

II.

JURISDICTION AND VENUE

2. This Court has jurisdiction pursuant to Ark. Const., Article 16, § 13, Ark. Const., Amend. 80, § 6, and Ark. Code Ann. § 16-13-201(a). This Court also has jurisdiction pursuant to Rule 23 of the Arkansas Rules of Civil Procedure.

3. This Court has personal jurisdiction over the City of Conway (hereinafter “Defendant” or “City of Conway”) pursuant to ARK. CODE ANN. § 16-4-101. At all times material to this action, City of Conway was a municipality incorporated under and by virtue of the laws of the State of Arkansas, located in Faulkner County, Arkansas. The City of Conway is a city of first class pursuant to Ark. Code Ann. § 14-37-104.

4. Venue for this civil action is proper in Faulkner County.

5. The named Plaintiffs and the Class Members assert no federal question. The state law causes of action asserted herein are not federally pre-empted.

6. This Illegal Exaction action is brought by citizen-taxpayers to redress a “public funds” type of illegal exaction wherein the Plaintiff class seeks to recover varying amounts of monies that were/are unlawfully used or allocated for purposes other than for which it was levied and collected. Defendant lawfully collected voluntary taxes for salary improvement, but unlawfully used or allocated the taxes collected to general expenses of the City, to the detriment of its taxpayers and city employees.

7. The Arkansas Supreme Court has declared that the Circuit Courts of this state should liberally construe the Circuit Court’s subject matter jurisdiction in cases involving a “public funds” type of “illegal exaction,” because the public funds that are being misspent or misappropriated must be replenished.

8. Pursuant to the interpretation given to the provisions of Article 16, § 13 of the Constitution of the State of Arkansas by the Arkansas Supreme Court, any action brought by a citizen-taxpayers on behalf of a local “body politic,” pursuant to the provisions of Article 16, § 13 of the Arkansas Constitution, to recover public funds that have been illegally expended is, by its very nature, a class action, as a “public funds” type of “illegal exaction” suit.

9. Plaintiffs bring this civil action on behalf of themselves and on behalf of all other citizen-taxpayers (who are similarly situated), to enjoin and recover illegally used and allocated voluntary tax funds and enjoin the illegality and unconstitutionality of the established practices of the Defendant. Plaintiffs also bring this Class Action complaint for breach of contract against the City of Conway for breach of the terms of employment for all general and street fund employees.

III.

THE PARTIES

10. Plaintiff Richard Shumate, Jr. (hereinafter referred to as “Shumate”) is an individual residing in Faulkner County, Arkansas. Plaintiff is a member and proposed representative of a class of City of Conway taxpayers who paid a voluntary One-Quarter of One Percent (1/4%) Sales and Use Tax voted on and levied by the City of Conway.

11. Plaintiff is also an employee of the Conway Police Department and is therefore a member and proposed representative of the general fund employees and street fund employees (except department heads and elected officials) who were the exclusive and mandatory recipients of the dedicated local sales and use tax.

12. Plaintiff Damon Reed (hereinafter referred to as “Reed”) is an individual residing in Faulkner County, Arkansas. Plaintiff is a member and proposed representative of a class of City of Conway taxpayers who paid a voluntary One-Quarter of One Percent (1/4%) Sales and

Use Tax voted on and levied by the City of Conway.

13. Plaintiff is also an employee of the Conway Fire Department and is therefore a member and proposed representative of the general fund employees and street fund employees (except department heads and elected officials) who were the exclusive and mandatory recipients of the dedicated local sales and use tax.

14. Defendant is a municipality incorporated under and by virtue of the laws of the State of Arkansas, located in Faulkner County, Arkansas. The City of Conway is a city of first class pursuant to Ark. Code Ann. § 14-37-104. . Defendant can be served by service upon Mayor Tab Townsell, 1201 Oak Street, Conway, Arkansas 72032.

IV.

FACTUAL ALLEGATIONS

A. Summary of Class Allegations

15. Mayor Tab Townsell issued Resolution R-01-18 (See Exhibit A, attached) on July 24, 2001, declaring the intent of the City Council of Conway to use the voluntary tax *exclusively* to *improve* the salaries of city employees.

16. The Resolution states, in pertinent part, “Whereas, the City Council desires to dedicate the proceeds of said sales tax *exclusively* to *improve* the salaries of the employees of the city.” The Resolution also states:

Section 1: All proceeds from the one quarter cent sales tax to be voted on by the citizens of Conway on August 28, 2001, *shall* be expended exclusively to *improve* the salaries of those employees of the City whose current salaries are determined by the City Council to be under the proper “market pay scales” for similar positions in similar cities in Arkansas.

Section 2: The proceeds of said sales tax *shall not* be used to supplant any budgetary resources currently used for the compensation of the employees, but rather *shall*

supplement the salaries of those determined to be deserving.

Section 3: The employee pay scales submitted to the City Council by the Mayor and Human Resources Director for all general fund employees and street fund employees except department heads and elected officials are hereby adopted as “market pay scales...”

17. Mayor Townsell issued Resolution R-01-18 before the Special Election to declare the exclusive and exact use of the One-Quarter of One Percent (1/4%) Sales and Use Tax to the voting taxpayers.

18. The exclusive purpose of the tax was to increase City of Conway employee salaries because the City of Conway had itself, through its City Council and Mayor, determined that its city employee pay was not competitive to similar cities.

19. On August 28, 2001, the City of Conway conducted a Special Election regarding the levy of a One-Quarter of One Percent (1/4%) Sales and Use Tax dedicated to improving salaries of City of Conway employees. That voluntary Sales and Use tax passed.

20. As a result of the passage of the Sales and Use Tax by the citizens of Conway, the City of Conway enacted “Pay Grids” (See Exhibit B, attached) for city employees, including Police and Fire. The Pay Grids reflect guaranteed pay increases for the first 7 years a person is employed with the City of Conway. These “pay grids” provide the incremental increases in income for Conway city employees to be near the “market pay scales” of similar positions in similar cities in Arkansas.

21. The City of Conway “Pay Grids” also includes the Cost of Living Adjustment of 1% approved by the City Council. Defendant has not only wholly failed to use the voluntary tax money as Resolution R-01-18 mandates, the Defendant also failed to provide its general and street fund employees Cost of Living Adjustments as required since the Defendant included Cost of Living Adjustments in the pay grid compensation formula.

22. Plaintiff Shumate was hired as a police officer for the Conway Police Department on September 24, 2007.

23. Plaintiff has not received the “step” increases or Cost of Living Adjustments according to the Police Pay Grid. Plaintiff is currently an *Officer with Advanced Certificate* and should be receiving Step 5 pay. However, Plaintiff is receiving Step 2 pay for an *Officer with Intermediate Certificate* (Step 2 does not even have the category of Officer with Advanced Certificate).

24. Plaintiff Reed was hired as a Firefighter with the Conway Fire Department on September 6, 1994.

25. Plaintiff Reed has not received the “step” increases or Cost of Living Adjustments according to the Fire Pay Grid. Plaintiff is currently a *Captain* and should be receiving Step 5 pay. However, Plaintiff is receiving Step 2 pay for a *Captain*.

26. Hundreds of city employees have not received step increases as outlined in the various pay grids despite the Defendant collecting the voluntary Sales and Use Tax dedicated exclusively for the step increases.

27. As part of their terms and conditions of employment, Plaintiffs were provided Conway Police and Fire Department packets that outlined the hiring requirements, benefits, pay, and other terms of employment. The employment documents provided to Plaintiff contained the relevant Police and Fire Pay Grids. The Defendant provided all new applicants with the employment pay grids reflecting what the employees will be paid the first 7 years of service. The proposed class members received the same or similar employment packets.

28. Defendant continued to provide the Conway Police and Fire Department employment packets to new applicants, and represented and promised the new applicants that the Police and Fire Pay Grids outlined what they would be paid for the first 7 years, even after

Defendant did not provide Step increases to its current employees for at least 2009 and 2010.

29. Upon information and belief, Defendant presented the same or similar employment packets for other general and street fund positions, including police, fire fighters and street department.

