

**WASHINGTON COUNTY JOB EVALUATION PROGRAM
2016 FORMULATION OF NEW SALARY POLICY RANGES**

GRADE							BEGIN	END	
6		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	334	366
	HOURLY	\$11.08	\$12.06	\$13.04	\$14.35	\$15.65	\$11.08 to \$12.06		
	BI-WEEKLY	\$886.40		\$1,043.20		\$1,252.00	\$12.07 to \$13.04		
	MONTHLY	\$1,920.53		\$2,260.27		\$2,712.67	\$13.05 to \$14.34		
	ANNUAL	\$23,046.40		\$27,123.20		\$32,552.00	\$14.35 to \$15.65		
7		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	367	400
	HOURLY	\$11.08	\$12.06	\$13.04	\$14.35	\$15.65	\$11.08 to \$12.06		
	BI-WEEKLY	\$886.40		\$1,043.20		\$1,252.00	\$12.07 to \$13.04		
	MONTHLY	\$1,920.53		\$2,260.27		\$2,712.67	\$13.05 to \$14.34		
	ANNUAL	\$23,046.40		\$27,123.20		\$32,552.00	\$14.35 to \$15.65		
8		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	401	433
	HOURLY	\$11.74	\$12.39	\$13.04	\$14.35	\$15.65	\$11.74 to \$12.39		
	BI-WEEKLY	\$939.20		\$1,043.20		\$1,252.00	\$12.40 to \$13.04		
	MONTHLY	\$2,034.93		\$2,260.27		\$2,712.67	\$13.05 to \$14.34		
	ANNUAL	\$24,419.20		\$27,123.20		\$32,552.00	\$14.35 to \$15.65		
9		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	434	466
	HOURLY	\$12.21	\$12.89	\$13.57	\$14.93	\$16.28	\$12.21 to \$12.89		
	BI-WEEKLY	\$976.80		\$1,085.60		\$1,302.40	\$12.90 to \$13.57		
	MONTHLY	\$2,116.40		\$2,352.13		\$2,821.87	\$13.58 to \$14.93		
	ANNUAL	\$25,396.80		\$28,225.60		\$33,862.40	\$14.94 to \$16.28		
10		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	467	500
	HOURLY	\$12.68	\$13.39	\$14.09	\$15.50	\$16.91	\$12.68 to \$13.39		
	BI-WEEKLY	\$1,014.40		\$1,127.20		\$1,352.80	\$13.40 to \$14.09		
	MONTHLY	\$2,197.87		\$2,442.27		\$2,931.07	\$14.10 to \$15.50		
	ANNUAL	\$26,374.40		\$29,307.20		\$35,172.80	\$15.51 to \$16.91		
11		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	501	533
	HOURLY	\$13.17	\$13.90	\$14.63	\$16.10	\$17.56	\$13.17 to \$13.90		
	BI-WEEKLY	\$1,053.60		\$1,170.40		\$1,404.80	\$13.91 to \$14.63		
	MONTHLY	\$2,282.80		\$2,535.87		\$3,043.73	\$14.64 to \$16.09		
	ANNUAL	\$27,393.60		\$30,430.40		\$36,524.80	\$16.10 to \$17.56		
12		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	534	566
	HOURLY	\$13.64	\$14.40	\$15.16	\$16.68	\$18.19	\$13.64 to \$14.40		
	BI-WEEKLY	\$1,091.20		\$1,212.80		\$1,455.20	\$14.41 to \$15.16		
	MONTHLY	\$2,364.27		\$2,627.73		\$3,152.93	\$15.17 to \$16.68		
	ANNUAL	\$28,371.20		\$31,532.80		\$37,835.20	\$16.69 to \$18.19		
13		MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	567	600
	HOURLY	\$14.11	\$14.90	\$15.68	\$17.25	\$18.82	\$14.11 to \$14.90		
	BI-WEEKLY	\$1,128.80		\$1,254.40		\$1,505.60	\$14.91 to \$15.68		
	MONTHLY	\$2,445.73		\$2,717.87		\$3,262.13	\$15.69 to \$17.25		
	ANNUAL	\$29,348.80		\$32,614.40		\$39,145.60	\$17.26 to \$18.82		

