O-18-08

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING JOB CLASSIFICATIONS AND NUMBERS OF EMPLOYEES FOR EACH DEPARTMENT OF THE CITY GOVERNMENT OF NORTH LITTLE ROCK FOR 2018; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, the City Council is responsible for establishing the number of employees in each department; and

WHEREAS, by enacting an ordinance listing the numbers of employees in each job classification in each department for 2018, the City Council will be in a better position to monitor and evaluate the numbers of employees necessary to the operation of each city department.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That the Administration Department shall consist of nine (9) elected officials and eight (8) full time employees as follows:

Mayor (Elected), NEG - 1
Alderman (Elected), NEG - 8
Director of Operations, NEG – 1
Chief of Staff, NEG – 1
Chief Information Technology Officer, NEG - 1
Director of External Affairs, NEG – 1
Director of Special Projects, NEG – 1
Office Assistant, NEG – 1
Office Assistant III, NEG – 1
Special Assistant to the Mayor, NEG – 1

SECTION 2: That the Airport Department shall consist of two (2) full time employees and two (2) part-time employees as follows:

Director, NEG -1
Airport Maintenance Worker, P06 – 1
Part-time Worker, HRLY – 2

SECTION 3: That the Animal Shelter shall consist of nine (9) full-time employees and one (1) part-time employee as follows:

Director, NEG - 1
Animal Control Officer, F07 - 6
Animal Control Assistant, F07 - 1
Lead Animal Control Officer/Administrator, F07A - 1
Office Assistant III, Part-time, HRLY – 1

SECTION 4: That the City Clerk's Office shall consist of one (1) elected official, four (4) full-time employees, **and one (1) part-time employee** as follows:

City Clerk-Treasurer (Elected), NEG – 1
Assistant to City Clerk -Treasurer, NEG - 1
Deputy City Clerk/Revenue Officer, Senior, NEG – 1
Deputy City Clerk/Revenue Officer, NEG – 1
Code Enforcement Officer/Licensing, NEG – 1
Part-time Deputy City Clerk/Revenue Officer, HRLY – 1, add one position

SECTION 5: That the Code Enforcement Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG - 1
Code Enforcement Assistant, F06A - 1
Health Code Enforcement Officer, F09 – 1
Code Enforcement Officer, F07 – 7
Code Officer Supervisor, F09A - 1
Helper, P06 – 2

SECTION 6: That the Commerce Department shall consist of four (4) full-time employees as follows:

Director, NEG - 1
Administrative Secretary/Purchasing Assistant, F06A - 1
Assistant Director for Procurement, NEG - 1
Courier, F05 – 1

SECTION 7: That the Communication Department shall consist of one (1) full-time employee as follows:

Communications Director, NEG - 1

SECTION 8: That the Community Development Department shall consist of five (5) full-time and 1 (one) part-time employees as follows:

Director, NEG - 1
Administrative Secretary, F06A - 1
Assistant Community Development Director, F10 – 1 (100% grant-funded)
Contract/Rehabilitation Officer, F07 –2
Office Assistant III, PT – 1

SECTION 9: That the Community Planning Department shall consist of twelve (12) full-time employees as follows:

Director, NEG – 1
City Planner, F10 – 2
Geographic Information Systems Specialist, F10 – 1
Administrative Secretary, F06A – 1
Office Assistant III, F05 – 1
Planning Technician, F05 – 1
~~**Building Official/Plans Review Supervisor**~~ **Building Official, F10 – 1, title change**
~~**Chief Building & Sign Inspector**~~ **Chief Building Inspector, F08 – 1, title change**
Chief Electrical Inspector, F08 – 1
Chief Plumbing & Gas Inspector, F08A – 1
~~**Mechanical Inspector**~~ **Chief Mechanical Inspector, F08 – 1, title change**

SECTION 10: That the District Court, First Division shall consist of one (1) elected official, nine (9) full-time employees and one (1) part-time employee as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Chief Probation Officer, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Probation Clerk, NEG – 1
Probation Officer, NEG - 1
Assistant Clerk (Part time), HRLY - 1

SECTION 11: That the District Court, Second Division shall consist of one (1) elected official, nine (9) full-time employees as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Office Assistant, NEG – 2
Probation Officer, NEG – 1

SECTION 12: That the Electric Department shall consist of ~~one hundred thirty six~~ **one hundred thirty one (~~136~~ 131)** full-time employees and eight (8) part-time employees as follows:

General Manager, NEG - 1
Accounting Clerk Senior, F06A – 3
Accountant, F11 – 1
Accounting Clerk III, F05A – 2
Accounts Receivable Specialist, F05B – 2, add 2 positions
Assistant General Manager, NG – 2

Administrator of Data Integration, NG - 1
Auto Mechanic, NG – 1
Climbing Crew Leader, NG – 4
Compliance Administrator, NG – 1
Cost Accountant, NG – 1
Customer Service Accounting Clerk, F05B– 1+1=2, add 1 position
~~Customer Service Clerk~~ Customer Service Representative I, F05B – 12-2=10, title change, delete 2 positions
Customer Service Representative II, F06 – 3, add three positions
Customer Service Manager, F10, 1
Customer Service Supervisor, F09 - 1
Distribution Design Electrical Engineer, NG – 1
Distribution Design Supervisor, NG – 1
Distribution Designer, NG – 1
40Distribution Designer, Sr., NG – 1
Distribution Engineer, NG – 1
Distribution Technician, NG –3
Electric Investigator, NG–1
Energy Services Coordinator, NG – 1
Operations Manager, NG – 1
Energy Specialist, NG – 1
Excavator Lead, NG –1
Excavator Assistant, NG – 1
Executive Office Manager, NG – 1
Executive Secretary, F06A – 1-1=0, delete one position
Power Cost Accountant, NG – 1
General Construction Supervisor, NG – 1
Hydro Lead Operator, NG - 1 -1 = 0, delete one position
Hydro Maintenance Supervisor, NG – 1
Hydro Maintenance Worker, NG – 3, add 3 new positions
Hydro Operator, NG – 9-5=4, delete 5 positions pending on successful fulfillment of 3 Hydro Maintenance Workers
Network Infrastructure Administrator, NG – 2
Information Technology Manager, NG – 1
Material Handler, NG – 1
Mapping Specialist, NG - 1
Data Quality Analyst, F06A – 2
Meter Data Management/Advanced Meter Infrastructure (MDM/AMI) Manager, NG – 1
Adjust three (3) Meter Man positions between Apprentice & Journeyman according to the training and experience of employees and vacancies.
Journeyman Meter Man, NG –2
Apprentice Meter Man, NG – 1
Milsoft GIS Administrator, NG – 1
Office Assistant II, F04A - 5 -3=2, delete 3 positions
Office Assistant III, F05 – 5 -2=3, delete 2 positions
Operations Manager, NG – 1
Distribution Operator, NG – 5

