

INTRODUCED BY: Councilmember Smotherson

DATE: June 26, 2017

BILL NO. 9319

ORDINANCE NO: **7044**

AN ORDINANCE FIXING THE COMPENSATION TO BE PAID TO CITY OFFICIALS AND EMPLOYEES AS ENUMERATED HEREIN FROM AND AFTER ITS PASSAGE, AND REPEALING ORDINANCE NO 7012.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF UNIVERSITY CITY, MISSOURI, AS FOLLOWS:

Section 1. From and after its passage, initially payable July 1, 2017, City employees within the classified service of the City, hereinafter designated, shall receive as compensation for their services such amounts as may be fixed by the City Manager in accordance with Schedule A (Pay Grade), included herein, with a salary not less than the lowest amount and not greater than the highest amount set forth in Schedule B (Classification and Grade), and shall additionally receive as compensation for their services such benefits generally provided in the Administrative Regulations, and Civil Service Rules now in effect, all of which are hereby adopted, approved, and incorporated herein by this reference, and the City Manager is further authorized and directed to effect the inclusion of these benefits in the City's Administrative Regulations in the manner provided by law.

SCHEDULE A - HOURLY BASE PAY STEPS

Pay Grade	Step A	Step B	Step C	Step D	Step E	Step F
3	13.8541	14.5229	15.2108	15.9561	16.6759	17.4912
4	14.3254	14.9879	15.7268	16.4402	17.2364	18.0708
5	15.2108	15.9561	16.6759	17.4912	18.3256	19.2492
6	15.7268	16.4402	17.2364	18.0708	18.9817	19.9053
6A	15.9561	16.6759	17.4912	18.3256	19.2492	20.1856
7	16.9498	17.9180	18.7842	19.6951	20.6824	21.6506
7B	17.1154	18.0963	18.9690	19.8926	20.8862	21.8608
7C	17.4084	18.2492	19.1664	20.0964	21.0327	22.0455
8	17.8670	18.8862	19.7970	20.7525	21.7971	22.8163
8A	17.6568	18.5167	19.4212	20.3894	21.3449	22.3449
9	18.0708	18.9817	19.9053	20.8289	21.8290	22.8608
9B	18.3256	19.2492	20.1856	21.1347	22.1411	23.2048
9A	18.4721	19.3702	20.3321	21.3130	22.2939	23.3640
9C	18.5040	19.4403	20.3894	21.3385	22.3576	23.4341
9D	19.0263	20.1155	21.0837	22.1028	23.2112	24.3004
10	19.1346	20.0454	21.0518	22.0392	23.1029	24.1794
10A	20.1601	21.1283	22.1920	23.2239	24.3450	25.4788
11	19.7588	20.7525	21.7207	22.7653	23.8290	25.0202
11B	20.2684	21.3003	22.2685	23.3577	24.4405	25.8482
12	20.7525	21.7207	22.7653	23.8290	25.0202	26.2177
12D	20.9690	21.9755	23.0774	24.1539	25.3195	26.4979
12A	21.2238	22.2430	23.3004	24.4150	25.5998	27.0903
12B	21.5359	22.5678	23.6379	24.7718	25.9693	27.4852
12C	21.7461	22.7844	23.8673	25.0138	26.2240	27.7528
13	21.7207	22.7653	23.8290	25.0202	26.2177	27.4407
13A	22.2494	23.3258	24.4150	25.6317	26.8610	28.1095
13P	22.8991	24.0010	25.1221	26.3833	27.6445	28.9375
14	22.7653	23.8290	25.0202	26.2177	27.4407	28.7847
14A	23.4341	24.5297	25.7591	26.9884	28.2496	29.6318
14P	24.3959	25.5361	27.0648	28.3579	29.6764	31.1669
15	23.6889	24.8546	26.0266	27.2305	28.5362	30.4726
16	24.6061	25.7654	26.9502	28.2496	29.5936	32.0141
16P	0.0000	0.0000	0.0000	32.0268	33.3708	35.1289
17	26.5871	27.7910	29.0968	30.4535	31.8294	33.2753
17A	26.3960	27.7146	29.1095	30.5618	32.0842	33.6893

SCHEDULE A (CONTINUED)