30. Defendant used the Police and Fire pay grids to lure new police and fire candidates away from other police and fire departments by representing that the candidates would receive guaranteed, structured and competitive pay for their services. Defendant knew this was false and Defendant knew that it had not been paying its general fund and street fund employees according to the pay scales. Despite this knowledge, Defendant continued to promote the pay grids as guaranteed terms of employment to the police and fire candidates.

31. Plaintiffs and the proposed class members relied upon the representations of employment of the Defendant to their detriment. The pay grids are a material term of the employment (and logically the most important term of employment) and Defendant has breached the agreement.

32. The Defendant made an offer of employment to the Plaintiffs and Class members that consisted of a guaranteed, structured pay scale. Plaintiff and the Class accepted this offer of employment and provided their time and labor to their detriment.

33. Defendant's conduct, through its representatives, is without justification. The Defendant has defrauded the taxpayers and employees of the City of Conway by collecting a voluntary tax to be used for only very specific purposes. The Defendant, without justification or conscience, refused to pay general and street fund employees as mandated by Resolution R-01-18 or even give them their Cost of Living Adjustments.

34. Upon information and belief, the money collected from the voluntary salary improvement tax has not been used for salary improvement, but instead has been used for city

construction projects, to cover economic losses from other projects and to cover other unrelated expenses. Defendant is unlawfully using the salary improvement tax.

35. Defendant continues to collect the One-Quarter of One Percent (1/4%) Sales and Use Tax dedicated exclusively for the pay grid steps and Cost of Living Adjustments. However, Defendant did not and has not provided step increases for several years to its general fund or street fund employees.

V.

CLASS ACTION ALLEGATIONS

36. The named Plaintiffs brings this action as a Class Action pursuant to Rule 23 of the Arkansas Rules of Civil Procedure on behalf of:

All City of Conway general and street fund employees (excluding department heads and elected officials), including Plaintiff and all similarly situated persons, for the period from December 1, 2001 to the present (“Class Period”) who did not receive Pay Grid step increases for the first 7 years of employment.

Excluded from the class are the agents, affiliates and employees of the Defendant and the assigned judge and his/her staff, and members of the appellate court and their staff.

37. **Numerosity.** The requirements of Rule 23(a) are satisfied in that there are too many Class Members for joinder of all of them to be practicable. Defendant is a municipality with approximately 300 general and street fund employees and a population of approximately 60,000 residents. As a result, the Class is so numerous that joinder of all members in a single action is impracticable. The members of the Class are readily identifiable from the information and records in the possession or control of Defendant.

38. **Commonality.** The claims of the Class Members raise numerous common issues of fact and law, thereby satisfying the requirements of Rule 23(a). These common legal and

factual questions, which do not vary from one Class Member to another, and which may be determined without reference to the individual circumstances of any Class Member, include, but are not limited to, the following questions:

- A. Whether Defendant's conduct constitutes breach of contract;
- B. Whether Defendant participates in and pursues the common course of conduct complained of herein;
- C. Whether Defendant's conduct violates Arkansas common law;
- E. Whether Defendant's wrongful conduct resulted in economic damages to Plaintiffs and members of the Class;
- F. Whether the Class is entitled to damages and, if so, the amount of such damages;
- G. The nature of additional relief to which Plaintiffs and the Class are entitled, including, but not limited to, an Injunction for the conduct alleged herein and the establishment of a Constructive Trust.

39. **Typicality.** The claims of the named Plaintiffs are typical of the unnamed Class Members because they have a common source and rest upon the same legal and remedial theories, thereby satisfying the requirements of Rule 23(a). For example, the named Plaintiffs' claims are typical of the claims of the Class because Plaintiffs and all Class Members were injured or damaged by the same wrongful practices in which Defendant engaged, namely the breach of contract and deceptive practices.

40. **Adequacy of Representation.** The requirements of Rule 23(a) are satisfied in that the named Plaintiff has a sufficient stake in the litigation to vigorously prosecute this claim on behalf of the Class Members, and the named Plaintiffs' interests are aligned with those of the proposed class. There are no defenses of a unique nature that may be asserted against Plaintiffs individually, as distinguished from the other members of the Class, and the relief sought is common to the Class. Plaintiffs do not have any interest that is in conflict with or is antagonistic

to the interests of the members of the Class, and has no conflict with any other member of the Class. Plaintiffs have retained competent counsel experienced in class action litigation to represent them and the Class in this litigation.

41. **Declaratory and Injunctive Relief.** All of the requirements for Rule 23 also are satisfied in that the Defendant's actions affected all Class Members in the same manner, making appropriate final declaratory and injunctive relief with respect to the Class as a whole. For example, Plaintiff seeks with respect to the Class as a whole a declaration that the Defendant's breached a contract. Furthermore, injunctive relief is necessary to prevent others from succumbing to Defendant's unlawful practices. Because the monetary damages to an individual Class Member is relatively small and is ascertainable to a liquidated amount, monetary relief does not so overwhelm this action that it cannot also be certified for injunctive relief in order to enjoin Defendant from further violating Arkansas statutory and common law.

42. **Predominance and Superiority.** All of the requirements for Rule 23(c) are satisfied in that class action treatment is superior to other available methods for the fair and efficient adjudication of this controversy because individual litigation of the claims of all Class Members is economically unfeasible and procedurally impracticable. While the aggregate damages sustained by the Class are significant, the individual damages incurred by each Class Member resulting from Defendant's unlawful conduct are too small to warrant the expense of individual suits. The likelihood of individual Class Members prosecuting separate claims is remote and, even if every Class Member could afford individual litigation, the court system would be unduly burdened by individual litigation in such cases. Individual members of the Class do not have a significant interest in individually controlling the prosecution of separate actions, and individualized litigation would also present the potential for varying, inconsistent or contradictory judgments while magnifying the delay and expense to all parties and to the court

system resulting in multiple trials of the same factual issue and creating the possibility of repetitious litigation. Plaintiffs know of no difficulty to be encountered in the management of this action that would preclude its maintenance as a class action. Relief concerning Plaintiffs' rights under the laws herein alleged and with respect to the Class would be proper. Defendant has acted, or refused to act, on grounds generally applicable to the Class, thereby making appropriate final injunctive or corresponding declaratory relief with regard to the members of the Class as a whole.

VI.

CAUSES OF ACTION

COUNT I – ILLEGAL EXACTION

43. Plaintiff incorporates all allegations in each preceding paragraph as if fully set forth herein.

44. Plaintiffs are individual taxpayers and citizen of the City of Conway. Pursuant to AR Const. Art. 16, § 13, *Any citizen of any county, city or town may institute suit, in behalf of himself and all others interested, to protect the inhabitants thereof against the enforcement of any illegal exactions whatever.*

45. Plaintiffs bring this civil action on behalf of themselves and on behalf of all other citizen-taxpayers (who are similarly situated) pursuant to the provisions of Article 16, § 13 of the Arkansas State Constitution. This “public funds” type of “illegal exaction” has been initiated to contest and enjoin the illegality and unconstitutionality of the established practice of unlawfully using and/or allocating taxes for purposes other than for which it was levied and collected.

46. Once this Circuit Court declares that the actions or inactions of the Defendant regarding the unlawful use or allocation of taxes for purposes other than for which they were collected constitutes a “public funds” type of “illegal exaction” suit, then this Court should

forthwith enter an Order enjoining the Defendant to pay such sums as are due and owing the taxpayers.

47. The Defendant is liable for all funds collected under the color of law through the delegation of power for tax collection.

48. The Plaintiffs' attorneys in this "public funds" type of "illegal exaction" suit, upon the Circuit Court's granting of the equitable and monetary relief sought by the representative citizen-taxpayer Plaintiffs, asserts that they should be apportioned and awarded, as attorney fees and reimbursement of litigation costs incurred, by this Circuit Court, a reasonable part of the total "common fund" created by this civil action. This "common fund" will ultimately be comprised of all monies recovered.