Safety and Security Manager, NG - 1
Service Supervisor, NG – 1
Quotas for thirty (30) service positions (Apprentice Lineman, Apprentice Street Light Technician, Ground Assistant/Climbing, Journeyman Lineman, and Street Light Technician) may be reallocated among the positions according to the training and experience of employees and the needs of the department.
Journeyman Lineman, NG – 17
Apprentice Lineman, NG – 4
Ground Assistant/Climbing, NG – 6
Street Light Technician, NG – 1
Apprentice Street Light Technician, NG – 2
Smart Meter Technician, NG –3
Staff Accountant, NG – 1
Storekeeper, NG - 1
Street Light Supervisor, NG - 1
System Electrical Engineer, NG – 1
Power Supply Engineer, NG – 1
Teller, F05A - 4
Tree Trimmer/Climber, NG – 1
Tree Trimmer/Climber Assistant, NG – 1
Vegetation Management Coordinator, NG – 1
Clerk/Teller, Part-time, HRLY - 8

SECTION 13: That the Emergency Services Department shall consist of thirty two (32) full-time employees and three (3) part-time employees as follows:

Coordinator/Director, NEG – 1
Deputy Coordinator/Lead Public Safety Dispatcher, F09A, - 1
Lead Public Safety Dispatcher, F09A, - 4
Public Safety Dispatcher (I = ~~F07~~ F07A/II =F07A) – 25, paygrade change from F07 to F07A for PSD I
Secretary III, F05A – 1
Public Safety Dispatcher, Part-time, HRLY - 3

SECTION 14: That the Finance Department shall consist of fourteen (14) full-time employees as follows:

Director of Finance and Budget, NEG - 1
~~Accountant~~ **Accountant, Senior**, F12 – 1 **Title change**
Accounting Clerk III, F05A - 1
Accounting Clerk, Senior, F06A – 5
Assistant Finance Director, NG – 1
Assistant Payroll Specialist, F07A –1
Auditor/Grants Administrator, NEG – 1
Customer Service Clerk, F05B - 1
Finance Officer (Electric), F12- 1
Payroll Specialist, F10 – 1

SECTION 15: That the Fire Department shall consist of one hundred seventy five (175) full-time employees (172 uniformed and 3 non-uniformed) as follows: (Per Ordinance 7615, 1/26/04, is authorized to exceed by 3 the quota of firefighters due to absences caused by military leaves.)

Uniformed:

Chief, NEG - 1
Assistant Chief, Y04 – 1
Battalion Chief, Y04 - 3
Captain, Y03 – 42
Fire Marshal, Y04 - 1
Firefighter, Y01 –57
Firefighter, Y01X - 24 *
Lieutenant, Y02 – 43

Non-uniformed:

Executive Secretary, NG – 1
Office Assistant, Senior, F05A – 1
Vehicle General Foreman, F10 – 1

***Note** – Positions that are grant-funded (identified by an ending "X") will be terminated upon the expiration of funding, unless sooner terminated by City Council.

Within the total number of positions authorized, the Fire Department Chief is hereby authorized to temporarily promote six (6) from properly selected Firefighters to the rank of Lieutenant and three (3) properly selected Lieutenants to the rank of Captain for a period that shall not exceed two years from the date of promotion. Persons receiving temporary promotions shall be prioritized for permanent promotions. Persons receiving temporary promotions may, upon the expiration of two years from the date of promotion, be retained in the previous position held. No temporary promotion shall be effective unless or until the person receiving the temporary position signs an acknowledgement that the promotion is temporary in nature and restricted by the terms of this Ordinance.

SECTION 16: That the Fit 2 Live Department shall consist of one (1) full-time employee:

Fit 2 Live Coordinator/Wellness, Health, Education, and Nutrition Coordinator, NEG – 1

SECTION 18: That the Human Resources Department shall consist of eight (8) full-time employees as follows:

Human Resources Director, NEG - 1
HR Assistant, F06A – 1
HR Generalist, F07 – 2
Human Resources Employment Specialist, F10 – 1

Human Resources Specialist/Administrative, F10
Industrial/Organizational Specialist, NEG – 1
Senior Industrial/Organizational Specialist/Assistant Human Resources Director, NEG – 1

SECTION 19: That the Legal Department shall consist of one (1) elected official, seven (7) full-time employees and two (2) part-time employees as follows:

City Attorney (Elected), NEG – 1
Assistant City Attorney, NEG - 3
Deputy City Attorney, NEG – 1
Legal Assistant, NEG –1
Legal Assistant, Part time, NEG – 2
Office Manager, NEG – 1
Case Manager, NEG – 1

SECTION 20: That the Neighborhood Services Department shall consist of two (2) full-time employees as follows:

Director, NEG - 1
Office Assistant Sr., F05A – 1

SECTION 21: That the Parks & Recreation Department shall consist of ~~two hundred seventeen~~ **two hundred thirty one (~~221~~ 231)** employees: ~~eighty~~ **seventy-nine (~~80~~ 79) full-time,** one hundred and nine (109) part-time, and forty three (43) intermittent as follows:

Administration (Dept. 033): three (3) full-time employees
Director, NEG – 1
Executive Secretary, NG - 1
Office Assistant, Sr., F05A – 1

Parks Maintenance (Dept. 034): ~~forty-four~~ **forty-eight (44 48)** employees: ~~41~~ **43 full time and ~~3~~ 5 part-time.**
Construction Carpenter, P11 - 1
Equipment Maintenance Worker, P09 – 1
General Parks Supervisor, F09 – 2
Heavy Equipment Operator, P09 – 2
Mechanic, P11 - 1
Office Assistant Sr., F05A – 1
Parks Generalist, FT F07 – 1, add one position from department 40
Parks Maintenance Crew Leader, P08 – 4
Parks Maintenance Specialist, P14 – 1
Parks Maintenance Superintendent, F11 – 1
Parks Maintenance Worker, P06 –20 +1 = 21, add one position
Park Ranger, F09, - 1
Parks Supervisor I, F07A – 1 +1 = 2, add one position
Program Coordinator, FT F08 = 1, add one position from department 40

Senior Parks Maintenance Worker, P07 – 2
Sports Turf Specialist, P14 – 1
Water Systems Specialist Plumbing/Irrigation, P13 – 1
Campground Manager, NG – 1
Laborer, Part-time, HRLY –3
Recreation/Program Aide, Part-Time, HRLY – 2, add 2 positions from department 35

Recreation (Dept. 035): ~~one hundred twelve~~ **one hundred ten (~~112~~ 110)** employees: 16 full-time, ~~53~~ **51 part-time**, and 43 intermittent.

Custodian, FT, P06 – 2
Office Assistant, Senior, FT F05A – 1
Program Coordinator, F08 – 1
Program Leader, FT, ~~F04~~ F06– 4, grade change from F04 to F06
Program Supervisor, FT, F09 – 1
Recreation Center Director, FT, F07 – 4
Recreation Superintendent, FT, F11 - 1
Community and Fitness Center Director FT, F09 – 1
Community and Fitness Center Assistant Director FT, F08 – 1
Facility Leader, Part-Time, HRLY – 8
Program Leader, Part-Time, HRLY – 1
Recreation/Program Aide, Part-Time, HRLY – 44 -2 = 42, remove 2 positions to go to department 34
Aquatic Supervisor, Intermittent, HRLY – 1
Assistant Pool Manager, Intermittent, HRLY – 2
Concession Worker I, Intermittent, HRLY – 5
Concession Worker II, Intermittent, HRLY – 1
Lifeguard, Intermittent, HRLY – 12
Swimming Pool Manager, Intermittent, HRLY – 2
Instructors, Intermittent, HRLY – 20

Special Projects: (041): two (2) full-time employees:
Project Coordinator, FT F10A – 1
Office Assistant, Senior, FT F05A – 1

Concessions: (040): ~~forty-two~~ **forty (~~42~~ 40) employees: ~~3~~ 2 full-time** and 39 part-time.

