

AMENDED

INTRODUCED BY: Councilmember Tim Cusick

DATE: September 18, 2021

BILL NO. 9445

ORDINANCE NO: 7164

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 passage, 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	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	\$27,934.02	\$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	\$1,532.36	\$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
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

<i>Grade</i>	<i>Position Title</i>	<i>Pay Frequency</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
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

<i>Grade</i>	<i>Position</i>	<i>Pay Frequency</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
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 passage, 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

Steps

Grade	Position Title	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 passage, 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 \$21,4530	\$46,853.41 \$3,904.45 \$1,802.05 \$22,5257	\$49,196.08 \$4,099.67 \$1,892.16 \$23,6520	\$51,655.88 \$4,304.66 \$1,986.76 \$24,8346	\$54,238.68 \$4,519.89 \$2,086.10 \$26,0763	\$56,950.61 \$4,745.88 \$2,190.41 \$27,3801	\$59,798.14 \$4,983.18 \$2,299.93 \$28,7491	\$62,788.05 \$5,232.34 \$2,414.92 \$30,1866	\$67,048.22 \$5,587.35 \$2,578.78 \$32,2347
13	City Clerk	Annually Monthly Bi-Weekly Hourly	\$68,069.96 \$5,672.50 \$2,618.08 \$32,7259	\$71,473.46 \$5,956.12 \$2,748.98 \$34,3622	\$75,047.13 \$6,253.93 \$2,886.43 \$36,0804	\$78,799.49 \$6,566.62 \$3,030.75 \$37,8844	\$82,739.47 \$6,894.96 \$3,182.29 \$39,7786	\$86,876.44 \$7,239.70 \$3,341.40 \$41,7675	\$91,220.26 \$7,601.69 \$3,508.47 \$43,8559	\$95,781.27 \$7,981.77 \$3,683.90 \$46,0487	\$100,570.34 \$8,380.86 \$3,868.09 \$48,3511	\$107,394.04 \$8,949.50 \$4,130.54 \$51,6317

Grade	Position Title	Pay Frequency	Salary Range		
			Minimum	Midpoint	Maximum
E-1	Assistant Manager	Annually Monthly Bi-weekly Hourly	\$79,457.00 \$6,621.42 \$3,056.04 \$38,2005	\$97,335.00 \$8,111.25 \$3,743.65 \$46,7957	\$117,171.62 \$9,764.30 \$4,506.60 \$56,3325
E-2	Director of Human Resources 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 \$45,8409	\$116,802.00 \$9,733.50 \$4,492.38 \$56,1548	\$140,605.34 \$11,717.11 \$5,407.90 \$67,5987
E-3	Asst. to the City Manager/Dir. of Communications Asst. to the City Manager/Dir. of Economic Development Director of Finance Fire Chief Police Chief	Annually Monthly Bi-weekly Hourly	\$104,129.00 \$8,677.42 \$4,004.96 \$50,0620	\$131,385.00 \$10,948.75 \$5,053.27 \$63,1659	\$153,553.78 \$12,796.15 \$5,905.91 \$73,8239
E-4	City Manager	Annually Monthly Bi-weekly Hourly	\$127,558.00 \$10,629.83 \$4,906.08 \$61,3260	\$164,231.00 \$13,685.92 \$6,316.58 \$78,9572	\$194,589.73 \$16,215.81 \$7,484.22 \$93,5528

Section 4. From and after passage, 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 passage, 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 passage, 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 passage, 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 passage, 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 passage, 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 passage, 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 passage, 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.

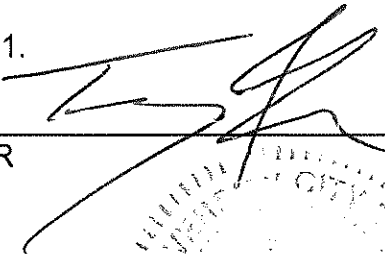
Section 6. From and after passage, all full-time employees shall have their hourly rate computed as follows:

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. 7154 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.



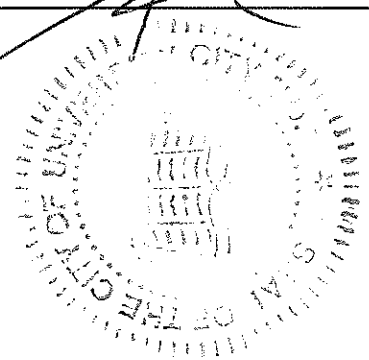
 MAYOR

ATTEST:


 CITY CLERK

CERTIFIED TO BE CORRECT AS TO FORM:


 CITY ATTORNEY





CITY OF UNIVERSITY CITY COUNCIL MEETING
AGENDA ITEM

NUMBER:
For City Clerk Use UB-20210927-02

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: Unfinished Business - Bill 9445 CAN ITEM BE RESCHEDULED? No

CITY MANAGER'S RECOMMENDATION OR RECOMMENDED MOTION:
The City Manager recommends the approval of the ordinance to add the Compliance Officer position and change the title and pay grade of the Director of Human Resources position within the pay and classification plan.

FISCAL IMPACT:
The approved FY22 budget has appropriated \$64,680.00 for the Compliance Officer positions. The budget would be adjusted to add a HR Director to the pay grade E-2 (see attached).

AMOUNT: See Attached ACCOUNT No.: 01-45-40-5001 & 01.14.07.5001.

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 and changing the title and grade of the Human Resources position to Director of Human Resources, grade E-2. Salary steps/rates remain unchanged. (see attached)

STAFF COMMENTS AND BACKGROUND INFORMATION:
See Attached

CIP No.

RELATED ITEMS / ATTACHMENTS:
--Bill 9445
--Updated and Proposed Pay and Classification Plan

LIST CITY COUNCIL GOALS (S):

RESPECTFULLY SUBMITTED: Gregory Rose, City Manager MEETING DATE: September 27, 2021



Staff Report

MEETING DATE: September 27, 2021

AGENDA ITEM 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.

AGENDA SECTION: New Business - Bill 9445

CAN THIS ITEM BE RESCHEDULED: NO

PREPARED/SUBMITTED BY: Gabby Macaluso, Assistant City Manager

BACKGROUND REVIEW

The proposed ordinance (bill) has been modified to move the position of Assistant to City Manager/Director of Human Resources from Grade E-3 to E-2 and change the position title to Director of Human Resources. This position and the Compliance Officer position have been added to the pay and classification plan.

FISCAL IMPACT:

If approved, the updated pay and classification plan would enable for the hiring of two Compliance Officers and one Director of Human Resources. The approved FY22 budget has appropriated \$64,680.00 for the two Compliance Officers within Planning and Development account 01-45-40-5001. The Compliance Officer position has been classified as grade 6. No additional funds will be needed to cover the cost of reclassifying the Human Resources position. Existing funds within the Human Resources account will be used.

STAFF COMMENTS:

Passing this ordinance would ensure that the budgeted Compliance Officer positions match the positions included on the pay and compensation plan. Ordinance approval would also allow the City to add the position of Director of Human Resources to the pay and compensation plan. The Human Resources Manager position would not be replaced/filled moving forward.