49. The attorneys representing the representative citizen-taxpayer Plaintiffs assert that for the professional legal services rendered to, and costs incurred on behalf of, the named Plaintiffs (and the other members of the similarly situated class of citizen-taxpayers), this Circuit Court should award them such fees and costs, pursuant to the provisions of Ark. Code Ann. § 26-35-902.

50. Taxpayers of the City of Conway agreed to a voluntary tax for the very specific and limited purpose of improving its general and street fund employee's pay. The specific and limited purposes for which this voluntary tax could be used was submitted to the voting taxpayers approximately 30 days before the vote as Resolution R-01-18. The taxpayers passed the voluntary tax based on the representation of the Defendant, its representatives, Resolution R-01-18, and the need to properly and competitively compensate its city employees to ensure the City of Conway had high quality public servants in the most important positions, such as police and fireman.

51. Defendant then failed to use the voluntary tax revenue for this purpose, not only

refusing to provide the written pay grid raises, but also refusing to pay Cost of Living Adjustments to these public servants. Defendant is now subject to a breach of contract claim by the employees the tax was intended to benefit.

52. Defendant has intentionally, unlawfully, and without justification or conscience, defrauded, misled, deceived taxpayers and usurped the money and trust of the taxpayers of the City of Conway.

COUNT II – BREACH OF CONTRACT

53. Plaintiff incorporates all allegations in each preceding paragraph as if fully set forth herein.

54. Defendant seeks out and provides written employment packets to potential new applicants for the Conway Police and Fire Department. (See Exhibit C & D, attached).

55. Defendant prepares the written employment packet which includes the requirements to be hired by the Defendant, entry level pay, benefits, demographic synopsis, and a Pay Grid.

56. Applicants are advised by the Defendant that the Police and Fire Pay Grid is what each applicant will be paid during the first 7 years of service, including the Cost of Living Adjustment. The Defendant uses the pay grid to assure new applicants that they will be paid a salary similar as the same job in similar cities.

57. Defendant determined that its employees were *under* the market pay scales in similar cities. The Defendant adopted the pay grids and started collecting the voluntary One-Quarter of One Percent (1/4%) sales tax to fund the pay grid.

58. The pay grids were/are approved and adopted uniformly for Plaintiffs and all Class members.

59. Plaintiffs and the Class members accepted the written terms of employment and

have provide their time, labor and effort in reliance upon those written employment terms.

60. Defendant breached the written employment terms by failing to provide the Plaintiff and class members with the pay grid step increases and Cost of Living Adjustments during the first 7 years of service.

61. Defendant's breach of the written employment terms is unlawful and unjustified.

62. As a result of Defendant's breach of contract, Plaintiff and other members of the Class have thereby suffered ascertainable losses, the exact amount of which is presently unknown, but which is capable of being liquidated. In addition, Plaintiffs are entitled to their costs and attorneys' fees.

VII.

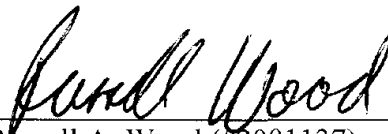
PRAYER FOR RELIEF

WHEREFORE, the named Plaintiffs and the Class Members demand judgment against the Defendant, City of Conway on each Count of the Complaint and the following relief:

1. For an Order declaring that the Defendants' actions constitute a "public funds" type of "illegal exaction;"
2. For an Order certifying that the breach of contract claim may be maintained as a class action, appointing Plaintiffs and their counsel to represent the Class, and directing that reasonable notice of this action be given by Defendant to Class Members;
3. Award each plaintiff Class Member their compensatory damages and/or restitution;
4. Grant the Plaintiff Class Members their reasonable attorney's fees and costs incurred in this litigation;
5. Award pre-and post-judgment interest as provided by law in amount according to proof at trial;

6. Institute a constructive trust for the benefit of the Plaintiffs and Class Members;
7. Enjoin Defendant from further engaging in the unlawful practices outlined above;
and
8. Grant the Plaintiff Class Members such further relief as the Court may deem just
and proper.

Respectfully Submitted,
Richard Shumate, Jr.
Damon Reed



Russell A. Wood (#2001137)

Wood Law Firm, P.A.

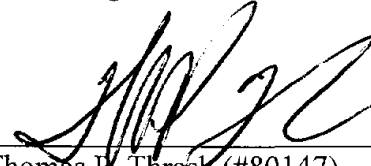
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EXHIBIT A

A RESOLUTION DECLARING THE INTENT OF THE CITY COUNCIL OF CONWAY, ARKANSAS TO DEDICATE THE PROCEEDS OF THE ONE QUARTER CENT SALES TAX TO BE VOTED ON BY THE CITIZENS OF CONWAY ON AUGUST 28, 2001 EXCLUSIVELY TO THE SALARIES OF THE EMPLOYEES OF THE CITY OF CONWAY.

Whereas, the City Council of the City of Conway, Arkansas has placed on a special election ballot set for August 28, 2001 a proposed sales tax of one-quarter of one cent, and

Whereas, the City Council desires to dedicate the proceeds of said sales tax exclusively to improve the salaries of the employees of the city.

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

Section 1. All proceeds from the one quarter cent sales tax to be voted on by the citizens of Conway on August 28, 2001 shall be expended exclusively to improve the salaries of those employees of the City whose current salaries are determined by the City Council to be under the proper "market pay scales" for similar positions in similar cities in Arkansas.

Section 2. The proceeds of said sales tax shall not be used to supplant any budgetary resources currently used for the compensation of the employees but rather shall supplement the salaries of those determined to be deserving.

Section 3. The employee pay scales submitted to the City Council by the Mayor and Human Resources Director for all general fund employees and street fund employees except department heads and elected officials are hereby adopted as "market pay scales" pending funding through the passage of said tax on August 28, 2001 and are to be effective December 1, 2001. Furthermore, as the scales for department heads and elected officials are developed and submitted, the City Council shall adopt those scales as accepted and/or amended in council, and those pay scales shall also be effective December, 2001.


Section 4. A separate accounting revenue line item shall be established and maintained for the proceeds of this tax.

Passed this 24th day of July 2001.



Mayor Tab Townsell

Attest:



City Clerk Michael O. Garrett

EXHIBIT B

2009 Police Pay Grid

Hourly Pay

Job Title	Step 1	Max/Step 5
Chief	\$ 19,8465	\$ 39,0423

Job Title	Step 1	Step 2	Step 3	Step 4	Max/Step 5	
20 Major w/ Senior Certificate	\$ 27,9064	\$ 28,8311	\$ -	\$ 29,7560	\$ 30,7777	\$ 31,4979
19 Major w/ Advanced Certificate	\$ 27,7287	\$ 28,6533	\$ -	\$ 29,5783	\$ 30,5028	\$ 31,3200
18 Major/No Advanced Certificate	\$ 27,5560	\$ 28,4812	\$ -	\$ 29,4059	\$ 30,3310	\$ 31,1480
17 Major/No Advanced or Intermediate Certificate	\$ 27,3837	\$ 28,3085	\$ -	\$ 29,2336	\$ 30,1585	\$ 30,9756

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
16 Lieutenant w/Senior Certificate	\$ 24,2048	\$ 24,8460	\$ 25,4874	\$ 26,1287	\$ 26,7702	\$ 27,4117	\$ 27,9406
15 Lieutenant w/ Advanced Certificate	\$ 24,0270	\$ 24,6683	\$ 25,3099	\$ 25,9509	\$ 26,5924	\$ 27,2339	\$ 27,7629
14 Lieutenant w/ Intermediate Certificate	\$ 23,8490	\$ 24,4906	\$ 25,1319	\$ 25,7732	\$ 26,4146	\$ 27,0559	\$ 27,5851
13 Lieutenant/No Intermediate Certificate	\$ 23,6773	\$ 21,3185	\$ 24,9597	\$ 25,6009	\$ 26,2422	\$ 26,8836	\$ 27,4127
12 Lieutenant/No Intermediate or General Cert.	\$ 23,5041	\$ 24,1457	\$ 24,7869	\$ 25,4283	\$ 26,0697	\$ 26,7110	\$ 27,2401

