



City of Conway, Arkansas
Ordinance No. O-22-69



CERTIFICATE OF RECORD
FAULKNER CO, AR FEE \$30.00

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

In Doc Num **L202213051** 4 Pages

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CRYSTAL TAYLOR

FAULKNER COUNTY CIRCUIT CLERK

BY: SHAWN MIX, D.C.

ORDINANCE

**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 2022 Arkansas Municipal League Salary Survey for cities with a population of 10,000 or more; and

Whereas, the committee identified eight 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 four 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, the committee identified eleven positions for which the City of Conway pay was below \$15.00 per hour; 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 also recommends increasing the pay for two positions which are a level above two of the positions paying below \$15.00 per hour; and

Whereas, the committee also recommends increasing the pay for all part-time positions to a minimum of \$13.00 per hour; and

Whereas, the committee recommends that these increases be effective with the pay period beginning July 3, 2022, which marks the start of the second half of the City's 2022 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 \$104,540 from the General Fund Balance Appropriation Account (001.119.4900) to the proper 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 All ordinances in conflict herewith are repealed to that extent of the conflict.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 28th day of June, 2022

Approved:



Mayor Bart Castleberry

Attest:



Michael O. Garrett
City Clerk/Treasurer



Appendix A

<u>AML Position Title</u>	<u>City of Conway Title/Grade</u>	<u>Old Rate</u>	<u>New Rate</u>
Network Coordinator	Information Support Specialist/Project Mgr. 905 Information Support Specialist/Web Developer 907 Information Support Specialist 910	44,845	50,000
Grounds Maintenance Laborer	Facility Monitor 917	25,741	31,200
Police Property Room Supervisor	Lead Evidence Technician 823	36,400	42,000
Grounds Maintenance Supervisor	Grounds Maintenance Supervisor PP 809	38,064	42,000
HR Generalist	Human Resources Manager 950	43,680	50,000
Parks Supervisor	Grounds Supervisor II 806, Monitor Supervisor 807	38,604	40,000
Safety Loss Control Specialist	Safety/Loss Control Manager 975	52,000	55,000
Network Analyst	Network Coordinator 909 Information Security Coordinator 911 Telecommunications Coordinator 912	59,280	62,000
Animal Services Manager	Animal Welfare Manager 36	50,098	55,000
Mechanical Inspector	Building Inspector 18	45,760	50,000
Building Inspector	Building Inspector 18	45,760	50,000
Plumbing & Gas Inspector	Building Inspector 18	45,760	50,000
Electrical Inspector	Building Inspector 18	45,760	50,000
Other – Under \$15.00/hour			
	Animal Welfare Kennel Tech 801	25,741	31,200
	Custodian 803	27,539	31,200
	Custodian II 951	28,795	32,240
	Facility Monitor 917	25,741	31,200
	Facility Monitor/Grounds Maint 802	25,741	31,200
	Grounds Keeper P&R 802	27,557	31,200
	Grounds Keeper PP 804	27,557	31,200
	Maintenance Specialist I 9	29,371	31,200
	Recreation Supervisor 861	28,207	31,200
	Concrete Aide Transportation 10	29,371	31,200
	Grounds Keeper Transportation 904	27,557	31,200
	Maintenance Specialist I Transportation 891	29,756	31,200
	Maintenance Specialist II Transportation 892	31,668	32,240
	Collector I 918	30,285	31,200
	Collector II 919	32,102	32,656
	Maintenance Specialist I Sanitation 921	30,285	31,200

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 28th day of June, 2022 same is duly recorded in the minutes of meeting of said Council.

Witness, my hand, and seal of the City of Conway, Arkansas this 8th day of July, 2022.


CITY CLERK-TREASURER

