City of Fort Smith Human Resources

MEMORANDUM

TO: Honorable Mayor & Members of the Board of Directors

CC: Jeff Dingman, City Administrator

FROM: Eric Garvin, Director, Human Resources

DATE: November 24, 2026

SUBJECT: Ordinance Establishing Pay Rates and Related Procedures for City Employees

SUMMARY

Attached is an annual ordinance establishing pay rates and related procedures for non-uniformed City employees, Civil Service (uniformed) employees of the Fire Department, and Civil Service (uniformed) employees of the Police Department for the calendar year 2027 and compensation year 2027 to be effective January 1, 2027.

The pay schedule for non-uniform employees has increased by 4% compared to the 2026 non-uniform pay schedule, the pay schedule for Civil Service (uniformed) Fire employees has increased by 13.7% compared to the 2026 uniform fire pay schedule, and the pay schedule for Civil Service (uniformed) Police employees has increased by 5% compared to the 2026 uniform police pay schedule.

I recommend the Board of Directors approve the ordinance.

ATTACHMENTS

1. 6_2027_Pay_Schedule_Ordinance_12012026.pdf
2. 2027 Pay Schedule.pdf

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING PAY RATES AND RELATED PROCEDURES FOR CITY EMPLOYEES

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, THAT:

SECTION 1: Pay Rates of Non-Uniformed Employees

A. Effective January 1, 2027, non-uniformed employees shall be paid based on the pay grade ranges as shown in Appendices A and B for calendar year 2027 and compensation year 2027. The compensation year is the period beginning on the first day of the first full pay period in April of the current year through the last day of the last full pay period that begins in March of the following year. The positions of City Administrator and Internal Auditor do not have pay grade ranges and will have their rate of pay determined annually by the Board of Directors.

B. Effective January 1, 2027, all non-uniformed employees hired by the City on or after January 1, 2027, will be offered the minimum rate of the pay range associated with the grade of the position offered; however, with approval of the Director, Human Resources and City Administrator, an applicant can be offered a different competitive market rate within the respective pay grade in an effort to hire highly qualified individuals.

C. Effective January 1, 2027, eligible non-uniformed employees whose current base pay is below the minimum of the pay grade for their position will receive a 4% increase to their base pay or an increase to the minimum of the pay grade for their position, whichever is greater.

D. Effective January 1, 2027, employees whose current base pay is in the 1st quartile of the pay grade for their position will receive a 4% increase to their base pay; employees whose base pay is in the 2nd quartile of the pay grade for their position will receive a 3% increase to their base pay; employees whose base pay is in the 3rd quartile of the pay grade for their position will receive a 2% increase to their base pay; employees whose base pay is in the 4th quartile of the pay grade for their position will receive a 2% increase to their base pay. For non-uniformed employees at or above the maximum pay of the grade, a one-time payment (lump sum), which will not become part of the employee's base pay, of 4% of base pay will be granted.

E. Performance evaluations will continue through 2027.

SECTION 2: Pay Rates of Civil Service (uniformed) Employees of the Fire Department

A. Effective January 1, 2027, Civil Service (uniformed) employees of the Fire Department shall be paid based on the rate of pay as set forth in Appendix C for calendar year 2027 and compensation year 2027. The compensation year is the period beginning on the first day of the first full pay period in April of the current year through the last day of the last full pay period that begins in March of the following year.

B. Effective January 1, 2027, all Civil Service (uniformed) Probationary Firefighters hired by the City on or after January 1, 2027, shall initially be placed at the Entry Level (Grade F1; Step 1) of the pay schedule.

C. Internal transfers (with previous Fort Smith Fire Department experience), rehires, and newly hired firefighters holding a current state firefighter certification with verifiable fire suppression experience (highly qualified applicants) shall be eligible for pay above the Entry Level but not to exceed Grade F1; Step 6. Such highly qualified applicants may be offered a different competitive market rate within the F1 pay grade in an effort to hire highly qualified individuals. Such exceptions above the Entry Level starting pay for highly qualified applicants require approval of the Director, Human Resources and City Administrator.

D. On January 1, 2027, eligible Civil Service (uniformed) employees of the Fire Department within their pay grade will receive a 1 step increase on their hire date, or promotion anniversary date (when applicable), based upon tenure in their current position if the step is available. Advancement to each step subsequent to Step 1 (Entry Level) requires an overall satisfactory rating on their current performance evaluation.

E. Performance evaluations will continue through 2027.

SECTION 3: Pay Rates of Civil Service (uniformed) Employees of the Police Department

A. Effective January 1, 2027, Civil Service (uniformed) employees of the Police Department shall be paid based on the rate of pay as set forth in Appendix D for calendar year 2027 and compensation year 2027. The compensation year is the period beginning on the first day of the first full pay period in April of the current year through the last day of the last full pay period that begins in March of the following year. For Civil Service (uniformed) Police Officers already at or above the maximum pay of the grade/step, a one-time payment (lump sum), which will not become part of the employee's base pay, of 2.5% of base pay will be granted.