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
11 Sergeant w/ Senior Certificate	\$ 21,0449	\$ 21,5236	\$ 22,0023	\$ 22,4812	\$ 22,9605	\$ 23,4392	\$ 23,9179
10 Sergeant w/ Advanced Certificate	\$ 20,8669	\$ 21,3457	\$ 21,8244	\$ 22,3037	\$ 22,7826	\$ 23,2612	\$ 23,7401
09 Sergeant w/ Intermediate Certificate	\$ 20,6889	\$ 21,1683	\$ 21,6471	\$ 22,1258	\$ 22,6046	\$ 23,0839	\$ 23,5623
08 Sergeant w/ No Intermediate Certificate	\$ 19,9419	\$ 20,5337	\$ 21,1257	\$ 21,7176	\$ 22,3094	\$ 22,9013	\$ 23,3899
07 Sergeant/ No Intermediate or General Cert.	\$ 19,7693	\$ 20,3613	\$ 20,9533	\$ 21,5450	\$ 22,1369	\$ 22,7289	\$ 23,2175

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
06 Master Officer w/ Senior Certificate	\$ -	\$ -	\$ 16,0572	\$ 17,1522	\$ 18,3822	\$ 19,4397	\$ 20,4971
05 Officer IV/Advanced Certificate	\$ -	\$ -	\$ 15,9898	\$ 16,9802	\$ 17,9239	\$ 18,8663	\$ 19,8078
04 Officer III/Intermediate Certificate	\$ -	\$ 15,1030	\$ 15,9231	\$ 16,8081	\$ 17,6929	\$ 18,5777	\$ 19,4631
03 Officer II/General Certificate	\$ -	\$ 15,0649	\$ 15,8573	\$ 16,7095	\$ 17,5622	\$ 18,4146	\$ 19,1181
02 Officer I	\$ 14,1523	\$ 15,0048	\$ 15,8573	\$ 16,7095	\$ 17,5622	\$ 18,4146	\$ 19,1181
02 Code Enforcement Officer	\$ 14,1523	\$ 15,0048	\$ 15,8573	\$ 16,7095	\$ 17,5622	\$ 18,4146	\$ 19,1181

Cost of living adjustment of 1.00% increase was approved by Council and is included in above pay grid amounts.

2009 Police Pay Grid

Annual Pay

PL	Job Title	Step 1	Max/Step 5
PL	Chief	\$ 41,281	\$ 81,208

PL	Job Title	Step 1	Step 2	Step 3	Step 4	Max/Step 5
PL	Major w/ Senior Certificate	\$ 58,045	\$ 59,969	\$ 61,893	\$ 64,018	\$ 65,516
PL	Major w/ Advanced Certificate	\$ 57,676	\$ 59,599	\$ 61,523	\$ 63,446	\$ 65,146
PL	Major/No Advanced Certificate	\$ 57,317	\$ 59,241	\$ 61,164	\$ 63,088	\$ 64,788
PL	Major/No Advanced or Intermediate Certificate	\$ 56,958	\$ 58,882	\$ 60,806	\$ 62,730	\$ 64,429

PL	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PL	Lieutenant w/Senior Certificate	\$ 50,346	\$ 51,680	\$ 53,014	\$ 54,348	\$ 55,682	\$ 57,016	\$ 58,117
PL	Lieutenant w/ Advanced Certificate	\$ 49,976	\$ 51,310	\$ 52,645	\$ 53,978	\$ 55,312	\$ 56,647	\$ 57,747
PL	Lieutenant w/ Intermediate Certificate	\$ 49,606	\$ 50,940	\$ 52,274	\$ 53,608	\$ 54,942	\$ 56,276	\$ 57,377
PL	Lieutenant/No Intermediate Certificate	\$ 49,249	\$ 50,582	\$ 51,916	\$ 53,250	\$ 54,584	\$ 55,918	\$ 57,019
PL	Lieutenant/No Intermediate or General Cert.	\$ 48,889	\$ 50,223	\$ 51,557	\$ 52,891	\$ 54,225	\$ 55,559	\$ 56,659

PL	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PL	Sergeant w/ Senior Certificate	\$ 43,773	\$ 44,769	\$ 45,765	\$ 46,761	\$ 47,758	\$ 48,754	\$ 49,749
PL	Sergeant w/ Advanced Certificate	\$ 43,403	\$ 44,399	\$ 45,395	\$ 46,392	\$ 47,388	\$ 48,383	\$ 49,379
PL	Sergeant w/ Intermediate Certificate	\$ 43,033	\$ 44,030	\$ 45,026	\$ 46,022	\$ 47,018	\$ 48,014	\$ 49,010
PL	Sergeant w/ No Intermediate Certificate	\$ 41,479	\$ 42,710	\$ 43,941	\$ 45,173	\$ 46,404	\$ 47,635	\$ 48,651
PL	Sergeant/ No Intermediate or General Cert.	\$ 41,120	\$ 42,352	\$ 43,583	\$ 44,814	\$ 46,045	\$ 47,276	\$ 48,292

PL	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PL	Master Officer w/ Senior Certificate	\$ -	\$ -	\$ -	\$ -	\$ 38,235	\$ 40,435	\$ 42,634
PL	Officer IV/Advanced Certificate	\$ -	\$ -	\$ 33,399	\$ 35,677	\$ 37,757	\$ 39,837	\$ 41,917
PL	Officer III/Intermediate Certificate	\$ -	\$ 31,414	\$ 33,259	\$ 35,319	\$ 37,282	\$ 39,242	\$ 41,200
PL	Officer II/General Certificate	\$ -	\$ 31,335	\$ 33,120	\$ 34,961	\$ 36,801	\$ 38,642	\$ 40,483
PL	Officer I	\$ 29,437	\$ 31,210	\$ 32,983	\$ 34,756	\$ 36,529	\$ 38,302	\$ 39,766
PL	Code Enforcement Officer	\$ 29,437	\$ 31,210	\$ 32,983	\$ 34,756	\$ 36,529	\$ 38,302	\$ 39,766