Program Coordinator, FT, F08 – 2-1 = 1, remove 1 to go to Department 34
Parks Generalist, FT F07 – 1 – 1 = 0, remove 1 to go to Department 34
Concession Manager, Part-Time, HRLY, - 2
Concession Worker I, Part-Time, HRLY, - 26
Concession Worker II, Part-Time, HRLY, - 10
Facility Leader, Part-Time, HRLY – 1

Burns Park Golf Course (036): ~~sixteen~~ **seventeen (~~16~~ 17)** employees: ~~9~~ **10 full-time** and 7 part-time:

Assistant Golf Professional, FT, F08 1
Equipment Maintenance Worker, FT, P09 – 1
Golf Assistant, FT, F05 – 1
Golf Superintendent, FT, NG – 1
Parks Maintenance Worker, FT, P06 – 4 +1 = 5, add one position
Water Systems Specialist-Irrigation, P13 – 1
Golf Assistant, Part-time, HRLY - 2
Laborer, Part-Time, HRLY – 5

Arkansas Inland Maritime Museum (042): ten (10) employees: 3 full-time and 7 part-time:

Museum Director, FT, NG – 1
Director of Operations, FT, F07A - 1
Operations Manager, FT, F07 - 1
Equipment Maintenance Worker, PT, HRLY - 1
Deckhand/Tour Guide, PT, HRLY - 6

SECTION 22: That the Patrick Henry Hays Senior Citizens Center Department shall consist of eight (8) full-time employees and seven (7) part-time employees as follows:

Director, NEG – 1
Assistant Director/Volunteer Coordinator, NEG – 1
Custodian, P06 – 3
~~**Office Assistant Senior**~~ **Transportation Coordinator, ~~F05A~~ F06A – 2, title change and grade change**
Rental Coordinator/Administrative Secretary, F06A – 1
Building Attendant – Part-time, HRLY - 4 (only two of which will work week nights at any one time and one will work week end events)
Custodian, Part-time, HRLY – 1
Office Assistant Sr. – Part-time – 1
Weekend Coordinator – Part-time, HRLY – 1

SECTION 23: That the Police Department shall consist of two hundred forty (240) full-time employees (201 uniformed and 39 non-uniformed) as follows:

Uniformed:
Chief, NEG – 1
Assistant Chief, NG – 1
Captain, X04 - 4
Lieutenant, X03 –10
Sergeant, X02 - 25
Police Officer, X01 – 160

Non-uniformed:
Administrative Secretary F06A- 2
Automated Systems Assistant, F05 – 1
Community Service Assistant, F05 – 2

Community Service Assistant II, F07 - 7
Computer Specialist, F10 –2
Database Specialist, F10 – 1
Executive Secretary, NG - 1
Fleet Maintenance/Inventory Manager, F05 - 1
Manager of Information Systems, NEG – 1
Media Production Specialist, F09A – 1
Network Infrastructure Administrator, NG – 1
Office Assistant III, F05 –11
Office Manager, F10 – 1
Payroll Accounting Clerk, NG – 1
Secretary III, F05A – 4
Victim's Advocate, F08A – 1
Police Athletic League Director, F09A- 1

SECTION 24: That the Public Works Department shall consist of eleven (11) full-time employees and two (2) part-time employees and nine (9) intermittent employees as follows:

Chief City Engineer, NEG - 1
Building Maintenance Supervisor, P11 – 1
Building Maintenance Technician, P09 –3
City Engineer, NEG – 2
Mosquito Control Supt., P09 – 1
Office Assistant Senior, F05A – 2
Safety Director, NEG – 1

City Engineer, Part-time, NEG – 1
General Maintenance Worker, Part-time, HRLY – 1
Mosquito Control Tech/Maintenance Tech, Intermittent, HRLY – 1
Mosquito Control Tech., Intermittent, HRLY – 8

SECTION 25: That the Sanitation Department shall consist of thirty nine (39) full-time employees as follows:

Director, NEG – 1
Code Enforcement Officer, F07 – 1
Helper, P06 – 14
Office Assistant Sr., F05A - 1
Route Supervisor/Garbage, F09 - 1
Route Supervisor/Trash, F09 – 1
Truck Driver/Collector, P10 –8
Senior Driver, P10 – 12

SECTION 26: That the Street Department shall consist of fifty-eight (58) full-time employees as follows:

Director, NEG - 1
Crew Leader, F09 – 5

Custodian/Helper, P06 - 1
Dispatcher/Inventory Management Clerk, F05 - 1
Foreman, NEG – 1
Helper, P06 – 16
Heavy Equipment Operator-Street, P12 – 9
Light Equipment Operator-Street, P10 – 15
Semi-Skilled Laborer, P08 – 6
Truck Driver, P10 – 2
Office Assistant Senior, F05A – 1

SECTION 27: That the Traffic Services Department shall consist of thirteen (13) full-time employees and two (2) seasonal employees as follows:

City Engineer/Transportation, NG – 1
Chief Signal Technician, F11 - 1
Office Assistant Senior, F05A – 1
Sign & Markings Supervisor, F10 – 1
Sign & Markings Barricade Technician – P11 - 2
Sign & Markings Technician, P08 - 2
Sign & Markings Installer, P06 – 2
Signal Construction Technician, P11 - 1
Signal Construction Assistant, P08 – 1
Signal Systems Technician, F10 – 1
Sign & Markings Installer, Seasonal, HRLY – 2

SECTION 28: That the Utilities Accounting Department shall consist of ten (10) full-time employees as follows:

City Services Information Systems Manager, NG - 1
Computer Operator, F06A –2
Database Administrator, NEG - 2
General Manager, F14 – 1
Infrastructure Network Administrator, NEG - 2
Sr. Information Services Specialist, F10 –2

SECTION 29: That the Vehicle Maintenance Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG - 1
Mechanic/Shop Foreman, Grade P13 – 2
Mechanic, P11 – 4
Parts Inventory Clerk, F05A – 1
Service Bay Worker, P08 –2
Sr. Service Bay Worker, P09 – 1
Welder, P11 - 2

SECTION 30: That paygrade scales and salary schedules effective at the adoption of this ordinance are attached hereto, and incorporated herein, as follows:

Exhibits "A" thru "E" – Non-Uniformed Pay Grade Scales
Exhibit "F" – Electric Department Salary Structure
Exhibit "G" – Fire Department Pay Scale
Exhibit "H" – Police Department Uniform Salaries

SECTION 31: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 32: That the provisions of this ordinance are hereby declared to be severable and if any section, phrase or provision shall be declared or held invalid, such invalidity shall not affect the remainder of the sections, phrases or provisions.