B. Effective January 1, 2027, all Civil Service (uniformed) Police Officers hired by the City on or after January 1, 2027, shall initially be placed at the Entry Level (Grade P1; Step 1) of the pay schedule.

C. Internal transfers (with previous Fort Smith Police Department experience), rehires, and newly hired police officers holding a current state law enforcement certification with verifiable law enforcement experience (highly qualified applicants) shall be eligible for pay above the Entry Level but not to exceed Grade P1; Step 10. Such highly qualified applicants may be offered a different competitive market rate within the P1 pay grade in an effort to hire highly qualified individuals. Such exceptions above the Entry Level starting pay for highly qualified applicants require approval of the Director, Human Resources and City Administrator.

D. On January 1, 2027, eligible Civil Service (uniformed) employees of the Police Department within their pay grade will receive a 1 step increase on their hire date, or promotion anniversary date (when applicable), based upon tenure in their current position if the step is available. Advancement to each step subsequent to Step 1 (Entry Level) requires an overall satisfactory rating on their current performance evaluation.

E. Performance evaluations will continue through 2027.

SECTION 4: All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

This Ordinance PASSED and APPROVED this _____ day of December, 2026.

APPROVED:

_____
Mayor

ATTEST:

_____
City Clerk

Approved as to Form:

No Publication Required

City of Fort Smith
Non-Uniform
Pay Schedule - 2027
(effective: 01/01/2027)

	Entry	Midpoint	Maximum
Grade 30			
Annual	$ 32,448.00	$ 40,560.00	$ 48,672.00
Bi-Weekly	$ 1,248.00	$ 1,560.00	$ 1,872.00
Hourly	$ 15.60	$ 19.50	$ 23.40
Grade 31			
Annual	$ 34,652.80	$ 43,326.40	$ 52,000.00
Bi-Weekly	$ 1,332.80	$ 1,666.40	$ 2,000.00
Hourly	$ 16.66	$ 20.83	$ 25.00
Grade 32			
Annual	$ 36,857.60	$ 46,072.00	$ 55,286.40
Bi-Weekly	$ 1,417.60	$ 1,772.00	$ 2,126.40
Hourly	$ 17.72	$ 22.15	$ 26.58
Grade 33			
Annual	$ 39,062.40	$ 48,838.40	$ 58,614.40
Bi-Weekly	$ 1,502.40	$ 1,878.40	$ 2,254.40
Hourly	$ 18.78	$ 23.48	$ 28.18
Grade 34			
Annual	$ 41,288.00	$ 51,604.80	$ 61,921.60
Bi-Weekly	$ 1,588.00	$ 1,984.80	$ 2,381.60
Hourly	$ 19.85	$ 24.81	$ 29.77
Grade 35			
Annual	$ 43,513.60	$ 54,392.00	$ 65,270.40
Bi-Weekly	$ 1,673.60	$ 2,092.00	$ 2,510.40
Hourly	$ 20.92	$ 26.15	$ 31.38
Grade 36			
Annual	$ 45,718.40	$ 57,137.60	$ 68,556.80
Bi-Weekly	$ 1,758.40	$ 2,197.60	$ 2,636.80
Hourly	$ 21.98	$ 27.47	$ 32.96
Grade 37			
Annual	$ 47,923.20	$ 59,904.00	$ 71,884.80
Bi-Weekly	$ 1,843.20	$ 2,304.00	$ 2,764.80
Hourly	$ 23.04	$ 28.80	$ 34.56
Grade 38			
Annual	$ 50,128.00	$ 62,670.40	$ 75,212.80
Bi-Weekly	$ 1,928.00	$ 2,410.40	$ 2,892.80
Hourly	$ 24.10	$ 30.13	$ 36.16