City of Conway 2010 Police Pay Grid

POLICE	Annual Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
PL	Chief	\$ 41,281							\$ 81,208
	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
PL	20 Major w/ Senior Certificate	\$ 58,626	\$ 60,568	\$ 62,511	\$ 64,658	\$ 66,171	\$ 67,997	\$ 69,839	\$ 71,707
PL	19 Major w/ Advanced Certificate	\$ 58,252	\$ 60,195	\$ 62,138	\$ 64,080	\$ 65,797	\$ 67,519	\$ 69,241	\$ 70,963
PL	18 Major/No Advanced Certificate	\$ 57,890	\$ 59,833	\$ 61,776	\$ 63,719	\$ 65,436	\$ 67,158	\$ 68,880	\$ 70,602
PL	17 Major/No Advanced or Intermediate Certificate	\$ 57,528	\$ 59,470	\$ 61,414	\$ 63,357	\$ 65,074	\$ 66,796	\$ 68,518	\$ 70,240
	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PL	16 Lieutenant w/Senior Certificate	\$ 50,849	\$ 52,197	\$ 53,544	\$ 54,891	\$ 56,239	\$ 57,587	\$ 58,934	\$ 60,282
PL	15 Lieutenant w/ Advanced Certificate	\$ 50,476	\$ 51,823	\$ 53,171	\$ 54,518	\$ 55,865	\$ 57,213	\$ 58,560	\$ 59,907
PL	14 Lieutenant w/ Intermediate Certificate	\$ 50,102	\$ 51,450	\$ 52,797	\$ 54,144	\$ 55,492	\$ 56,839	\$ 58,186	\$ 59,534
PL	13 Lieutenant/No Intermediate or General Cert.	\$ 49,741	\$ 51,088	\$ 52,435	\$ 53,782	\$ 55,130	\$ 56,477	\$ 57,824	\$ 59,171
PL	12 Lieutenant/No Intermediate or General Cert.	\$ 49,377	\$ 50,725	\$ 52,072	\$ 53,420	\$ 54,767	\$ 56,114	\$ 57,462	\$ 58,809
	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PL	11 Sergeant w/ Senior Certificate	\$ 44,211	\$ 45,217	\$ 46,222	\$ 47,228	\$ 48,235	\$ 49,241	\$ 50,247	\$ 51,253
PL	10 Sergeant w/ Advanced Certificate	\$ 43,837	\$ 44,843	\$ 45,849	\$ 46,856	\$ 47,862	\$ 48,867	\$ 49,873	\$ 50,879
PL	09 Sergeant w/ Intermediate Certificate	\$ 43,463	\$ 44,470	\$ 45,476	\$ 46,482	\$ 47,488	\$ 48,495	\$ 49,500	\$ 50,507
PL	08 Sergeant w/ No Intermediate or General Cert.	\$ 41,894	\$ 43,137	\$ 44,381	\$ 45,624	\$ 46,868	\$ 48,111	\$ 49,354	\$ 50,597
PL	07 Sergeant/ No Intermediate or General Cert.	\$ 41,531	\$ 42,775	\$ 44,019	\$ 45,262	\$ 46,505	\$ 47,749	\$ 48,992	\$ 50,235
	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PL	06 Master Officer w/ Senior Certificate					\$ 38,617	\$ 40,839	\$ 43,060	\$ 45,282
PL	05 Officer IV/Advanced Certificate			\$ 33,733	\$ 36,033	\$ 38,135	\$ 40,235	\$ 42,336	\$ 44,437
PL	04 Officer III/Intermediate Certificate		\$ 31,728	\$ 33,591	\$ 35,672	\$ 37,654	\$ 39,634	\$ 41,612	\$ 43,591
PL	03 Officer II/General Certificate	\$ 29,731	\$ 31,648	\$ 33,451	\$ 35,310	\$ 37,169	\$ 39,028	\$ 40,888	\$ 42,747
PL	02 Officer I	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,475	\$ 42,266
PL	02 Code Enforcement Officer	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,475	\$ 42,266

City of Conway 2010 Police Pay Grid

PL	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
PL	Chief	\$ 19,8465							\$ 39,0423
PL	20 Major w/ Senior Certificate	\$ 28,1855	\$ 29,1194	\$ 30,0536	\$ 31,0855				\$ 31,8129
PL	19 Major w/ Advanced Certificate	\$ 28,0060	\$ 28,9398	\$ 29,8741	\$ 30,8078				\$ 31,6332
PL	18 Major/No Advanced Certificate	\$ 27,8316	\$ 28,7660	\$ 29,7000	\$ 30,6343				\$ 31,4595
PL	17 Major/No Advanced or Intermediate Certificate	\$ 27,6575	\$ 28,5916	\$ 29,5259	\$ 30,4601				\$ 31,2854
PL	16 Lieutenant w/Senior Certificate	\$ 24,4468	\$ 25,0945	\$ 25,7423	\$ 26,3900	\$ 27,0379	\$ 27,6858	\$ 28,2200	\$ 28,2200
PL	15 Lieutenant w/ Advanced Certificate	\$ 24,2673	\$ 24,9150	\$ 25,5630	\$ 26,2104	\$ 26,8583	\$ 27,5062	\$ 28,0405	\$ 28,0405
PL	14 Lieutenant w/ Intermediate Certificate	\$ 24,0875	\$ 24,7355	\$ 25,3832	\$ 26,0309	\$ 26,6787	\$ 27,3265	\$ 27,8610	\$ 27,8610
PL	13 Lieutenant/No Intermediate Certificate	\$ 23,9141	\$ 24,5617	\$ 25,2093	\$ 25,8569	\$ 26,5046	\$ 27,1524	\$ 27,6868	\$ 27,6868
PL	12 Lieutenant/No Intermediate or General Cert.	\$ 23,7391	\$ 24,3872	\$ 25,0348	\$ 25,6826	\$ 26,3304	\$ 26,9781	\$ 27,5125	\$ 27,5125
PL	11 Sergeant w/ Senior Certificate	\$ 21,2553	\$ 21,7388	\$ 22,2223	\$ 22,7060	\$ 23,1901	\$ 23,6736	\$ 24,1571	\$ 24,1571
PL	10 Sergeant w/ Advanced Certificate	\$ 21,0756	\$ 21,5592	\$ 22,0426	\$ 22,5267	\$ 23,0104	\$ 23,4938	\$ 23,9775	\$ 23,9775
PL	09 Sergeant w/ Intermediate Certificate	\$ 20,8958	\$ 21,3800	\$ 21,8636	\$ 22,3471	\$ 22,8306	\$ 23,3147	\$ 23,7979	\$ 23,7979
PL	08 Sergeant w/ No Intermediate Certificate	\$ 20,1413	\$ 20,7390	\$ 21,3370	\$ 21,9348	\$ 22,5325	\$ 23,1303	\$ 23,6238	\$ 23,6238
PL	07 Sergeant/ No Intermediate or General Cert.	\$ 19,9670	\$ 20,5649	\$ 21,1628	\$ 21,7605	\$ 22,3583	\$ 22,9562	\$ 23,4497	\$ 23,4497
PL	06 Master Officer w/ Senior Certificate								
PL	05 Officer IV/Advanced Certificate			\$ 16,2178	\$ 17,3237	\$ 18,5660	\$ 19,6341	\$ 20,7021	\$ 20,7021
PL	04 Officer III/Intermediate Certificate			\$ 16,1497	\$ 17,1500	\$ 18,3340	\$ 19,3437	\$ 20,3538	\$ 20,3538
PL	03 Officer II/General Certificate			\$ 15,2155	\$ 16,0823	\$ 17,8698	\$ 18,7635	\$ 19,6577	\$ 19,6577
PL	02 Officer I	\$ 14,2938	\$ 15,1548	\$ 16,0159	\$ 16,8766	\$ 17,7378	\$ 18,5987	\$ 19,3093	\$ 19,3093
PL	02 Code Enforcement Officer	\$ 14,2938	\$ 15,1548	\$ 16,0159	\$ 16,8766	\$ 17,7378	\$ 18,5987	\$ 19,3093	\$ 19,3093
Cost of living adjustment of 1.01% increase was approved by Council and is included in above pay grid amounts.									

