



SPECIAL MEETING OF THE CITY COUNCIL
Community Center - 975 Pennsylvania & Virtual
Saturday, September 18, 2021
9:00 a.m.

PUBLIC ACCESS TO OBSERVE AND ATTEND THE SPECIAL MEETING (VIRTUALLY)

On March 20, 2020, City Manager Gregory Rose declared a State of Emergency for the City of University City due to the COVID-19 Pandemic. Due to the ongoing efforts to limit the spread of the COVID-19 virus, the September 18, 2021 special study session will be in person at the Community Center, **the public may not observe and attend in person but may observe and attend the September 18, 2021 meeting via videoconference**

Webinar via the link below:

<https://us02web.zoom.us/j/86223213957?pwd=WDRuY3ZFRkdJWExNdXJHMHp0QzVKQT09>

Passcode: 029774

Live Stream via YouTube:

https://www.youtube.com/channel/UCyN1EJ_-Q22918E9EZimWoQ

Audio Only Call

Or One tap mobile :

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Or Telephone:

US: +1 301 715 8592 or +1 312 626 6799 or +1 929 205 6099 or 888 788 0099 (Toll Free) or 877 853 5247 (Toll Free)

Webinar ID: 862 2321 3957

International numbers available: <https://us02web.zoom.us/j/86223213957>

AGENDA:

- A. MEETING CALLED TO ORDER**
- B. ROLL CALL**
- C. APPROVAL OF AGENDA**
- D. CITIZEN PARTICIPATION**

Procedures for submitting comments for Citizen Participation and Public Hearings:

ALL written comments must be received **no later than 12:00 p.m. on Friday, September 17, 2021**. Comments may be sent via email to: councilcomments@ucitymo.org, or mailed to the City Hall – 6801 Delmar Blvd. – Attention City Clerk. Such comments will be provided to City Council prior to the meeting. Comments will be made a part of the official record and made accessible to the public online following the meeting.

Please note, when submitting your comments, a **name and address must be provided**. Please also not if your comment is on an agenda or non-agenda item. If a name and address are not provided, the provided comment will not be recorded in the official record. The City apologizes for any inconvenience the meeting format change may pose to individuals, but it is extremely important that extra measures be taken to protect employees, residents, and elected officials during these challenging times.

E. NEW BUSINESS

Bills

- 1. BILL 9445 - 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. 7154.**

F. COUNCIL REPORTS/BUSINESS

- 1. Boards and Commission appointments needed
- 2. Council liaison reports on Boards and Commissions
- 3. Boards, Commissions and Task Force minutes
- 4. Other Discussions/Business

G. COUNCIL COMMENTS

H. ADJOURNMENT

SPECIAL STUDY SESSION TO FOLLOW – SAME ZOOM LINK (See Page 2)

On March 20, 2020, City Manager Gregory Rose declared a State of Emergency for the City of University City due to the COVID-19 Pandemic. Due to the ongoing efforts to limit the spread of the COVID-19 virus, the September 18, 2021 special study session will be in person at the Community Center, **the public may not observe and attend in person but may observe and attend the September 18, 2021 meeting via videoconference.**

NOTICE OF SPECIAL STUDY SESSION

Community Center - 975 Pennsylvania and Virtual
Saturday, September 18, 2021 – 9:00 a.m.
Immediately following the Special Meeting

Public Notice is hereby given that a meeting of the City Council of University City, Missouri, will be held at the Community Center, 975 Pennsylvania Delmar Blvd., University City, MO., on **Saturday, September 18, 2020, at 9:00 a.m.**, to consider and act upon the matters outlined on the tentative agenda:

PUBLIC ACCESS TO OBSERVE AND ATTEND THE SPECIAL STUDY SESSION (VIRTUALLY)

Webinar via the link below:

<https://us02web.zoom.us/j/86223213957?pwd=WDRuY3ZFRkdJWExNdXJHMHp0QzVKQT09>

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AGENDA

I. Mayor and Council Discussion Items

- a. Fire Quarter Cent Sales Tax – Proposed for April Ballot
- b. Task Force for 3rd Ward Needs Assessment and Future Housing Program
- c. Social Media Communications
- d. Street Renaming – Discussion and Direction
- e. Code Compliance – Discussion and Direction
- f. River Des Peres / Federal Lobbyist Discussion

II. Presentation of Proposed FY21-22 Work Plan – Discussion and Direction

III. EXECUTIVE SESSION

Motion to go into a Closed Session according to Missouri Revised Statutes 610.021 (1) Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives or