Grade	Step A	Step B	Step C	Step D	Step E	Step F
18	27.7591	29.0840	30.5300	31.8676	33.3326	34.8677
18A	27.8292	29.3006	30.8357	32.4663	34.1734	35.9633
18B	28.4025	29.7656	31.1733	32.6065	34.1097	35.6767
18P	0.0000	0.0000	0.0000	36.7149	38.2946	40.2437
19	28.5362	29.8930	31.2688	32.7084	34.2116	35.8168
20	30.5350	31.9924	33.5829	35.0545	36.6659	38.3546
20F	0.0000	0.0000	0.0000	27.7310	29.0458	30.4608
20P	0.0000	0.0000	0.0000	41.4094	43.0719	45.3331
21	32.3772	34.1798	35.7467	37.7914	39.5877	41.0718
22	33.6638	35.3454	37.1162	38.9698	40.9189	42.9636
22A	34.7403	36.3073	37.9825	39.7915	41.6323	43.6706
22B	34.3900	36.2754	37.9124	40.0527	41.9253	43.4796
23	36.1162	37.7850	39.5813	41.4094	43.4413	44.5624
24	36.3328	37.5557	39.3074	41.2565	42.3394	45.4669
24F	0.0000	0.0000	0.0000	43.5496	45.6389	48.2568
24P	0.0000	0.0000	0.0000	46.3905	48.4925	50.6837
25	37.5430	39.3074	41.2565	42.3394	45.4669	47.6644
25A	40.1928	42.1738	44.2567	46.4415	48.7409	51.1487
25F	0.0000	0.0000	48.5116	50.8875	53.3335	56.4037
26	39.3074	41.2565	42.3394	45.4669	47.6644	50.0212
27	45.8363	47.0211	50.4480	52.8621	55.4482	58.7159
27P	47.3969	49.6964	52.1105	54.6393	57.2954	60.0917
28	47.0020	49.3206	51.7602	55.9387	58.4420	60.0917
	Step B	Step C	Step D	Step E	Step F	Step G
11A	17.7592	18.7431	19.4385	19.9501	20.5099	20.9909
11M	19.9982	21.0696	21.8043	22.3247	22.9063	23.4180
16M	24.3538	25.7051	26.6104	27.2882	28.0316	28.5127

SCHEDULE B - ANNUAL BASE PAY

Title	Pay Grade	Minimum	Maximum
Parking Attendant			
Police/Fire Cadet	3	28,817	36,382
Custodian	4		
Laborer		29,797	37,587
Laborer/Light Equipment Operator	6	32,712	41,403
Advanced Clerk Typist			
Court Clerk II	6A	33,189	41,986
Administrative Secretary	7	35,256	45,033
Account Clerk II	7C	36,209	45,855
Victim Service Advocate	8	37,163	47,458
Equipment Operator			
Recreation Coordinator	8A	36,726	46,477
Print Shop Operator	9B	38,117	48,266
General Maintenance Worker			
Heavy Equipment Operator			
Tree Trimmer	9A	38,422	48,597
Senior Account Clerk	9C	38,488	48,743
Dispatcher	9D	39,575	50,545
Accounts Payable Specialist			
Administrative Assistant			
Exec. Secretary to Chief			
Exec. Secretary to Department Director	10	39,800	50,293
Recreation Supervisor I			
Accountant			
Community Service Specialist			
Engineering Service Specialist	11	41,098	52,042
Inspector I			
Firefighter	11A	51,715	54,580
Crew Leader	11B	42,158	53,764
Paramedic Firefighter	11M	58,235	61,355
Court Administrator			
Inspector II			
Senior Accountant			
Senior Administrative Asst.	12	43,165	54,533
Solid Waste Program Manager			
Lead Dispatcher	12D	43,616	55,116

Title	Pay Grade	Minimum	Maximum
Project Manager I Recreation Supervisor II	12B	44,795	57,169
Multi-Discipline Inspector	12C	45,232	57,726
Mechanic	13	45,179	57,077
Police Officer Trainee	13P	47,630	60,190
Forestry Supervisor Golf Maintenance Superintendent Golf Manager Lead Mechanic Administrative Analyst Senior Plan Reviewer / Building Inspector	14	47,352	59,872
Planning/Zoning Administrator Project Manager II Manager of Economic Development	14A	48,743	61,634
Police Officer	14P	50,744	64,827
Assistant Recreation Superintendent Human Resources Manager	15	49,273	63,383
Paramedic Fire Captain	16M	70,918	74,853
Police Sergeant	16P	66,616	73,068
Facilities Manager Financial Analyst	17	55,301	69,213
Fleet and Sanitation Superintendent Street Superintendent	18	57,739	72,525
Information Technology Coordinator Senior Public Works Manager	18B	59,077	74,207
Police Lieutenant	18P	76,367	83,707
Deputy Dir. of Recreation	20	63,513	79,777
Building Commissioner	20	63,513	79,777
Battalion Chief	20F	80,753	88,702
Police Captain	20P	86,132	94,293
Assistant Fire Chief	24F	90,583	100,374