SECTION 33: That the City Council has determined that the interests of the City and City employees can best be served by the adoption of this ordinance; THEREFORE, an emergency is hereby declared to exist, and this Ordinance shall be in full force and effect from and after its passage and approval.

PASSED:

_____

SPONSOR:

_____
Mayor Joe A. Smith

APPROVED:

_____
Mayor Joe A. Smith

ATTEST:

_____
Diane Whitbey, City Clerk

APPROVED AS TO FORM:

_____
Amy Beckman Fields, City Attorney

PREPARED BY THE NLR HUMAN RESOURCES DEPARTMENT/
FORMATTED BY THE OFFICE OF THE CITY ATTORNEY

FILED 11:40 A.M. _____ P.M.
By A Fields
DATE 2-12-18
Diane Whitbey, City Clerk & Treasurer
North Little Rock, Arkansas
RECEIVED BY _____

EXHIBITS A-H NOT AVAILABLE AT TIME OF FILING

1/4/2017

F04, F04A, F05 (6% INC)

NLR HR Dept .

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MIN								
GR	SALARY	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%	Amt: 6%
F04									
AN	22,501.76	23,851.87	25,282.98	26,799.96	28,407.95	30,112.43	31,919.18	33,834.33	35,864.39
MO	1,875.15	1,987.66	2,106.91	2,233.33	2,367.33	2,509.37	2,659.93	2,819.53	2,988.70
Bi/W	865.45	917.38	972.42	1,030.77	1,092.61	1,158.17	1,227.66	1,301.32	1,379.40
WK	432.73	458.69	486.21	515.38	546.31	579.09	613.83	650.66	689.70
HR	10.8182	11.4672	12.1553	12.8846	13.6577	14.4771	15.3458	16.2665	17.2425
F04A									
AN	23,401.47	24,805.56	26,293.89	27,871.53	29,543.82	31,316.45	33,195.44	35,187.16	37,298.39
MO	1,950.12	2,067.13	2,191.16	2,322.63	2,461.98	2,609.70	2,766.29	2,932.26	3,108.20
Bi/W	900.06	954.06	1,011.30	1,071.98	1,136.30	1,204.48	1,276.75	1,353.35	1,434.55
WK	450.03	477.03	505.65	535.99	568.15	602.24	638.37	676.68	717.28
HR	11.2507	11.9258	12.6413	13.3998	14.2038	15.0560	15.9593	16.9169	17.9319
FO5									
AN	24,284.94	25,742.03	27,286.55	28,923.75	30,659.17	32,498.72	34,448.64	36,515.56	38,706.50
MO	2,023.74	2,145.17	2,273.88	2,410.31	2,554.93	2,708.23	2,870.72	3,042.96	3,225.54
Bi/W	934.04	990.08	1,049.48	1,112.45	1,179.20	1,249.95	1,324.95	1,404.44	1,488.71
WK	467.02	495.04	524.74	556.23	589.60	624.98	662.47	702.22	744.36
HR	11.6754	12.3760	13.1185	13.9056	14.7400	15.6244	16.5618	17.5556	18.6089

F05A to F08A Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	MINIMUM								
GR		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt = >5%
F05A									
AN	26,200.71	27,510.74	28,886.28	30,330.60	31,847.13	33,439.48	35,111.46	36,867.03	38,710.38
MO	2,183.39	2,292.56	2,407.19	2,527.55	2,653.93	2,786.62	2,925.95	3,072.25	3,225.87
Bi/W	1,007.72	1,058.11	1,111.01	1,166.56	1,224.89	1,286.13	1,350.44	1,417.96	1,488.86
WK	503.86	529.05	555.51	583.28	612.44	643.07	675.22	708.98	744.43
HR	12.60	13.23	13.89	14.58	15.31	16.08	16.88	17.72	18.61
F05B									
AN	26,553.11	27,880.76	29,274.80	30,738.54	32,275.47	33,889.24	35,583.71	37,362.89	39,231.04
MO	2,212.76	2,323.40	2,439.57	2,561.55	2,689.62	2,824.10	2,965.31	3,113.57	3,269.25
Bi/W	1,021.27	1,072.34	1,125.95	1,182.25	1,241.36	1,303.43	1,368.60	1,437.03	1,508.89
WK	510.64	536.17	562.98	591.13	620.68	651.72	684.30	718.52	754.44
HR	12.77	13.40	14.07	14.78	15.52	16.29	17.11	17.96	18.86
F06									
AN	27,541.76	28,918.85	30,364.80	31,883.04	33,477.19	35,151.05	36,908.60	38,754.03	40,691.73
MO	2,295.15	2,409.90	2,530.40	2,656.92	2,789.77	2,929.25	3,075.72	3,229.50	3,390.98
Bi/W	1,059.30	1,112.26	1,167.88	1,226.27	1,287.58	1,351.96	1,419.56	1,490.54	1,565.07
WK	529.65	556.13	583.94	613.14	643.79	675.98	709.78	745.27	782.53
HR	13.24	13.90	14.60	15.33	16.09	16.90	17.74	18.63	19.56
F06A									
AN	28,753.81	30,191.50	31,701.08	33,286.13	34,950.44	36,697.96	38,532.86	40,459.50	42,482.47
MO	2,396.15	2,515.96	2,641.76	2,773.84	2,912.54	3,058.16	3,211.07	3,371.62	3,540.21
Bi/W	1,105.92	1,161.21	1,219.27	1,280.24	1,344.25	1,411.46	1,482.03	1,556.13	1,633.94
WK	552.96	580.61	609.64	640.12	672.12	705.73	741.02	778.07	816.97
HR	13.82	14.52	15.24	16.00	16.80	17.64	18.53	19.45	20.42
F07									
AN	29,871.62	31,365.20	32,933.46	34,580.13	36,309.14	38,124.60	40,030.83	42,032.37	44,133.98
MO	2,489.30	2,613.77	2,744.45	2,881.68	3,025.76	3,177.05	3,335.90	3,502.70	3,677.83
Bi/W	1,148.91	1,206.35	1,266.67	1,330.01	1,396.51	1,466.33	1,539.65	1,616.63	1,697.46
WK	574.45	603.18	633.34	665.00	698.25	733.17	769.82	808.31	848.73
HR	14.3614	15.0794	15.8334	16.6251	17.4563	18.3291	19.2456	20.2079	21.2183
F07A									
AN	30,960.35	32,508.36	34,133.78	35,840.47	37,632.49	39,514.12	41,489.82	43,564.32	45,742.53
MO	2,580.03	2,709.03	2,844.48	2,986.71	3,136.04	3,292.84	3,457.49	3,630.36	3,811.88
Bi/W	1,190.78	1,250.32	1,312.84	1,378.48	1,447.40	1,519.77	1,595.76	1,675.55	1,759.33
WK	595.39	625.16	656.42	689.24	723.70	759.89	797.88	837.78	879.66
HR	14.8848	15.6290	16.4105	17.2310	18.0925	18.9972	19.9470	20.9444	21.9916
F08									
AN	32,106.30	33,711.61	35,397.19	37,167.05	39,025.40	40,976.67	43,025.51	45,176.78	47,435.62
MO	2,675.52	2,809.30	2,949.77	3,097.25	3,252.12	3,414.72	3,585.46	3,764.73	3,952.97
Bi/W	1,234.86	1,296.60	1,361.43	1,429.50	1,500.98	1,576.03	1,654.83	1,737.57	1,824.45
WK	617.43	648.30	680.72	714.75	750.49	788.01	827.41	868.78	912.22
HR	15.4357	16.2075	17.0179	17.8688	18.7622	19.7003	20.6853	21.7196	22.8056
F08A									
AN	33,512.49	35,188.11	36,947.52	38,794.89	40,734.64	42,771.37	44,909.94	47,155.44	49,572.00
MO	2,792.71	2,932.34	3,078.96	3,232.91	3,394.55	3,564.28	3,742.49	3,929.62	4,131.00
Bi/W	1,288.94	1,353.39	1,421.06	1,492.11	1,566.72	1,645.05	1,727.31	1,813.67	1,906.62
WK	644.47	676.69	710.53	746.06	783.36	822.53	863.65	906.84	953.31
HR	16.1118	16.9174	17.7632	18.6514	19.5840	20.5632	21.5913	22.6709	23.8327

