

ORDINANCE 2024-16

**AN ORDINANCE AMENDING ORDINANCE NO. 2022-04, 2022-50, 2023-3,
AND 2023-44 TO REDEFINE THE WAGE SCALE AND COMPENSATION PLAN
IN ORDER TO ENHANCE EFFICIENT MANAGEMENT WITHIN
THE DEPARTMENTS OF THE CITY OF MOUNTAIN HOME, ARKANSAS**

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 remain competitive in the job market recruiting and hiring;

**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 with the addition of a Grade 35 for salaried exempt positions that will meet the 2025 FLSA minimum threshold amount. Grade 35 will include Steps 0 through 11.


SECTION 2: The change to the Wage Scale shall be applied to the pay period beginning December 30, 2024. No retroactive changes will be made, and future Step increases will begin with the 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.

PASSED AND APPROVED THIS 19TH DAY OF SEPTEMBER, 2024.


HILLREY ADAMS, MAYOR

ATTEST:


SCOTT LILES, CITY CLERK



CITY OF MOUNTAIN HOME 2025 WAGE SCALE

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
GRADE	BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
6	15.14	15.88	16.61	17.35	18.10	18.35	18.60	19.05	19.88	20.34	20.84	21.19				
7	15.32	16.14	16.95	17.76	18.58	18.84	19.08	19.47	19.97	20.47	21.00	21.52				
8	15.48	16.36	17.27	18.17	19.07	19.47	19.78	20.14	20.52	20.88	21.22	21.61				
9	16.17	17.06	18.01	18.92	19.76	20.18	20.61	21.04	21.43	21.85	22.27	22.73				
10	16.93	17.82	18.70	19.62	20.57	20.94	21.37	21.78	22.19	22.58	23.02	23.45	23.83			
11	17.68	18.61	19.55	20.41	21.33	22.24	22.59	23.02	23.44	23.80	24.21	24.62	25.02			
12	18.56	19.47	20.36	21.24	22.17	23.05	23.50	23.97	24.40	24.85	25.30	25.76	26.28			
13	19.46	20.33	21.22	22.16	23.04	23.94	24.38	24.84	25.25	25.75	26.20	26.64	27.12	27.58		
14	20.36	21.24	22.17	23.05	23.97	24.85	25.34	25.87	26.39	26.87	27.37	27.89	28.39	28.97		
15	21.33	22.23	23.11	24.03	24.91	25.81	26.73	27.28	27.78	28.27	28.84	29.34	29.84	30.40		
16	22.30	23.19	24.10	25.03	25.93	26.78	27.71	28.23	28.76	29.30	29.77	30.31	30.88	31.38	31.92	
17	23.37	24.25	25.14	26.02	26.93	27.87	28.75	29.67	30.19	30.72	31.30	31.82	32.37	32.91	33.41	
18	24.42	25.57	26.70	27.86	28.96	29.98	30.72	31.58	32.12	32.62	33.09	33.61	34.07	34.53	35.05	
19	25.57	26.44	27.36	28.25	29.16	30.07	30.99	31.86	32.74	33.69	34.15	34.66	35.16	35.64	36.16	36.75
35	28.20	29.53	30.86	32.22	33.51	34.72	35.59	36.59	37.22	37.82	38.39	39.01				
36	33.27	33.82	34.38	34.91	35.50	36.06	36.61	37.17	37.75	38.29	38.88	39.41				
37	33.95	34.68	35.48	35.93	36.39	36.88	37.33	37.80	38.21	38.68	39.13	39.60	40.10			
39	34.86	35.42	35.97	36.51	37.09	37.65	38.20	38.77	39.34	39.88	40.48	41.00				

ven biyearly up to Step 6 and annually after until reaching highest Step in Grade.

POLICE OFFICER CERTIFICATION					
INTERMEDIATE CERTIFICATE	\$.25 PER HOUR	ADVANCED CERTIFICATE	\$.50 PER HOUR ADDL. (\$.75)	SENIOR CERTIFICATE	\$.75 PER HOUR ADDL. (\$1.50)