



AMENDED AGENDA

**MEETING OF THE MOUNTAIN HOME CITY COUNCIL
DECEMBER 2, 2021. . . 6:00 P.M.
COUNCIL CHAMBERS OF THE MUNICIPAL BUILDING**

Public Hearing
Pledge of Allegiance
Prayer
Roll Call
Committee Reports
Announcements

NEW BUSINESS

AN ORDINANCE AMENDING THE ENTERTAINMENT DISTRICT IN HISTORIC DOWNTOWN MOUNTAIN HOME, ARKANSAS.

AN ORDINANCE PERTAINING TO THE GENERAL REQUIREMENTS FOR BOARDING AND SECURING ALL RESIDENTIAL, COMMERCIAL AND INDUSTRIAL BUILDINGS.

AN ORDINANCE AMENDING ORDINANCE NO. 2021-16, 2019-24, 2018- , 2015-3, 2011-12, 2009-17, 2009-12, 2008-37, AS AMENDED BY 96-033, 07-31, 06-14, 05-03, 04-04, 03-37, 03-05, 02-27, 02-20, 02-09, 01-04, TO REDEFINE THE WAGE SCALE AND COMPENSATION PLAN IN ORDER TO ENHANCE EFFICIENT MANAGEMENT WITHIN THE DEPARTMENTS OF THE CITY OF MOUNTAIN HOME.

BUDGET ADJUSTMENTS presented by Treasurer Marshella Norell

COMMENTS

OLD BUSINESS

ADJOURN

Respectfully Submitted,
Brian A. Plumlee, City Clerk

CITY OF MOUNTAIN HOME

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**AN ORDINANCE AMENDING THE ENTERTAINMENT
DISTRICT IN HISTORIC DOWNTOWN MOUNTAIN HOME, ARKANSAS**

WHEREAS, the State of Arkansas has passed into law Act 812, hereinafter referred to as "the Act," to promote hospitality and tourism; to establish areas of a city or town that highlight restaurant, entertainment, and hospitality options; to establish temporary or permanent designated entertainment districts; and for other purposes.

WHEREAS, the Act allows the Council to establish an entertainment district within the corporate limits of the City of Mountain Home, Arkansas.

WHEREAS, the Council has considered the merits of establishing such a district and believes that they will benefit the downtown area.

WHEREAS, the Council believes that the creation of an entertainment district will help promote an atmosphere aimed at facilitating business and promoting tourism.

WHEREAS, the Council finds that other cities, have had success with such districts, and believes that it is in the best interest of the City of Mountain Home, Arkansas, to provide for the creation of such a district as provided in this ordinance.

WHEREAS, nothing herein is intended to confer any rights or entitlement. Selling alcohol within an area designated as an entertainment district is a privilege, not a right, and is subject at all times to reasonable regulation. The Council reserves the right to modify or repeal this Ordinance, and any district designation created hereunder, at any time.

WHEREAS, subject to the terms and limitations of the Act and this Ordinance, the City of Mountain Home, Arkansas, wishes to establish an entertainment district in the downtown area.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MOUNTAIN HOME, ARKANSAS, AS FOLLOWS:

Section 1. *Creation and Establishment of an Entertainment District.* Under the authority granted in Act 812, the City Council does hereby create and establish an entertainment district in downtown Mountain Home, Arkansas, with the areas and boundaries as set forth and designated on the Map which is attached hereto as Exhibit 1 and incorporated herein.

Those areas encompassing Hickory Park, The Veteran's Plaza, and all government owned buildings are excluded from the district's open container policy. By excluding these areas from the district's open container policy it is the intention of the Council that the consumption of alcoholic beverages within the confines of these premises is and shall continue to be prohibited, unless such consumption is pursuant to and authorized by a duly issued license issued by the ABC Board.

