,323.20
307	STEP 3 2 YEARS	MINIMUM	15.82	\$1,265.60	\$2,742.13	\$32,905.60
307	STEP 4 3 YEARS	MINIMUM	16.10	\$1,288.00	\$2,790.67	\$33,488.00
307	STEP 5 4 YEARS	MINIMUM	16.39	\$1,311.20	\$2,840.93	\$34,091.20
307	STEP 6 5 YEARS	MINIMUM	16.69	\$1,335.20	\$2,892.93	\$34,715.20
307	STEP 7 6 YEARS	MINIMUM	16.99	\$1,359.20	\$2,944.93	\$35,339.20
307	STEP 8 7 YEARS	MINIMUM	17.30	\$1,384.00	\$2,998.67	\$35,984.00
307	STEP 9 8 YEARS	MINIMUM	17.61	\$1,408.80	\$3,052.40	\$36,628.80
307	STEP 10 9 YEARS	MINIMUM	17.93	\$1,434.40	\$3,107.87	\$37,294.40
307	STEP 11 10 YEARS	MINIMUM	18.25	\$1,460.00	\$3,163.33	\$37,960.00
307	STEP 12 11 YEARS	MINIMUM	18.58	\$1,486.40	\$3,220.53	\$38,646.40
307	STEP 13 12 YEARS	MINIMUM	18.91	\$1,512.80	\$3,277.73	\$39,332.80
307	STEP 14 13 YEARS	MINIMUM	19.25	\$1,540.00	\$3,336.67	\$40,040.00
307	STEP 15 14 YEARS	MINIMUM	19.60	\$1,568.00	\$3,397.33	\$40,768.00
307	STEP 16 15 YEARS	MINIMUM	19.95	\$1,596.00	\$3,458.00	\$41,496.00
307	STEP 17 16 YEARS	MINIMUM	20.31	\$1,624.80	\$3,520.40	\$42,244.80
307	STEP 18 17 YEARS	MINIMUM	20.68	\$1,654.40	\$3,584.53	\$43,014.40
307	STEP 19 18 YEARS	MINIMUM	21.05	\$1,684.00	\$3,648.67	\$43,784.00
307	STEP 20 19 YEARS	MINIMUM	21.43	\$1,714.40	\$3,714.53	\$44,574.40

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
308	STEP 1 ENTRY	MINIMUM	15.96	\$1,276.80	\$2,766.40	\$33,196.80
308	STEP 2 1 YEAR	MINIMUM	16.25	\$1,300.00	\$2,816.67	\$33,800.00
308	STEP 3 2 YEARS	MINIMUM	16.54	\$1,323.20	\$2,866.93	\$34,403.20
308	STEP 4 3 YEARS	MINIMUM	16.84	\$1,347.20	\$2,918.93	\$35,027.20
308	STEP 5 4 YEARS	MINIMUM	17.14	\$1,371.20	\$2,970.93	\$35,651.20
308	STEP 6 5 YEARS	MINIMUM	17.45	\$1,396.00	\$3,024.67	\$36,296.00
308	STEP 7 6 YEARS	MINIMUM	17.76	\$1,420.80	\$3,078.40	\$36,940.80
308	STEP 8 7 YEARS	MINIMUM	18.08	\$1,446.40	\$3,133.87	\$37,606.40
308	STEP 9 8 YEARS	MINIMUM	18.41	\$1,472.80	\$3,191.07	\$38,292.80
308	STEP 10 9 YEARS	MINIMUM	18.74	\$1,499.20	\$3,248.27	\$38,979.20
308	STEP 11 10 YEARS	MINIMUM	19.08	\$1,526.40	\$3,307.20	\$39,686.40
308	STEP 12 11 YEARS	MINIMUM	19.42	\$1,553.60	\$3,366.13	\$40,393.60
308	STEP 13 12 YEARS	MINIMUM	19.77	\$1,581.60	\$3,426.80	\$41,121.60
308	STEP 14 13 YEARS	MINIMUM	20.13	\$1,610.40	\$3,489.20	\$41,870.40
308	STEP 15 14 YEARS	MINIMUM	20.49	\$1,639.20	\$3,551.60	\$42,619.20
308	STEP 16 15 YEARS	MINIMUM	20.86	\$1,668.80	\$3,615.73	\$43,388.80
308	STEP 17 16 YEARS	MINIMUM	21.24	\$1,699.20	\$3,681.60	\$44,179.20
308	STEP 18 17 YEARS	MINIMUM	21.62	\$1,729.60	\$3,747.47	\$44,969.60
308	STEP 19 18 YEARS	MINIMUM	22.01	\$1,760.80	\$3,815.07	\$45,780.80
308	STEP 20 19 YEARS	MINIMUM	22.41	\$1,792.80	\$3,884.40	\$46,612.80

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
309	STEP 1 ENTRY	MINIMUM	17.07	\$1,365.60	\$2,958.80	\$35,505.60
309	STEP 2 1 YEAR	MINIMUM	17.38	\$1,390.40	\$3,012.53	\$36,150.40
309	STEP 3 2 YEARS	MINIMUM	17.69	\$1,415.20	\$3,066.27	\$36,795.20
309	STEP 4 3 YEARS	MINIMUM	18.01	\$1,440.80	\$3,121.73	\$37,460.80
309	STEP 5 4 YEARS	MINIMUM	18.33	\$1,466.40	\$3,177.20	\$38,126.40
309	STEP 6 5 YEARS	MINIMUM	18.66	\$1,492.80	\$3,234.40	\$38,812.80
309	STEP 7 6 YEARS	MINIMUM	19.00	\$1,520.00	\$3,293.33	\$39,520.00
309	STEP 8 7 YEARS	MINIMUM	19.34	\$1,547.20	\$3,352.27	\$40,227.20
309	STEP 9 8 YEARS	MINIMUM	19.69	\$1,575.20	\$3,412.93	\$40,955.20
309	STEP 10 9 YEARS	MINIMUM	20.04	\$1,603.20	\$3,473.60	\$41,683.20
309	STEP 11 10 YEARS	MINIMUM	20.40	\$1,632.00	\$3,536.00	\$42,432.00
309	STEP 12 11 YEARS	MINIMUM	20.77	\$1,661.60	\$3,600.13	\$43,201.60
309	STEP 13 12 YEARS	MINIMUM	21.14	\$1,691.20	\$3,664.27	\$43,971.20
309	STEP 14 13 YEARS	MINIMUM	21.52	\$1,721.60	\$3,730.13	\$44,761.60
309	STEP 15 14 YEARS	MINIMUM	21.91	\$1,752.80	\$3,797.73	\$45,572.80
309	STEP 16 15 YEARS	MINIMUM	22.30	\$1,784.00	\$3,865.33	\$46,384.00
309	STEP 17 16 YEARS	MINIMUM	22.70	\$1,816.00	\$3,934.67	\$47,216.00
309	STEP 18 17 YEARS	MINIMUM	23.11	\$1,848.80	\$4,005.73	\$48,068.80
309	STEP 19 18 YEARS	MINIMUM	23.53	\$1,882.40	\$4,078.53	\$48,942.40
309	STEP 20 19 YEARS	MINIMUM	23.95	\$1,916.00	\$4,151.33	\$49,816.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
356	STEP 1 ENTRY	MINIMUM	16.06	\$1,284.80	\$2,783.73	\$33,404.80
356	STEP 2 1 YEAR	MINIMUM	16.35	\$1,308.00	\$2,834.00	\$34,008.00
356	STEP 3 2 YEARS	MINIMUM	16.64	\$1,331.20	\$2,884.27	\$34,611.20
356	STEP 4 3 YEARS	MINIMUM	16.94	\$1,355.20	\$2,936.27	\$35,235.20
356	STEP 5 4 YEARS	MINIMUM	17.24	\$1,379.20	\$2,988.27	\$35,859.20
356	STEP 6 5 YEARS	MINIMUM	17.55	\$1,404.00	\$3,042.00	\$36,504.00
356	STEP 7 6 YEARS	MINIMUM	17.87	\$1,429.60	\$3,097.47	\$37,169.60
356	STEP 8 7 YEARS	MINIMUM	18.19	\$1,455.20	\$3,152.93	\$37,835.20
356	STEP 9 8 YEARS	MINIMUM	18.52	\$1,481.60	\$3,210.13	\$38,521.60
356	STEP 10 9 YEARS	MINIMUM	18.85	\$1,508.00	\$3,267.33	\$39,208.00
356	STEP 11 10 YEARS	MINIMUM	19.19	\$1,535.20	\$3,326.27	\$39,915.20
356	STEP 12 11 YEARS	MINIMUM	19.54	\$1,563.20	\$3,386.93	\$40,643.20
356	STEP 13 12 YEARS	MINIMUM	19.89	\$1,591.20	\$3,447.60	\$41,371.20
356	STEP 14 13 YEARS	MINIMUM	20.25	\$1,620.00	\$3,510.00	\$42,120.00
356	STEP 15 14 YEARS	MINIMUM	20.61	\$1,648.80	\$3,572.40	\$42,868.80
356	STEP 16 15 YEARS	MINIMUM	20.98	\$1,678.40	\$3,636.53	\$43,638.40
356	STEP 17 16 YEARS	MINIMUM	21.36	\$1,708.80	\$3,702.40	\$44,428.80
356	STEP 18 17 YEARS	MINIMUM	21.74	\$1,739.20	\$3,768.27	\$45,219.20
356	STEP 19 18 YEARS	MINIMUM	22.13	\$1,770.40	\$3,835.87	\$46,030.40
356	STEP 20 19 YEARS	MINIMUM	22.53	\$1,802.40	\$3,905.20	\$46,862.40