EXHIBIT

tabbies

B

1/4/2017

F09-F12A Pay Grades

NLR HR Dept.

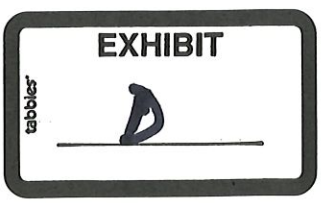
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
	MINIMUM										
GR		Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt 5%	Amt => 5%	Amt => 5%		
F09											
AN	34,955.05	36,702.81	38,537.95	40,464.84	42,488.09	44,612.49	46,843.11	49,185.27	52,045.96		5.81
MO	2,912.92	3,058.57	3,211.50	3,372.07	3,540.67	3,717.71	3,903.59	4,098.77	4,337.16		
Bi/W	1,344.43	1,411.65	1,482.23	1,556.34	1,634.16	1,715.86	1,801.66	1,891.74	2,001.77		
WK	672.21	705.82	741.11	778.17	817.08	857.93	900.83	945.87	1,000.88		
HR	16.8053	17.6456	18.5279	19.4543	20.4270	21.4483	22.5207	23.6468	25.0221		
F09A											
AN	36,259.42	38,072.39	39,976.01	41,974.81	44,073.55	46,277.23	48,591.09	51,020.64	54,434.23		6.69
MO	3,021.62	3,172.70	3,331.33	3,497.90	3,672.80	3,856.44	4,049.26	4,251.72	4,536.19		
Bi/W	1,394.59	1,464.32	1,537.54	1,614.42	1,695.14	1,779.89	1,868.89	1,962.33	2,093.62		
WK	697.30	732.16	768.77	807.21	847.57	889.95	934.44	981.17	1,046.81		
HR	17.4324	18.3040	19.2192	20.1802	21.1892	22.2487	23.3611	24.5292	26.1703		
F10											
AN	37,808.23	39,698.64	41,683.57	43,767.75	45,956.14	48,253.95	50,666.64	53,415.67	56,820.65	5.42	6.37
MO	3,150.69	3,308.22	3,473.63	3,647.31	3,829.68	4,021.16	4,222.22	4,451.31	4,735.05		
Bi/W	1,454.16	1,526.87	1,603.21	1,683.37	1,767.54	1,855.92	1,948.72	2,054.45	2,185.41		
WK	727.08	763.44	801.61	841.69	883.77	927.96	974.36	1,027.22	1,092.70		
HR	18.1770	19.0859	20.0402	21.0422	22.0943	23.1990	24.3590	25.6806	27.3176		
F10A											
AN	39,893.33	41,888.00	43,982.40	46,181.52	48,490.59	50,915.12	53,460.88	56,133.92	60,371.70		7.54
MO	3,324.44	3,490.67	3,665.20	3,848.46	4,040.88	4,242.93	4,455.07	4,677.83	5,030.97		
Bi/W	1,534.36	1,611.08	1,691.63	1,776.21	1,865.02	1,958.27	2,056.19	2,159.00	2,321.99		
WK	767.18	805.54	845.82	888.11	932.51	979.14	1,028.09	1,079.50	1,160.99		
HR	19.1795	20.1385	21.1454	22.2027	23.3128	24.4784	25.7023	26.9875	29.0249		
F11											
AN	42,055.27	44,158.04	46,365.94	48,684.24	51,118.45	53,674.37	56,358.09	59,175.99	63,931.97		8.03
MO	3,504.61	3,679.84	3,863.83	4,057.02	4,259.87	4,472.86	4,696.51	4,931.33	5,327.66		
Bi/W	1,617.51	1,698.39	1,783.31	1,872.47	1,966.09	2,064.40	2,167.62	2,276.00	2,458.92		
WK	808.76	849.19	891.65	936.24	983.05	1,032.20	1,083.81	1,138.00	1,229.46		
HR	20.2189	21.2298	22.2913	23.4059	24.5762	25.8050	27.0952	28.4500	30.7365		
F011A											
AN	43,947.18	46,144.54	48,451.77	50,874.35	53,418.07	56,088.97	58,893.42	61,838.09	66,946.40		8.26
MO	3,662.26	3,845.38	4,037.65	4,239.53	4,451.51	4,674.08	4,907.79	5,153.17	5,578.87		
Bi/W	1,690.28	1,774.79	1,863.53	1,956.71	2,054.54	2,157.27	2,265.13	2,378.39	2,574.86		
WK	845.14	887.39	931.76	978.35	1,027.27	1,078.63	1,132.57	1,189.19	1,287.43		
HR	21.1285	22.1849	23.2941	24.4588	25.6818	26.9659	28.3141	29.7299	32.1858		
F12											
AN	45,833.70	48,125.39	50,531.65	53,058.24	55,711.15	58,496.71	61,421.54	64,492.62	69,965.07		8.48
MO	3,819.48	4,010.45	4,210.97	4,421.52	4,642.60	4,874.73	5,118.46	5,374.38	5,830.42		
Bi/W	1,762.83	1,850.98	1,943.53	2,040.70	2,142.74	2,249.87	2,362.37	2,480.49	2,690.96		
WK	881.42	925.49	971.76	1,020.35	1,071.37	1,124.94	1,181.18	1,240.24	1,345.48		
HR	22.0354	23.1372	24.2941	25.5088	26.7842	28.1234	29.5296	31.0061	33.6371		
F12A											
AN	47,898.24	50,293.15	52,807.81	55,448.20	58,220.61	61,131.64	64,188.22	67,397.64	73,363.58		8.85
MO	3,991.52	4,191.10	4,400.65	4,620.68	4,851.72	5,094.30	5,349.02	5,616.47	6,113.63		
Bi/W	1,842.24	1,934.35	2,031.07	2,132.62	2,239.25	2,351.22	2,468.78	2,592.22	2,821.68		
WK	921.12	967.18	1,015.53	1,066.31	1,119.63	1,175.61	1,234.39	1,296.11	1,410.84		
HR	23.0280	24.1794	25.3884	26.6578	27.9907	29.3902	30.8597	32.4027	35.2710		

