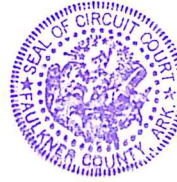


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CRYSTAL TAYLOR
CIRCUIT CLERK
BY: LIZ BAUMGARTNER, D.C.
ORDINANCE
3 Pages

City of Conway, Arkansas
Ordinance No. O-19-132

AN ORDINANCE AUTHORIZING THE RESTRUCTURING AND THE ADDITION, REVISION, OR RECLASSIFICATION OF CERTAIN TITLES AND SALARIES; AND UPDATING THE AUTHORIZED POSITION LIST FOR THE DEPARTMENT OF SANITATION; AND FOR OTHER PURPOSES:

Whereas, the Department of Sanitation has experienced significant turnover and hiring obstacles resulting from non-competitive wages; and

Whereas, the Department of Sanitation requests restructuring of the department and the addition, revision, or reclassification of certain titles and salaries to support recruitment and retention of personnel; and

Whereas, tiered and/or graduated wage structures for certain positions will provide incentive and growth opportunities for personnel and assist with employee retention; and

Whereas, the Department of Sanitation requests an updated Authorized Position List as a result of the restructuring.

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

Section 1. The City of Conway shall make the following changes to the Department of Sanitation:

| <u>Current Position/Salary</u> | <u>New Position/Salary</u> |
|-------------------------------------|---------------------------------------|
| Collector - \$23,907 | Collector I - \$29,120 |
| - | Collector II - \$30,867 |
| - | Collector III - \$32,719 |
| Grounds Keeper/Custodian - \$26,105 | Maintenance Specialist I - \$29,120 |
| - | Maintenance Specialist II - \$30,867 |
| - | Maintenance Specialist III - \$32,719 |
| Office Clerk/Secretary - \$29,543 | Administrative Assistant I - \$30,650 |
| Equipment Operator - \$31,263 | Equipment Operator I - \$32,704 |
| - | Equipment Operator II - \$35,429 |
| - | Equipment Operator III - \$38,005 |
| CDL Driver - \$32,335 | Commercial Driver I - \$35,012 |
| - | Commercial Driver II - \$37,741 |
| - | Commercial Driver III - \$40,736 |

Current Position/Salary

Equipment Operator - \$31,263
 -
 -
 Senior Mechanic - \$42,500
 -
 -
 Administrative Assistant II - \$38,623
 Recycling Supervisor - \$45,000
 Recycling Supervisor - \$45,000
 Landfill Collection Supervisor - \$45,000
 Landfill Collection Supervisor - \$45,000
 Shop Supervisor - \$45,000
 Recycling Coordinator - \$39,858
 -
 Recycling Manager - \$56,189
 Shop Manager - \$56,189
 Landfill Manager - \$56,189
 Collections Manager - \$56,189

New Position/Salary

Construction Specialist General - \$35,012
 Construction Specialist Intermediate - \$37,741
 Construction Specialist Advanced - \$40,736
 Heavy Equipment Mechanic I - \$42,500
 Heavy Equipment Mechanic II - \$45,000
 Heavy Equipment Mechanic III - \$47,500
 Office Manager - \$50,387
 Recycling Operations Supervisor - \$50,387
 Residential Collections Supervisor - \$50,387
 Commercial Collections Supervisor - \$50,387
 Landfill Operations Supervisor - \$50,387
 Fleet and Facilities Supervisor - \$50,387
 Special Projects Manager - \$50,387
 Safety Specialist - \$50,387
 Recycling Operations Manager - \$61,476
 Fleet and Facilities Manager - \$61,476
 Landfill Operations Manager - \$61,476
 Collections Manager - \$61,476

Section 2. The City of Conway updates the Authorized Positions List for the Department of Sanitation as follows:

| <u>Title</u> | <u>FY2020</u> | <u>Title</u> | <u>FY2020</u> |
|------------------------------------|---------------|-----------------------------------|---------------|
| Administrative Assistant I | 7 | Heavy Equipment Mechanic | 6 |
| Residential Collections Manager | 1 | Landfill Operations Manager | 1 |
| Residential Collections Supervisor | 1 | Landfill Operations Supervisor | 1 |
| Collector | 27 | Maintenance Specialist | 2 |
| Commercial Collections Manager | 1 | Maintenance Specialist (Seasonal) | 1 |
| Commercial Collections Supervisor | 1 | Office Manager | 1 |
| Commercial Driver | 27 | Recycling Operations Manager | 1 |
| Construction Specialist | 5 | Recycling Operations Supervisor | 1 |
| Equipment Operator | 8 | Safety Specialist | 1 |
| Fleet and Facilities Manager | 1 | Sanitation Director | 1 |
| Fleet and Facilities Supervisor | 1 | Special Projects Manager | 1 |


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

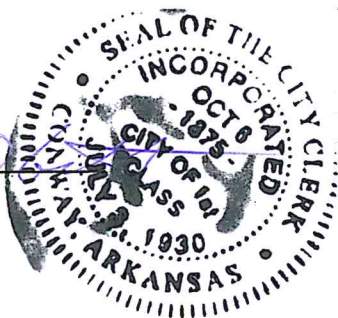
PASSED this 10th day of December 2019.

Approved:


 Mayor Bart Castleberry

Attest:


 Michael O. Garrett
 City Clerk/Treasurer

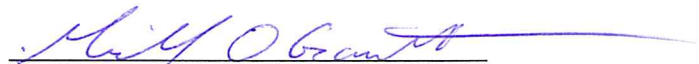


CERTIFICATE

**STATE OF ARKANSAS
COUNTY OF FAULKNER
CITY OF CONWAY**

I, Michael Garrett, the duly elected, qualified, and acting: Clerk-Treasurer of the City of Conway, Arkansas, do hereby certify that the attached and foregoing is a true and correct copy of an ordinance presented to the City Council of the City of Conway, Arkansas, at a meeting of that body held on the 10th day of December, 2019 same is duly recorded in the minutes of meeting of said Council.

Witness, my hand, and seal of the City of Conway, Arkansas this 12th day of December, 2019.


CITY CLERK-TREASURER