IV. ADJOURNMENT

Dated this 16th day of September 2021
LaRette Reese, City Clerk

This meeting is OPEN to the public via videoconference

CITY OF UNIVERSITY CITY COUNCIL MEETING

AGENDA ITEM



NUMBER: <i>For City Clerk Use</i>	NB-20210918-01
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SUBJECT/TITLE: 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. 7154.			
REQUESTED BY: Gabrielle Macaluso, Asst. City Manager		DEPARTMENT / WARD: Administration	
AGENDA SECTION:	New Business	CAN ITEM BE RESCHEDULED?	No
CITY MANAGER'S RECOMMENDATION OR RECOMMENDED MOTION: The City Manager recommends the approval the ordinance in order to add the Compliance Officer position to the City's pay and classification plan.			
FISCAL IMPACT: If approved, the updated pay and classification plan would enable the hiring of two Compliance Officers. The approved FY22 budget has appropriated \$64,680.00 for these two positions.			
AMOUNT:	\$64,680.00	ACCOUNT No.:	01-45-40-5001
FROM FUND:		TO FUND:	
EXPLANATION: The only change to the previously approved pay and classification plan in Ordinance No. 7154 is the addition of the Compliance Officer position to grade 6. Salary rates remain unchanged.			
STAFF COMMENTS AND BACKGROUND INFORMATION: Funding for two Compliance Officers was approved in the FY22 budget. However, the position was not included in the pay and classification plan that was approved by the City Council in June 2021. Passing this ordinance would ensure that the budgeted positions match the positions included on the pay and compensation plan.			
CIP No.			
RELATED ITEMS / ATTACHMENTS: --Ordinance --Updated and Proposed Pay and Classification Plan			
LIST CITY COUNCIL GOALS (S): 			
RESPECTFULLY SUBMITTED:	Gregory Rose, City Manager	MEETING DATE:	September 18, 2021

INTRODUCED BY: Councilmember

DATE: September 18, 2021

BILL NO.

ORDINANCE NO:

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. 7154.

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

Section 1. From and after October 10, 2021, 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 (Base Pay), included herein, with a salary not less than the lowest amount and not greater than the highest amount set forth in Schedule A, 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.