	Entry	Midpoint	Maximum
Grade 39			
Annual	$ 52,332.80	$ 65,416.00	$ 78,499.20
Bi-Weekly	$ 2,012.80	$ 2,516.00	$ 3,019.20
Hourly	$ 25.16	$ 31.45	$ 37.74
Grade 40			
Annual	$ 55,660.80	$ 69,576.00	$ 83,491.20
Bi-Weekly	$ 2,140.80	$ 2,676.00	$ 3,211.20
Hourly	$ 26.76	$ 33.45	$ 40.14
Grade 41			
Annual	$ 60,070.40	$ 75,088.00	$ 90,105.60
Bi-Weekly	$ 2,310.40	$ 2,888.00	$ 3,465.60
Hourly	$ 28.88	$ 36.10	$ 43.32
Grade 42			
Annual	$ 64,500.80	$ 80,620.80	$ 96,740.80
Bi-Weekly	$ 2,480.80	$ 3,100.80	$ 3,720.80
Hourly	$ 31.01	$ 38.76	$ 46.51
Grade 43			
Annual	$ 68,910.40	$ 86,132.80	$ 103,355.20
Bi-Weekly	$ 2,650.40	$ 3,312.80	$ 3,975.20
Hourly	$ 33.13	$ 41.41	$ 49.69
Grade 44			
Annual	$ 73,340.80	$ 91,686.40	$ 110,032.00
Bi-Weekly	$ 2,820.80	$ 3,526.40	$ 4,232.00
Hourly	$ 35.26	$ 44.08	$ 52.90
Grade 45			
Annual	$ 77,750.40	$ 97,198.40	$ 116,646.40
Bi-Weekly	$ 2,990.40	$ 3,738.40	$ 4,486.40
Hourly	$ 37.38	$ 46.73	$ 56.08
Grade 46			
Annual	$ 82,180.80	$ 102,731.20	$ 123,281.60
Bi-Weekly	$ 3,160.80	$ 3,951.20	$ 4,741.60
Hourly	$ 39.51	$ 49.39	$ 59.27
Grade 47			
Annual	$ 86,590.40	$ 108,243.20	$ 129,896.00
Bi-Weekly	$ 3,330.40	$ 4,163.20	$ 4,996.00
Hourly	$ 41.63	$ 52.04	$ 62.45

	Entry	Midpoint	Maximum
Grade 48			
Annual	$ 91,000.00	$ 113,755.20	$ 136,510.40
Bi-Weekly	$ 3,500.00	$ 4,375.20	$ 5,250.40
Hourly	$ 43.75	$ 54.69	$ 65.63
Grade 49			
Annual	$ 95,451.20	$ 119,308.80	$ 143,166.40
Bi-Weekly	$ 3,671.20	$ 4,588.80	$ 5,506.40
Hourly	$ 45.89	$ 57.36	$ 68.83
Grade 50			
Annual	$ 99,860.80	$ 124,820.80	$ 149,780.80
Bi-Weekly	$ 3,840.80	$ 4,800.80	$ 5,760.80
Hourly	$ 48.01	$ 60.01	$ 72.01
Grade 51			
Annual	$ 104,291.20	$ 130,353.60	$ 156,416.00
Bi-Weekly	$ 4,011.20	$ 5,013.60	$ 6,016.00
Hourly	$ 50.14	$ 62.67	$ 75.20
Grade 52			
Annual	$ 108,700.80	$ 135,865.60	$ 163,030.40
Bi-Weekly	$ 4,180.80	$ 5,225.60	$ 6,270.40
Hourly	$ 52.26	$ 65.32	$ 78.38
Grade 53			
Annual	$ 113,110.40	$ 141,398.40	$ 169,686.40
Bi-Weekly	$ 4,350.40	$ 5,438.40	$ 6,526.40
Hourly	$ 54.38	$ 67.98	$ 81.58

(Annual Amount based on 2080 hours per year)
(Bi-Weekly Amount based on 40 hours per week)

City of Fort Smith
Engineering
Pay Schedule - 2027
(effective: 01/01/2027)

	Entry	Midpoint	Maximum
E01			
Annual	$ 78,000.00	$ 97,510.40	$ 117,000.00
Bi-Weekly	$ 3,000.00	$ 3,750.40	$ 4,500.00
Hourly	$ 37.50	$ 46.88	$ 56.25
E02			
Annual	$ 93,600.00	$ 117,000.00	$ 140,400.00
Bi-Weekly	$ 3,600.00	$ 4,500.00	$ 5,400.00
Hourly	$ 45.00	$ 56.25	$ 67.50

	Entry	Midpoint	Maximum
E03			
Annual	$ 97,073.60	$ 121,347.20	$ 145,600.00
Bi-Weekly	$ 3,733.60	$ 4,667.20	$ 5,600.00
Hourly	$ 46.67	$ 58.34	$ 70.00
E04			
Annual	$ 124,800.00	$ 156,000.00	$ 187,200.00
Bi-Weekly	$ 4,800.00	$ 6,000.00	$ 7,200.00
Hourly	$ 60.00	$ 75.00	$ 90.00

	Entry	Midpoint	Maximum
E05			
Annual	$ 140,400.00	$ 175,510.40	$ 210,600.00
Bi-Weekly	$ 5,400.00	$ 6,750.40	$ 8,100.00
Hourly	$ 67.50	$ 84.38	$ 101.25
E06			
Annual	$ 156,000.00	$ 195,000.00	$ 234,000.00
Bi-Weekly	$ 6,000.00	$ 7,500.00	$ 9,000.00
Hourly	$ 75.00	$ 93.75	$ 112.50