2009 Fire Pay Grid

Annual Pay		Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
FR	Chief	Chief	\$ 41,281							\$ 82,832
FR	Div/Dist Chief/Advanced Level	Div/Dist Chief/Advanced Level	\$ 58,045	\$ 59,969	\$ 61,893	\$ 64,018	\$ 65,516			
FR	Div/Dist Chief/Advanced Level	Div/Dist Chief/Advanced Level	\$ 58,045	\$ 59,969	\$ 61,892	\$ 64,018	\$ 65,516			
FR	Div/Dist Chief/General Level	Div/Dist Chief/General Level	\$ 57,676	\$ 59,599	\$ 61,523	\$ 63,446	\$ 65,146			
FR	Div/Dist Chief/General Level	Div/Dist Chief/General Level	\$ 57,676	\$ 59,599	\$ 61,523	\$ 63,446	\$ 65,146			
FR	Div/Dist Chief/Basic Certifications	Div/Dist Chief/Basic Certifications	\$ 57,317	\$ 59,241	\$ 61,164	\$ 63,088	\$ 64,788			
FR	Div/Dist Chief/Basic Certifications	Div/Dist Chief/Basic Certifications	\$ 57,317	\$ 59,241	\$ 61,164	\$ 63,088	\$ 64,788			
FR	Div/Dist Chief/No Certifications	Div/Dist Chief/No Certifications	\$ 56,958	\$ 58,882	\$ 60,806	\$ 62,730	\$ 64,429			
FR	Div/Dist Chief/No Certifications	Div/Dist Chief/No Certifications	\$ 56,958	\$ 58,882	\$ 60,806	\$ 62,730	\$ 64,429			
FR	Job Title	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	Captain/Advanced Level - Staff	Captain/Advanced Level - Staff	\$ 50,346	\$ 51,680	\$ 53,014	\$ 54,348	\$ 55,682	\$ 57,016	\$ 58,117	
FR	Captain/Advanced Level	Captain/Advanced Level	\$ 50,346	\$ 51,680	\$ 53,014	\$ 54,347	\$ 55,682	\$ 57,016	\$ 58,117	
FR	Captain/Intermediate Level	Captain/Intermediate Level	\$ 49,976	\$ 51,310	\$ 52,644	\$ 53,978	\$ 55,312	\$ 56,647	\$ 57,747	
FR	Captain/General Level	Captain/General Level	\$ 49,606	\$ 50,940	\$ 52,274	\$ 53,608	\$ 54,942	\$ 56,276	\$ 57,377	
FR	Captain/Basic Certifications	Captain/Basic Certifications	\$ 49,249	\$ 50,583	\$ 51,916	\$ 53,250	\$ 54,584	\$ 55,918	\$ 57,019	
FR	Captain/No Certifications	Captain/No Certifications	\$ 48,888	\$ 50,223	\$ 51,557	\$ 52,891	\$ 54,225	\$ 55,559	\$ 56,659	
FR	Job Title	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	Lieutenant/Advanced Level	Lieutenant/Advanced Level	\$ 43,773	\$ 44,769	\$ 45,765	\$ 46,761	\$ 47,758	\$ 48,754	\$ 49,749	
FR	Lieutenant/Intermediate Level	Lieutenant/Intermediate Level	\$ 43,403	\$ 44,399	\$ 45,395	\$ 46,392	\$ 47,387	\$ 48,383	\$ 49,380	
FR	Lieutenant/General Level	Lieutenant/General Level	\$ 43,033	\$ 44,030	\$ 45,026	\$ 46,022	\$ 47,018	\$ 48,014	\$ 49,009	
FR	Lieutenant/General Level	Lieutenant/General Level	\$ 43,033	\$ 44,030	\$ 45,026	\$ 46,022	\$ 47,018	\$ 48,014	\$ 49,010	
FR	Lieutenant/Basic Certifications	Lieutenant/Basic Certifications	\$ 41,479	\$ 42,710	\$ 43,941	\$ 45,173	\$ 46,404	\$ 47,635	\$ 48,651	
FR	Lieutenant/No Certifications	Lieutenant/No Certifications	\$ 41,120	\$ 42,352	\$ 43,583	\$ 44,814	\$ 46,045	\$ 47,276	\$ 48,292	
FR	Job Title	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	Firefighter/Driver - Advanced	Firefighter/Driver - Advanced				\$ 36,035	\$ 38,235	\$ 40,435	\$ 42,634	
FR	Firefighter/Driver - Intermediate	Firefighter/Driver - Intermediate				\$ 35,677	\$ 37,757	\$ 39,836	\$ 41,917	
FR	Firefighter/Driver - Certification	Firefighter/Driver - Certification				\$ 35,319	\$ 37,281	\$ 39,242	\$ 41,200	
FR	Firefighter - General Level	Firefighter - General Level	\$ -	\$ 31,335	\$ 33,120	\$ 34,961	\$ 36,801	\$ 38,642	\$ 40,483	
FR	Firefighter - Basic Certification	Firefighter - Basic Certification	\$ 29,437	\$ 31,210	\$ 32,983	\$ 34,756	\$ 36,529	\$ 38,302	\$ 39,756	

FIRE		Hourly Pay							
	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
FR	Chief	\$ 19,8465							\$ 39,8231

801 &		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	805 Div/Dist Chief/Advanced Level	\$ 28,1855	\$ 29,1194	\$ 30,0536	\$ 31,0855	\$ 31,8129		
FR	19 Div/Dist Chief/Advanced Level	\$ 19,3933	\$ 20,0359	\$ 20,6785	\$ 21,3887	\$ 21,8891		
FR	806 Div/Dist Chief/General Level	\$ 28,0060	\$ 28,9398	\$ 29,8741	\$ 30,8078	\$ 31,6332		
FR	18 Div/Dist Chief/General Level	\$ 19,2697	\$ 19,9123	\$ 20,5551	\$ 21,1976	\$ 21,7655		
FR	Div/Dist Chief/Basic Certifications							
FR	17 Div/Dist Chief/Basic Certifications	\$ 27,8316	\$ 28,7660	\$ 29,7000	\$ 30,6343	\$ 31,4595		
FR	Div/Dist Chief/No Certifications							
FR	16 Div/Dist Chief/No Certifications	\$ 27,6575	\$ 28,5916	\$ 29,5259	\$ 30,4601	\$ 31,2854		

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	804 Captain/Advanced Level - Staff	\$ 24,4468	\$ 25,0945	\$ 25,7423	\$ 26,3900	\$ 27,0379	\$ 27,6858	\$ 28,2200
FR	15 Captain/Advanced Level	\$ 16,8208	\$ 17,2665	\$ 17,7121	\$ 18,1578	\$ 18,6036	\$ 19,0494	\$ 19,4170
FR	14 Captain/Intermediate Level	\$ 16,6973	\$ 17,1430	\$ 17,5887	\$ 18,0343	\$ 18,4802	\$ 18,9259	\$ 19,2935
FR	13 Captain/General Level	\$ 16,5737	\$ 17,0194	\$ 17,4651	\$ 17,9107	\$ 18,3564	\$ 18,8022	\$ 19,1699
FR	12 Captain/Basic Certifications	\$ 16,4542	\$ 16,8999	\$ 17,3454	\$ 17,7910	\$ 18,2367	\$ 18,6824	\$ 19,0501
FR	11 Captain/No Certifications	\$ 16,3338	\$ 16,7797	\$ 17,2254	\$ 17,6710	\$ 18,1168	\$ 18,5625	\$ 18,9302

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	10 Lieutenant/Advanced Level	\$ 14,6249	\$ 14,9575	\$ 15,2903	\$ 15,6230	\$ 15,9561	\$ 16,2889	\$ 16,6214
FR	09 Lieutenant/Intermediate Level	\$ 14,5013	\$ 14,8340	\$ 15,1667	\$ 15,4997	\$ 15,8324	\$ 16,1652	\$ 16,4979
FR	802 Lieutenant/General Level	\$ 20,8958	\$ 21,3800	\$ 21,8636	\$ 22,3471	\$ 22,8306	\$ 23,3146	\$ 23,7978
FR	08 Lieutenant/General Level	\$ 14,3776	\$ 14,7107	\$ 15,0434	\$ 15,3760	\$ 15,7088	\$ 16,0419	\$ 16,3743
FR	07 Lieutenant/Basic Certifications	\$ 13,8585	\$ 14,2697	\$ 14,6810	\$ 15,0925	\$ 15,5037	\$ 15,9150	\$ 16,2545
FR	06 Lieutenant/No Certifications	\$ 13,7385	\$ 14,1499	\$ 14,5613	\$ 14,9725	\$ 15,3837	\$ 15,7952	\$ 16,1348

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	05 Firefighter/Driver - Advanced				\$ 12,0396	\$ 12,7745	\$ 13,5094	\$ 14,2442
FR	04 Firefighter/Driver - Intermediate				\$ 11,9197	\$ 12,6149	\$ 13,3096	\$ 14,0046
FR	03 Firefighter/Driver - Certification				\$ 11,8001	\$ 12,4559	\$ 13,1109	\$ 13,7652
FR	02 Firefighter - General Level	\$ 10,4692	\$ 11,0657	\$ 11,6807	\$ 12,2954	\$ 12,9104	\$ 13,5257	\$ 13,5257
FR	01 Firefighter - Basic Certification	\$ 9,8350	\$ 10,4274	\$ 11,0198	\$ 11,6121	\$ 12,2046	\$ 12,7970	\$ 13,2859

Cost of living adjustment of 1.01% increase was approved by Council and is included in above pay grid amounts.