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED EMPLOYEES

Steps

Grade	Position Title	Pay Frequency	Steps									
			A	B	C	D	E	F	G	H	I	J
1		Annually	\$18,949.81	\$19,897.30	\$20,892.17	\$21,936.78	\$23,033.61	\$24,185.29	\$25,394.56	\$26,664.29	\$27,997.50	\$29,897.13
		Monthly	\$1,579.15	\$1,658.11	\$1,741.01	\$1,828.06	\$1,919.47	\$2,015.44	\$2,116.21	\$2,222.02	\$2,333.13	\$2,491.43
		Bi-Weekly	\$728.84	\$765.28	\$803.54	\$843.72	\$885.91	\$930.20	\$976.71	\$1,025.55	\$1,076.83	\$1,149.89
		Hourly	\$9.1105	\$9.5660	\$10.0443	\$10.5465	\$11.0739	\$11.6275	\$12.2089	\$12.8194	\$13.4603	\$14.3736
2		Annually	\$20,844.79	\$21,887.03	\$22,981.38	\$24,130.45	\$25,336.98	\$26,603.82	\$27,994.02	\$29,330.72	\$30,797.25	\$32,886.85
		Monthly	\$1,737.07	\$1,823.92	\$1,915.12	\$2,010.87	\$2,111.41	\$2,216.99	\$2,327.83	\$2,444.23	\$2,566.44	\$2,740.57
		Bi-Weekly	\$801.72	\$841.81	\$883.90	\$928.09	\$974.50	\$1,023.22	\$1,074.39	\$1,128.10	\$1,184.51	\$1,264.88
		Hourly	\$10.0215	\$10.5226	\$11.0487	\$11.6012	\$12.1812	\$12.7903	\$13.4298	\$14.1013	\$14.8064	\$15.8110
3	Clerk Typist	Annually	\$22,929.27	\$24,075.74	\$25,279.52	\$26,543.50	\$27,870.67	\$29,264.21	\$30,727.42	\$32,263.79	\$33,876.98	\$36,175.53
		Monthly	\$1,910.77	\$2,006.31	\$2,106.63	\$2,211.96	\$2,322.56	\$2,438.68	\$2,560.62	\$2,688.65	\$2,823.08	\$3,014.63
		Bi-Weekly	\$881.90	\$925.99	\$972.29	\$1,020.90	\$1,071.95	\$1,125.55	\$1,181.82	\$1,240.91	\$1,302.96	\$1,391.37
		Hourly	\$11.0237	\$11.5749	\$12.1536	\$12.7613	\$13.3994	\$14.0693	\$14.7728	\$15.5114	\$16.2870	\$17.3921
4	Parking Attendant Police/Fire Cadet	Annually	\$25,222.20	\$26,483.31	\$27,807.47	\$29,197.85	\$30,657.74	\$32,190.63	\$33,800.16	\$35,490.17	\$37,264.67	\$39,793.08
		Monthly	\$2,101.85	\$2,206.94	\$2,317.29	\$2,433.15	\$2,554.81	\$2,682.55	\$2,816.68	\$2,957.51	\$3,105.39	\$3,316.09
		Bi-Weekly	\$970.08	\$1,018.59	\$1,069.52	\$1,122.99	\$1,179.14	\$1,238.10	\$1,300.01	\$1,365.01	\$1,433.26	\$1,530.50
		Hourly	\$12.1261	\$12.7324	\$13.3690	\$14.0374	\$14.7393	\$15.4763	\$16.2501	\$17.0626	\$17.9157	\$19.1313
5	Custodian	Annually	\$27,744.42	\$29,131.64	\$30,588.22	\$32,117.63	\$33,723.51	\$35,409.69	\$37,180.17	\$39,039.18	\$40,991.14	\$43,772.39
		Monthly	\$2,312.03	\$2,427.64	\$2,549.02	\$2,676.47	\$2,810.29	\$2,950.81	\$3,098.35	\$3,253.27	\$3,415.93	\$3,647.70
		Bi-Weekly	\$1,067.09	\$1,120.45	\$1,176.47	\$1,235.29	\$1,297.06	\$1,361.91	\$1,430.01	\$1,501.51	\$1,576.58	\$1,683.55
		Hourly	\$13.3387	\$14.0056	\$14.7059	\$15.4412	\$16.2132	\$17.0239	\$17.8751	\$18.7688	\$19.7073	\$21.0444
6	Laborer Compliance Officer	Annually	\$30,796.30	\$32,336.12	\$33,952.93	\$35,650.57	\$37,433.10	\$39,304.76	\$41,269.99	\$43,333.49	\$45,500.17	\$48,587.35
		Monthly	\$2,566.36	\$2,694.68	\$2,829.41	\$2,970.88	\$3,119.43	\$3,275.40	\$3,439.17	\$3,611.12	\$3,791.68	\$4,048.95
		Bi-Weekly	\$1,184.47	\$1,243.70	\$1,305.88	\$1,371.18	\$1,439.73	\$1,511.72	\$1,587.31	\$1,666.67	\$1,750.01	\$1,868.74
		Hourly	\$14.8059	\$15.5462	\$16.3235	\$17.1397	\$17.9967	\$18.8965	\$19.8413	\$20.8334	\$21.8751	\$23.3593
7	Advanced Clerk Typist Laborer-Light Equipment Operator	Annually	\$34,183.90	\$35,893.09	\$37,687.75	\$39,572.13	\$41,550.74	\$43,628.28	\$45,809.69	\$48,100.18	\$50,505.19	\$53,931.96
		Monthly	\$2,848.66	\$2,991.09	\$3,140.65	\$3,297.68	\$3,462.56	\$3,635.69	\$3,817.47	\$4,008.35	\$4,208.77	\$4,494.33
		Bi-Weekly	\$1,314.77	\$1,380.50	\$1,449.53	\$1,522.01	\$1,598.11	\$1,678.01	\$1,761.91	\$1,850.01	\$1,942.51	\$2,074.31
		Hourly	\$16.4346	\$17.2563	\$18.1191	\$19.0251	\$19.9763	\$20.9751	\$22.0239	\$23.1251	\$24.2813	\$25.9288
8	Administrative Secretary Assistant to the Prosecutor Court Clerk II Equipment Operator Account Clerk II	Annually	\$37,944.13	\$39,841.33	\$41,833.40	\$43,925.07	\$46,121.32	\$48,427.39	\$50,848.76	\$53,391.20	\$56,060.76	\$59,864.48
		Monthly	\$3,162.01	\$3,320.11	\$3,486.12	\$3,660.42	\$3,843.44	\$4,035.62	\$4,237.40	\$4,449.27	\$4,671.73	\$4,988.71
		Bi-Weekly	\$1,459.39	\$1,532.56	\$1,608.98	\$1,689.43	\$1,773.90	\$1,862.59	\$1,955.72	\$2,053.51	\$2,156.18	\$2,302.48
		Hourly	\$18.2424	\$19.1545	\$20.1122	\$21.1178	\$22.1737	\$23.2824	\$24.4465	\$25.6688	\$26.9523	\$28.7810