14	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	601	650
HOURLY	\$14.71	\$15.53	\$16.34	\$17.98	\$19.61	\$14.71 to \$15.52		
BI-WEEKLY	\$1,176.80		\$1,307.20		\$1,568.80	\$15.53 to \$16.34		
MONTHLY	\$2,549.73		\$2,832.27		\$3,399.07	\$16.35 to \$17.97		
ANNUAL	\$30,596.80		\$33,987.20		\$40,788.80	\$17.98 to \$19.61		

15	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	651	700
HOURLY	\$15.43	\$16.29	\$17.14	\$18.86	\$20.57	\$15.43 to \$16.28		
BI-WEEKLY	\$1,234.40		\$1,371.20		\$1,645.60	\$16.29 to \$17.14		
MONTHLY	\$2,674.53		\$2,970.93		\$3,565.47	\$17.15 to \$18.85		
ANNUAL	\$32,094.40		\$35,651.20		\$42,785.60	\$18.86 to \$20.57		

16	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	701	750
HOURLY	\$16.19	\$17.09	\$17.99	\$19.79	\$21.59	\$16.19 to \$17.09		
BI-WEEKLY	\$1,295.20		\$1,439.20		\$1,727.20	\$17.10 to \$17.99		
MONTHLY	\$2,806.27		\$3,118.27		\$3,742.27	\$18.00 to \$19.79		
ANNUAL	\$33,675.20		\$37,419.20		\$44,907.20	\$19.80 to \$21.59		

17	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	751	800
HOURLY	\$16.92	\$17.86	\$18.80	\$20.68	\$22.56	\$16.92 to \$17.86		
BI-WEEKLY	\$1,353.60		\$1,504.00		\$1,804.80	\$17.87 to \$18.80		
MONTHLY	\$2,932.80		\$3,258.67		\$3,910.40	\$18.81 to \$20.68		
ANNUAL	\$35,193.60		\$39,104.00		\$46,924.80	\$20.69 to \$22.56		

18	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	801	900
HOURLY	\$17.92	\$18.92	\$19.91	\$21.90	\$23.89	\$17.92 to \$18.91		
BI-WEEKLY	\$1,433.60		\$1,592.80		\$1,911.20	\$18.92 to \$19.91		
MONTHLY	\$3,106.13		\$3,451.07		\$4,140.93	\$19.92 to \$21.90		
ANNUAL	\$37,273.60		\$41,412.80		\$49,691.20	\$21.91 to \$23.89		

19	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	901	1000
HOURLY	\$19.00	\$20.06	\$21.11	\$23.22	\$25.33	\$19.00 to \$20.05		
BI-WEEKLY	\$1,520.00		\$1,688.80		\$2,026.40	\$20.06 to \$21.11		
MONTHLY	\$3,293.33		\$3,659.07		\$4,390.53	\$21.12 to \$23.22		
ANNUAL	\$39,520.00		\$43,908.80		\$52,686.40	\$23.23 to \$25.33		

20	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1001	1100
HOURLY	\$20.08	\$21.20	\$22.31	\$24.54	\$26.77	\$20.08 to \$21.19		
BI-WEEKLY	\$1,606.40		\$1,784.80		\$2,141.60	\$21.20 to \$22.31		
MONTHLY	\$3,480.53		\$3,867.07		\$4,640.13	\$22.32 to \$24.54		
ANNUAL	\$41,766.40		\$46,404.80		\$55,681.60	\$24.55 to \$26.77		

21	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1101	1200
HOURLY	\$21.51	\$22.71	\$23.90	\$26.29	\$28.68	\$21.51 to \$22.71		
BI-WEEKLY	\$1,720.80		\$1,912.00		\$2,294.40	\$22.72 to \$23.90		
MONTHLY	\$3,728.40		\$4,142.67		\$4,971.20	\$23.91 to \$26.29		
ANNUAL	\$44,740.80		\$49,712.00		\$59,654.40	\$26.30 to \$28.68		