Section 2. *Outside Consumption of Alcoholic Beverages Permitted; Conditions.* Any on-premise retail alcohol beverage licensee who receives an entertainment district designation from the Arkansas Alcoholic Beverage Control Board shall comply with all laws, rules, and regulations which govern its license type, except that a patron, guest or member of that licensee may exit the licensed premises between the hours of 11:00 a.m. and 12:00 a.m. with no more than one open container of alcoholic beverages and consume said alcoholic beverages anywhere within the confines of the entertainment district in which the alcoholic beverage was obtained (except those areas encompassing Hickory Park, The Veteran's Plaza, and all government owned buildings), are subject to the following regulations:

- (1) A person may not enter other licensed premises with an open container or closed container of alcoholic beverages acquired elsewhere.
- (2) A licensee who receives an entertainment district designation shall allow alcoholic beverages to be removed from the licensed premises only in a paper or plastic cup that bears the commercially printed name and/or logo of the designated licensee, and no such alcoholic beverages shall be removed from the licensed premises in a can, bottle, or glass container;

except, that glass containers shall be allowed in a licensee's outdoor sit down dining areas that are situated on a sidewalk or other right-of-way where the licensee has a right-of-way use agreement with the City of Mountain Home.

- (3) No licensee shall allow a patron, guest or member to exit its licensed premises with more than one open container of alcoholic beverages, and it shall be unlawful for any person to exit such licensed premises with more than one such open container.
- (4) It shall be unlawful for any person to drink or attempt to drink any alcoholic beverage from a can, bottle, or glass container, or to possess any open can, bottle, or glass container of alcoholic beverages on the streets, sidewalks, rights-of-way, and parking lots located within an entertainment district; except, that glass containers shall be allowed in a licensee's outdoor sit down dining areas that are situated on a sidewalk or other right-of-way where the licensee has a right-of-way use agreement with the City of Mountain Home.
- (5) No container in which an alcoholic beverage is dispensed and removed from the licensed premises shall exceed 16 fluid ounces in size.
- (6) No person shall possess on the streets, sidewalks, rights-of-way, parking lots, or outdoor public areas located within the entertainment district any open alcoholic beverage container which exceeds 16 fluid ounces in size.

Section 3. *Consumption of Alcoholic Beverages in a Motor Vehicle Prohibited.* It shall be unlawful for any person to consume any alcoholic beverages while in the confines of a motor vehicle while the motor vehicle is located upon any public street, parking lot or other place to which the public has or is permitted to have access within an entertainment district.

Section 4. *Alcoholic Beverages Purchased Outside the Entertainment District Not Allowed in Open Containers in District.* Except for special events as permitted by the Arkansas Alcoholic Beverage Control Board and in compliance with all laws, rules, and regulations, no alcoholic beverages purchased outside of the entertainment district shall be allowed in open containers in the entertainment district.

PASSED AND APPROVED THIS ____ DAY OF MAY 2019.

HILLREY ADAMS, MAYOR

ATTEST:

BRIAN A. PLUMLEE, CITY CLERK

ORDINANCE NO. _____

**AN ORDINANCE PERTAINING TO THE GENERAL REQUIREMENTS FOR
BOARDING AND SECURING ALL RESIDENTIAL, COMMERCIAL AND
INDUSTRIAL BUILDINGS.**

WHEREAS, the City of Mountain Home desires to promote the health, safety and welfare of the citizens and to preserve the property values and the beauty of the City of Mountain Home; and

WHEREAS, the City of Mountain Home desires to eliminate vacant and blighted structures and to encourage the restoration of structures that can be rehabilitated within the City; and

WHEREAS, the City Council has determined that it is in the best interest of the citizens of the City to have guidelines established for the boarding and securing of buildings.