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED EMPLOYEES

Grade	Position Title	Pay Frequency	Steps									
			A	B	C	D	E	F	G	H	I	J
9	Administrative Assistant	Annually	\$42,497.42	\$44,622.29	\$46,853.41	\$49,196.08	\$51,655.88	\$54,238.68	\$56,950.61	\$59,798.14	\$62,788.05	\$67,048.22
	Accounts Payable Specialist	Monthly	\$3,541.45	\$3,718.52	\$3,904.45	\$4,099.67	\$4,304.66	\$4,519.89	\$4,745.88	\$4,983.18	\$5,232.34	\$5,587.35
	Dispatcher	Bi-Weekly	\$1,634.52	\$1,716.24	\$1,802.05	\$1,892.16	\$1,986.76	\$2,086.10	\$2,190.41	\$2,299.93	\$2,414.92	\$2,578.78
	Executive Secretary to the Director	Hourly	\$20.4315	\$21.4530	\$22.5257	\$23.6520	\$24.8346	\$26.0763	\$27.3801	\$28.7491	\$30.1866	\$32.2347
	Executive Secretary to the Police Chief											
	General Maintenance Worker											
	Heavy Equipment Operator											
	Inspector I											
	Mechanic											
	Print Shop Operator											
Recreation Supervisor I												
Tree Trimmer												
10	Accountant	Annually	\$47,597.11	\$49,976.97	\$52,475.82	\$55,099.61	\$57,854.59	\$60,747.32	\$63,784.68	\$66,973.92	\$70,322.61	\$75,094.00
	Crew Leader	Monthly	\$3,966.43	\$4,164.75	\$4,372.98	\$4,591.63	\$4,821.22	\$5,062.28	\$5,315.39	\$5,581.16	\$5,860.22	\$6,257.83
	Lead Dispatcher - Supervisor	Bi-Weekly	\$1,830.66	\$1,922.19	\$2,018.30	\$2,119.22	\$2,225.18	\$2,336.44	\$2,453.26	\$2,575.92	\$2,704.72	\$2,888.23
	Lead Mechanic	Hourly	\$22.8892	\$24.0274	\$25.2288	\$26.4902	\$27.8147	\$29.2054	\$30.6657	\$32.1990	\$33.8089	\$36.1029
	Public Works Parks Inspector											
	Recreation Supervisor II											
	Crime Analyst											
	Lead Inspector											
	Administrative Analyst											
	Human Resources Generalist											
Budget Analyst-Purchasing Specialist												
Information Technology Specialist												
11	Court Administrator	Annually	\$53,308.77	\$55,974.20	\$58,772.91	\$61,711.56	\$64,797.14	\$68,037.00	\$71,438.85	\$75,010.79	\$78,761.33	\$84,105.28
	Fleet Manager	Monthly	\$4,442.40	\$4,664.52	\$4,897.74	\$5,142.63	\$5,399.76	\$5,669.75	\$5,953.24	\$6,250.90	\$6,563.44	\$7,008.77
	Forestry Supervisor	Bi-Weekly	\$2,050.34	\$2,152.85	\$2,260.50	\$2,373.52	\$2,492.20	\$2,616.81	\$2,747.65	\$2,885.03	\$3,029.28	\$3,234.82
	Golf Manager	Hourly	\$25.6292	\$26.9107	\$28.2562	\$29.6690	\$31.1525	\$32.7101	\$34.3456	\$36.0629	\$37.8660	\$40.4352
	Golf Superintendent											
	Multi-Discipline Inspector											
	Project Manager I											
	Financial Analyst											
	Senior Accountant											
	Facilities Manager											
Parks Supervisor												