22	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1201	1300
HOURLY	\$22.93	\$24.21	\$25.48	\$28.03	\$30.58	\$22.93 to \$24.21		
BI-WEEKLY	\$1,834.40		\$2,038.40		\$2,446.40	\$24.22 to \$25.48		
MONTHLY	\$3,974.53		\$4,416.53		\$5,300.53	\$25.49 to \$28.03		
ANNUAL	\$47,694.40		\$52,998.40		\$63,606.40	\$28.04 to \$30.58		

23	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1301	1400
HOURLY	\$24.37	\$25.73	\$27.08	\$29.79	\$32.50	\$24.37 to \$25.73		
BI-WEEKLY	\$1,949.60		\$2,166.40		\$2,600.00	\$25.74 to \$27.08		
MONTHLY	\$4,224.13		\$4,693.87		\$5,633.33	\$27.09 to \$29.79		
ANNUAL	\$50,689.60		\$56,326.40		\$67,600.00	\$29.80 to \$32.50		

24	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1401	1500
HOURLY	\$24.93	\$26.80	\$28.66	\$31.53	\$34.39	\$24.93 to \$26.80		
BI-WEEKLY	\$1,994.40		\$2,292.80		\$2,751.20	\$26.81 to \$28.66		
MONTHLY	\$4,321.20		\$4,967.73		\$5,960.93	\$28.67 to \$31.53		
ANNUAL	\$51,854.40		\$59,612.80		\$71,531.20	\$31.54 to \$34.39		

25	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1501	1600
HOURLY	\$25.72	\$27.99	\$30.26	\$33.29	\$36.31	\$25.72 to \$27.99		
BI-WEEKLY	\$2,057.60		\$2,420.80		\$2,904.80	\$28.00 to \$30.26		
MONTHLY	\$4,458.13		\$5,245.07		\$6,293.73	\$30.27 to \$33.29		
ANNUAL	\$53,497.60		\$62,940.80		\$75,524.80	\$33.30 to \$36.31		

26	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1601	1700
HOURLY	\$26.44	\$29.15	\$31.85	\$35.04	\$38.22	\$26.44 to \$29.14		
BI-WEEKLY	\$2,115.20		\$2,548.00		\$3,057.60	\$29.15 to \$31.85		
MONTHLY	\$4,582.93		\$5,520.67		\$6,624.80	\$31.86 to \$35.04		
ANNUAL	\$54,995.20		\$66,248.00		\$79,497.60	\$35.05 to \$38.22		

27	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1701	1800
HOURLY	\$27.09	\$30.27	\$33.44	\$36.79	\$40.13	\$27.09 to \$30.26		
BI-WEEKLY	\$2,167.20		\$2,675.20		\$3,210.40	\$30.27 to \$33.44		
MONTHLY	\$4,695.60		\$5,796.27		\$6,955.87	\$33.45 to \$36.78		
ANNUAL	\$56,347.20		\$69,555.20		\$83,470.40	\$36.79 to \$40.13		

28	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1801	1900
HOURLY	\$28.02	\$31.53	\$35.03	\$38.54	\$42.04	\$28.02 to \$31.53		
BI-WEEKLY	\$2,241.60		\$2,802.40		\$3,363.20	\$31.54 to \$35.03		
MONTHLY	\$4,856.80		\$6,071.87		\$7,286.93	\$35.04 to \$38.53		
ANNUAL	\$58,281.60		\$72,862.40		\$87,443.20	\$38.54 to \$42.04		

29	MIN	1/2 MIN/MID	MID	1/2 MID/MAX	MAX	QUARTILES	1901	2000
HOURLY	\$29.30	\$32.97	\$36.63	\$40.30	\$43.96	\$29.30 to \$32.97		
BI-WEEKLY	\$2,344.00		\$2,930.40		\$3,516.80	\$32.98 to \$36.63		
MONTHLY	\$5,078.67		\$6,349.20		\$7,619.73	\$36.64 to \$40.29		
ANNUAL	\$60,944.00		\$76,190.40		\$91,436.80	\$40.30 to \$43.96		