1/4/2017

P5 - P10 Pay Grades

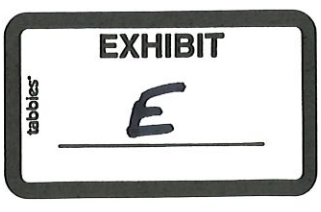
NLR HR Dept.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt =>6%	Amt 6%
P05									
AN	22,315.31	23,654.22	25,073.48	26,577.89	28,172.56	29,862.91	31,654.69	33,553.97	35,567.21
MO	1,859.61	1,971.19	2,089.46	2,214.82	2,347.71	2,488.58	2,637.89	2,796.16	2,963.93
BIW	858.28	909.78	964.36	1,022.23	1,083.56	1,148.57	1,217.49	1,290.54	1,367.97
WK	429.14	454.89	482.18	511.11	541.78	574.29	608.74	645.27	683.98
HR	10.7285	11.3722	12.0546	12.7778	13.5445	14.3572	15.2186	16.1317	17.0996
P06									
AN	23,401.48	24,805.57	26,293.91	27,871.54	29,543.83	31,316.46	33,195.45	35,187.18	37,298.41
MO	1,950.12	2,067.13	2,191.16	2,322.63	2,461.99	2,609.71	2,766.29	2,932.26	3,108.20
BIW	900.06	954.06	1,011.30	1,071.98	1,136.30	1,204.48	1,276.75	1,353.35	1,434.55
WK	450.03	477.03	505.65	535.99	568.15	602.24	638.37	676.68	717.28
HR	11.2507	11.9258	12.6413	13.3998	14.2038	15.0560	15.9594	16.9169	17.9319
P07									
AN	24,520.85	25,992.10	27,551.63	29,204.73	30,957.01	32,814.43	34,783.30	37,246.11	39,480.87
MO	2,043.40	2,166.01	2,295.97	2,433.73	2,579.75	2,734.54	2,898.61	3,103.84	3,290.07
BIW	943.11	999.70	1,059.68	1,123.26	1,190.65	1,262.09	1,337.82	1,432.54	1,518.50
WK	471.55	499.85	529.84	561.63	595.33	631.05	668.91	716.27	759.25
HR	11.7889	12.4962	13.2460	14.0407	14.8832	15.7762	16.7227	17.9068	18.9812
P08									
AN	25,577.82	27,112.48	28,739.23	30,463.59	32,291.40	34,228.89	36,282.62	38,459.58	40,767.15
MO	2,131.48	2,259.37	2,394.94	2,538.63	2,690.95	2,852.41	3,023.55	3,204.96	3,397.26
BIW	983.76	1,042.79	1,105.36	1,171.68	1,241.98	1,316.50	1,395.49	1,479.21	1,567.97
WK	491.88	521.39	552.68	585.84	620.99	658.25	697.74	739.61	783.98
HR	12.2970	13.0348	13.8169	14.6460	15.5247	16.4562	17.4436	18.4902	19.5996
P09									
AN	26,661.57	28,261.26	29,956.94	31,754.35	33,659.61	35,679.19	37,819.94	40,089.14	42,494.49
MO	2,221.80	2,355.10	2,496.41	2,646.20	2,804.97	2,973.27	3,151.66	3,340.76	3,541.21
BIW	1,025.44	1,086.97	1,152.19	1,221.32	1,294.60	1,372.28	1,454.61	1,541.89	1,634.40
WK	512.72	543.49	576.09	610.66	647.30	686.14	727.31	770.94	817.20
HR	12.8181	13.5871	14.4024	15.2665	16.1825	17.1535	18.1827	19.2736	20.4300
P10									
AN	27,779.70	29,446.48	31,213.27	33,086.07	35,071.23	37,175.51	39,406.04	41,770.40	44,276.62
MO	2,314.98	2,453.87	2,601.11	2,757.17	2,922.60	3,097.96	3,283.84	3,480.87	3,689.72
BIW	1,068.45	1,132.56	1,200.51	1,272.54	1,348.89	1,429.83	1,515.62	1,606.55	1,702.95
WK	534.23	566.28	600.26	636.27	674.45	714.91	757.81	803.28	851.47
HR	13.3556	14.1570	15.0064	15.9068	16.8612	17.8728	18.9452	20.0819	21.2868



P11-P15 Pay Grades

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PAY	MINIMUM								
GR	SALARY	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%	Amt 6%
P11									
AN	29,520.48	31,291.71	33,169.21	35,159.37	37,268.93	39,505.07	41,875.37	44,387.89	47,051.16
MO	2,460.04	2,607.64	2,764.10	2,929.95	3,105.74	3,292.09	3,489.61	3,698.99	3,920.93
BIW	1,135.40	1,203.53	1,275.74	1,352.28	1,433.42	1,519.43	1,610.59	1,707.23	1,809.66
WK	567.70	601.76	637.87	676.14	716.71	759.71	805.30	853.61	904.83
HR	14.1925	15.0441	15.9467	16.9035	17.9178	18.9928	20.1324	21.3403	22.6208
P12									
AN	30,591.01	32,426.47	34,372.06	36,434.39	38,620.45	40,937.68	43,393.94	45,997.57	48,757.43
MO	2,549.25	2,702.21	2,864.34	3,036.20	3,218.37	3,411.47	3,616.16	3,833.13	4,063.12
BIW	1,176.58	1,247.17	1,322.00	1,401.32	1,485.40	1,574.53	1,669.00	1,769.14	1,875.29
WK	588.29	623.59	661.00	700.66	742.70	787.26	834.50	884.57	937.64
HR	14.7072	15.5897	16.5250	17.5165	18.5675	19.6816	20.8625	22.1142	23.4411
P13									
AN	32,640.34	34,598.76	36,674.68	38,875.16	41,207.67	43,680.13	46,300.94	49,079.00	52,023.74
MO	2,720.03	2,883.23	3,056.22	3,239.60	3,433.97	3,640.01	3,858.41	4,089.92	4,335.31
BIW	1,255.40	1,330.72	1,410.56	1,495.20	1,584.91	1,680.01	1,780.81	1,887.65	2,000.91
WK	627.70	665.36	705.28	747.60	792.46	840.00	890.40	943.83	1,000.46
HR	15.6925	16.6340	17.6321	18.6900	19.8114	21.0001	22.2601	23.5957	25.0114
P14									
AN	33,771.92	35,798.24	37,946.13	40,222.90	42,636.28	45,194.45	47,906.12	50,780.49	53,827.32
MO	2,814.33	2,983.19	3,162.18	3,351.91	3,553.02	3,766.20	3,992.18	4,231.71	4,485.61
BIW	1,298.92	1,376.86	1,459.47	1,547.03	1,639.86	1,738.25	1,842.54	1,953.10	2,070.28
WK	649.46	688.43	729.73	773.52	819.93	869.12	921.27	976.55	1,035.14
HR	16.2365	17.2107	18.2433	19.3379	20.4982	21.7281	23.0318	24.4137	25.8785
P15									
AN	34,902.96	36,997.14	39,216.97	41,569.99	44,064.19	46,708.04	49,510.52	52,481.15	55,630.02
MO	2,908.58	3,083.09	3,268.08	3,464.17	3,672.02	3,892.34	4,125.88	4,373.43	4,635.83
BIW	1,342.42	1,422.97	1,508.34	1,598.85	1,694.78	1,796.46	1,904.25	2,018.51	2,139.62
WK	671.21	711.48	754.17	799.42	847.39	898.23	952.13	1,009.25	1,069.81
HR	16.7803	17.7871	18.8543	19.9856	21.1847	22.4558	23.8031	25.2313	26.7452