2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
357	STEP 1 ENTRY	MINIMUM	16.79	\$1,343.20	\$2,910.27	\$34,923.20
357	STEP 2 1 YEAR	MINIMUM	17.09	\$1,367.20	\$2,962.27	\$35,547.20
357	STEP 3 2 YEARS	MINIMUM	17.40	\$1,392.00	\$3,016.00	\$36,192.00
357	STEP 4 3 YEARS	MINIMUM	17.71	\$1,416.80	\$3,069.73	\$36,836.80
357	STEP 5 4 YEARS	MINIMUM	18.03	\$1,442.40	\$3,125.20	\$37,502.40
357	STEP 6 5 YEARS	MINIMUM	18.35	\$1,468.00	\$3,180.67	\$38,168.00
357	STEP 7 6 YEARS	MINIMUM	18.68	\$1,494.40	\$3,237.87	\$38,854.40
357	STEP 8 7 YEARS	MINIMUM	19.02	\$1,521.60	\$3,296.80	\$39,561.60
357	STEP 9 8 YEARS	MINIMUM	19.36	\$1,548.80	\$3,355.73	\$40,268.80
357	STEP 10 9 YEARS	MINIMUM	19.71	\$1,576.80	\$3,416.40	\$40,996.80
357	STEP 11 10 YEARS	MINIMUM	20.06	\$1,604.80	\$3,477.07	\$41,724.80
357	STEP 12 11 YEARS	MINIMUM	20.42	\$1,633.60	\$3,539.47	\$42,473.60
357	STEP 13 12 YEARS	MINIMUM	20.79	\$1,663.20	\$3,603.60	\$43,243.20
357	STEP 14 13 YEARS	MINIMUM	21.16	\$1,692.80	\$3,667.73	\$44,012.80
357	STEP 15 14 YEARS	MINIMUM	21.54	\$1,723.20	\$3,733.60	\$44,803.20
357	STEP 16 15 YEARS	MINIMUM	21.93	\$1,754.40	\$3,801.20	\$45,614.40
357	STEP 17 16 YEARS	MINIMUM	22.32	\$1,785.60	\$3,868.80	\$46,425.60
357	STEP 18 17 YEARS	MINIMUM	22.72	\$1,817.60	\$3,938.13	\$47,257.60
357	STEP 19 18 YEARS	MINIMUM	23.13	\$1,850.40	\$4,009.20	\$48,110.40
357	STEP 20 19 YEARS	MINIMUM	23.55	\$1,884.00	\$4,082.00	\$48,984.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
358	STEP 1 ENTRY	MINIMUM	17.56	\$1,404.80	\$3,043.73	\$36,524.80
358	STEP 2 1 YEAR	MINIMUM	17.88	\$1,430.40	\$3,099.20	\$37,190.40
358	STEP 3 2 YEARS	MINIMUM	18.20	\$1,456.00	\$3,154.67	\$37,856.00
358	STEP 4 3 YEARS	MINIMUM	18.53	\$1,482.40	\$3,211.87	\$38,542.40
358	STEP 5 4 YEARS	MINIMUM	18.86	\$1,508.80	\$3,269.07	\$39,228.80
358	STEP 6 5 YEARS	MINIMUM	19.20	\$1,536.00	\$3,328.00	\$39,936.00
358	STEP 7 6 YEARS	MINIMUM	19.55	\$1,564.00	\$3,388.67	\$40,664.00
358	STEP 8 7 YEARS	MINIMUM	19.90	\$1,592.00	\$3,449.33	\$41,392.00
358	STEP 9 8 YEARS	MINIMUM	20.26	\$1,620.80	\$3,511.73	\$42,140.80
358	STEP 10 9 YEARS	MINIMUM	20.62	\$1,649.60	\$3,574.13	\$42,889.60
358	STEP 11 10 YEARS	MINIMUM	20.99	\$1,679.20	\$3,638.27	\$43,659.20
358	STEP 12 11 YEARS	MINIMUM	21.37	\$1,709.60	\$3,704.13	\$44,449.60
358	STEP 13 12 YEARS	MINIMUM	21.75	\$1,740.00	\$3,770.00	\$45,240.00
358	STEP 14 13 YEARS	MINIMUM	22.14	\$1,771.20	\$3,837.60	\$46,051.20
358	STEP 15 14 YEARS	MINIMUM	22.54	\$1,803.20	\$3,906.93	\$46,883.20
358	STEP 16 15 YEARS	MINIMUM	22.95	\$1,836.00	\$3,978.00	\$47,736.00
358	STEP 17 16 YEARS	MINIMUM	23.36	\$1,868.80	\$4,049.07	\$48,588.80
358	STEP 18 17 YEARS	MINIMUM	23.78	\$1,902.40	\$4,121.87	\$49,462.40
358	STEP 19 18 YEARS	MINIMUM	24.21	\$1,936.80	\$4,196.40	\$50,356.80
358	STEP 20 19 YEARS	MINIMUM	24.65	\$1,972.00	\$4,272.67	\$51,272.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
359	STEP 1 ENTRY	MINIMUM	18.78	\$1,502.40	\$3,255.20	\$39,062.40
359	STEP 2 1 YEAR	MINIMUM	19.11	\$1,528.80	\$3,312.40	\$39,748.80
359	STEP 3 2 YEARS	MINIMUM	19.45	\$1,556.00	\$3,371.33	\$40,456.00
359	STEP 4 3 YEARS	MINIMUM	19.80	\$1,584.00	\$3,432.00	\$41,184.00
359	STEP 5 4 YEARS	MINIMUM	20.16	\$1,612.80	\$3,494.40	\$41,932.80
359	STEP 6 5 YEARS	MINIMUM	20.52	\$1,641.60	\$3,556.80	\$42,681.60
359	STEP 7 6 YEARS	MINIMUM	20.89	\$1,671.20	\$3,620.93	\$43,451.20
359	STEP 8 7 YEARS	MINIMUM	21.27	\$1,701.60	\$3,686.80	\$44,241.60
359	STEP 9 8 YEARS	MINIMUM	21.65	\$1,732.00	\$3,752.67	\$45,032.00
359	STEP 10 9 YEARS	MINIMUM	22.04	\$1,763.20	\$3,820.27	\$45,843.20
359	STEP 11 10 YEARS	MINIMUM	22.44	\$1,795.20	\$3,889.60	\$46,675.20
359	STEP 12 11 YEARS	MINIMUM	22.84	\$1,827.20	\$3,958.93	\$47,507.20
359	STEP 13 12 YEARS	MINIMUM	23.25	\$1,860.00	\$4,030.00	\$48,360.00
359	STEP 14 13 YEARS	MINIMUM	23.67	\$1,893.60	\$4,102.80	\$49,233.60
359	STEP 15 14 YEARS	MINIMUM	24.10	\$1,928.00	\$4,177.33	\$50,128.00
359	STEP 16 15 YEARS	MINIMUM	24.53	\$1,962.40	\$4,251.87	\$51,022.40
359	STEP 17 16 YEARS	MINIMUM	24.97	\$1,997.60	\$4,328.13	\$51,937.60
359	STEP 18 17 YEARS	MINIMUM	25.42	\$2,033.60	\$4,406.13	\$52,873.60
359	STEP 19 18 YEARS	MINIMUM	25.88	\$2,070.40	\$4,485.87	\$53,830.40
359	STEP 20 19 YEARS	MINIMUM	26.35	\$2,108.00	\$4,567.33	\$54,808.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
403	STEP 1 ENTRY	MINIMUM	11.79	\$943.20	\$2,043.60	\$24,523.20
403	STEP 2 1 YEAR	MINIMUM	12.00	\$960.00	\$2,080.00	\$24,960.00
403	STEP 3 2 YEARS	MINIMUM	12.22	\$977.60	\$2,118.13	\$25,417.60
403	STEP 4 3 YEARS	MINIMUM	12.44	\$995.20	\$2,156.27	\$25,875.20
403	STEP 5 4 YEARS	MINIMUM	12.66	\$1,012.80	\$2,194.40	\$26,332.80
403	STEP 6 5 YEARS	MINIMUM	12.89	\$1,031.20	\$2,234.27	\$26,811.20
403	STEP 7 6 YEARS	MINIMUM	13.12	\$1,049.60	\$2,274.13	\$27,289.60
403	STEP 8 7 YEARS	MINIMUM	13.36	\$1,068.80	\$2,315.73	\$27,788.80
403	STEP 9 8 YEARS	MINIMUM	13.60	\$1,088.00	\$2,357.33	\$28,288.00
403	STEP 10 9 YEARS	MINIMUM	13.84	\$1,107.20	\$2,398.93	\$28,787.20
403	STEP 11 10 YEARS	MINIMUM	14.09	\$1,127.20	\$2,442.27	\$29,307.20
403	STEP 12 11 YEARS	MINIMUM	14.34	\$1,147.20	\$2,485.60	\$29,827.20
403	STEP 13 12 YEARS	MINIMUM	14.60	\$1,168.00	\$2,530.67	\$30,368.00
403	STEP 14 13 YEARS	MINIMUM	14.86	\$1,188.80	\$2,575.73	\$30,908.80
403	STEP 15 14 YEARS	MINIMUM	15.13	\$1,210.40	\$2,622.53	\$31,470.40
403	STEP 16 15 YEARS	MINIMUM	15.40	\$1,232.00	\$2,669.33	\$32,032.00
403	STEP 17 16 YEARS	MINIMUM	15.68	\$1,254.40	\$2,717.87	\$32,614.40
403	STEP 18 17 YEARS	MINIMUM	15.96	\$1,276.80	\$2,766.40	\$33,196.80
403	STEP 19 18 YEARS	MINIMUM	16.25	\$1,300.00	\$2,816.67	\$33,800.00
403	STEP 20 19 YEARS	MINIMUM	16.54	\$1,323.20	\$2,866.93	\$34,403.20

