

Exhibit 1

City of Lawton Council Agenda Item 22-451

Amended ARPA Back to Work Incentive Plan

Level A	Up to \$1,000.00	General Employees not included in any other pay range (Part-Time employees up to \$500.00)
Level B	\$1,001.00 - \$2,500.00	Exempt General Employees up to GE14, Police Officers and Fire Fighters
Level C	\$2,500.00 - \$5,000.00	Exempt Employees GE15 through GE17 and Non-Deputy or Director Executive Level positions (E1-E4)
Level D	\$5,000.00 - \$7,500.00	Exempt, Executive Level Deputy Director or Director positions (E1-E4)

- The original date of December 15, 2021 would be in effect for Level A employees up to the effective date of this amendment.
- Dates for Level B, Level C and Level D will go into effect for new hires upon the effective date of this amendment.
- The City Manager reserves the right to designate the amount for the new employee within the range listed.
- The City Manager reserves the right to elevate a new employee up one level if the position being filled has been vacant for at least 180 days.