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED EMPLOYEES

Grade	Position Title	Pay Frequency	Steps									
			A	B	C	D	E	F	G	H	I	J
12	Planning- Zoning Administrator Project Manager II Sanitation Superintendent Senior Public Works Manager Street Superintendent Information Technology Manager Senior Building Inspector-Plan Reviewer Human Resources Manager	Annually	\$60,238.91	\$63,250.85	\$66,413.39	\$69,734.06	\$73,220.77	\$76,881.80	\$80,725.89	\$84,762.19	\$89,000.30	\$95,038.97
		Monthly	\$5,019.91	\$5,270.90	\$5,534.45	\$5,811.17	\$6,101.73	\$6,406.82	\$6,727.16	\$7,063.52	\$7,416.69	\$7,919.91
		Bi-Weekly	\$2,316.88	\$2,432.73	\$2,554.36	\$2,682.08	\$2,816.18	\$2,956.99	\$3,104.84	\$3,260.08	\$3,423.09	\$3,655.34
		Hourly	\$28.9610	\$30.4091	\$31.9295	\$33.5260	\$35.2023	\$36.9624	\$38.8105	\$40.7511	\$42.7886	\$45.6918
13	Deputy Director of Recreation Deputy Director of Parks Maintenance Deputy Dir. of Planning & Dev./Bldg. Commissioner	Annually	\$68,069.96	\$71,473.46	\$75,047.13	\$78,799.49	\$82,739.47	\$86,876.44	\$91,220.26	\$95,781.27	\$100,570.34	\$107,394.04
		Monthly	\$5,672.50	\$5,956.12	\$6,253.93	\$6,566.62	\$6,894.96	\$7,239.70	\$7,601.69	\$7,981.77	\$8,380.86	\$8,949.50
		Bi-Weekly	\$2,618.08	\$2,748.98	\$2,886.43	\$3,030.75	\$3,182.29	\$3,341.40	\$3,508.47	\$3,683.90	\$3,868.09	\$4,130.54
		Hourly	\$32.7259	\$34.3622	\$36.0804	\$37.8844	\$39.7786	\$41.7675	\$43.8559	\$46.0487	\$48.3511	\$51.6317
14	Assistant Director of Finance	Annually	\$78,280.46	\$82,194.48	\$86,304.20	\$90,619.42	\$95,150.39	\$99,907.91	\$104,903.30	\$110,148.47	\$115,655.89	\$123,503.14
		Monthly	\$6,523.37	\$6,849.54	\$7,192.02	\$7,551.62	\$7,929.20	\$8,325.66	\$8,741.94	\$9,179.04	\$9,637.99	\$10,291.93
		Bi-Weekly	\$3,010.79	\$3,161.33	\$3,319.39	\$3,485.36	\$3,659.63	\$3,842.61	\$4,034.74	\$4,236.48	\$4,448.30	\$4,750.12
		Hourly	\$37.6348	\$39.5166	\$41.4924	\$43.5670	\$45.7454	\$48.0326	\$50.4343	\$52.9560	\$55.6038	\$59.3765

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED UNIFORMED POLICE EMPLOYEES

Steps

Grade	Position Title	Pay Frequency	A	B	C	D	E	F
P-1	Police Officer Trainee	Annually	\$51,840.00	\$54,432.00	\$57,153.60	\$60,011.28	\$63,011.84	\$67,287.20
		Monthly	\$4,320.00	\$4,536.00	\$4,762.80	\$5,000.94	\$5,250.99	\$5,607.27
		Bi-Weekly	\$1,993.85	\$2,093.54	\$2,198.22	\$2,308.13	\$2,423.53	\$2,587.97
		Hourly	\$24.9231	\$26.1692	\$27.4777	\$28.8516	\$30.2942	\$32.3496
P-2	Police Officer	Annually	\$59,878.00	\$62,871.90	\$66,015.50	\$69,316.27	\$72,782.08	\$77,720.16
		Monthly	\$4,989.83	\$5,239.33	\$5,501.29	\$5,776.36	\$6,065.17	\$6,476.68
		Bi-Weekly	\$2,303.00	\$2,418.15	\$2,539.06	\$2,666.01	\$2,799.31	\$2,989.24
		Hourly	\$28.7875	\$30.2269	\$31.7382	\$33.3251	\$34.9914	\$37.3655
P-3	Police Sergeant	Annually	\$73,610.00	\$77,290.50	\$81,155.03	\$85,212.78	\$89,473.42	\$95,544.19
		Monthly	\$6,134.17	\$6,440.88	\$6,762.92	\$7,101.06	\$7,456.12	\$7,962.02
		Bi-Weekly	\$2,831.15	\$2,972.71	\$3,121.35	\$3,277.41	\$3,441.29	\$3,674.78
		Hourly	\$35.3894	\$37.1589	\$39.0168	\$40.9677	\$43.0161	\$45.9347
P-4	Police Lieutenant	Annually	\$84,915.00	\$89,160.75	\$93,618.79	\$98,299.73	\$104,969.36	
		Monthly	\$7,076.25	\$7,430.06	\$7,801.57	\$8,191.64	\$8,747.45	
		Bi-Weekly	\$3,265.96	\$3,429.26	\$3,600.72	\$3,780.76	\$4,037.28	
		Hourly	\$40.8245	\$42.8657	\$45.0090	\$47.2595	\$50.4660	
P-5	Police Captain	Annually	\$94,544.00	\$99,271.20	\$104,234.76	\$109,446.50	\$116,872.44	
		Monthly	\$7,878.67	\$8,272.60	\$8,686.23	\$9,120.54	\$9,739.37	
		Bi-Weekly	\$3,636.31	\$3,818.12	\$4,009.03	\$4,209.48	\$4,495.09	
		Hourly	\$45.4538	\$47.7265	\$50.1129	\$52.6185	\$56.1887	
P-6	Deputy Police Chief	Annually	\$103,007.00	\$108,157.35	\$113,565.22	\$119,243.48	\$127,334.15	
		Monthly	\$8,583.92	\$9,013.11	\$9,463.77	\$9,936.96	\$10,611.18	
		Bi-Weekly	\$3,961.81	\$4,159.90	\$4,367.89	\$4,586.29	\$4,897.47	
		Hourly	\$49.5226	\$51.9987	\$54.5987	\$57.3286	\$61.2183	

