

ORDINANCE 2024-23

**AN ORDINANCE AMENDING ORDINANCE NO. 2022-04, NO. 2022-50, NO. 2023-3,
NO. 2023-44, AND NO. 2024-16 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; 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:

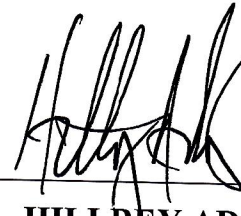
The Wage Scale shall be adjusted for all positions at Grades 1 through 39, Fire Department Grades 10 through 14, and Part-Time Grades 1 through 5 and all Steps therein to be increased by 3%

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.


Section 4: The Wage Scale affects the employees of the City's departments, which in turn contributes 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 19TH DAY OF DECEMBER, 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	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
6	15.59	16.36	17.11	17.87	18.64	18.90	19.16	19.62	20.48	20.95	21.47	21.83				
7	15.78	16.62	17.46	18.29	19.14	19.41	19.65	20.05	20.57	21.08	21.63	22.17				
8	15.94	16.85	17.79	18.72	19.64	20.05	20.37	20.74	21.14	21.51	21.86	22.26				
9	16.66	17.57	18.55	19.49	20.35	20.79	21.23	21.67	22.07	22.51	22.94	23.41				
10	17.44	18.35	19.26	20.21	21.19	21.57	22.01	22.43	22.86	23.26	23.71	24.15	24.54			
11	18.21	19.17	20.14	21.02	21.97	22.91	23.27	23.71	24.14	24.51	24.94	25.36	25.77			
12	19.12	20.05	20.97	21.88	22.84	23.74	24.20	24.69	25.13	25.60	26.06	26.53	27.07			
13	20.04	20.94	21.86	22.82	23.73	24.66	25.11	25.59	26.01	26.52	26.99	27.44	27.93	28.41		
14	20.97	21.88	22.84	23.74	24.69	25.60	26.10	26.65	27.18	27.68	28.19	28.73	29.24	29.84		
15	21.97	22.90	23.80	24.75	25.66	26.58	27.53	28.10	28.61	29.12	29.71	30.22	30.74	31.31		
16	22.97	23.89	24.82	25.78	26.71	27.58	28.54	29.08	29.62	30.18	30.66	31.22	31.81	32.32	32.88	
17	24.07	24.98	25.89	26.80	27.74	28.71	29.61	30.56	31.10	31.64	32.24	32.77	33.34	33.90	34.41	
18	25.15	26.34	27.50	28.70	29.83	30.88	31.64	32.53	33.08	33.60	34.08	34.62	35.09	35.57	36.10	
19	26.34	27.23	28.18	29.10	30.03	30.97	31.92	32.82	33.72	34.70	35.17	35.70	36.21	36.71	37.24	37.85
35	29.05	30.42	31.79	33.19	34.52	35.76	36.66	37.69	38.34	38.95	39.54	40.18				
36	34.27	34.83	35.41	35.96	36.57	37.14	37.71	38.29	38.88	39.44	40.05	40.59				
37	34.97	35.72	36.54	37.01	37.48	37.99	38.45	38.93	39.36	39.84	40.30	40.79	41.30			
39	35.91	36.48	37.05	37.61	38.20	38.78	39.35	39.93	40.52	41.08	41.69	42.23				

Updated Jan 1, 2025

Salary increases are given 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)

**CITY OF MOUNTAIN HOME 2024 WAGE SCALE
FIRE DEPT.**

	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
GRADE	BIYEARLY		BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	BIYEARLY	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
FD-10	15.48	16.18	16.89	17.61	18.29	18.65	19.00	19.24	19.60	19.88	20.22	20.57	20.87	21.23
FD-11	16.10	16.82	17.55	18.24	19.02	19.29	19.67	20.11	20.47	20.79	21.25	21.57	22.01	22.43
FD-12	16.58	17.33	18.07	18.77	19.55	20.02	20.65	20.99	21.33	21.67	22.01	22.35	22.69	23.07
FD-13	17.23	17.95	18.70	19.38	20.20	20.88	21.32	21.69	22.14	22.54	22.95	23.33	23.78	24.22
FD-14	18.43	19.12	19.88	20.60	21.38	22.47	22.99	23.37	23.98	24.36	24.72	25.13	25.57	26.09

Updated Jan 1, 2025

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FIRE DEPT INCENTIVE PAY	
DESIGNATED TRAINER	\$.50 PER HOUR
EMT	\$100 PER MONTH

CITY OF MOUNTAIN HOME 2024 WAGE SCALE

PART TIME

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
GRADE		ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
PT-1	15.25	15.43	15.64	15.93	16.22		
PT-2	15.31	15.48	15.82	16.34	16.93	17.02	
PT-3	15.42	15.72	16.28	16.90	17.33	17.51	18.16
PT-4	15.46	16.16	16.83	17.15	17.81	18.53	19.20
PT-5	15.74	16.45	17.10	17.82	18.49	19.16	19.86

Updated Jan 1, 2025

Salary increases are given biyearly up to Step 6 and annually after until reaching highest Step in Grade.

PT INCREASE BASED ON 400+ HOURS 12 MONTHS EMPLOYMENT; SEASONAL 200+ HOURS 1 SEASON; PT OFFICER BASED ON HOURS WORKED + VOLUNTEER HOURS