**NOW, THEREFORE: BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF
MOUNTAIN HOME, ARKANSAS:**

SECTION 1 GENERAL REQUIREMENTS:

1. Residential, Commercial and industrial buildings shall comply with these requirements for boarding and/or securing of premises in the follow circumstances:
 - a. When necessary for the public health, safety and welfare as determined by the Fire Marshal, Building Official, Code Enforcement Officer or his/her designee;
 - b. When the property has been declared a nuisance by the City Council;
 - c. When the property has been damaged by fire and is deemed a public health and safety risk by the Fire Chief, Fire Marshal or his/her designee;
 - d. When the property is vacant and has had no utilities connected to the property for a period in excess of 60 days.
2. The boarding of windows and doors of all structures shall comply with the following requirements:
 - a. All boarding materials shall be cut to fit the openings to be secured. Further, all materials shall be weatherproofed, painted and maintained with a color of paint that blends with the overall structure.
 - b. All broken/damaged windows and doors shall be boarded and/or secured within seven (7) days of the incident causing the damage of they have not been repaired/replaced.
 - c. Boarding and securing of a structure dose not relieve the owner of the requirement to diligently repair, rehabilitate or demolish and remove the structure or condition.
 - d. All boarding materials shall be removed and all windows and/or doors installed or repaired within six (6) months. The Building Official or his/her designee may extend this time upon a showing of:

- a. A building permit has been issued and work is being done on the premises;
 - b. A permit for demolition is issued on the premises
 - c. An ongoing criminal investigation or insurance investigation which requires the structure to remain untouched;
 - d. The showing of undue hardship that warrants an extension of time. Undue hardship shall be extended one time by the City Council for a period of no longer than six months.
3. Any damage to the roof of a structure requiring a tarp to prevent water damage to the interior of the structure must be repaired and tarps removed within six (6) months of the incident causing the damage. The Building Official may extend this time upon a showing of any of the qualifying circumstances found in the sub-section above.
 4. All properties requiring the boarding and securing of windows and/or doors at the time of the enactment of this Ordinance, shall be boarded in compliance with the City boarding specifications set forth herein, within thirty (30) days from the effective date of this Ordinance.
 5. All properties which currently have a tarped roof at the time of the enactment of this Ordinance shall have repairs completed and the tarp removed within six (6) months from the effective date of this Ordinance.

SECTION 2 PENALTIES any person in violation of this Ordinance shall be deemed guilty of a misdemeanor punishable by a fine of no less than \$100.00. Each day a violation continues to exist shall be deemed a separate offense

SECTION 3. EMERGENCY CLAUSE: It is determined that this Ordinance is necessary and vital to the health, welfare and safety of the citizens of the City of Mountain Home; therefore, an emergency is hereby declared to exist and this ordinance shall be in full force and effect from and after its passage.

PASSED AND APPROVED THIS _____ DAY OF _____ 2021

HILLREY ADAMS MAYOR

ATTEST:

BRIAN PLUMLEE CITY CLERK

ORDINANCE NO: 2021 – __

AN ORDINANCE AMENDING ORDINANCE NO. 2021-16, 2019-24, 2018- , 2015-3, 2011-12, 2009-17, 2009-12, 2008-37, AS AMENDED BY 96-033, 07-31, 06-14, 05-03, 04-04, 03-37, 03-05, 02-27, 02-20, 02-09, 01-04, TO REDEFINE THE WAGE SCALE AND COMPENSATION PLAN IN ORDER TO ENHANCE EFFICIENT MANAGEMENT WITHIN THE DEPARTMENTS OF THE CITY OF MOUNTAIN HOME.

WHEREAS, the Job Classification and Compensation Plan was adopted in 1996 and has served the City well since that time; and,

WHEREAS, adjustments need to be made to the wage scale for the City to be competitive in job market recruiting and hiring as; and,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MOUNTAIN HOME:

Section 1: It is in the economic interest of the City of Mountain Home to amend the Job Classification and Compensation Plan Wage Scale as follows:

- The Wage Scale shall be adjusted for all positions at Grades 1 through 39, Fire Department Grades 10 through 14, and Part Time Grades 1 through 5 and all Steps therein to be increased by \$ 1.00.