FIRE Annual Pay

Job Title	Step 1	MaxStep 5
Chief	\$ 41,281	\$ 82,832

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
801 Div/Dist Chief/Advanced Level	\$ 58,626	\$ 60,568	\$ 62,511	\$ 64,658	\$ 66,171	\$ 68,114	\$ 70,226
19 Div/Dist Chief/Advanced Level	\$ 58,626	\$ 60,568	\$ 62,511	\$ 64,658	\$ 66,171	\$ 68,114	\$ 70,226
806 Div/Dist Chief/General Level	\$ 58,252	\$ 60,195	\$ 62,138	\$ 64,080	\$ 65,797	\$ 67,514	\$ 69,231
18 Div/Dist Chief/General Level	\$ 58,252	\$ 60,195	\$ 62,138	\$ 64,080	\$ 65,797	\$ 67,514	\$ 69,231
Div/Dist Chief/Basic Certifications							
17 Div/Dist Chief/Basic Certifications	\$ 57,890	\$ 59,833	\$ 61,776	\$ 63,719	\$ 65,436	\$ 67,379	\$ 69,322
Div/Dist Chief/No Certifications							
16 Div/Dist Chief/No Certifications	\$ 57,528	\$ 59,470	\$ 61,414	\$ 63,357	\$ 65,074	\$ 66,917	\$ 68,860

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
804 Captain/Advanced Level - Staff	\$ 50,849	\$ 52,197	\$ 53,544	\$ 54,891	\$ 56,239	\$ 57,587	\$ 58,934
15 Captain/Advanced Level	\$ 50,849	\$ 52,197	\$ 53,544	\$ 54,891	\$ 56,239	\$ 57,587	\$ 58,934
14 Captain/Intermediate Level	\$ 50,476	\$ 51,823	\$ 53,171	\$ 54,518	\$ 55,866	\$ 57,213	\$ 58,560
13 Captain/General Level	\$ 50,102	\$ 51,450	\$ 52,797	\$ 54,144	\$ 55,492	\$ 56,839	\$ 58,183
12 Captain/Basic Certifications	\$ 49,741	\$ 51,088	\$ 52,435	\$ 53,782	\$ 55,130	\$ 56,477	\$ 57,824
11 Captain/No Certifications	\$ 49,377	\$ 50,725	\$ 52,073	\$ 53,419	\$ 54,767	\$ 56,114	\$ 57,460

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
10 Lieutenant/Advanced Level	\$ 44,211	\$ 45,217	\$ 46,223	\$ 47,228	\$ 48,235	\$ 49,241	\$ 50,247
09 Lieutenant/Intermediate Level	\$ 43,837	\$ 44,843	\$ 45,849	\$ 46,855	\$ 47,861	\$ 48,867	\$ 49,873
802 Lieutenant/General Level	\$ 43,463	\$ 44,470	\$ 45,476	\$ 46,482	\$ 47,488	\$ 48,494	\$ 49,499
08 Lieutenant/General Level	\$ 43,463	\$ 44,470	\$ 45,476	\$ 46,482	\$ 47,488	\$ 48,495	\$ 49,500
07 Lieutenant/Basic Certifications	\$ 41,894	\$ 43,137	\$ 44,381	\$ 45,625	\$ 46,868	\$ 48,111	\$ 49,137
06 Lieutenant/No Certifications	\$ 41,532	\$ 42,775	\$ 44,019	\$ 45,262	\$ 46,505	\$ 47,749	\$ 48,776

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
05 Firefighter/Driver - Advanced	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,476
04 Firefighter/Driver - Intermediate	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,476
03 Firefighter/Driver - Certification	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,476
02 Firefighter - General Level	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,476
01 Firefighter - Basic Certification	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,163

FIRE	Hourly Pay	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Max/Step 5
FR	Chief	Chief	\$ 19,8465							\$ 39,8231
FR	801 &									
FR	805	Div/Dist Chief/Advanced Level	\$ 28,1855	\$ 29,1194	\$ 30,0536	\$ 31,0855	\$ 31,8129			
FR	19	Div/Dist Chief/Advanced Level	\$ 19,3933	\$ 20,0359	\$ 20,6785	\$ 21,3887	\$ 21,8891			
FR	806	Div/Dist Chief/General Level	\$ 28,0060	\$ 28,9398	\$ 29,8741	\$ 30,8078	\$ 31,6332			
FR	18	Div/Dist Chief/General Level	\$ 19,2697	\$ 19,9123	\$ 20,5551	\$ 21,1976	\$ 21,7655			
FR		Div/Dist Chief/Basic Certifications								
FR	17	Div/Dist Chief/Basic Certifications	\$ 27,8316	\$ 28,7660	\$ 29,7000	\$ 30,6343	\$ 31,4595			
FR		Div/Dist Chief/No Certifications								
FR	16	Div/Dist Chief/No Certifications	\$ 27,6575	\$ 28,5916	\$ 29,5259	\$ 30,4601	\$ 31,2854			
FR										
FR		Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	804	Captain/Advanced Level - Staff	\$ 24,4668	\$ 25,0945	\$ 25,7423	\$ 26,3900	\$ 27,0379	\$ 27,6858	\$ 28,2200	
FR	15	Captain/Advanced Level	\$ 16,8208	\$ 17,2665	\$ 17,7121	\$ 18,1578	\$ 18,6036	\$ 19,0494	\$ 19,4170	
FR	14	Captain/Intermediate Level	\$ 16,6973	\$ 17,1430	\$ 17,5887	\$ 18,0343	\$ 18,4802	\$ 18,9259	\$ 19,2935	
FR	13	Captain/General Level	\$ 16,5737	\$ 17,0194	\$ 17,4651	\$ 17,9107	\$ 18,3564	\$ 18,8022	\$ 19,1699	
FR	12	Captain/Basic Certifications	\$ 16,4542	\$ 16,8999	\$ 17,3454	\$ 17,7910	\$ 18,2367	\$ 18,6824	\$ 19,0501	
FR	11	Captain/No Certifications	\$ 16,3338	\$ 16,7797	\$ 17,2254	\$ 17,6710	\$ 18,1168	\$ 18,5625	\$ 18,9302	
FR										
FR		Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	10	Lieutenant/Advanced Level	\$ 14,6249	\$ 14,9575	\$ 15,2903	\$ 15,6230	\$ 15,9561	\$ 16,2889	\$ 16,6214	
FR	09	Lieutenant/Intermediate Level	\$ 14,5013	\$ 14,8340	\$ 15,1667	\$ 15,4997	\$ 15,8324	\$ 16,1652	\$ 16,4979	
FR	802	Lieutenant/General Level	\$ 20,8958	\$ 21,3800	\$ 21,8636	\$ 22,3471	\$ 22,8306	\$ 23,3146	\$ 23,7978	
FR	08	Lieutenant/General Level	\$ 14,3776	\$ 14,7107	\$ 15,0434	\$ 15,3760	\$ 15,7088	\$ 16,0419	\$ 16,3743	
FR	07	Lieutenant/Basic Certifications	\$ 13,8585	\$ 14,2697	\$ 14,6810	\$ 15,0925	\$ 15,5037	\$ 15,9150	\$ 16,2545	
FR	06	Lieutenant/No Certifications	\$ 13,7385	\$ 14,1499	\$ 14,5613	\$ 14,9725	\$ 15,3837	\$ 15,7952	\$ 16,1348	
FR										
FR		Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
FR	05	Firefighter/Driver - Advanced				\$ 12,0396	\$ 12,7745	\$ 13,5094	\$ 14,2442	
FR	04	Firefighter/Driver - Intermediate				\$ 11,9197	\$ 12,6149	\$ 13,3096	\$ 14,0046	
FR	03	Firefighter/Driver - Certification				\$ 11,8001	\$ 12,4559	\$ 13,1109	\$ 13,7652	
FR	02	Firefighter - General Level				\$ 11,6807	\$ 12,2954	\$ 12,9104	\$ 13,5257	
FR	01	Firefighter - Basic Certification	\$ 9,8350	\$ 10,4274	\$ 11,0198	\$ 11,6121	\$ 12,2046	\$ 12,7970	\$ 13,2859	

Step increases are subject to the approval of the City Council of the City of Conway for each fiscal year. These pay increases are recommended yearly step increases, and such increases are not guaranteed to be authorized by order of the City Council of the City of Conway.