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED UNIFORMED FIRE EMPLOYEES

Steps

Grade	Position	Pay Frequency	A	B	C	D	E	F
F-1	Paramedic Firefighter	Annually	\$62,909.00	\$66,054.45	\$69,357.17	\$72,825.03	\$76,466.28	\$81,654.52
		Monthly	\$5,242.42	\$5,504.54	\$5,779.76	\$6,068.75	\$6,372.19	\$6,804.54
		Bi-weekly	\$2,419.58	\$2,540.56	\$2,667.58	\$2,800.96	\$2,941.01	\$3,140.56
		Hourly	\$21.6034	\$22.6835	\$23.8177	\$25.0086	\$26.2590	\$28.0407
F-2	Paramedic Fire Captain	Annually	\$73,720.00	\$77,599.64	\$81,683.83	\$85,982.98	\$90,508.40	\$96,891.62
		Monthly	\$6,143.33	\$6,466.64	\$6,806.99	\$7,165.25	\$7,542.37	\$8,074.30
		Bi-weekly	\$2,835.38	\$2,984.60	\$3,141.69	\$3,307.04	\$3,481.09	\$3,726.60
		Hourly	\$25.3159	\$26.6482	\$28.0508	\$29.5271	\$31.0812	\$33.2732
F-3	Batallion Chief	Annually	\$86,756.00	\$91,322.40	\$96,128.89	\$101,188.30	\$108,324.74	
		Monthly	\$7,229.67	\$7,610.20	\$8,010.74	\$8,432.36	\$9,027.06	
		Bi-weekly	\$3,336.77	\$3,512.40	\$3,697.27	\$3,891.86	\$4,166.34	
		Hourly	\$29.7926	\$31.3607	\$33.0113	\$34.7487	\$37.1994	
F-4		Annually	\$86,756.00	\$91,322.40	\$96,128.89	\$101,188.30	\$108,324.74	
		Monthly	\$7,229.67	\$7,610.20	\$8,010.74	\$8,432.36	\$9,027.06	
		Bi-weekly	\$3,336.77	\$3,512.40	\$3,697.27	\$3,891.86	\$4,166.34	
		Hourly	\$41.7096	\$43.9050	\$46.2158	\$48.6482	\$52.0792	
F-5	Deputy Fire Chief	Annually	\$98,035.00	\$103,194.51	\$108,625.80	\$114,342.95	\$122,407.14	
		Monthly	\$8,169.58	\$8,599.54	\$9,052.15	\$9,528.58	\$10,200.59	
		Bi-weekly	\$3,770.58	\$3,969.02	\$4,177.92	\$4,397.81	\$4,707.97	
		Hourly	\$47.1322	\$49.6127	\$52.2239	\$54.9726	\$58.8496	

Section 2. From and after October 10, 2021, seasonal and part-time employees of the City may be employed at an hourly rate in accordance with the following Schedule B (hourly pay rates for seasonal and part-time employees).

SCHEDULE B - HOURLY PAY RATES FOR SEASONAL AND PART-TIME EMPLOYEES

Grade	Position Title	Steps																		
		A	B	C	D	E	F	G	H	I	J									
P01		\$8.7500	\$9.1875	\$9.6469	\$10.1292	\$10.6357	\$11.1675													
P02	Cashier Control Desk Associate Facility Attendant Child Care Assistant Camp Counselor Golf Course Attendant Park Attendant Youth Job Corps Worker	\$9.0000	\$9.4500	\$9.9225	\$10.4186	\$10.9396	\$11.4865													
P03	Lifeguard Recreation Program Leader Traffic Escort	\$9.2500	\$9.7125	\$10.1981	\$10.7080	\$11.2434	\$11.8056													
P04	Inclusion Counselor Facility Attendant II	\$9.7500	\$10.2375	\$10.7494	\$11.2868	\$11.8512	\$12.4437													
P05	Pool Technician	\$10.0000	\$10.5000	\$11.0250	\$11.5763	\$12.1551	\$12.7628													
P06	Head Lifeguard Swim Instructor	\$10.5000	\$11.0250	\$11.5763	\$12.1551	\$12.7628	\$13.4010													
P07	Assttiant Pool Manager Assistant Camp Director Facility Monitor Intern	\$12.0000	\$12.6000	\$13.2300	\$13.8915	\$14.5861	\$15.3154													
P08	Camp Director Pool Manager Golf Shop Supervisor Recreation Program Supervisor	\$13.5000	\$14.1750	\$14.8838	\$15.6279	\$16.4093	\$17.2298													