NLR ELECTRIC DEPARTMENT SALARY STRUCTURE 2018

Last Raise: 01/01/2017 - 2% inc to Min and Max

01/18/18 updated

	Hourly		Monthly		Yearly	
JOB TITLE Non Graded	Min	Max	Min	Max	Min	Max
Accountant (F11)	20.2189	30.7365	3,504.6093	5,327.6600	42,055.3120	63,931.9200
Accounting Clerk Senior (Graded) F06A	13.8200	20.4200	2,395.4667	3,539.4667	28,745.6000	42,473.6000
Accounting Clerk III (F05A)	12.6000	18.6100	2,184.0000	3,225.7333	26,208.0000	38,708.8000
Administrator of Data Integration	26.4424	36.0577	4,583.3493	6,250.0013	55,000.1920	75,000.0160
Apprentice Lineman I	21.0120		3,642.0800	-	43,704.9600	-
Apprentice Lineman II		23.1132	-	4,006.2880	-	48,075.4560
Apprentice Lineman III		25.2144	-	4,370.4960	-	52,445.9520
Apprentice Lineman IV		27.3156	-	4,734.7040	-	56,816.4480
Journeyman Lineman	-	33.2305	-	5,759.9533	-	69,119.4400
Journeyman Lineman (Night)		33.7032	-	5,841.8880	-	70,102.6560
Apprentice Meterman I	18.5232		3,210.6880	-	38,528.2560	-
Apprentice Meterman II		20.8377	-	3,611.8680	-	43,342.4160
Apprentice Meterman III		22.7446	-	3,942.3973	-	47,308.7680
Apprentice Meterman IV		24.5132	-	4,248.9547	-	50,987.4560
Journeyman Meterman		31.0553	-	5,382.9187	-	64,595.0240
Auto Mechanic I	14.7544		2,557.4293	-	30,689.1520	-
Auto Mechanic II		20.4959	-	3,552.6227	-	42,631.4720
Auto Mechanic III		22.2462	-	3,856.0080	-	46,272.0960
Climbing Crew Leader		35.6574	-	6,180.6160	-	74,167.3920
Compliance Administrator	24.5192	34.3269	4,249.9947	5,949.9960	50,999.9360	71,399.9520
Cost Accountant	13.3341	23.8321	2,311.2440	4,130.8973	27,734.9280	49,570.7680
Customer Service Acct Clerk (F05B)	12.7700	18.8600	2,213.4667	3,269.0667	26,561.6000	39,228.8000
Customer Service Clerk (F05B)	12.7700	18.8600	2,213.4667	3,269.0667	26,561.6000	39,228.8000
Customer Service Mgr (F10)	18.1770	27.3176	3,150.6800	4,735.0507	37,808.1600	56,820.6080
Customer Service Supervisor (F09)	16.8053	25.0221	2,912.9187	4,337.1640	34,955.0240	52,045.9680
Data Quality Analyst (Graded) F06A	13.8200	20.4200	2,395.4667	3,539.4667	28,745.6000	42,473.6000
Distribution Design Electrical Engineer	28.2854	33.2329	4,902.8027	5,760.3693	58,833.6320	69,124.4320
Distribution Design Supervisor	24.8406	38.2237	4,305.7040	6,625.4413	51,668.4480	79,505.2960
Distribution Designer II		34.1608	-	5,921.2053	-	71,054.4640
Distribution Designer Senior		35.9830	-	6,237.0533	-	74,844.6400
Distribution Engineer		37.5888	-	6,515.3920	-	78,184.7040
Distribution Operator		22.7834	-	3,949.1227	-	47,389.4720
Distribution Technician		33.2305	-	5,759.9533	-	69,119.4400
Electric Investigator	18.8023	30.7529	3,259.0653	5,330.5027	39,108.7840	63,966.0320
Energy Specialist	24.9084	28.7436	4,317.4560	4,982.2240	51,809.4720	59,786.6880
Energy Services Coordinator	30.0997	33.2353	5,217.2813	5,760.7853	62,607.3760	69,129.4240
Business Operations Manager	20.2032	37.9100	3,501.8880	6,571.0667	42,022.6560	78,852.8000
Excavator Lead		22.7446	-	3,942.3973	-	47,308.7680
Excavator Assistant	14.9290	17.2193		2,984.6787	31,052.3200	35,816.1440
Executive Office Manager	11.9418	20.4200	2,069.9120	3,539.4667	24,838.9440	42,473.6000
Power Cost Accountant	24.5192	29.4231	4,249.9947	5,100.0040	50,999.9360	61,200.0480
General Construction Supervisor	26.7801	37.3697	4,641.8840	6,477.4147	55,702.6080	77,728.9760
General Manager		48.0822		8,334.2480	-	100,010.9760
Assistant General Manager (1)		42.9332		7,441.7547	-	89,301.0560
Assistant General Manager (1)		34.5211		5,983.6573	-	71,803.8880
Ground Assistant I/Climbing	14.9290		2,587.6933	-	31,052.3200	-
Ground Assistant II/Climbing		17.2193	-	2,984.6787	-	35,816.1440
Hydro Maintenance Supervisor	24.0858	33.1258	4,174.8720	5,741.8053	50,098.4640	68,901.6640
Hydro Operator Lead		30.3057	-	5,252.9880	-	63,035.8560
Hydro Operator	20.7931	27.1167	3,604.1373	4,700.2280	43,249.6480	56,402.7360
Network Infrastructure Administrator	27.4105	32.8313	4,751.1533	5,690.7587	57,013.8400	68,289.1040
Information Technology Manager	22.0661	35.1042	3,824.7907	6,084.7280	45,897.4880	73,016.7360
Mapping Specialist	24.2663	30.7514	4,206.1587	5,330.2427	50,473.9040	63,962.9120
Material Handler I	13.2901		2,303.6173		27,643.4080	-
Material Handler II		20.2204	-	3,504.8693	-	42,058.4320
Meter Data Mgment (MDM/AMI) Administrator		35.1165	-	6,086.8600	-	73,042.3200
Milsoft GIS Administrator	24.5193	34.3269	4,250.0120	5,949.9960	51,000.1440	71,399.9520
Office Assistant II (F04A)	11.2507	17.9319	1,950.1213	3,108.1960	23,401.4560	37,298.3520
Office Assistant III (F05)	11.6754	18.6089	2,023.7360	3,225.5427	24,284.8320	38,706.5120
Operations Manager	27.1656	40.2380	4,708.7040	6,974.5867	56,504.4480	83,695.0400