FILED

2018 DEC 26 PM 1:41

HUCKY LEWALLEN
CLERK OF THE COUNTY OF WASHINGTON
1700 W. WASHINGTON
WASHINGTON, ARKANSAS 72457

ORDINANCE NO. 2018-64

**BE IT ORDAINED BY THE QUORUM COURT
OF THE COUNTY OF WASHINGTON,
STATE OF ARKANSAS, AN ORDINANCE
TO BE ENTITLED:**

**AN EMERGENCY ORDINANCE CHANGING
THE PAY ADMINISTRATION PROGRAM FOR
SWORN LAW ENFORCEMENT PERSONNEL
POSITIONS IN THE SHERIFF'S BUDGET,
CHANGING THE PAY RANGE STRUCTURE FOR
CAPTAIN, MAJOR, AND CHIEF DEPUTY IN THE
SHERIFF'S BUDGET AND THE JAIL BUDGET,
AND ESTABLISHING THE SHERIFF'S LAW
ENFORCEMENT STEP PAY PLAN**

WHEREAS, pursuant to Ark. Code Ann. § 14-14-1206, the Quorum Court is to fix by ordinance the number and compensation of all county employees;

WHEREAS, pursuant to Washington County Code § 2-48, the Quorum Court adopted a program of salary administration for county employees; and

WHEREAS, to be competitive with area law enforcement agencies' pay structure, to provide certainty for the pay of the County's sworn law enforcement personnel from year to year, to reward the dangerous work involved in protecting and serving the citizens of Washington County, and to recognize the importance of the County's retention of well-trained, qualified, law enforcement personnel, the Quorum Court desires to adopt a step pay plan for the sworn law enforcement personnel in the Sheriff's Office and the Captain, Major, and Chief Deputy positions in the Sheriff's and Jail Budgets, thereby removing them from the existing salary administration program.

**NOW, THEREFORE, BE IT ORDAINED BY THE QUORUM
COURT OF THE COUNTY OF WASHINGTON, STATE OF ARKANSAS:**

ARTICLE 1: Beginning with budget year 2019 to be effective with the first paycheck of 2019, the law enforcement step pay plan that is attached as "Appendix A" is adopted and incorporated herein by reference.

ARTICLE 2: Sworn law enforcement personnel on the law enforcement step pay plan ranked Deputy First Class through Lieutenant in the Sheriff's Budget shall automatically receive a step pay increase each year until he/she reaches the step maximum for his/her respective title or rank, with the annual step pay increase to be effective on the first paycheck received at the beginning of each year.

ARTICLE 3: Sworn law enforcement personnel on the law enforcement step pay plan ranked Chief Deputy, Major, and Captain in the Sheriff's Budget and the Jail Budget shall be paid based on a pay range structure with a minimum, midpoint, and maximum, with the employee's years of experience being used to determine his/her annual salary as a percentage of the midpoint.

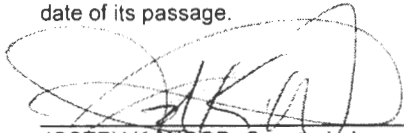
ARTICLE 4: If an employee on the law enforcement step pay plan receives a promotion and his/her current salary exceeds the pay step plan rate for the new position (based on time in position), then the employee shall receive a salary increase to the base of the next higher step than his/her current salary.

ARTICLE 5: The Quorum Court shall have the authority to promulgate rules and regulations implementing and administering the law enforcement step pay plan.

ARTICLE 6: The Quorum Court shall reevaluate the law enforcement step pay plan in even-numbered years, which shall include a report from the County's salary consultant on the state of the pay structure of area law enforcement agencies and other market influences, and make necessary adjustments to the law enforcement step pay plan to be effective in odd-numbered years.

ARTICLE 7: The starting step placement for each employee on the law enforcement step pay plan shall be determined by the 2019 budget approved by the Quorum Court.


ARTICLE 8: Emergency Clause: It is hereby determined that it is the public's best interest for this ordinance to be effective immediately; and the general health, safety, and welfare of the citizens are affected by such for the reasons as set out above; therefore, an emergency is declared to exist and this ordinance shall be and is effective from the date of its passage.