Section 2: The change to the Wage Scale shall be applied to the pay period beginning January 3, 2022, with all hourly and salaried employees receiving a \$ 1.00 increase. No retroactive changes will be made, and Step increases will begin with next 6- or 12-month anniversary date.

Section 3: All other provisions of the Job Classification and Compensation Plan of the City of Mountain Home shall remain in full force and effect unless specifically changed by Ordinance.

Section 4: EMERGENCY CLAUSE: The wage scale of the City's job classification and compensation plan affects the employees of the City departments, who in turn contribute to the safety and welfare of the residents of Mountain Home, Arkansas; therefore, an emergency is declared to exist and this ordinance shall be in full force and effect from and after its passage.

PASSED AND APPROVED THIS ____ DAY OF _____, 2021.

HILLREY ADAMS, MAYOR

ATTEST:

Brian Plumlee, City Clerk

2022 FD WAGE SCALE

(Full-time employees evaluated every 6 months until Step 6 - annual evaluations at Step 7)

G: FD - 10			STEP	2022 RATE	G: FD - 10			STEP	2022 RATE
FIREFIGHTER - START				\$ 12.96	4 Years			7	\$ 16.40
6 Months			1	\$ 13.60	5 Years			8	\$ 16.73
1Year			2	\$ 14.25	6 Years			9	\$ 16.98
1 1/2 Years			3	\$ 14.91	7 Years			10	\$ 17.29
2 Years			4	\$ 15.53	8 Years			11	\$ 17.61
2 1/2 Years			5	\$ 15.86	9 Years			12	\$ 17.88
3 Years			6	\$ 16.18	10 Years			13	\$ 18.21
G: FD - 11			STEP	2022 RATE	G: FD - 11			STEP	2022 RATE
ENGINEER - START				\$ 13.52	4 Years			7	\$ 17.18
6 Months			1	\$ 14.18	5 Years			8	\$ 17.51
1Year			2	\$ 14.85	6 Years			9	\$ 17.82
1 1/2 Years			3	\$ 15.49	7 Years			10	\$ 18.23
2 Years			4	\$ 16.20	8 Years			11	\$ 18.52
2 1/2 Years			5	\$ 16.45	9 Years			12	\$ 18.93
3 Years			6	\$ 16.80	10 Years			13	\$ 19.32
G: FD - 12			STEP	2022 RATE	G: FD - 12			STEP	2022 RATE
LIEUTENANT - START				\$ 13.96	4 Years			7	\$ 18.00
6 Months				\$ 14.65	5 Years			8	\$ 18.31
1Year				\$ 15.32	6 Years			9	\$ 18.62
1 1/2 Years				\$ 15.96	7 Years			10	\$ 18.93
2 Years				\$ 16.68	8 Years			11	\$ 19.24
2 1/2 Years				\$ 17.12	9 Years			12	\$ 19.55
3 Years				\$ 17.69	10 Years			13	\$ 19.90
G: FD - 13			STEP	2022 RATE	G: FD - 13			STEP	2022 RATE
CAPTAIN - START				\$ 14.56	4 Years			7	\$ 18.64
6 Months			1	\$ 15.22	5 Years			8	\$ 19.06
1Year			2	\$ 15.90	6 Years			9	\$ 19.42
1 1/2 Years			3	\$ 16.53	7 Years			10	\$ 19.79
2 Years			4	\$ 17.27	8 Years			11	\$ 20.14
2 1/2 Years			5	\$ 17.89	9 Years			12	\$ 20.55
3 Years			6	\$ 18.30	10 Years			13	\$ 20.95
G: FD - 14			STEP	2021 RATE	G: FD - 14			STEP	2021 RATE
BATTALION CHIEF - START				\$ 15.65	4 Years			7	\$ 20.17
6 Months			1	\$ 16.28	5 Years			8	\$ 20.74
1Year			2	\$ 16.98	6 Years			9	\$ 21.08
1 1/2 Years			3	\$ 17.64	7 Years			10	\$ 21.41
2 Years			4	\$ 18.36	8 Years			11	\$ 21.79
2 1/2 Years			5	\$ 19.36	9 Years			12	\$ 22.19
3 Years			6	\$ 19.83	10 Years			13	\$ 22.67