Pay includes state mandated holiday pay

FIRE		Annual Pay	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	MaxStep 5
FR	Chief		Chief	\$ 41,281							\$ 82,832

FR	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	801 Div/Dist Chief/Advanced Level	\$ 58,626	\$ 60,568	\$ 62,511	\$ 64,658	\$ 66,171	\$ 67,719	\$ 69,298
FR	19 Div/Dist Chief/Advanced Level	\$ 58,626	\$ 60,568	\$ 62,511	\$ 64,658	\$ 66,171	\$ 67,719	\$ 69,298
FR	806 Div/Dist Chief/General Level	\$ 58,252	\$ 60,195	\$ 62,138	\$ 64,080	\$ 65,797	\$ 67,514	\$ 69,231
FR	18 Div/Dist Chief/General Level	\$ 58,252	\$ 60,195	\$ 62,138	\$ 64,080	\$ 65,797	\$ 67,514	\$ 69,231
FR	Div/Dist Chief/Basic Certifications							
FR	17 Div/Dist Chief/Basic Certifications	\$ 57,890	\$ 59,833	\$ 61,776	\$ 63,719	\$ 65,436	\$ 67,153	\$ 68,870
FR	Div/Dist Chief/No Certifications							
FR	16 Div/Dist Chief/No Certifications	\$ 57,528	\$ 59,470	\$ 61,414	\$ 63,357	\$ 65,074	\$ 66,791	\$ 68,508

FR	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	804 Captain/Advanced Level - Staff	\$ 50,849	\$ 52,197	\$ 53,544	\$ 54,891	\$ 56,239	\$ 57,587	\$ 58,934
FR	15 Captain/Advanced Level	\$ 50,849	\$ 52,197	\$ 53,544	\$ 54,891	\$ 56,239	\$ 57,587	\$ 58,934
FR	14 Captain/Intermediate Level	\$ 50,476	\$ 51,823	\$ 53,171	\$ 54,518	\$ 55,866	\$ 57,213	\$ 58,560
FR	13 Captain/General Level	\$ 50,102	\$ 51,450	\$ 52,797	\$ 54,144	\$ 55,492	\$ 56,839	\$ 58,186
FR	12 Captain/Basic Certifications	\$ 49,741	\$ 51,088	\$ 52,435	\$ 53,782	\$ 55,130	\$ 56,477	\$ 57,824
FR	11 Captain/No Certifications	\$ 49,377	\$ 50,725	\$ 52,073	\$ 53,419	\$ 54,767	\$ 56,114	\$ 57,461

FR	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	10 Lieutenant/Advanced Level	\$ 44,211	\$ 45,217	\$ 46,223	\$ 47,228	\$ 48,235	\$ 49,241	\$ 50,247
FR	09 Lieutenant/Intermediate Level	\$ 43,837	\$ 44,843	\$ 45,849	\$ 46,855	\$ 47,861	\$ 48,867	\$ 49,873
FR	802 Lieutenant/General Level	\$ 43,463	\$ 44,470	\$ 45,476	\$ 46,482	\$ 47,488	\$ 48,494	\$ 49,499
FR	08 Lieutenant/General Level	\$ 43,463	\$ 44,470	\$ 45,476	\$ 46,482	\$ 47,488	\$ 48,495	\$ 49,500
FR	07 Lieutenant/Basic Certifications	\$ 41,894	\$ 43,137	\$ 44,381	\$ 45,625	\$ 46,868	\$ 48,111	\$ 49,137
FR	06 Lieutenant/No Certifications	\$ 41,532	\$ 42,775	\$ 44,019	\$ 45,262	\$ 46,505	\$ 47,749	\$ 48,776

FR	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FR	05 Firefighter/Driver - Advanced				\$ 36,396	\$ 38,617	\$ 40,839	\$ 43,060
FR	04 Firefighter/Driver - Intermediate				\$ 36,033	\$ 38,135	\$ 40,235	\$ 42,336
FR	03 Firefighter/Driver - Certification				\$ 35,672	\$ 37,654	\$ 39,634	\$ 41,612
FR	02 Firefighter - General Level		\$ 31,648	\$ 33,452	\$ 35,311	\$ 37,169	\$ 39,028	\$ 40,888
FR	01 Firefighter - Basic Certification	\$ 29,731	\$ 31,522	\$ 33,313	\$ 35,103	\$ 36,895	\$ 38,685	\$ 40,163

Step increases are subject to the approval of the City Council of the City of Conway for each fiscal year. These pay increases are recommended yearly step increases, and such increases are not guaranteed to be authorized by order of the City Council of the City of Conway.

Pay includes state mandated holiday pay

EXHIBIT C

City of Conway 2001 Compensation Program
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DRAFT

The City of Conway has prepared the 2001 Compensation Program with the following goals and assumptions:

1. Taxpayer money should be spent responsibly.
2. **Any increase in salary is based upon budget funds being available and only by the approval of the City Council.**
3. The salaries of City employees should reflect reasonable market comparisons.
4. The full compensation program of the City should include generous fringe benefits as well as fair salaries in order to recruit and retain a quality workforce.
5. Each position should have a minimum and maximum salary level with no employee below the minimum salary level for his or her position.
6. A benchmark of six years (seven columns) was used to determine an employee reaching full competence (and therefore maximum salary).
7. Once employees reach the maximum salary level of their current position, they will **only** be eligible to receive Cost of Living Adjustments (COLAs) as approved from time to time by the City Council.
8. If in placing a current employee into the new Salary Grid, it is found that he or she is at a current salary greater than the new maximum, no reduction in salary will be made. However, the employee will be frozen at his or her current pay level until such time as the Salary Grid is amended to allow a higher maximum or until COLAs allow the scale to rise beyond the employee's salary. Employees above the salary grid maximum would not be eligible for COLAs.
9. All employees may increase their earning potential by obtaining the required credentials for higher paid positions and seeking promotion in the competitive process when a higher paid position becomes available.
10. As a part of the program, all non-elected positions will have new job descriptions developed.
11. All promotions into a supervisory capacity will generally reflect a pay scale higher along its full length than the scale for the positions under the supervisor's position.
12. Scales that reflect additional trainings or certifications without promotion may overlap. Employees who achieve the credentials of the higher scale will move to that scale in a step commensurate with their years of service at the lower scale. (For example, a Step 4 Police Officer I who received his or her general certificate would move to the Police Officer II grade at Step 4.)

EXHIBIT D

PROGRAM RULES FOR SALARY DETERMINATION:

- Newly hired employees will typically be hired at Step One of the pay range for the job title. Prior applicable experience may be considered. With proper justification, new hires may be hired beyond Step One. Typically, the midpoint of the range is to be the highest level of salary offered a new hire. If the Department Head feels that an exception is warranted, he or she must put the request for exception in writing for the Mayor's approval. Any offers with salary greater than Step One must have prior written approval of the Mayor. Except for salaries higher than the Salary Grid at the time of its adoption by the Council, all employees must be placed in the Salary Grid at an approved step. No salary offer can be made outside of the grid without the express approval of the City Council.
- If hired in the first half of the year (1/1 – 6/30), the employee will move to Step 2 pay amount the next January 1st.
- If hired in the last half of the year (7/1 – 12/31), the employee will move to Step 2 pay amount the second January 1st.

PROGRAM IMPLEMENTATION:

After the Salary Ranges are approved:

- A. All current employees will be evaluated in order to place them in the new salary grid. This will include a review of their education, experience, time in the current position, training and credentials.
- B. A total implementation cost will then be determined for the review and approval of the Personnel Committee and of the City Council.
- C. Based on a six year proforma of the City budget, a Phase I raise will be recommended to the Council for implementation July 1st. This raise will be based on the portion of the new salary grid that can be adopted and sustained without additional funding (i.e. sales tax increase). The raises will be granted City-wide in proportion to the proposed increase in each employee's salary. A Phase II raise will hopefully be granted January 1st depending on the successful passage of the City's sales tax package later this year.