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
404	STEP 1 ENTRY	MINIMUM	12.26	\$980.80	\$2,125.07	\$25,500.80
404	STEP 2 1 YEAR	MINIMUM	12.48	\$998.40	\$2,163.20	\$25,958.40
404	STEP 3 2 YEARS	MINIMUM	12.70	\$1,016.00	\$2,201.33	\$26,416.00
404	STEP 4 3 YEARS	MINIMUM	12.93	\$1,034.40	\$2,241.20	\$26,894.40
404	STEP 5 4 YEARS	MINIMUM	13.16	\$1,052.80	\$2,281.07	\$27,372.80
404	STEP 6 5 YEARS	MINIMUM	13.40	\$1,072.00	\$2,322.67	\$27,872.00
404	STEP 7 6 YEARS	MINIMUM	13.64	\$1,091.20	\$2,364.27	\$28,371.20
404	STEP 8 7 YEARS	MINIMUM	13.89	\$1,111.20	\$2,407.60	\$28,891.20
404	STEP 9 8 YEARS	MINIMUM	14.14	\$1,131.20	\$2,450.93	\$29,411.20
404	STEP 10 9 YEARS	MINIMUM	14.39	\$1,151.20	\$2,494.27	\$29,931.20
404	STEP 11 10 YEARS	MINIMUM	14.65	\$1,172.00	\$2,539.33	\$30,472.00
404	STEP 12 11 YEARS	MINIMUM	14.91	\$1,192.80	\$2,584.40	\$31,012.80
404	STEP 13 12 YEARS	MINIMUM	15.18	\$1,214.40	\$2,631.20	\$31,574.40
404	STEP 14 13 YEARS	MINIMUM	15.45	\$1,236.00	\$2,678.00	\$32,136.00
404	STEP 15 14 YEARS	MINIMUM	15.73	\$1,258.40	\$2,726.53	\$32,718.40
404	STEP 16 15 YEARS	MINIMUM	16.01	\$1,280.80	\$2,775.07	\$33,300.80
404	STEP 17 16 YEARS	MINIMUM	16.30	\$1,304.00	\$2,825.33	\$33,904.00
404	STEP 18 17 YEARS	MINIMUM	16.59	\$1,327.20	\$2,875.60	\$34,507.20
404	STEP 19 18 YEARS	MINIMUM	16.89	\$1,351.20	\$2,927.60	\$35,131.20
404	STEP 20 19 YEARS	MINIMUM	17.19	\$1,375.20	\$2,979.60	\$35,755.20

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
405	STEP 1 ENTRY	MINIMUM	12.74	\$1,019.20	\$2,208.27	\$26,499.20
405	STEP 2 1 YEAR	MINIMUM	12.97	\$1,037.60	\$2,248.13	\$26,977.60
405	STEP 3 2 YEARS	MINIMUM	13.20	\$1,056.00	\$2,288.00	\$27,456.00
405	STEP 4 3 YEARS	MINIMUM	13.44	\$1,075.20	\$2,329.60	\$27,955.20
405	STEP 5 4 YEARS	MINIMUM	13.68	\$1,094.40	\$2,371.20	\$28,454.40
405	STEP 6 5 YEARS	MINIMUM	13.93	\$1,114.40	\$2,414.53	\$28,974.40
405	STEP 7 6 YEARS	MINIMUM	14.18	\$1,134.40	\$2,457.87	\$29,494.40
405	STEP 8 7 YEARS	MINIMUM	14.44	\$1,155.20	\$2,502.93	\$30,035.20
405	STEP 9 8 YEARS	MINIMUM	14.70	\$1,176.00	\$2,548.00	\$30,576.00
405	STEP 10 9 YEARS	MINIMUM	14.96	\$1,196.80	\$2,593.07	\$31,116.80
405	STEP 11 10 YEARS	MINIMUM	15.23	\$1,218.40	\$2,639.87	\$31,678.40
405	STEP 12 11 YEARS	MINIMUM	15.50	\$1,240.00	\$2,686.67	\$32,240.00
405	STEP 13 12 YEARS	MINIMUM	15.78	\$1,262.40	\$2,735.20	\$32,822.40
405	STEP 14 13 YEARS	MINIMUM	16.06	\$1,284.80	\$2,783.73	\$33,404.80
405	STEP 15 14 YEARS	MINIMUM	16.35	\$1,308.00	\$2,834.00	\$34,008.00
405	STEP 16 15 YEARS	MINIMUM	16.64	\$1,331.20	\$2,884.27	\$34,611.20
405	STEP 17 16 YEARS	MINIMUM	16.94	\$1,355.20	\$2,936.27	\$35,235.20
405	STEP 18 17 YEARS	MINIMUM	17.24	\$1,379.20	\$2,988.27	\$35,859.20
405	STEP 19 18 YEARS	MINIMUM	17.55	\$1,404.00	\$3,042.00	\$36,504.00
405	STEP 20 19 YEARS	MINIMUM	17.87	\$1,429.60	\$3,097.47	\$37,169.60

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
406	STEP 1 ENTRY	MINIMUM	13.28	\$1,062.40	\$2,301.87	\$27,622.40
406	STEP 2 1 YEAR	MINIMUM	13.52	\$1,081.60	\$2,343.47	\$28,121.60
406	STEP 3 2 YEARS	MINIMUM	13.76	\$1,100.80	\$2,385.07	\$28,620.80
406	STEP 4 3 YEARS	MINIMUM	14.01	\$1,120.80	\$2,428.40	\$29,140.80
406	STEP 5 4 YEARS	MINIMUM	14.26	\$1,140.80	\$2,471.73	\$29,660.80
406	STEP 6 5 YEARS	MINIMUM	14.52	\$1,161.60	\$2,516.80	\$30,201.60
406	STEP 7 6 YEARS	MINIMUM	14.78	\$1,182.40	\$2,561.87	\$30,742.40
406	STEP 8 7 YEARS	MINIMUM	15.05	\$1,204.00	\$2,608.67	\$31,304.00
406	STEP 9 8 YEARS	MINIMUM	15.32	\$1,225.60	\$2,655.47	\$31,865.60
406	STEP 10 9 YEARS	MINIMUM	15.60	\$1,248.00	\$2,704.00	\$32,448.00
406	STEP 11 10 YEARS	MINIMUM	15.88	\$1,270.40	\$2,752.53	\$33,030.40
406	STEP 12 11 YEARS	MINIMUM	16.17	\$1,293.60	\$2,802.80	\$33,633.60
406	STEP 13 12 YEARS	MINIMUM	16.46	\$1,316.80	\$2,853.07	\$34,236.80
406	STEP 14 13 YEARS	MINIMUM	16.76	\$1,340.80	\$2,905.07	\$34,860.80
406	STEP 15 14 YEARS	MINIMUM	17.06	\$1,364.80	\$2,957.07	\$35,484.80
406	STEP 16 15 YEARS	MINIMUM	17.37	\$1,389.60	\$3,010.80	\$36,129.60
406	STEP 17 16 YEARS	MINIMUM	17.68	\$1,414.40	\$3,064.53	\$36,774.40
406	STEP 18 17 YEARS	MINIMUM	18.00	\$1,440.00	\$3,120.00	\$37,440.00
406	STEP 19 18 YEARS	MINIMUM	18.32	\$1,465.60	\$3,175.47	\$38,105.60
406	STEP 20 19 YEARS	MINIMUM	18.65	\$1,492.00	\$3,232.67	\$38,792.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
407	STEP 1 ENTRY	MINIMUM	13.81	\$1,104.80	\$2,393.73	\$28,724.80
407	STEP 2 1 YEAR	MINIMUM	14.06	\$1,124.80	\$2,437.07	\$29,244.80
407	STEP 3 2 YEARS	MINIMUM	14.31	\$1,144.80	\$2,480.40	\$29,764.80
407	STEP 4 3 YEARS	MINIMUM	14.57	\$1,165.60	\$2,525.47	\$30,305.60
407	STEP 5 4 YEARS	MINIMUM	14.83	\$1,186.40	\$2,570.53	\$30,846.40
407	STEP 6 5 YEARS	MINIMUM	15.10	\$1,208.00	\$2,617.33	\$31,408.00
407	STEP 7 6 YEARS	MINIMUM	15.37	\$1,229.60	\$2,664.13	\$31,969.60
407	STEP 8 7 YEARS	MINIMUM	15.65	\$1,252.00	\$2,712.67	\$32,552.00
407	STEP 9 8 YEARS	MINIMUM	15.93	\$1,274.40	\$2,761.20	\$33,134.40
407	STEP 10 9 YEARS	MINIMUM	16.22	\$1,297.60	\$2,811.47	\$33,737.60
407	STEP 11 10 YEARS	MINIMUM	16.51	\$1,320.80	\$2,861.73	\$34,340.80
407	STEP 12 11 YEARS	MINIMUM	16.81	\$1,344.80	\$2,913.73	\$34,964.80
407	STEP 13 12 YEARS	MINIMUM	17.11	\$1,368.80	\$2,965.73	\$35,588.80
407	STEP 14 13 YEARS	MINIMUM	17.42	\$1,393.60	\$3,019.47	\$36,233.60
407	STEP 15 14 YEARS	MINIMUM	17.73	\$1,418.40	\$3,073.20	\$36,878.40
407	STEP 16 15 YEARS	MINIMUM	18.05	\$1,444.00	\$3,128.67	\$37,544.00
407	STEP 17 16 YEARS	MINIMUM	18.37	\$1,469.60	\$3,184.13	\$38,209.60
407	STEP 18 17 YEARS	MINIMUM	18.70	\$1,496.00	\$3,241.33	\$38,896.00
407	STEP 19 18 YEARS	MINIMUM	19.04	\$1,523.20	\$3,300.27	\$39,603.20
407	STEP 20 19 YEARS	MINIMUM	19.38	\$1,550.40	\$3,359.20	\$40,310.40