SCHEDULE B - HOURLY PAY RATES FOR SEASONAL AND PART-TIME EMPLOYEES

Steps

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
P20	PT Clerk Typist PT Court Clerk	\$11.0237	\$11.5749	\$12.1536	\$12.7613	\$13.3994	\$14.0693	\$14.7728	\$15.5114	\$16.2870	\$17.1014
P21	PT Parking Controller PT Police/Fire Cadet	\$12.1261	\$12.7324	\$13.3690	\$14.0374	\$14.7393	\$15.4763	\$16.2501	\$17.0626	\$17.9157	\$18.8115
P22	PT Custodian	\$13.3387	\$14.0056	\$14.7059	\$15.4412	\$16.2132	\$17.0239	\$17.8751	\$18.7688	\$19.7073	\$20.6926
P23	PT Laborer	\$14.8059	\$15.5462	\$16.3235	\$17.1397	\$17.9967	\$18.8965	\$19.8413	\$20.8334	\$21.8751	\$22.9688
P24	PT Advanced Clerk Typist	\$16.4346	\$17.2563	\$18.1191	\$19.0251	\$19.9763	\$20.9751	\$22.0239	\$23.1251	\$24.2813	\$25.4954
P25	PT Administrative Secretary	\$18.2424	\$19.1545	\$20.1122	\$21.1178	\$22.1737	\$23.2824	\$24.4465	\$25.6688	\$26.9523	\$28.2999
P26	PT Dispatcher PT Senior Coordinator	\$20.4315	\$21.4530	\$22.5257	\$23.6520	\$24.8346	\$26.0763	\$27.3801	\$28.7491	\$30.1866	\$31.6959
P27	PT Paramedic Firefighter	\$21.6034	\$22.6835	\$23.8177	\$25.0086	\$26.2590	\$27.5720				
P28	PT Public Works Inspector	\$22.8832	\$24.0274	\$25.2288	\$26.4902	\$27.8147	\$29.2054	\$30.6657	\$32.1990	\$33.8089	\$35.4994

Section 3. From and after October 10, 2021, City employees in the unclassified service of the City, except as otherwise noted, shall receive as 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 in accordance with the following Schedule C (base pay rates for unclassified full-time, part-time, temporary or grant-funded employees) and shall additionally receive as compensation for their services such benefits generally provided in the Administrative Regulations now in effect, all of which are hereby adopted, approved, and incorporated herein by this reference.

SCHEDULE C - BASE PAY RATES FOR UNCLASSIFIED FULL-TIME, PART-TIME, TEMPORARY OR GRANT-FUNDED EMPLOYEES

Grade	Position Title	Pay Frequency	Steps			
			A	B	C	D
S04	Judge of City Court (Substitute)	Monthly	\$260.00			
S05	Judge of City Court	Monthly	\$2,462.00	\$2,592.00	\$2,728.00	\$2,920.82
S06	Prosecuting City Attorney (Substitute)	Per-Session	\$500.00			
S07	Prosecuting City Attorney	Monthly	\$3,644.00	\$3,836.00	\$4,037.00	\$4,323.27

Grade	Position Title	Pay Frequency	Steps									
			A	B	C	D	E	F	G	H	I	J
9	Secretary to the City Manager	Annually Monthly Bi-Weekly Hourly	\$42,497.42 \$3,541.45 \$1,634.52 \$20,431.5	\$44,622.29 \$3,718.52 \$1,716.24 \$21,453.0	\$46,853.41 \$3,904.45 \$1,802.05 \$22,525.7	\$49,196.08 \$4,099.67 \$1,892.16 \$23,652.0	\$51,655.88 \$4,304.66 \$1,986.76 \$24,834.6	\$54,238.68 \$4,519.89 \$2,086.10 \$26,076.3	\$56,950.61 \$4,745.88 \$2,190.41 \$27,380.1	\$59,798.14 \$4,983.18 \$2,299.93 \$28,749.1	\$62,788.05 \$5,232.34 \$2,414.92 \$30,186.6	\$67,048.22 \$5,587.35 \$2,578.78 \$32,234.7
13	City Clerk	Annually Monthly Bi-Weekly Hourly	\$68,069.96 \$5,672.50 \$2,618.08 \$32,725.9	\$71,473.46 \$5,956.12 \$2,748.98 \$34,362.2	\$75,047.13 \$6,253.93 \$2,886.43 \$36,080.4	\$78,799.49 \$6,566.62 \$3,030.75 \$37,884.4	\$82,739.47 \$6,894.96 \$3,182.29 \$39,778.6	\$86,876.44 \$7,239.70 \$3,341.40 \$41,767.5	\$91,220.26 \$7,601.69 \$3,508.47 \$43,855.9	\$95,781.27 \$7,981.77 \$3,683.90 \$46,048.7	\$100,570.34 \$8,380.86 \$3,868.09 \$48,351.1	\$107,394.04 \$8,949.50 \$4,130.54 \$51,631.7

