

ORDINANCE NO. 2009-25

**AN ORDINANCE ESTABLISHING SALARIES, PAY RATES AND WAGES;
DECLARING AN EMERGENCY THEREFOR; AND FOR OTHER PURPOSES.**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OZARK,
ARKANSAS THAT:

I.

For the fiscal year 2010, the following named positions will have an established salary or hourly rate at the level set opposite each position listed below:

1. Mayor	\$36,791
2. City Clerk	\$34,815
3. Alderperson	\$300/mo
4. Pool Manager	\$8.75/hr
5. Head Lifeguard	\$7.50/hr
6. Lifeguard	\$7.25/hr

II.

All other employees' salary will increase by 2%, and will be subject to the attached wage schedule and conditions for salary increase adopted by city council which is incorporated herein;.

THIS ORDINANCE IS PASSED AND APPROVED THIS 11TH DAY OF JANUARY, 2010.



Mayor Vernon McDaniel

ATTEST:



City Clerk Carol Sneath

2010 Wage Scale

Position Code Tax	Salary Range Low End	Salary Range High End	Average Salary in Region
WATER DEPT			
11-9021 Dept Mgr	\$ 32,850.00	\$ 55,395.00	\$ 45,198.00
51-8031 Water PI Mgr	\$ 25,369.00	\$ 38,054.00	\$ 31,159.00
51-8031 Sewer PI Mgr	\$ 24,444.00	\$ 36,667.00	\$ 32,090.00
49-1011 Dist Foreman	\$ 21,786.00	\$ 32,679.00	\$ 25,756.00
49-9099 Dist Maint I	\$ 20,071.00	\$ 30,108.00	\$ 25,656.00
43-5041 Dist II/Meter	\$ 20,161.00	\$ 30,242.00	\$ 26,205.00
43-1011 Office Super	\$ 23,997.00	\$ 35,996.00	\$ 30,527.00
43-3011 Office Clerk	\$ 20,498.00	\$ 30,748.00	\$ 26,313.00
POLICE DEPT			
33-1012 Chief	\$ 33,435.00	\$ 50,153.00	\$ 41,554.00
33-1012 Asst Chief/Det	\$ 31,590.00	\$ 47,386.00	\$ 42,433.00
33-1099 Sergeant	\$ 30,137.00	\$ 45,206.00	\$ 36,934.00
33-3021 Detective	\$ 24,796.00	\$ 37,195.00	\$ 34,100.00
33-3051 Patrolman	\$ 23,754.00	\$ 36,190.00	\$ 30,640.00
43-4031 Office Mgr	\$ 21,894.00	\$ 32,842.00	\$ 26,306.00
43-4031 Records Clerk	\$ 18,280.00	\$ 27,421.00	\$ 23,877.00
STREET DEPT			
11-9021 Street Super	\$ 30,465.00	\$ 45,698.00	\$ 38,023.00
49-3053 Mechanic	\$ 23,387.00	\$ 35,080.00	\$ 29,837.00
37-3019 Cemetery	\$ 21,905.00	\$ 32,859.00	\$ 26,872.00
37-3011 General Labor	\$ 19,723.00	\$ 30,534.00	\$ 26,227.00
37-3011 Parks Dept	\$ 19,298.00	\$ 28,948.00	\$ 24,742.00
37-3019 Truck&Tract	\$ 22,303.00	\$ 33,454.00	\$ 26,995.00
ADMINISTRATION			
33-9011 Ani Cont/Code	\$ 17,568.00	\$ 26,353.00	\$ 21,634.00
47-4011 Bldg Inspect	\$ 12,600.00	\$ 12,600.00	\$ 32,302.00
43-3051 Adm Asst	\$ 22,163.00	\$ 33,247.00	\$ 28,440.00
53-3021 Bus Driver	\$ 14,911.00	\$ 22,813.00	\$ 22,367.00
33-2011 Fire Chief	\$ 33,435.00	\$ 50,153.00	\$ 49,170.00

Considerations for Salary Increase

These salary increase considerations are presented to accompany and enhance the salary range document as adopted. Both the minimum and maximum salaries of each positions range will be increased at a rate equal to the cost of living adjustment of the minimum range annually. The considerations below will be considered apart from any cost of living adjustments. No salary increases shall be allowed to exceed the maximum position salary as determined the city's official salary scale.

Increase Consideration

Rate of Increase

1. Years of Service

a. Two Years	5%
b. Five Years	3%
c. Ten Years	3%
d. Twenty Years	3%

2. Education

a. Technical Certificate in Related Field (36 credit hour)	5%
b. Associate Degree in Related Field	5%
c. Bachelor's Degree in Related Field	5%

3. Related Skill or Licensure above minimum requirements (determined by department)

a. Level 1	4%
b. Level 2	4%
c. Level 3	4%
d. Level 4	4%

*Starting salaries will fall within the official range and will be determined by the city (i.e. department head, mayor, etc...)

*The city reserves the right to exceed maximum salary range on a case by case basis

*Minimum qualifications will be determined by the city

*Related fields of study will be determined by the city

*No salary shall be increased by more than 15% in any annual period

*All salary adjustments will be considered annually and will be adopted at the first of the fiscal year

*All increases must be recommended in writing by the department head and approved by the mayor