2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
408	STEP 1 ENTRY	MINIMUM	14.52	\$1,161.60	\$2,516.80	\$30,201.60
408	STEP 2 1 YEAR	MINIMUM	14.79	\$1,183.20	\$2,563.60	\$30,763.20
408	STEP 3 2 YEARS	MINIMUM	15.06	\$1,204.80	\$2,610.40	\$31,324.80
408	STEP 4 3 YEARS	MINIMUM	15.33	\$1,226.40	\$2,657.20	\$31,886.40
408	STEP 5 4 YEARS	MINIMUM	15.61	\$1,248.80	\$2,705.73	\$32,468.80
408	STEP 6 5 YEARS	MINIMUM	15.89	\$1,271.20	\$2,754.27	\$33,051.20
408	STEP 7 6 YEARS	MINIMUM	16.18	\$1,294.40	\$2,804.53	\$33,654.40
408	STEP 8 7 YEARS	MINIMUM	16.47	\$1,317.60	\$2,854.80	\$34,257.60
408	STEP 9 8 YEARS	MINIMUM	16.77	\$1,341.60	\$2,906.80	\$34,881.60
408	STEP 10 9 YEARS	MINIMUM	17.07	\$1,365.60	\$2,958.80	\$35,505.60
408	STEP 11 10 YEARS	MINIMUM	17.38	\$1,390.40	\$3,012.53	\$36,150.40
408	STEP 12 11 YEARS	MINIMUM	17.69	\$1,415.20	\$3,066.27	\$36,795.20
408	STEP 13 12 YEARS	MINIMUM	18.01	\$1,440.80	\$3,121.73	\$37,460.80
408	STEP 14 13 YEARS	MINIMUM	18.33	\$1,466.40	\$3,177.20	\$38,126.40
408	STEP 15 14 YEARS	MINIMUM	18.66	\$1,492.80	\$3,234.40	\$38,812.80
408	STEP 16 15 YEARS	MINIMUM	19.00	\$1,520.00	\$3,293.33	\$39,520.00
408	STEP 17 16 YEARS	MINIMUM	19.34	\$1,547.20	\$3,352.27	\$40,227.20
408	STEP 18 17 YEARS	MINIMUM	19.69	\$1,575.20	\$3,412.93	\$40,955.20
408	STEP 19 18 YEARS	MINIMUM	20.04	\$1,603.20	\$3,473.60	\$41,683.20
408	STEP 20 19 YEARS	MINIMUM	20.40	\$1,632.00	\$3,536.00	\$42,432.00

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
409	STEP 1 ENTRY	MINIMUM	15.32	\$1,225.60	\$2,655.47	\$31,865.60
409	STEP 2 1 YEAR	MINIMUM	15.60	\$1,248.00	\$2,704.00	\$32,448.00
409	STEP 3 2 YEARS	MINIMUM	15.88	\$1,270.40	\$2,752.53	\$33,030.40
409	STEP 4 3 YEARS	MINIMUM	16.17	\$1,293.60	\$2,802.80	\$33,633.60
409	STEP 5 4 YEARS	MINIMUM	16.46	\$1,316.80	\$2,853.07	\$34,236.80
409	STEP 6 5 YEARS	MINIMUM	16.76	\$1,340.80	\$2,905.07	\$34,860.80
409	STEP 7 6 YEARS	MINIMUM	17.06	\$1,364.80	\$2,957.07	\$35,484.80
409	STEP 8 7 YEARS	MINIMUM	17.37	\$1,389.60	\$3,010.80	\$36,129.60
409	STEP 9 8 YEARS	MINIMUM	17.68	\$1,414.40	\$3,064.53	\$36,774.40
409	STEP 10 9 YEARS	MINIMUM	18.00	\$1,440.00	\$3,120.00	\$37,440.00
409	STEP 11 10 YEARS	MINIMUM	18.32	\$1,465.60	\$3,175.47	\$38,105.60
409	STEP 12 11 YEARS	MINIMUM	18.65	\$1,492.00	\$3,232.67	\$38,792.00
409	STEP 13 12 YEARS	MINIMUM	18.99	\$1,519.20	\$3,291.60	\$39,499.20
409	STEP 14 13 YEARS	MINIMUM	19.33	\$1,546.40	\$3,350.53	\$40,206.40
409	STEP 15 14 YEARS	MINIMUM	19.68	\$1,574.40	\$3,411.20	\$40,934.40
409	STEP 16 15 YEARS	MINIMUM	20.03	\$1,602.40	\$3,471.87	\$41,662.40
409	STEP 17 16 YEARS	MINIMUM	20.39	\$1,631.20	\$3,534.27	\$42,411.20
409	STEP 18 17 YEARS	MINIMUM	20.76	\$1,660.80	\$3,598.40	\$43,180.80
409	STEP 19 18 YEARS	MINIMUM	21.13	\$1,690.40	\$3,662.53	\$43,950.40
409	STEP 20 19 YEARS	MINIMUM	21.51	\$1,720.80	\$3,728.40	\$44,740.80

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
410	STEP 1 ENTRY	MINIMUM	16.06	\$1,284.80	\$2,783.73	\$33,404.80
410	STEP 2 1 YEAR	MINIMUM	16.35	\$1,308.00	\$2,834.00	\$34,008.00
410	STEP 3 2 YEARS	MINIMUM	16.64	\$1,331.20	\$2,884.27	\$34,611.20
410	STEP 4 3 YEARS	MINIMUM	16.94	\$1,355.20	\$2,936.27	\$35,235.20
410	STEP 5 4 YEARS	MINIMUM	17.24	\$1,379.20	\$2,988.27	\$35,859.20
410	STEP 6 5 YEARS	MINIMUM	17.55	\$1,404.00	\$3,042.00	\$36,504.00
410	STEP 7 6 YEARS	MINIMUM	17.87	\$1,429.60	\$3,097.47	\$37,169.60
410	STEP 8 7 YEARS	MINIMUM	18.19	\$1,455.20	\$3,152.93	\$37,835.20
410	STEP 9 8 YEARS	MINIMUM	18.52	\$1,481.60	\$3,210.13	\$38,521.60
410	STEP 10 9 YEARS	MINIMUM	18.85	\$1,508.00	\$3,267.33	\$39,208.00
410	STEP 11 10 YEARS	MINIMUM	19.19	\$1,535.20	\$3,326.27	\$39,915.20
410	STEP 12 11 YEARS	MINIMUM	19.54	\$1,563.20	\$3,386.93	\$40,643.20
410	STEP 13 12 YEARS	MINIMUM	19.89	\$1,591.20	\$3,447.60	\$41,371.20
410	STEP 14 13 YEARS	MINIMUM	20.25	\$1,620.00	\$3,510.00	\$42,120.00
410	STEP 15 14 YEARS	MINIMUM	20.61	\$1,648.80	\$3,572.40	\$42,868.80
410	STEP 16 15 YEARS	MINIMUM	20.98	\$1,678.40	\$3,636.53	\$43,638.40
410	STEP 17 16 YEARS	MINIMUM	21.36	\$1,708.80	\$3,702.40	\$44,428.80
410	STEP 18 17 YEARS	MINIMUM	21.74	\$1,739.20	\$3,768.27	\$45,219.20
410	STEP 19 18 YEARS	MINIMUM	22.13	\$1,770.40	\$3,835.87	\$46,030.40
410	STEP 20 19 YEARS	MINIMUM	22.53	\$1,802.40	\$3,905.20	\$46,862.40

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
411	STEP 1 ENTRY	MINIMUM	16.75	\$1,340.00	\$2,903.33	\$34,840.00
411	STEP 2 1 YEAR	MINIMUM	17.05	\$1,364.00	\$2,955.33	\$35,464.00
411	STEP 3 2 YEARS	MINIMUM	17.36	\$1,388.80	\$3,009.07	\$36,108.80
411	STEP 4 3 YEARS	MINIMUM	17.67	\$1,413.60	\$3,062.80	\$36,753.60
411	STEP 5 4 YEARS	MINIMUM	17.99	\$1,439.20	\$3,118.27	\$37,419.20
411	STEP 6 5 YEARS	MINIMUM	18.31	\$1,464.80	\$3,173.73	\$38,084.80
411	STEP 7 6 YEARS	MINIMUM	18.64	\$1,491.20	\$3,230.93	\$38,771.20
411	STEP 8 7 YEARS	MINIMUM	18.98	\$1,518.40	\$3,289.87	\$39,478.40
411	STEP 9 8 YEARS	MINIMUM	19.32	\$1,545.60	\$3,348.80	\$40,185.60
411	STEP 10 9 YEARS	MINIMUM	19.67	\$1,573.60	\$3,409.47	\$40,913.60
411	STEP 11 10 YEARS	MINIMUM	20.02	\$1,601.60	\$3,470.13	\$41,641.60
411	STEP 12 11 YEARS	MINIMUM	20.38	\$1,630.40	\$3,532.53	\$42,390.40
411	STEP 13 12 YEARS	MINIMUM	20.75	\$1,660.00	\$3,596.67	\$43,160.00
411	STEP 14 13 YEARS	MINIMUM	21.12	\$1,689.60	\$3,660.80	\$43,929.60
411	STEP 15 14 YEARS	MINIMUM	21.50	\$1,720.00	\$3,726.67	\$44,720.00
411	STEP 16 15 YEARS	MINIMUM	21.89	\$1,751.20	\$3,794.27	\$45,531.20
411	STEP 17 16 YEARS	MINIMUM	22.28	\$1,782.40	\$3,861.87	\$46,342.40
411	STEP 18 17 YEARS	MINIMUM	22.68	\$1,814.40	\$3,931.20	\$47,174.40
411	STEP 19 18 YEARS	MINIMUM	23.09	\$1,847.20	\$4,002.27	\$48,027.20
411	STEP 20 19 YEARS	MINIMUM	23.51	\$1,880.80	\$4,075.07	\$48,900.80