CITY OF MOUNTAIN HOME
REVISED JANUARY 2022

2022 WAGE SCALES

(Full-time employees evaluated every 6 months until Step 6 - annual evaluations at Step 7)

	A	B	C	D	E	F	G
1	GRADE 3	STEP	2022 RATE		STEP	2022 RATE	
2	STEP 20 = STEP 0	START	\$ 12.75	3 Years	6	\$ 15.91	
3	6 Months	1	\$ 13.25	4 Years	7	\$ 16.44	
4	1 Year	2	\$ 13.81	5 Years	8	\$ 17.18	
5	1 1/2 Years	3	\$ 14.34				
6	2 Years	4	\$ 14.86				
7	2 1/2 Years	5	\$ 15.39				
8	GRADE 4	STEP	2022 RATE		STEP	2022 RATE	
9	STEP 20 = STEP 0	START	\$ 12.85	3 Years	6	\$ 16.01	
10	6 Months	1	\$ 13.38	4 Years	7	\$ 16.54	
11	1 Year	2	\$ 13.91	5 Years	8	\$ 17.28	
12	1 1/2 Years	3	\$ 14.44	6 Years	9	\$ 17.59	
13	2 Years	4	\$ 14.96	7 Years	10	\$ 17.91	
14	2 1/2 Years	5	\$ 15.49				
15	GRADE 5	STEP	2021 RATE		STEP	2021 RATE	
16	STEP 20 = STEP 0	START	\$ 12.95	3 Years	6	\$ 16.11	
17	6 Months	1	\$ 13.48	4 Years	7	\$ 16.64	
18	1 Year	2	\$ 14.04	5 Years	8	\$ 17.38	
19	1 1/2 Years	3	\$ 14.57	6 Years	9	\$ 17.85	
20	2 Years	4	\$ 15.11	7 Years	10	\$ 18.33	
21	2 1/2 Years	5	\$ 15.61				
22	GRADE 6	STEP	2022 RATE		STEP	2022 RATE	
23	STEP 20 = STEP 0	START	\$ 13.06	3 Years	6	\$ 16.32	
24	6 Months	1	\$ 13.76	4 Years	7	\$ 16.75	
25	1 Year	2	\$ 14.45	5 Years	8	\$ 17.52	
26	1 1/2 Years	3	\$ 15.15	6 Years	9	\$ 17.96	
27	2 Years	4	\$ 15.85	7 Years	10	\$ 18.44	
28	2 1/2 Years	5	\$ 16.09	8 Years	11	\$ 18.77	
29	GRADE 7	STEP	2022 RATE		STEP	2022 RATE	
30	STEP 20 = STEP 0	START	\$ 13.23	3 Years	6	\$ 16.78	
31	6 Months	1	\$ 14.00	4 Years	7	\$ 17.15	
32	1 Year	2	\$ 14.77	5 Years	8	\$ 17.61	
33	1 1/2 Years	3	\$ 15.53	6 Years	9	\$ 18.09	
34	2 Years	4	\$ 16.30	7 Years	10	\$ 18.58	
35	2 1/2 Years	5	\$ 16.54	8 Years	11	\$ 19.08	
36	GRADE 8	STEP	2022 RATE		STEP	2022 RATE	
37	STEP 20 = STEP 0	START	\$ 13.38	3 Years	6	\$ 17.44	
38	6 Months	1	\$ 14.21	4 Years	7	\$ 17.78	
39	1 Year	2	\$ 15.07	5 Years	8	\$ 18.14	
40	1 1/2 Years	3	\$ 15.91	6 Years	9	\$ 17.48	
41	2 Years	4	\$ 16.77	7 Years	10	\$ 18.80	
42	2 1/2 Years	5	\$ 17.15	8 Years	11	\$ 19.16	
43							