Grade E01 - **Project Engineer in Training (EIT)** - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

Grade E02 - **Project Engineer I** - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

Grade E03 - **Project Engineer II** - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

Grade E04 - **Senior Project Engineer** - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

Grade E05 - **Department Deputy Director Engineer** - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

Grade E06 - Department Director Engineer - Bachelor of Science in Engineering and registered as Professional Engineer (PE) Intern in the State of Arkansas *

** or able to become registered in the State of Arkansas within twelve (12) months of employment*

(Annual Amount based on 2080 hours per year)
(Bi-Weekly Amount based on 40 hours per week)

City of Fort Smith
Uniform - Fire Department
Pay Schedule - 2027
(effective: 01/01/2027)

Rank / Designation	Grade	Rate	*(Entry)* Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter	F1	Hourly	$16.50	$17.33	$18.20	$19.11	$20.06	$21.06
(non-exempt / hourly)		Annual	$50,052.75	$52,570.56	$55,209.70	$57,970.19	$60,852.01	$63,885.51

			(Entry) Step 1	Step 2	Step 3
Driver	F2	Hourly	$22.54	$23.66	$24.84
(non-exempt / hourly)		Annual	$68,375.09	$71,772.61	$75,352.14

			(Entry) Step 1	Step 2	Step 3
Captain	F3	Hourly	$26.58	$27.91	$29.31
(non-exempt / hourly)		Annual	$80,630.43	$84,664.99	$88,911.89

			(Entry) Step 1	Step 2	Step 3
Captain	F4	Bi-Weekly	$3,101.17	$3,256.35	$3,419.69
(exempt / salary)		Annual	$80,630.43	$84,664.99	$88,911.89

			(Entry) Step 1	Step 2	Step 3
Fire Marshal & Training Officer		Bi-Weekly	$3,659.07	$3,805.43	$3,957.65
(exempt / salary)	F5	Annual	$95,135.82	$98,941.18	$102,898.90

			(Entry) Step 1	Step 2	Step 3
Battalion Chief		Bi-Weekly	$3,659.07	$3,805.43	$3,957.65
(exempt / salary)	F5_1	Annual	$95,135.82	$98,941.18	$102,898.90

			(Entry) Step 1	Step 2
Division Chief		Bi-Weekly	$4,155.53	$4,321.75
(exempt / salary)	F6	Annual	$108,043.78	$112,365.50

			(Entry) Step 1	Step 2
Assistant Chief		Bi-Weekly	$4,624.27	$4,855.48
(exempt / salary)	F7	Annual	$120,231.02	$126,242.48

Hourly annual amount based on 2,912 hrs./year (243 hours overtime + 2,669 hours straight time); Exempt annual amount based on 2,080 hrs./year
All Step amounts include pay for holidays

City of Fort Smith
Uniform - Police Department
Pay Schedule - 2027
(effective: 01/01/2027)

Rank / Designation	Grade	Rate	*(Entry)* Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Officer/Corporal	P1	Hourly	$ 25.25	$ 25.88	$ 26.52	$ 27.18	$ 27.87	$ 28.56	$ 29.28
(non-exempt / hourly)		Annual	$ 52,520.00	$ 53,830.40	$ 55,161.60	$ 56,534.40	$ 57,969.60	$ 59,404.80	$ 60,902.40

			Step 8	Step 9	Step 10
		Hourly	$ 30.01	$ 30.76	$ 31.52
		Annual	$ 62,420.80	$ 63,980.80	$ 65,561.60

			(Entry) Step 1	Step 2	Step 3	Step 4	Step 5
Sergeant	P2	Hourly	$ 35.63	$ 36.52	$ 37.43	$ 38.36	$ 39.32
(non-exempt / hourly)		Annual	$ 74,110.40	$ 75,961.60	$ 77,854.40	$ 79,788.80	$ 81,785.60

			(Entry) Step 1	Step 2	Step 3	Step 4
Lieutenant	P3	Hourly	$ 42.27	$ 43.33	$ 44.41	$ 45.53
(non-exempt / hourly)		Annual	$ 87,921.60	$ 90,126.40	$ 92,372.80	$ 94,702.40

			(Entry) Step 1	Step 2	Step 3	Step 4
Captain	P4	Bi-Weekly	$ 3,824.52	$ 3,920.13	$ 4,018.13	$ 4,118.58
(exempt / salary)		Annual	$ 99,437.52	$ 101,923.38	$ 104,471.38	$ 107,083.08

			(Entry) Step 1	Step 2	Step 3
Deputy Chief	P5	Bi-Weekly	$ 4,530.44	$ 4,643.70	$ 4,759.79
(exempt / salary)		Annual	$ 117,791.44	$ 120,736.20	$ 123,754.54

Annual amount based on 2080 hours per year
(All steps include pay for holidays)