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
412	STEP 1 ENTRY	MINIMUM	17.43	\$1,394.40	\$3,021.20	\$36,254.40
412	STEP 2 1 YEAR	MINIMUM	17.75	\$1,420.00	\$3,076.67	\$36,920.00
412	STEP 3 2 YEARS	MINIMUM	18.07	\$1,445.60	\$3,132.13	\$37,585.60
412	STEP 4 3 YEARS	MINIMUM	18.40	\$1,472.00	\$3,189.33	\$38,272.00
412	STEP 5 4 YEARS	MINIMUM	18.73	\$1,498.40	\$3,246.53	\$38,958.40
412	STEP 6 5 YEARS	MINIMUM	19.07	\$1,525.60	\$3,305.47	\$39,665.60
412	STEP 7 6 YEARS	MINIMUM	19.41	\$1,552.80	\$3,364.40	\$40,372.80
412	STEP 8 7 YEARS	MINIMUM	19.76	\$1,580.80	\$3,425.07	\$41,100.80
412	STEP 9 8 YEARS	MINIMUM	20.12	\$1,609.60	\$3,487.47	\$41,849.60
412	STEP 10 9 YEARS	MINIMUM	20.48	\$1,638.40	\$3,549.87	\$42,598.40
412	STEP 11 10 YEARS	MINIMUM	20.85	\$1,668.00	\$3,614.00	\$43,368.00
412	STEP 12 11 YEARS	MINIMUM	21.23	\$1,698.40	\$3,679.87	\$44,158.40
412	STEP 13 12 YEARS	MINIMUM	21.61	\$1,728.80	\$3,745.73	\$44,948.80
412	STEP 14 13 YEARS	MINIMUM	22.00	\$1,760.00	\$3,813.33	\$45,760.00
412	STEP 15 14 YEARS	MINIMUM	22.40	\$1,792.00	\$3,882.67	\$46,592.00
412	STEP 16 15 YEARS	MINIMUM	22.80	\$1,824.00	\$3,952.00	\$47,424.00
412	STEP 17 16 YEARS	MINIMUM	23.21	\$1,856.80	\$4,023.07	\$48,276.80
412	STEP 18 17 YEARS	MINIMUM	23.63	\$1,890.40	\$4,095.87	\$49,150.40
412	STEP 19 18 YEARS	MINIMUM	24.06	\$1,924.80	\$4,170.40	\$50,044.80
412	STEP 20 19 YEARS	MINIMUM	24.49	\$1,959.20	\$4,244.93	\$50,939.20

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
413	STEP 1 ENTRY	MINIMUM	18.12	\$1,449.60	\$3,140.80	\$37,689.60
413	STEP 2 1 YEAR	MINIMUM	18.45	\$1,476.00	\$3,198.00	\$38,376.00
413	STEP 3 2 YEARS	MINIMUM	18.78	\$1,502.40	\$3,255.20	\$39,062.40
413	STEP 4 3 YEARS	MINIMUM	19.12	\$1,529.60	\$3,314.13	\$39,769.60
413	STEP 5 4 YEARS	MINIMUM	19.46	\$1,556.80	\$3,373.07	\$40,476.80
413	STEP 6 5 YEARS	MINIMUM	19.81	\$1,584.80	\$3,433.73	\$41,204.80
413	STEP 7 6 YEARS	MINIMUM	20.17	\$1,613.60	\$3,496.13	\$41,953.60
413	STEP 8 7 YEARS	MINIMUM	20.53	\$1,642.40	\$3,558.53	\$42,702.40
413	STEP 9 8 YEARS	MINIMUM	20.90	\$1,672.00	\$3,622.67	\$43,472.00
413	STEP 10 9 YEARS	MINIMUM	21.28	\$1,702.40	\$3,688.53	\$44,262.40
413	STEP 11 10 YEARS	MINIMUM	21.66	\$1,732.80	\$3,754.40	\$45,052.80
413	STEP 12 11 YEARS	MINIMUM	22.05	\$1,764.00	\$3,822.00	\$45,864.00
413	STEP 13 12 YEARS	MINIMUM	22.45	\$1,796.00	\$3,891.33	\$46,696.00
413	STEP 14 13 YEARS	MINIMUM	22.85	\$1,828.00	\$3,960.67	\$47,528.00
413	STEP 15 14 YEARS	MINIMUM	23.26	\$1,860.80	\$4,031.73	\$48,380.80
413	STEP 16 15 YEARS	MINIMUM	23.68	\$1,894.40	\$4,104.53	\$49,254.40
413	STEP 17 16 YEARS	MINIMUM	24.11	\$1,928.80	\$4,179.07	\$50,148.80
413	STEP 18 17 YEARS	MINIMUM	24.54	\$1,963.20	\$4,253.60	\$51,043.20
413	STEP 19 18 YEARS	MINIMUM	24.98	\$1,998.40	\$4,329.87	\$51,958.40
413	STEP 20 19 YEARS	MINIMUM	25.43	\$2,034.40	\$4,407.87	\$52,894.40

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
414	STEP 1 ENTRY	MINIMUM	18.97	\$1,517.60	\$3,288.13	\$39,457.60
414	STEP 2 1 YEAR	MINIMUM	19.31	\$1,544.80	\$3,347.07	\$40,164.80
414	STEP 3 2 YEARS	MINIMUM	19.66	\$1,572.80	\$3,407.73	\$40,892.80
414	STEP 4 3 YEARS	MINIMUM	20.01	\$1,600.80	\$3,468.40	\$41,620.80
414	STEP 5 4 YEARS	MINIMUM	20.37	\$1,629.60	\$3,530.80	\$42,369.60
414	STEP 6 5 YEARS	MINIMUM	20.74	\$1,659.20	\$3,594.93	\$43,139.20
414	STEP 7 6 YEARS	MINIMUM	21.11	\$1,688.80	\$3,659.07	\$43,908.80
414	STEP 8 7 YEARS	MINIMUM	21.49	\$1,719.20	\$3,724.93	\$44,699.20
414	STEP 9 8 YEARS	MINIMUM	21.88	\$1,750.40	\$3,792.53	\$45,510.40
414	STEP 10 9 YEARS	MINIMUM	22.27	\$1,781.60	\$3,860.13	\$46,321.60
414	STEP 11 10 YEARS	MINIMUM	22.67	\$1,813.60	\$3,929.47	\$47,153.60
414	STEP 12 11 YEARS	MINIMUM	23.08	\$1,846.40	\$4,000.53	\$48,006.40
414	STEP 13 12 YEARS	MINIMUM	23.50	\$1,880.00	\$4,073.33	\$48,880.00
414	STEP 14 13 YEARS	MINIMUM	23.92	\$1,913.60	\$4,146.13	\$49,753.60
414	STEP 15 14 YEARS	MINIMUM	24.35	\$1,948.00	\$4,220.67	\$50,648.00
414	STEP 16 15 YEARS	MINIMUM	24.79	\$1,983.20	\$4,296.93	\$51,563.20
414	STEP 17 16 YEARS	MINIMUM	25.24	\$2,019.20	\$4,374.93	\$52,499.20
414	STEP 18 17 YEARS	MINIMUM	25.69	\$2,055.20	\$4,452.93	\$53,435.20
414	STEP 19 18 YEARS	MINIMUM	26.15	\$2,092.00	\$4,532.67	\$54,392.00
414	STEP 20 19 YEARS	MINIMUM	26.62	\$2,129.60	\$4,614.13	\$55,369.60

2019 NON-UNIFORMED UNION ELIGIBLE SALARY RANGES

GRADE	STEP	MINIMUM	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
463	STEP 1 ENTRY	MINIMUM	19.93	\$1,594.40	\$3,454.53	\$41,454.40
463	STEP 2 1 YEAR	MINIMUM	20.29	\$1,623.20	\$3,516.93	\$42,203.20
463	STEP 3 2 YEARS	MINIMUM	20.66	\$1,652.80	\$3,581.07	\$42,972.80
463	STEP 4 3 YEARS	MINIMUM	21.03	\$1,682.40	\$3,645.20	\$43,742.40
463	STEP 5 4 YEARS	MINIMUM	21.41	\$1,712.80	\$3,711.07	\$44,532.80
463	STEP 6 5 YEARS	MINIMUM	21.80	\$1,744.00	\$3,778.67	\$45,344.00
463	STEP 7 6 YEARS	MINIMUM	22.19	\$1,775.20	\$3,846.27	\$46,155.20
463	STEP 8 7 YEARS	MINIMUM	22.59	\$1,807.20	\$3,915.60	\$46,987.20
463	STEP 9 8 YEARS	MINIMUM	23.00	\$1,840.00	\$3,986.67	\$47,840.00
463	STEP 10 9 YEARS	MINIMUM	23.41	\$1,872.80	\$4,057.73	\$48,692.80
463	STEP 11 10 YEARS	MINIMUM	23.83	\$1,906.40	\$4,130.53	\$49,566.40
463	STEP 12 11 YEARS	MINIMUM	24.26	\$1,940.80	\$4,205.07	\$50,460.80
463	STEP 13 12 YEARS	MINIMUM	24.70	\$1,976.00	\$4,281.33	\$51,376.00
463	STEP 14 13 YEARS	MINIMUM	25.14	\$2,011.20	\$4,357.60	\$52,291.20
463	STEP 15 14 YEARS	MINIMUM	25.59	\$2,047.20	\$4,435.60	\$53,227.20
463	STEP 16 15 YEARS	MINIMUM	26.05	\$2,084.00	\$4,515.33	\$54,184.00
463	STEP 17 16 YEARS	MINIMUM	26.52	\$2,121.60	\$4,596.80	\$55,161.60
463	STEP 18 17 YEARS	MINIMUM	27.00	\$2,160.00	\$4,680.00	\$56,160.00
463	STEP 19 18 YEARS	MINIMUM	27.49	\$2,199.20	\$4,764.93	\$57,179.20
463	STEP 20 19 YEARS	MINIMUM	27.98	\$2,238.40	\$4,849.87	\$58,198.40