Section 2. From and after July 1, 2017, seasonal and part-time employees of the City may be employed at an hourly rate in accordance with the following Schedule C (hourly pay rates for seasonal and part-time employees).

Schedule C

Hourly Rates for Seasonal and Part-Time Employees

Title of Class	Grade Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Rec. Spec. I Youth Job Corps Worker Cashier Park Attendant	P02 P04 P06					7.35	7.51	7.76	8.02
Lifeguard	P05					7.76	8.02	8.27	8.53
Rec. Spec. II Assistant Pool Manager	P07 P11					8.07	8.33	8.58	8.84
Pool Technician	P09					7.35	7.56	7.81	8.07
Rec. Spec. III	P10					8.84	9.09	9.35	9.61
Pool Mgr./Camp Mgr.	P12					9.55	10.07	10.58	11.09
Rec Program Leader	P14		7.51	7.76	8.02				
Rec Program Supervisor	P17		9.55	10.07	10.58				
Golf Shop Supervisor Parking Controller*	P13								
Clerical Aide Labor Aide	P15		7.56						
Traffic Escort	P16		8.15						
PT Clerk Typist	P18		8.15						
PT Adv. Clerk Typist*	P19			12.75					
PT Court Clerk*	P20		14.10						
PT Police Cadet* Fire Cadet*	P22		9.92						
Admin Secretary	P24	11.97	12.54	13.15					
Intern	P25	7.84	8.92	9.99	11.07	13.50			
PT Custodian, Laborer	P26	9.47	9.98	10.50	11.00	11.52			
PT Dispatcher*	P27	16.62	17.55	18.40	19.31	20.27			
PT Paramedic/Firefighter*	P28	19.99							
PT Public Works/Parks Inspector*	P29	20.81							

*These positions are permanent Part-time, the rates include 2% cost of living adjustment.

Section 3. From and after May 23, 2011, initially payable May 27, 2011, City employees in the unclassified service of the City, except as otherwise noted, shall receive as full compensation for their services the amounts hereinafter set forth, or where a grade in salary is specified, such amounts as may be fixed by the City Manager within the specified grade. Non-executive and executive personnel in a grade shall be paid in accordance with Schedule A (Pay Step Schedule).

Schedule D
Pay Rates for the Unclassified Service, Part-Time,
Temporary or Special Grant Funded Positions

<u>Grade Code</u>	<u>Title of Position</u>	<u>Monthly Salary</u> (except as noted)
S04 A	Judge of City Court (Substitute)	\$150 per session
S05 A	Judge of City Court	\$500 per session
S06 A	Prosecuting Attorney (Substitute)	\$150 per session
S07 A	Prosecuting Attorney	\$2,500 per month

SCHEDULE D	ANNUAL BASE PAY		
	Title	Pay Grade	Minimum
City Manager	S03	143,530	143,530
Interim City Manager	S03	143,530	143,530
Secretary to City Manager	10	39,800	50,293
City Clerk	18B	59,077	74,207
Interim City Clerk/Secretary to City Manager	18B	59,077	74,207
Director of Community Development	25A	83,601	106,389
Fire Chief	25F	100,905	117,319
Director of Finance	27	95,339	122,129
Director of Public Works and Parks			
Police Chief	27P	98,586	124,991

Section 4. From and after June 29, 1994, all full-time non-executive, non-administrative or non-professional employees shall be subject to the work week or work cycle and regulations relating to overtime work, except as noted. A listing of executive, administrative, and professionally designated employees or positions shall be issued by the City Manager.

1. Department directors shall not be paid overtime nor receive compensatory time for hours worked in excess of 40 per week.

