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City of Conway, Arkansas  
Ordinance No. O-13-25

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381454

**AN ORDINANCE APPROPRIATING FUNDS FOR THE CITY OF CONWAY MARKET SALARY STUDY;  
DECLARING AN EMERGENCY AND FOR OTHER PURPOSES:**

**WHEREAS**, The City of Conway has determined that there is a need to revise/rerate certain positions and implement a new market salary study for those positions using the professional services of the Johanson Group; and

**WHEREAS**, the Johanson Group has a proven methodology that will provide the City with consulting and reports; pay means where appropriate by job title/description will be compared with City of Conway benchmark positions. This study will evaluate the City's pay competitiveness with comparable cities, and

**WHEREAS**, budgetary authority for such expenditure has not previously been provided;

**NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CONWAY, ARKANSAS THAT:**

**Section 1.** The City of Conway shall utilize the services of the Johanson Group to provide the City with consulting and reports; pay means where appropriate by job title/description will be compared with City of Conway benchmark positions. This study will evaluate the City's pay competitiveness with comparable cities for a fee not to exceed \$5,000.

**Section 2.** The City of Conway shall appropriate \$5,000 from General Fund – Fund Balance Appropriation Account (001.119.4900) to the Professional Services Account (001.101.5299) to purchase the market salary study.

**Section 3.** All ordinances in conflict herewith are repealed to the extent of the conflict.


**Section 4.** This ordinance is necessary for the protection of the public peace, health and safety; 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 this 26<sup>th</sup> day of February, 2013.

Approved:

  
Mayor Tab Townsell

Attest:

  
Michael O. Garrett  
City Clerk/Treasurer