2019 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

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

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
503	MINIMUM	9.48	\$758.38	\$1,643.17	\$19,718.00
	MIDPOINT	12.04	\$963.15	\$2,086.83	\$25,042.00
	MAXIMUM	14.60	\$1,167.92	\$2,530.50	\$30,366.00
504	MINIMUM	10.24	\$819.42	\$1,775.42	\$21,305.00
	MIDPOINT	13.01	\$1,040.69	\$2,254.83	\$27,058.00
	MAXIMUM	15.77	\$1,261.92	\$2,734.17	\$32,810.00
505	MINIMUM	11.19	\$895.35	\$1,939.92	\$23,279.00
	MIDPOINT	14.21	\$1,137.12	\$2,463.75	\$29,565.00
	MAXIMUM	17.24	\$1,378.85	\$2,987.50	\$35,850.00
506	MINIMUM	12.33	\$986.00	\$2,136.33	\$25,636.00
	MIDPOINT	15.65	\$1,252.23	\$2,713.17	\$32,558.00
	MAXIMUM	18.98	\$1,518.42	\$3,289.92	\$39,479.00
507	MINIMUM	13.71	\$1,096.85	\$2,376.50	\$28,518.00
	MIDPOINT	17.41	\$1,393.00	\$3,018.17	\$36,218.00
	MAXIMUM	21.11	\$1,689.15	\$3,659.83	\$43,918.00
508	MINIMUM	15.59	\$1,246.96	\$2,701.75	\$32,421.00
	MIDPOINT	19.80	\$1,583.65	\$3,431.25	\$41,175.00
	MAXIMUM	24.00	\$1,920.31	\$4,160.67	\$49,928.00
509	MINIMUM	17.16	\$1,372.62	\$2,974.00	\$35,688.00
	MIDPOINT	21.79	\$1,743.23	\$3,777.00	\$45,324.00
	MAXIMUM	26.42	\$2,113.85	\$4,580.00	\$54,960.00
510	MINIMUM	19.67	\$1,573.50	\$3,409.25	\$40,911.00
	MIDPOINT	24.98	\$1,998.35	\$4,329.75	\$51,957.00
	MAXIMUM	30.29	\$2,423.19	\$5,250.25	\$63,003.00

2019 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

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

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
523	MINIMUM	9.77	\$781.46	\$1,693.17	\$20,318.00
	MIDPOINT	12.41	\$992.46	\$2,150.33	\$25,804.00
	MAXIMUM	15.04	\$1,203.46	\$2,607.50	\$31,290.00
524	MINIMUM	10.53	\$842.50	\$1,825.42	\$21,905.00
	MIDPOINT	13.38	\$1,070.00	\$2,318.33	\$27,820.00
	MAXIMUM	16.22	\$1,297.46	\$2,811.17	\$33,734.00
525	MINIMUM	11.48	\$918.42	\$1,989.92	\$23,879.00
	MIDPOINT	14.58	\$1,166.42	\$2,527.25	\$30,327.00
	MAXIMUM	17.68	\$1,414.38	\$3,064.50	\$36,774.00
526	MINIMUM	12.61	\$1,009.08	\$2,186.33	\$26,236.00
	MIDPOINT	16.02	\$1,281.54	\$2,776.67	\$33,320.00
	MAXIMUM	19.42	\$1,553.96	\$3,366.92	\$40,403.00
527	MINIMUM	14.00	\$1,119.92	\$2,426.50	\$29,118.00
	MIDPOINT	17.78	\$1,422.31	\$3,081.67	\$36,980.00
	MAXIMUM	21.56	\$1,724.69	\$3,736.83	\$44,842.00
528	MINIMUM	15.88	\$1,270.04	\$2,751.75	\$33,021.00
	MIDPOINT	20.16	\$1,612.96	\$3,494.75	\$41,937.00
	MAXIMUM	24.45	\$1,955.85	\$4,237.67	\$50,852.00
529	MINIMUM	17.45	\$1,395.69	\$3,024.00	\$36,288.00
	MIDPOINT	22.16	\$1,772.54	\$3,840.50	\$46,086.00
	MAXIMUM	26.87	\$2,149.38	\$4,657.00	\$55,884.00
530	MINIMUM	19.96	\$1,596.58	\$3,459.25	\$41,511.00
	MIDPOINT	25.35	\$2,027.65	\$4,393.25	\$52,719.00
	MAXIMUM	30.73	\$2,458.73	\$5,327.25	\$63,927.00

2019 NON-UNIFORMED NON-UNION ELIGIBLE SALARY RANGES

**DEPARTMENT DIRECTORS**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
600	MINIMUM	34.73	\$2,778.58	\$6,020.25	\$72,243.00
	MIDPOINT	44.11	\$3,528.81	\$7,645.75	\$91,749.00
	MAXIMUM	53.49	\$4,279.00	\$9,271.17	\$111,254.00
602	MINIMUM	42.73	\$3,418.58	\$7,406.92	\$88,883.00
	MIDPOINT	54.27	\$4,341.62	\$9,406.83	\$112,882.00
	MAXIMUM	65.81	\$5,264.62	\$11,406.67	\$136,880.00
603	MINIMUM	44.54	\$3,563.00	\$7,719.83	\$92,638.00
	MIDPOINT	56.56	\$4,525.04	\$9,804.25	\$117,651.00
	MAXIMUM	68.59	\$5,487.04	\$11,888.58	\$142,663.00

**DEPUTY CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
604	MINIMUM	36.68	\$2,934.65	\$6,358.42	\$76,301.00
	MIDPOINT	46.59	\$3,727.04	\$8,075.25	\$96,903.00
	MAXIMUM	56.49	\$4,519.38	\$9,792.00	\$117,504.00

**CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
611	MINIMUM	51.15	\$4,092.23	\$8,866.50	\$106,398.00
	MIDPOINT	64.96	\$5,197.15	\$11,260.50	\$135,126.00
	MAXIMUM	78.78	\$6,302.04	\$13,654.42	\$163,853.00

**CHIEF DEPUTY CITY ATTORNEY**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
617	MINIMUM	43.86	\$3,509.00	\$7,602.83	\$91,234.00
	MIDPOINT	55.71	\$4,456.42	\$9,655.58	\$115,867.00
	MAXIMUM	67.55	\$5,403.85	\$11,708.33	\$140,500.00

**ASSISTANT CITY MANAGER**

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
618	MINIMUM	48.25	\$3,859.85	\$8,363.00	\$100,356.00
	MIDPOINT	61.28	\$4,902.00	\$10,621.00	\$127,452.00
	MAXIMUM	74.30	\$5,944.15	\$12,879.00	\$154,548.00

2019 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	9.19	\$735.31	\$1,593.17	\$19,118.00
	MIDPOINT	11.67	\$933.85	\$2,023.33	\$24,280.00
	MAXIMUM	14.15	\$1,132.38	\$2,453.50	\$29,442.00
704	MINIMUM	9.95	\$796.35	\$1,725.42	\$20,705.00
	MIDPOINT	12.64	\$1,011.38	\$2,191.33	\$26,296.00
	MAXIMUM	15.33	\$1,226.38	\$2,657.17	\$31,886.00
705	MINIMUM	10.90	\$872.27	\$1,889.92	\$22,679.00
	MIDPOINT	13.85	\$1,107.81	\$2,400.25	\$28,803.00
	MAXIMUM	16.79	\$1,343.31	\$2,910.50	\$34,926.00
706	MINIMUM	12.04	\$962.92	\$2,086.33	\$25,036.00
	MIDPOINT	15.29	\$1,222.92	\$2,649.67	\$31,796.00
	MAXIMUM	18.54	\$1,482.88	\$3,212.92	\$38,555.00
707	MINIMUM	13.42	\$1,073.77	\$2,326.50	\$27,918.00
	MIDPOINT	17.05	\$1,363.69	\$2,954.67	\$35,456.00
	MAXIMUM	20.67	\$1,653.62	\$3,582.83	\$42,994.00
708	MINIMUM	15.30	\$1,223.88	\$2,651.75	\$31,821.00
	MIDPOINT	19.43	\$1,554.35	\$3,367.75	\$40,413.00
	MAXIMUM	23.56	\$1,884.77	\$4,083.67	\$49,004.00
709	MINIMUM	16.87	\$1,349.54	\$2,924.00	\$35,088.00
	MIDPOINT	21.42	\$1,713.92	\$3,713.50	\$44,562.00
	MAXIMUM	25.98	\$2,078.31	\$4,503.00	\$54,036.00
710	MINIMUM	19.38	\$1,550.42	\$3,359.25	\$40,311.00
	MIDPOINT	24.61	\$1,969.04	\$4,266.25	\$51,195.00
	MAXIMUM	29.85	\$2,387.65	\$5,173.25	\$62,079.00
711	MINIMUM	21.67	\$1,733.88	\$3,756.75	\$45,081.00
	MIDPOINT	27.53	\$2,202.04	\$4,771.08	\$57,253.00
	MAXIMUM	33.38	\$2,670.19	\$5,785.42	\$69,425.00
712	MINIMUM	25.43	\$2,034.19	\$4,407.42	\$52,889.00
	MIDPOINT	32.29	\$2,583.42	\$5,597.42	\$67,169.00
	MAXIMUM	39.16	\$3,132.65	\$6,787.42	\$81,449.00
713	MINIMUM	29.39	\$2,351.15	\$5,094.17	\$61,130.00
	MIDPOINT	37.32	\$2,985.96	\$6,469.58	\$77,635.00
	MAXIMUM	45.26	\$3,620.77	\$7,845.00	\$94,140.00
714	MINIMUM	32.95	\$2,636.08	\$5,711.50	\$68,538.00
	MIDPOINT	41.85	\$3,347.85	\$7,253.67	\$87,044.00
	MAXIMUM	50.74	\$4,059.58	\$8,795.75	\$105,549.00
715	MINIMUM	37.74	\$3,019.27	\$6,541.75	\$78,501.00
	MIDPOINT	47.93	\$3,834.50	\$8,308.08	\$99,697.00
	MAXIMUM	58.12	\$4,649.69	\$10,074.33	\$120,892.00