2022 WAGE SCALES

(Full-time employees evaluated every 6 months until Step 6 - annual evaluations at Step 7)

	A	B	C	D	E	F	G
44	GRADE 9	STEP	2022 RATE		STEP	2022 RATE	
45	STEP 20 = STEP 0	START	\$ 14.03	3 Years	6	\$ 18.21	
46	6 Months	1	\$ 14.87	4 Years	7	\$ 18.62	
47	1 Year	2	\$ 15.77	5 Years	8	\$ 18.99	
48	1 1/2 Years	3	\$ 16.62	6 Years	9	\$ 19.39	
49	2 Years	4	\$ 17.42	7 Years	10	\$ 19.78	
50	2 1/2 Years	5	\$ 17.82	8 Years	11	\$ 20.21	
51	GRADE 10	STEP	2022 RATE		STEP	2022 RATE	
52	STEP 20 = STEP 0	START	\$ 14.75	4 Years	7	\$ 19.32	
53	6 Months	1	\$ 15.58	5 Years	8	\$ 19.71	
54	1 Year	2	\$ 16.42	6 Years	9	\$ 20.08	
55	1 1/2 Years	3	\$ 17.28	7 Years	10	\$ 20.49	
56	2 Years	4	\$ 18.17	8 Years	11	\$ 20.89	
57	2 1/2 Years	5	\$ 18.52	9 Years	12	\$ 21.25	
58	3 Years	6	\$ 18.93				
59	GRADE 11	STEP	2022 RATE		STEP	2022 RATE	
60	STEP 20 = STEP 0	START	\$ 15.46	4 Years	7	\$ 20.49	
61	6 Months	1	\$ 16.33	5 Years	8	\$ 20.88	
62	1 Year	2	\$ 17.21	6 Years	9	\$ 21.22	
63	1 1/2 Years	3	\$ 18.03	7 Years	10	\$ 21.61	
64	2 Years	4	\$ 18.89	8 Years	11	\$ 22.00	
65	2 1/2 Years	5	\$ 19.75	9 Years	12	\$ 22.37	
66	3 Years	6	\$ 20.09				
67	GRADE 12	STEP	2022 RATE		STEP	2022 RATE	
68	STEP 20 = STEP 0	START	\$ 16.28	4 Years	7	\$ 21.39	
69	6 Months	1	\$ 17.15	5 Years	8	\$ 21.79	
70	1 Year	2	\$ 17.98	6 Years	9	\$ 22.21	
71	1 1/2 Years	3	\$ 18.81	7 Years	10	\$ 22.64	
72	2 Years	4	\$ 19.69	8 Years	11	\$ 23.07	
73	2 1/2 Years	5	\$ 20.51	9 Years	12	\$ 23.56	
74	3 Years	6	\$ 20.94				
75	GRADE 13	STEP	2022 RATE		STEP	2022 RATE	
76	STEP 20 = STEP 0	START	\$ 17.14	4 Years	7	\$ 22.20	
77	6 Months	1	\$ 17.95	5 Years	8	\$ 22.59	
78	1 Year	2	\$ 18.80	6 Years	9	\$ 23.06	
79	1 1/2 Years	3	\$ 19.68	7 Years	10	\$ 23.49	
80	2 Years	4	\$ 20.50	8 Years	11	\$ 23.90	
81	2 1/2 Years	5	\$ 21.36	9 Years	12	\$ 24.35	
82	3 Years	6	\$ 21.78	10 Years	13	\$ 24.79	
83							
84							
85							
86							

2022 WAGE SCALES

(Full-time employees evaluated every 6 months until Step 6 - annual evaluations at Step 7)

