



CERTIFICATE OF RECORD
FAULKNER CO, AR FEE \$25.00

I hereby certify that this instrument was
Filed and Recorded in the Official Records

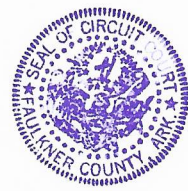
In Doc Num **L202114035** 3 Pages

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CRYSTAL TAYLOR
FAULKNER COUNTY CIRCUIT CLERK

BY: NICOLE SPILLER, D.C.

ORDINANCE



City of Conway, Arkansas
Ordinance No. O-21-76

AN ORDINANCE APPROPRIATING FUNDS FOR EMPLOYEE PAY ADJUSTMENTS; AND FOR OTHER PURPOSES

WHEREAS, Mayor Bart Castleberry formed a committee to study the City's pay scale and to take an in-depth look at the scale and how it compares to other Arkansas cities' pay scales; and

WHEREAS, the basis for this study was the 2021 Arkansas Municipal League Salary Survey for cities with a population of 10,000 or more; and

WHEREAS, the committee identified five positions for which the City of Conway pay was in the bottom 20% of pay compared to the other cities that reported having those same positions; and

WHEREAS, the committee identified ten positions for which the City of Conway pay was in the bottom 50% of pay compared to the other cities that reported having those same positions, and also were identified by the committee as ranking high based on three points of criteria – 1) Difficulty to fill/retain 2) Requires Specialized Training 3) Criticality; and

WHEREAS, a listing of the positions is attached to this ordinance in Appendix A; and

WHEREAS, the committee recommends increasing the pay for these positions to improve the City's standing in the public sector job market; and

WHEREAS, the committee recommends that these increases be effective with the pay period beginning June 20, 2021, which marks the start of the second half of the City's 2021 pay period schedule.

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

Section 1. The City of Conway shall appropriate \$57,000 from the General Fund Balance Appropriation Account (001.119.4900) to the proper General Fund salary and benefit accounts.

Section 2. All ordinances in conflict herewith are repealed to that extent of the conflict.

Section 3. That this ordinance is necessary for the protection of the public peace, health and safety, and an emergency is hereby declared to exist, and this ordinance shall be in full force and effect from and after its passage and approval.

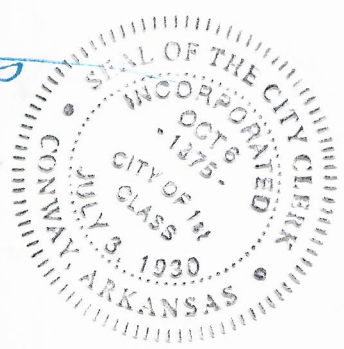
PASSED this 22nd day of June, 2021.

Approved:

Mayor Bart Castleberry

Attest:

Michael O. Garrett
City Clerk/Treasurer



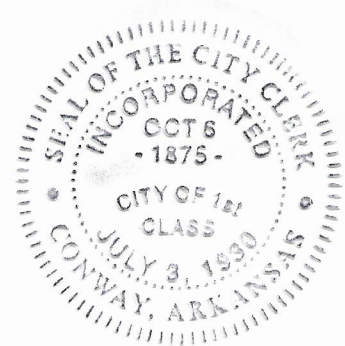
CERTIFICATE

**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 22nd day of June, 2021 same is duly recorded in the minutes of meeting of said Council.

Witness, my hand, and seal of the City of Conway, Arkansas this 28th day of June, 2021.


CITY CLERK-TREASURER



APPENDIX A

AML Position Title	City of Conway Title/Grade	Old Rate	New Rate
Police Property Room Lead	Lead Evidence Tech 823	31,732	35,000
Police Property Room	Evidence Tech 810	29,986	33,000
Parks Supervisor	Grounds Supervisor II 806	31,732	36,600
	Monitor Supervisor 807	31,732	36,600
Grounds Maintenance Supervisor	Grounds Supervisor 809	31,732	36,600
Mechanical Inspector	Building Inspector 18	41,552	44,000
Building Inspector	Building Inspector 18	41,552	44,000
Electrical Inspector	Building Inspector 18	41,552	44,000
Plumbing & Gas Inspector	Building Inspector 18	41,552	44,000
Finance Director	Chief Financial Officer 00	84,952	87,000
Deputy City Attorney	Deputy City Attorney I 864	66,289	70,000
Assistant to Mayor	Chief of Staff 46	67,502	70,000
HR Generalist	Human Resources Mgr 950	39,986	42,000
Systems Network Mgr	Telecommunications Mgr 906	70,364	74,000
	Network/Infrastructure Mgr 908	70,364	74,000
Network Analyst	Network Coordinator 909	53,354	57,000
	Info Security Coordinator 911	53,354	57,000
	Telecommunications Coordinator 912	53,354	57,000
Info Systems Director	Chief Technology Officer 868	77,927	79,000