2019 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	13.24	\$1,059.23	\$2,295.00	\$27,540.00
	MIDPOINT	16.82	\$1,345.23	\$2,914.67	\$34,976.00
	MAXIMUM	20.39	\$1,631.19	\$3,534.25	\$42,411.00
807	MINIMUM	14.76	\$1,181.15	\$2,559.17	\$30,710.00
	MIDPOINT	18.75	\$1,500.08	\$3,250.17	\$39,002.00
	MAXIMUM	22.74	\$1,818.96	\$3,941.08	\$47,293.00
808	MINIMUM	16.83	\$1,346.27	\$2,916.92	\$35,003.00
	MIDPOINT	21.37	\$1,709.77	\$3,704.50	\$44,454.00
	MAXIMUM	25.92	\$2,073.23	\$4,492.00	\$53,904.00
809	MINIMUM	18.56	\$1,484.50	\$3,216.42	\$38,597.00
	MIDPOINT	23.57	\$1,885.35	\$4,084.92	\$49,019.00
	MAXIMUM	28.58	\$2,286.15	\$4,953.33	\$59,440.00
810	MINIMUM	21.32	\$1,705.46	\$3,695.17	\$44,342.00
	MIDPOINT	27.07	\$2,165.96	\$4,692.92	\$56,315.00
	MAXIMUM	32.83	\$2,626.42	\$5,690.58	\$68,287.00
811	MINIMUM	23.84	\$1,907.27	\$4,132.42	\$49,589.00
	MIDPOINT	30.28	\$2,422.27	\$5,248.25	\$62,979.00
	MAXIMUM	36.72	\$2,937.23	\$6,364.00	\$76,368.00
812	MINIMUM	27.97	\$2,237.62	\$4,848.17	\$58,178.00
	MIDPOINT	35.52	\$2,841.77	\$6,157.17	\$73,886.00
	MAXIMUM	43.07	\$3,445.92	\$7,466.17	\$89,594.00
813	MINIMUM	32.33	\$2,586.27	\$5,603.58	\$67,243.00
	MIDPOINT	41.06	\$3,284.58	\$7,116.58	\$85,399.00
	MAXIMUM	49.79	\$3,982.85	\$8,629.50	\$103,554.00
814	MINIMUM	36.25	\$2,899.69	\$6,282.67	\$75,392.00
	MIDPOINT	46.03	\$3,682.62	\$7,979.00	\$95,748.00
	MAXIMUM	55.82	\$4,465.54	\$9,675.33	\$116,104.00

2019 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	17.00	\$1,360.00	\$2,946.67	\$35,360.00
	MAXIMUM	19.12	\$1,529.60	\$3,314.13	\$39,769.60
828	MINIMUM	20.89	\$1,671.20	\$3,620.93	\$43,451.20
	MAXIMUM	29.71	\$2,376.80	\$5,149.73	\$61,796.80
829	MINIMUM	22.34	\$1,787.20	\$3,872.27	\$46,467.20
	MAXIMUM	31.79	\$2,543.20	\$5,510.27	\$66,123.20
830	MINIMUM	23.79	\$1,903.46	\$4,124.17	\$49,490.00
	MAXIMUM	33.87	\$2,709.23	\$5,870.00	\$70,440.00

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

GRADE	MIN/MAX	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
868	MINIMUM	18.51	\$1,480.88	\$3,208.58	\$38,503.00
	MIDPOINT	23.51	\$1,880.73	\$4,074.92	\$48,899.00
	MAXIMUM	28.51	\$2,280.54	\$4,941.17	\$59,294.00
869	MINIMUM	20.41	\$1,632.96	\$3,538.08	\$42,457.00
	MIDPOINT	25.92	\$2,073.88	\$4,493.42	\$53,921.00
	MAXIMUM	31.43	\$2,514.77	\$5,448.67	\$65,384.00
870	MINIMUM	23.45	\$1,876.00	\$4,064.67	\$48,776.00
	MIDPOINT	29.78	\$2,382.54	\$5,162.17	\$61,946.00
	MAXIMUM	36.11	\$2,889.08	\$6,259.67	\$75,116.00
871	MINIMUM	26.23	\$2,098.00	\$4,545.67	\$54,548.00
	MIDPOINT	33.31	\$2,664.50	\$5,773.08	\$69,277.00
	MAXIMUM	40.39	\$3,230.96	\$7,000.42	\$84,005.00
872	MINIMUM	30.77	\$2,461.38	\$5,333.00	\$63,996.00
	MIDPOINT	39.07	\$3,125.96	\$6,772.92	\$81,275.00
	MAXIMUM	47.38	\$3,790.50	\$8,212.75	\$98,553.00

2019 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	15.30	\$1,223.88	\$2,651.75	\$31,821.00
	MIDPOINT	19.43	\$1,554.35	\$3,367.75	\$40,413.00
	MAXIMUM	23.56	\$1,884.77	\$4,083.67	\$49,004.00
909	MINIMUM	16.87	\$1,349.54	\$2,924.00	\$35,088.00
	MIDPOINT	21.42	\$1,713.92	\$3,713.50	\$44,562.00
	MAXIMUM	25.98	\$2,078.31	\$4,503.00	\$54,036.00
910	MINIMUM	19.38	\$1,550.42	\$3,359.25	\$40,311.00
	MIDPOINT	24.61	\$1,969.04	\$4,266.25	\$51,195.00
	MAXIMUM	29.85	\$2,387.65	\$5,173.25	\$62,079.00
911	MINIMUM	21.67	\$1,733.88	\$3,756.75	\$45,081.00
	MIDPOINT	27.53	\$2,202.04	\$4,771.08	\$57,253.00
	MAXIMUM	33.38	\$2,670.19	\$5,785.42	\$69,425.00
912	MINIMUM	25.43	\$2,034.19	\$4,407.42	\$52,889.00
	MIDPOINT	32.29	\$2,583.42	\$5,597.42	\$67,169.00
	MAXIMUM	39.16	\$3,132.65	\$6,787.42	\$81,449.00
913	MINIMUM	29.39	\$2,351.15	\$5,094.17	\$61,130.00
	MIDPOINT	37.32	\$2,985.96	\$6,469.58	\$77,635.00
	MAXIMUM	45.26	\$3,620.77	\$7,845.00	\$94,140.00
914	MINIMUM	32.95	\$2,636.08	\$5,711.50	\$68,538.00
	MIDPOINT	41.85	\$3,347.85	\$7,253.67	\$87,044.00
	MAXIMUM	50.74	\$4,059.58	\$8,795.75	\$105,549.00
915	MINIMUM	37.74	\$3,019.27	\$6,541.75	\$78,501.00
	MIDPOINT	47.93	\$3,834.50	\$8,308.08	\$99,697.00
	MAXIMUM	58.12	\$4,649.69	\$10,074.33	\$120,892.00

2019 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	16.83	\$1,346.27	\$2,916.92	\$35,003.00
	MIDPOINT	21.37	\$1,709.77	\$3,704.50	\$44,454.00
	MAXIMUM	25.92	\$2,073.23	\$4,492.00	\$53,904.00
919	MINIMUM	18.56	\$1,484.50	\$3,216.42	\$38,597.00
	MIDPOINT	23.57	\$1,885.35	\$4,084.92	\$49,019.00
	MAXIMUM	28.58	\$2,286.15	\$4,953.33	\$59,440.00
920	MINIMUM	21.32	\$1,705.46	\$3,695.17	\$44,342.00
	MIDPOINT	27.07	\$2,165.96	\$4,692.92	\$56,315.00
	MAXIMUM	32.83	\$2,626.42	\$5,690.58	\$68,287.00
921	MINIMUM	23.84	\$1,907.27	\$4,132.42	\$49,589.00
	MIDPOINT	30.28	\$2,422.27	\$5,248.25	\$62,979.00
	MAXIMUM	36.72	\$2,937.23	\$6,364.00	\$76,368.00
922	MINIMUM	27.97	\$2,237.62	\$4,848.17	\$58,178.00
	MIDPOINT	35.52	\$2,841.77	\$6,157.17	\$73,886.00
	MAXIMUM	43.07	\$3,445.92	\$7,466.17	\$89,594.00
923	MINIMUM	32.33	\$2,586.27	\$5,603.58	\$67,243.00
	MIDPOINT	41.06	\$3,284.58	\$7,116.58	\$85,399.00
	MAXIMUM	49.79	\$3,982.85	\$8,629.50	\$103,554.00
924	MINIMUM	36.25	\$2,899.69	\$6,282.67	\$75,392.00
	MIDPOINT	46.03	\$3,682.62	\$7,979.00	\$95,748.00
	MAXIMUM	55.82	\$4,465.54	\$9,675.33	\$116,104.00
925	MINIMUM	41.51	\$3,321.19	\$7,195.92	\$86,351.00
	MIDPOINT	52.72	\$4,217.92	\$9,138.83	\$109,666.00
	MAXIMUM	63.93	\$5,114.65	\$11,081.75	\$132,981.00
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.

Department Directors should ensure that internal equity exists in the salary structure before a salary is offered to an 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.

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

### **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 determined by the City Manager.

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**

If applicable, 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.

**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.

#### **3. 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 (to the next lowest step for union eligible)

OR

b. maximum of the salary range of the new grade.