	A	B	C	D	E	F	G
87	GRADE 14	STEP	2022 RATE		STEP	2022 RATE	
88	STEP 20 = STEP 0	START	\$ 17.98	4 Years	7	\$ 23.17	
89	6 Months	1	\$ 18.81	5 Years	8	\$ 23.66	
90	1 Year	2	\$ 19.69	6 Years	9	\$ 24.12	
91	1 1/2 Years	3	\$ 20.51	7 Years	10	\$ 24.59	
92	2 Years	4	\$ 21.39	8 Years	11	\$ 25.08	
93	2 1/2 Years	5	\$ 22.21	9 Years	12	\$ 25.55	
94	3 Years	6	\$ 22.68	10 Years	13	\$ 26.10	
95	GRADE 15	STEP	2022 RATE		STEP	2022 RATE	
96	STEP 20 = STEP 0	START	\$ 18.89	4 Years	7	\$ 24.50	
97	6 Months	1	\$ 19.75	5 Years	8	\$ 24.98	
98	1 Year	2	\$ 20.57	6 Years	9	\$ 25.44	
99	1 1/2 Years	3	\$ 21.44	7 Years	10	\$ 25.97	
100	2 Years	4	\$ 22.27	8 Years	11	\$ 26.45	
101	2 1/2 Years	5	\$ 23.12	9 Years	12	\$ 26.91	
102	3 Years	6	\$ 23.98	10 Years	13	\$ 27.45	
103	GRADE 16	STEP	2022 RATE		STEP	2022 RATE	
104	STEP 20 = STEP 0	START	\$ 19.81	5 Years	8	\$ 25.90	
105	6 Months	1	\$ 20.65	6 Years	9	\$ 26.41	
106	1 Year	2	\$ 21.50	7 Years	10	\$ 26.85	
107	1 1/2 Years	3	\$ 22.38	8 Years	11	\$ 27.36	
108	2 Years	4	\$ 23.23	9 Years	12	\$ 27.89	
109	2 1/2 Years	5	\$ 24.03	10 Years	13	\$ 28.37	
110	3 Years	6	\$ 24.91	11 Years	14	\$ 28.87	
111	4 Years	7	\$ 25.40				
112	GRADE 17	STEP	2022 RATE		STEP	2022 RATE	
113	STEP 20 = STEP 0	START	\$ 20.82	5 Years	8	\$ 27.24	
114	6 Months	1	\$ 21.65	6 Years	9	\$ 27.75	
115	1 Year	2	\$ 22.49	7 Years	10	\$ 28.29	
116	1 1/2 Years	3	\$ 23.32	8 Years	11	\$ 28.79	
117	2 Years	4	\$ 24.17	9 Years	12	\$ 29.30	
118	2 1/2 Years	5	\$ 25.06	10 Years	13	\$ 29.81	
119	3 Years	6	\$ 25.89	11 Years	14	\$ 30.28	
120	4 Years	7	\$ 26.76				
121	GRADE 18	STEP	2022 RATE		STEP	2022 RATE	
122	STEP 20 = STEP 0	START	\$ 21.81	5 Years	8	\$ 29.07	
123	6 Months	1	\$ 22.89	6 Years	9	\$ 29.53	
124	1 Year	2	\$ 23.96	7 Years	10	\$ 29.98	
125	1 1/2 Years	3	\$ 25.05	8 Years	11	\$ 30.47	
126	2 Years	4	\$ 26.09	9 Years	12	\$ 30.90	
127	2 1/2 Years	5	\$ 27.05	10 Years	13	\$ 31.34	
128	3 Years	6	\$ 27.75	11 Years	14	\$ 31.83	
129	4 Years	7	\$ 28.55				