JOSEPH K. WOOD, County Judge

12-26-2018

DATE



BECKY LEWALLEN, County Clerk

Sponsor: Eva Madison
Date of Passage: December 20, 2018
Votes For: 14 Votes Against: 0
Abstention: 0 Absent: 1

APPENDIX A

SHERIFF'S LAW ENFORCEMENT STEP PAY PLAN

	Deputy First Class	Corporal	Sergeant	Lieutenant	Captain	Major	Deputy Chief
Step 1/ Minimum	\$36,723.84	\$44,044.80	\$48,826.24	\$56,623.36	\$68,598.00	\$75,982.00	\$83,366.00
Step 2	38,588.80	46,227.20	50,810.24	58,686.72	n/a	n/a	n/a
Step 3	40,453.76	48,409.60	52,794.24	60,750.08	n/a	n/a	n/a
Step 4	42,318.72	50,592.00	54,778.24	62,813.44	n/a	n/a	n/a
Step 5	44,183.68	52,774.40	56,762.24	64,876.80	n/a	n/a	n/a
Midpoint	n/a	n/a	n/a	n/a	82,638.00	91,541.00	100,443.00
Step 6	46,048.64	54,956.80	58,746.24	66,940.16	n/a	n/a	n/a
Step 7	47,913.60	57,139.20	60,730.24	69,003.52	n/a	n/a	n/a
Step 8	49,778.56	59,341.44	62,714.24	71,066.88	n/a	n/a	n/a
Step 9	51,643.52	n/a	64,698.24	73,130.24	n/a	n/a	n/a
Step 10/ Maximum	53,548.16	n/a	66,642.56	75,134.08	99,174.00	109,855.00	120,536.00

* For the ranks Deputy First Class through Lieutenant, the Sheriff's Law Enforcement Pay Step Plan applies to sworn law enforcement personnel positions in the Sheriff's Budget. For the ranks Captain through Deputy Chief, the Sheriff's Law Enforcement Pay Step Plan applies to sworn law enforcement personnel positions in the Sheriff's Budget and in the Jail Budget.

** For the ranks Deputy First Class through Lieutenant, the Sheriff's Law Enforcement Pay Step Plan is based on an hourly rate of pay, with total pay being calculated by multiplying the hourly rate by scheduled hours of 2,080.

*** For the ranks Chief Deputy, Major, and Captain in the Sheriff's Budget and the Jail Budget, the Sheriff's Law Enforcement Pay Step Plan is based on an annual salary. In determining what percentage of the midpoint to use for each employee, the Sheriff shall consult with the County's salary consultant and may request that the Quorum Court adopt rules and regulations for implementation and administration of same.

**** Existing holiday pay benefits remain in full force and effect and are not altered as a result of the adoption of the Sheriff's Law Enforcement Pay Step Plan.

	DFC Hourly	Deputy First Class	Corporal Hourly	Corporal	Sergeant Hourly	Sergeant	Lieutenant
Step 1/ Minimum	17.66	\$36,723.84	\$21.18	\$44,044.80	\$23.48	\$48,826.24	\$56,623.36
Step 2	18.55	38,588.80	22.23	46,227.20	24.43	50,810.24	58,686.72
Step 3	19.45	40,453.76	23.28	48,409.60	25.38	52,794.24	60,750.08
Step 4	20.35	42,318.72	24.33	50,592.00	26.34	54,778.24	62,813.44
Step 5	21.25	44,183.68	25.38	52,774.40	27.29	56,762.24	64,876.80
Midpoint							
Step 6	22.14	46,048.64	26.43	54,956.80	28.25	58,746.24	66,940.16
Step 7	23.04	47,913.60	27.48	57,139.20	29.20	60,730.24	69,003.52
Step 8	23.93	49,778.56	28.53	59,341.44	30.15	62,714.24	71,066.88
Step 9	24.83	51,643.52			31.11	64,698.24	73,130.24
Step 10/ Maximum	25.75	53,548.16			32.04	66,642.56	75,134.08

Yellow = No one has been calculated for this Step, so will need to be checked against yearly pay once entered into Sungar