**4. 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 shall receive an amount determined by the City Manager.

## **SPECIAL DUTY ASSIGNMENT PAY**

The City of Little Rock recognizes that in exceptional and limited situations, employees who are exempt from the overtime provisions 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 work at least forty (40) 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 forty (40) hour or fifty-six (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) 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 usually 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.

**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 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**

An employee exercising bumping rights will be compensated according to equity in the new grade he is bumping into.

## **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 his current classification, his salary will be adjusted as needed to maintain equity among incumbents within the new pay grade.

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 adjusted according to equity in the grade he is going.

## **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**

<b>CLASSIFICATION</b>	<b>GRADE</b>	<b>REQUIREMENT FOR PROGRESSION</b>
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

\*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



# PAY EQUITY ASSESSMENT POLICY

## A. PURPOSE

The purpose of the Pay Equity Assessment form and policy is to standardize the internal equity review process in determination of salaries for all employee status changes, including hiring, promotion, and reclassification. The form is designed to measure both related and non-related job experience and education.

## B. OVERVIEW

The Pay Equity Assessment form assesses an applicant's skills, knowledges, and abilities in order to determine an appropriate starting salary. Point values are assigned based upon the factors noted for each area of focus, including experience, education, certification/license, and special attributes. The Pay Equity Assessment form allows the City to consider special factors beyond experience and education when determining the appropriate starting salary, such as specialized skills or training.

The Human Resources Department will be responsible for completing all assessment forms for current employees with assistance from the Department, as needed by the Human Resources Department. The Hiring Manager will complete the assessment form for the selected candidate and approved by the Department Director. To be in compliance with the City's current definition of equity, the applicant will then be offered a salary comparable to current employees with the same score or value, with consideration into the placement of the range (See Section H.)

Upon implementation of this policy and procedure, employees will be encouraged to update their education and experience documents in the personnel file maintained by the Human Resources Department and then thereafter after obtainment of additional credentials (e.g., education, certifications, etc.). Employees should update their personnel file by a memorandum to Human Resources detailing the change along with documentation of the credential, i.e., copy of diploma for a degree, certificate of completion, etc., if applicable. Employees will not be prompted to update their information. Applicants will be informed that offer salaries will be based on all experience and education. Before a salary decision is made, both the Department Director or Hiring Manager and Human Resources Director review and approve the information contained in the form. Salaries will be evaluated upon status changes moving forward.

## C. EXPERIENCE

Upon applying for a position, applicants provide a description of their prior work experience, including length of service in each position, job title, and a brief description of the position's role and responsibilities. The hiring manager will determine whether the applicant's experience is directly related to the essential functions of the position being evaluated, subject to approval from Human Resources. The applicant receives points for their experience, based on the following criteria:

- **Non-Related Experience** – .5 points for each month of experience (maximum of 5 points)
- **Related Self-Employment** – 1 point for each month of experience
- **Related Experience** – 1.5 points for each month of experience

- **Related Experience in a City of Little Rock position** – 2 points for each month of experience

The applicant receives credit for months of experience, which must be expressed in decimal format. The applicant's prior experience (in months) is multiplied by the point value, and divided by 12 (months per year).

For example, an applicant who possesses 5 years and 6 months of related job experience is eligible to receive the following points:

- 5 years and 6 months of experience = 66 (months)
- 66 (months) X 1.5 points (Related Experience) = 99 points
- 99 points divided by 12 (months per year) = **8.25 points**

If the same applicant possesses 5 years and 6 months of non-related job experience, he or she is eligible to receive the following points:

- 5 years and 6 months of experience = 66 (months)
- 66 (months) X .5 points (Related Experience) = 33 points
- 33 points divided by 12 (months per year) = **2.75 points**

This methodology ensures that all applicants receive credit for their prior work experience. Human Resources will use the job description to determine whether an applicant's experience is directly related to the position versus non-related. The City values directly related experience and prior City employment above non-related experience and self-employment. However, the applicant will still receive credit for non-related experience and self-employment.

The point value for related self-employment will be processed at one (1) point per year of self-employment. This value is adjusted to take into account that the applicant's experience may vary according to customer needs, instead of being dictated by the employer. The applicant's experience may not transfer directly to the experience sought, and it may not be possible to determine the type of work that the applicant performed. The applicant's self-employment experience is not documented but subject to customer requests. If applicable, skills obtained during this term may be documented under Special Attributes for additional points.

Other Experience Categories:

- **Volunteer experience:** In the measurement for pay, volunteer experience will not be assessed. This experience may be considered during the selection process but not for pay equity. However, if special skills were obtained while they were volunteering, the skills may still be considered in the special attributes section.
- **Experience before Age 18:** Job experience before the age of 18 or high school graduation will not be considered for pay equity purposes. However, if special skills were obtained while they were employed before age 18 the skills may still be considered in the special attributes section.
- **Secondary Jobs:** Experience that an applicant/employee obtains will not be considered for pay equity. It may be considered during the selection process. This includes any other "moonlighting" jobs. However, if special skills were obtained during this time the skills may still be considered in the special attributes section. Should a candidate work two jobs at the same time, the employee will be given credit for the highest value job.

## Defining Job Related Components

When a hiring manager is taking into consideration whether education or experience is related, they should first consult the job description. Under Minimum Qualifications education and experience are identified. If a manager considers employment or education related for equity purposes, then that information should be appropriate to include on the job description for future use and will be added.

### D. EDUCATION

Upon applying for a position, applicants indicate their level highest level of education. Applicants receive points for each level of education attained, plus additional points if the degree is related to the essential functions of the job (no partial credit given for hours only).

- **Associate's Degree** – 1 point, plus 1 point if related to job (2 point maximum)
- **Bachelor's Degree** – 2 points, plus 2 points if related to job (4 point maximum) for a four year program. If the degree was obtained in two years following the obtainment of an Associate's degree, the points for the Associates will not be counted.
- **Master's Degree** – 1 point, plus 1 point if related to job (2 point maximum)
- **Doctoral Degree** – 1 point, plus 1 point if related to job (2 point maximum)

For example, an applicant who possesses a Bachelor's degree in a related subject is eligible to receive the following points:

- 2 points (Bachelor's degree) + 2 points (related subject area) = **4 points**

An applicant who possesses a Bachelor's degree in a non-related subject and a Master's degree is in a related subject is eligible to receive the following points:

- 2 points (Bachelor's degree) = 2 points
- 1 points (Master's degree) + 1 point (related subject area) = 2 points
- Total points awarded = **4 points**

Similar to the methodology for awarding experience, this procedure ensures that all applicants receive acknowledgement for their level of education, with additional points awarded for job related education.

### E. CERTIFICATIONS AND LICENSES

In this section, the applicant receives points for various certification or licensure related to the position. Each certificate or license obtained by the applicant has a corresponding point value. A sample of certificates or licenses is shown below, including a brief summary of the requirements and point value. The Human Resources Department will develop a library of certifications and the assigned point value. Certificates that are given for attendance alone will not be given credit, along with continuing education certifications to maintain the certification. Certificates that are required for a different compensation policy will not be awarded value for equity.

- Certified Public Accountant (CPA) – Knowledge Based Exam worth 1 point

- HRCI/SHRM Certification – Knowledge Based Exam worth 1 point
- IPMA-HR Certification – Knowledge Based Exam worth 1 point

## **F. SPECIAL ATTRIBUTES**

The Special Attributes section of the Pay Equity Assessment form awards points for special skills or circumstances, which may impact the applicant's salary. This section notes four (4) special circumstances:

- Applicant brings expertise that will require little learning/education by the department (up to 3 points)
- Applicant has special skills which are scarce or in high demand, making the position difficult to fill (up to 3 points)
- Applicant has skills which are not required to do the essential functions of the position but are beneficial to have regardless (up to 3 points)
- Merit/Raise score was reduced or not given, which impacts the employee's movement in the salary range (up to 3 negative points)
- Disciplinary Termination – a candidate who was hired by the City then terminated by Disciplinary but rehired, will not return to the same position at the same salary that they were at, or would have been. A negative value will be assigned (up to 3 negative points).

Each special circumstance requires an explanation of the reasoning behind the request, except for expertise that requires little learning or education by the department.

## **G. RELEVANT GROUPS FOR COMPARISON**

Salary determinations will be based upon the pay grade of the Department for that particular employee group. At this time AFSCME eligible employees will not be compared with non-union non-uniform employees. For the Public Works Department, Public Works Operations, Solid Waste and Traffic Engineering will only be compared against their own divisions and not department wide. The salary a Supervisor earns will not be considered as a factor since there could be multiple reasons for a subordinate to make a higher salary than their supervisor.

## **H. PLACEMENT IN RANGE**

All effort should be made to provide salary differential between employees of varying education and experience. While placing two employees at the same amount with different values of education and experience does not violate the City's equity policy, it does not provide recognition for more experienced/educated employees. It also can interfere with the placement of other employees with education and experience resulting in multiple employees earning the same salary with a large variance of experience and education.

In grades that contain both exempt and non-exempt employees, exempt employees can have an annual salary higher than non-exempt employee in an amount that is comparable to a minimum of two (2) hours of overtime pay annually.

## APPENDIX

### DEFINITIONS

**ADDITIONAL COMPENSABLE ELEMENTS (ACES)** - Relatively enduring characteristic 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; with 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 demotions.

**AT-WILL** – Incumbents serving in positions designated as at-will can have their employment terminated at any time, for any reason and do not have the ability to appeal the termination through the administrative review process and cannot avail themselves to the bumping or recall processes.

**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 and external equity considerations.

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

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

**INEQUITY**- A less-experienced employee who earns a higher salary than a more experienced employee within the same Department. Internal equity adjustments are required where a hiring decision was made that 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 that 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 to demotion requirements.

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

## APPENDIX

### DEFINITIONS CONTINUED

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

**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 salary adjustments, promotions, demotions, transfers, terminations, or any other personnel action. 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.