2022 WAGE SCALES
(Full-time employees evaluated every 6 months until Step 6 - annual evaluations at Step 7)

	A	B	C	D	E	F	G
130	GRADE 19	STEP	2022 RATE		STEP	2022 RATE	
131	STEP 20 = STEP 0	START	\$ 22.89	5 Years	8	\$ 29.65	
132	6 Months	1	\$ 23.71	6 Years	9	\$ 30.54	
133	1 Year	2	\$ 24.58	7 Years	10	\$ 30.98	
134	1 1/2 Years	3	\$ 25.42	8 Years	11	\$ 31.46	
135	2 Years	4	\$ 26.27	9 Years	12	\$ 31.93	
136	2 1/2 Years	5	\$ 27.14	10 Years	13	\$ 32.39	
137	3 Years	6	\$ 28.00	11 Years	14	\$ 32.87	
138	4 Years	7	\$ 28.83	12 Years	15	\$ 33.43	
139	GRADE 36	STEP	2022 RATE		STEP	2022 RATE	
140	STEP 20 = STEP 0	START	\$ 30.15	3 Years	6	\$ 33.30	
141	6 Months	1	\$ 30.67	4 Years	7	\$ 33.83	
142	1 Year	2	\$ 31.19	5 Years	8	\$ 34.37	
143	1 1/2 Years	3	\$ 31.70	6 Years	9	\$ 34.88	
144	2 Years	4	\$ 32.25	7 Years	10	\$ 35.44	
145	2 1/2 Years	5	\$ 32.78	8 Years	11	\$ 35.94	
146	GRADE 37	STEP	2022 RATE		STEP	2022 RATE	
147	STEP 20 = STEP 0	START	\$ 30.79	4 Years	7	\$ 34.42	
148	6 Months	1	\$ 31.48	5 Years	8	\$ 34.81	
149	1 Year	2	\$ 32.23	6 Years	9	\$ 35.25	
150	1 1/2 Years	3	\$ 32.66	7 Years	10	\$ 35.67	
151	2 Years	4	\$ 33.09	8 Years	11	\$ 36.12	
152	2 1/2 Years	5	\$ 33.55	9 Years	12	\$ 36.59	
153	3 Years	6	\$ 33.98				
154	GRADE 39	STEP	2022 RATE		STEP	2022 RATE	
155	STEP 20 = STEP 0	START	\$ 31.65	3 Years	6	\$ 34.80	
156	6 Months	1	\$ 32.17	4 Years	7	\$ 35.33	
157	1 Year	2	\$ 32.69	5 Years	8	\$ 35.87	
158	1 1/2 Years	3	\$ 33.20	6 Years	9	\$ 36.38	
159	2 Years	4	\$ 33.75	7 Years	10	\$ 36.94	
160	2 1/2 Years	5	\$ 34.28	8 Years	11	\$ 37.44	
161							
162							
163							

2021 PART-TIME WAGE SCALE

(PT: increases based on 400+ hours 12 months employment; Seasonal: 200+ hours 1 season; PT Officer: based on hours worked + volunteer hours)

GRADE: PT - 1		STEP	2022 RATE	
		START	\$	12.75
1 Year	1		\$	12.91
2 Years	2		\$	13.10
3 Years	3		\$	13.37
4 Years	4		\$	13.63
GRADE: PT - 2		STEP	2022 RATE	
		START	\$	12.80
1 Year	1		\$	12.96
2 Years	2		\$	13.27
3 Years	3		\$	13.74
4 Years	4		\$	14.28
5 Years	5		\$	14.36
GRADE: PT - 3		STEP	2022 RATE	
		START	\$	12.90
1 Year	1		\$	13.17
2 Years	2		\$	13.69
3 Years	3		\$	14.26
4 Years	4		\$	14.65
5 Years	5		\$	14.82
6 Years	6		\$	15.41
GRADE: PT - 4		STEP	2022 RATE	
		START	\$	12.94
1 Year	1		\$	13.58
2 Years	2		\$	14.19
3 Years	3		\$	14.49
4 Years	4		\$	15.09
5 Years	5		\$	15.75
6 Years	6		\$	16.36
GRADE: PT - 5		STEP	2022 RATE	
		START	\$	13.19
1 Year	1		\$	13.84
2 Years	2		\$	14.44
3 Years	3		\$	15.10
4 Years	4		\$	15.71
5 Years	5		\$	16.32
6 Years	6		\$	16.96

ADJUSTED FOR STATE MINIMUM WAGE 01/01/2021