2. Department directors may grant compensatory time on a straight time basis to their designated executive, administrative, or professional employees for hours worked in excess of 40 hours per week. Such employees are exempt from FLSA provisions.
3. The normal work week for full-time office, field, maintenance, and police personnel, and for police and fire executive and administrative employees, is set at 40 hours per week.
4. Hours worked in excess of 40 hours per week, when authorized in advance by department directors, may be paid at the rate of time and one-half or in lieu thereof, department directors in their discretion may grant compensatory time off also at the rate of time and one-half up to an accumulation allowable under FLSA provisions.
5. The average work week of Battalion Chiefs shall be 56 hours. They shall not be compensated for any hours in excess of 56 hours.

Section 5.

- A. From and after June 28, 2006, initially payable July 14, 2006, the commissioned Police personnel, in the pay grades shown, shall receive compensation for five years consecutive City service, with the exception of military leave of absence, in their present classification in the following amounts, from the sixth (6th) year through the seventh (7th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
16P	Police Sergeant	\$63
18P	Police Lieutenant	67
20P	Police Captain	71

- B. From and after June 28, 2006, initially payable July 14, 2006, the commissioned Police personnel, in the pay grades shown, shall receive compensation for seven years consecutive City service, with the exception of military leave of absence, in their present classification in the following amounts, from and after the eighth (8th) year through the tenth (10th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
14P	Police Officer	\$49
16P	Police Sergeant	123
18P	Police Lieutenant	132
20P	Police Captain	142

- C. From and after June 28, 2006, initially payable July 14, 2006, the commissioned Police personnel, in the pay grades shown, shall receive compensation for ten years consecutive City service, with the exception of military leave of absence, in their present classification in the following amounts, from and after the eleventh (11th) year through the fourteenth (14th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
14P	Police Officer	\$80

- D. From and after June 28, 2006, initially payable July 14, 2006, the commissioned Police personnel, in the pay grades shown, shall receive compensation for fourteen years consecutive City service, with the exception of military leave of absence, in their present classification in the following amounts, from and after the fifteenth (15th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
14P	Police Officer	\$92

- E. From and after June 28, 2006, initially payable July 14, 2006, Paramedic Fire Captains, Firefighters, and Paramedic Firefighters shall receive compensation for seven (7) years consecutive City service, excepting military leave of absence, in their present classification in the following amounts, from the eighth (8th) year through the tenth (10th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
11A	Firefighters	\$77
11M	Paramedic Firefighters	\$77
16M	Paramedic Fire Captains	\$86

- F. From and after June 28, 2006, initially payable July 14, 2006, Firefighters and Paramedic Firefighters shall receive compensation for ten (10) years consecutive City service, excepting military leave of absence, in their present classification in the following amounts, from the eleventh (11th) year through the twentieth (20th) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
11A	Firefighters	\$133
11M	Paramedic Firefighters	\$133
16M	Paramedic Fire Captains	\$133

- G. The following is only for Firefighters, Paramedic Firefighters, and Paramedic Fire Captains who will be receiving 20 years longevity pay on August 1, 2013, initially payable August 1, 2013, Firefighters, Paramedic Firefighters, and Paramedic Fire Captains shall receive compensation for twenty (20) years consecutive City service, excepting military leave of absence, in their present classification in the following amount, from the twenty-first (21st) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
11A	Firefighters	\$168
11M	Paramedic Firefighters	\$168

For the purpose of calculating consecutive service in this section, time served in the classifications of Firefighter and Paramedic Firefighter is combined for the same person.

Section 6. From and after June 25, 2008, all full-time employees shall have their hourly rate computed as follows:

1. The hourly rate for all full-time employees, who, according to Section 4, have a set or average work week of 40 hours, shall have their hourly rate computed by multiplying the monthly rate by 12, dividing that product by 2,080.
2. The hourly rate for full-time uniformed Battalion Chiefs of the Fire Department, who, according to Section 4, have an average work week of 56 hours, shall have their hourly rate computed by multiplying the monthly rate by 12, dividing that product by 2,912.

Section 7. Ordinance No. 7012 and all ordinances in conflict herewith are hereby repealed.

Section 8. This ordinance shall take effect and be in force from its passage as provided by law.

PASSED this 10th day of July, 2017.

Shelly Welsch
MAYOR

ATTEST:

LaRetha Reese
INTERIM CITY CLERK



CERTIFIED TO BE CORRECT AS TO FORM:

John A. Muljans
CITY ATTORNEY