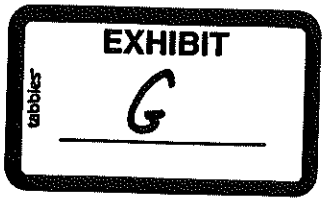
PT Clerk/Teller						
Power Cost Accountant	24.5200	29.4200	4,250.0000	5,100.0000	51,000.0000	61,200.0000
Power Supply Engineer		40.8263		7,076.5587	-	84,918.7040
Safety and Security Manager	26.0001	34.9199		6,052.7827	54,080.2080	72,633.3920
Service Supervisor	25.5855	37.3698	4,434.8200	6,477.4320	53,217.8400	77,729.1840
Smart Meter Technician	18.3167	23.8903	3,174.8947	4,140.9853	38,098.7360	49,691.8240
Staff Accountant	13.3321	22.6919	2,310.8973	3,933.2627	27,730.7680	47,199.1520
Storekeeper I	18.5956		3,223.2373	-	38,678.8480	-
Storekeeper II		25.1934	-	4,366.8560	-	52,402.2720
Streetlight Supervisor		35.6555	-	6,180.2867	-	74,163.4400
Streetlight Technician Apprentice I	21.0120		3,642.0800	-	43,704.9600	-
Streetlight Technician Apprentice II		23.1132	-	4,006.2880	-	48,075.4560
Streetlight Technician Apprentice III		25.2144	-	4,370.4960	-	52,445.9520
Streetlight Technician		27.3156	-	4,734.7040	-	56,816.4480
System Electrical Engineer		42.9905		7,451.6867	-	89,420.2400
Teller (F05A)	12.6000	18.6100	2,184.0000	3,225.7333	26,208.0000	38,708.8000
Tree Trimmer/Climber	18.3600	25.5000	3,182.4000	4,420.0000	38,188.8000	53,040.0000
Tree Trimmer/Climber Assistant	13.2600	15.3000	2,298.4000	2,652.0000	27,580.8000	31,824.0000
Vegetation Management Coordinator	17.2062	26.3842	2,982.4080	4,573.2613	35,788.8960	54,879.1360

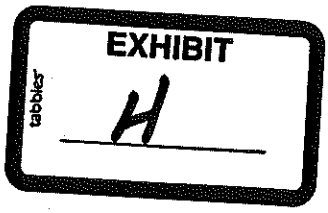
2018 North Little Rock Fire Department Payscale

R9115 12/20/2016 effective 1/1/2017 - 2% increase to Firefighter, Lt., and Capt.

R9112 12/20/2016 eff 1/1/2017 - 2% inc to Battalion Fire Chiefs, Asst Fire Chief, Fire Chief

GRADE/STEP	*RANK*	*YEARLY*	*MONTHLY*	*BIW*	*DAILY*	*HR*
NG	Fire Chief	$102,517.6320	$8,543.1360	$3,942.9858	$394.2986	$49.2873
Y04-0010	Asst. Chief	$78,377.5079	$6,531.4590	$3,014.5195	$301.4520	$37.6815
Y04-0010	Battalion Chief	$73,592.1534	$6,132.6795	$2,830.4674	$283.0467	$35.3808
Y03-0011	Top Captain	$59,421.0000	$4,951.7500	$2,285.4231	$228.5423	$28.5678
Y03-0010	Beg. Captain	$53,479.0000	$4,456.5833	$2,056.8846	$205.6885	$25.7111
Y02-0011	Top Lt	$51,774.0000	$4,314.5000	$1,991.3077	$199.1308	$24.8913
Y02-0010	Beg. Lieutenant	$49,186.0000	$4,098.8333	$1,891.7692	$189.1769	$23.6471
Y01-0024	Firefighter IV	$47,455.0000	$3,954.5833	$1,825.1923	$182.5192	$22.8149
Y01-0023	Firefighter III	$40,337.0000	$3,361.4167	$1,551.4231	$155.1423	$19.3928
Y01-0022	Firefighter II	$37,964.0000	$3,163.6667	$1,460.1538	$146.0154	$18.2519
Y01-0021	Firefighter I	$35,591.0000	$2,965.9167	$1,368.8846	$136.8885	$17.1111
Y01-0010	Beg. Firefighter	$33,219.0000	$2,768.2500	$1,277.6538	$127.7654	$15.9707



NORTH LITTLE ROCK POLICE DEPARTMENT
UNIFORM SALARIES EFFECTIVE 01/13/2018 per Resolutions 9342

RANK		ENTRY-1 YR	2-3 YEAR	4 YEAR	5-6 YEAR
X-1	Ann	38,600.0000	40,600.0000	42,600.0000	45,749.0000
Off	Mo	3,216.6667	3,383.3333	3,550.0000	3,812.4167
143	Bi-wk	1,484.6154	1,561.5385	1,638.4615	1,759.5769
	Day	148.4615	156.1538	163.8462	175.9577
	X 1/2	27.8365	29.2788	30.7212	32.9921
	Hr	18.5577	19.5192	20.4808	21.9947
			7-8 YEAR	9 YEAR	10 OR MORE
	Ann		48,015.0000	52,600.0000	58,140.0000
	Mo		4,001.2500	4,383.3333	4,845.0000
	Bi-wk		1,846.7308	2,023.0769	2,236.1538
	Day		184.6731	202.3077	223.6154
	X 1/2		34.6262	37.9327	41.9279
	Hr		23.0841	25.2885	27.9519
		Entry	MAX		
X-2	Ann	61,250.0000	67,226.8600		
Sgt.	Mo	5,104.1667	5,602.2383		
142	Bi-wk	2,355.7692	2,585.6485		
	Day	235.5769	258.5648		
	X 1/2	44.1707	48.4809		
	Hr	29.4471	32.3206		
		Entry	MAX		
X-3	Ann	67,921.0000	74,385.9700		
Lt.	Mo	5,660.0833	6,198.8308		
141	Bi-wk	2,612.3462	2,860.9988		
	Day	261.2346	286.0999		
	X 1/2	48.9815	53.6437		
	Hr	32.6543	35.7625		
		Entry	AFTER 1 YR		
X-4	Ann	81,893.5900	85,122.0800		
Capt.	Mo	6,824.4658	7,093.5067		
140	Bi-wk	3,149.7535	3,273.9262		
	Day	314.9753	327.3926		
	X 1/2	59.0579	61.3861		
	Hr	39.3719	40.9241		
X-5	Ann	94,242.0600	100,010.5722		
Chief	Hr	45.3087	48.0820		
Asst Chf	Ann	84,048.0000	89,301.0000	91,980.0300	
	Hr	40.4077	42.9332	44.2212