Grade	Position Title	Pay Frequency	Salary Range	
			Minimum	Maximum
E-1	Assistant City Manager	Annually Monthly Bi-weekly Hourly	\$79,457.00 \$6,621.42 \$3,056.04 \$38,200.5	\$117,171.62 \$9,764.30 \$4,506.60 \$56,332.5
E-2	Director of Parks, Recreation & Forestry Director of Planning & Development Director of Public Works	Annually Monthly Bi-weekly Hourly	\$95,349.00 \$7,945.75 \$3,667.27 \$45,840.9	\$140,605.34 \$11,717.11 \$5,407.90 \$67,598.7
E-3	Asst. to the City Manager/Dir. of Communications Asst. to the City Manager/Dir. of Economic Development Asst. to the City Manager/Dir. of Human Resources Director of Finance Fire Chief Police Chief	Annually Monthly Bi-weekly Hourly	\$104,129.00 \$8,677.42 \$4,004.96 \$50,062.0	\$153,553.78 \$12,796.15 \$5,905.91 \$73,823.9
E-4	City Manager	Annually Monthly Bi-weekly Hourly	\$127,558.00 \$10,629.83 \$4,906.08 \$61,326.0	\$194,589.73 \$16,215.81 \$7,484.22 \$93,552.8

Section 4. From and after October 10, 2021, 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 Fair Labor Standards Act provisions.
3. The normal work week for full-time office, field, maintenance, and non-commissioned 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 Fair Labor Standards Act provisions.
5. Hours worked in excess of 160 hours in a 28-day period by commissioned police personnel who are not exempt from Fair Labor Standards Act maximum hours provisions, when authorized in advance by the Police Chief, may be paid at the rate of time and one-half or in lieu thereof, in the Police Chief's discretion, the Police Chief may grant compensatory time off also at the rate of time and one-half up to an accumulation allowable under Fair Labor Standards Act provisions.
6. Hours worked in excess of 212 hours in a 28-day period by uniformed fire personnel who are not exempt from Fair Labor Standards Act maximum hours provisions, when authorized in advance by the Fire Chief, may be paid at the rate of time and one-half or in lieu thereof, in the Fire Chief's discretion, the Fire Chief may grant compensatory time off also at the rate of time and one-half up to an accumulation allowable under Fair Labor Standards Act provisions.
7. 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 October 10, 2021, 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>
P-3	Police Sergeant	\$63
P-4	Police Lieutenant	67
P-5	Police Captain	71

- B. From and after October 10, 2021, 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>
P-2	Police Officer	\$49
P-3	Police Sergeant	123
P-4	Police Lieutenant	132
P-4	Police Captain	142

- C. From and after October 10, 2021, the commissioned police personnel, in the pay grade 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>
P-2	Police Officer	\$80

- D. From and after October 10, 2021, the commissioned police personnel, in the pay grade 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>
P-2	Police Officer	\$92

- E. From and after October 10, 2021, Paramedic Firefighters and Paramedic Fire Captains, in the pay grades shown, 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>
F-1	Paramedic Firefighters	\$77
F-2	Paramedic Fire Captains	86

- F. From and after October 10, 2021, Paramedic Firefighters and Paramedic Fire Captains, in the pay grades shown, 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>
F-1	Paramedic Firefighters	\$133
F-2	Paramedic Fire Captains	133

- G. From and after October 10, 2021, Paramedic Firefighters and Paramedic Fire Captains, in the pay grades shown, 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>
F-1	Paramedic Firefighters	\$168
F-2	Paramedic Fire Captains	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 October 10, 2021, 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 Paramedic Firefighters, Paramedic Fire Captains and Battalion Chiefs of the Fire Department, shall have their hourly rate computed by multiplying the monthly rate by 12, dividing that product by 2,912.

Section 7. Ordinance No. 7143 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 27th day of September, 2021.

MAYOR

ATTEST:

CITY CLERK

CERTIFIED TO BE CORRECT AS TO FORM:

CITY ATTORNEY