

INTRODUCED BY: Councilmember Steve McMahon

DATE: January 24, 2022

**BILL NO.: 9451**

**ORDINANCE NO.: 7170**

**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. 7168.**

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 services 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 as alary 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**

Grade	Position Title	Pay Frequency	Steps									
			A	B	C	D	E	F	G	H	I	J
1		Annually	\$27,849.95	\$29,242.45	\$30,704.57	\$32,239.80	\$33,851.79	\$35,544.38	\$37,321.60	\$39,187.68	\$41,147.06	\$43,204.42
		Monthly	\$2,320.83	\$2,436.87	\$2,558.71	\$2,686.65	\$2,820.98	\$2,962.03	\$3,110.13	\$3,265.64	\$3,428.92	\$3,600.37
		Bi-Weekly	\$1,071.15	\$1,124.71	\$1,180.95	\$1,239.99	\$1,301.99	\$1,367.09	\$1,435.45	\$1,507.22	\$1,582.58	\$1,661.71
		Hourly	\$13.3894	\$14.0589	\$14.7618	\$15.4999	\$16.2749	\$17.0886	\$17.9431	\$18.8402	\$19.7822	\$20.7714
2		Annually	\$29,242.51	\$30,704.64	\$32,239.87	\$33,851.86	\$35,544.46	\$37,321.68	\$39,187.76	\$41,147.15	\$43,204.51	\$45,364.73
		Monthly	\$2,436.88	\$2,558.72	\$2,686.66	\$2,820.99	\$2,962.04	\$3,110.14	\$3,265.65	\$3,428.93	\$3,600.38	\$3,780.39
		Bi-Weekly	\$1,124.71	\$1,180.95	\$1,239.99	\$1,301.99	\$1,367.09	\$1,435.45	\$1,507.22	\$1,582.58	\$1,661.71	\$1,744.80
		Hourly	\$14.0589	\$14.7618	\$15.4999	\$16.2749	\$17.0887	\$17.9431	\$18.8403	\$19.7823	\$20.7714	\$21.8100
3	Clerk Typist	Annually	\$30,704.75	\$32,239.99	\$33,851.99	\$35,544.59	\$37,321.82	\$39,187.91	\$41,147.30	\$43,204.67	\$45,364.90	\$47,633.15
		Monthly	\$2,558.73	\$2,686.67	\$2,821.00	\$2,962.05	\$3,110.15	\$3,265.66	\$3,428.94	\$3,600.39	\$3,780.41	\$3,969.43
		Bi-Weekly	\$1,180.95	\$1,240.00	\$1,302.00	\$1,367.10	\$1,435.45	\$1,507.23	\$1,582.59	\$1,661.72	\$1,744.80	\$1,832.04
		Hourly	\$14.7619	\$15.5000	\$16.2750	\$17.0887	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8100	\$22.9006
4	Parking Attendant Police/Fire Cadet Clerk Typist	Annually	\$32,240.00	\$33,852.00	\$35,544.60	\$37,321.83	\$39,187.92	\$41,147.32	\$43,204.68	\$45,364.92	\$47,633.16	\$50,014.82
		Monthly	\$2,686.67	\$2,821.00	\$2,962.05	\$3,110.15	\$3,265.66	\$3,428.94	\$3,600.39	\$3,780.41	\$3,969.43	\$4,167.90
		Bi-Weekly	\$1,240.00	\$1,302.00	\$1,367.10	\$1,435.46	\$1,507.23	\$1,582.59	\$1,661.72	\$1,744.80	\$1,832.04	\$1,923.65
		Hourly	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456
5	Custodian	Annually	\$33,852.00	\$35,544.60	\$37,321.83	\$39,187.92	\$41,147.32	\$43,204.68	\$45,364.92	\$47,633.16	\$50,014.82	\$52,515.56
		Monthly	\$2,821.00	\$2,962.05	\$3,110.15	\$3,265.66	\$3,428.94	\$3,600.39	\$3,780.41	\$3,969.43	\$4,167.90	\$4,376.30
		Bi-Weekly	\$1,302.00	\$1,367.10	\$1,435.46	\$1,507.23	\$1,582.59	\$1,661.72	\$1,744.80	\$1,832.04	\$1,923.65	\$2,019.83
		Hourly	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479
6	Laborer Compliance Officer	Annually	\$35,544.60	\$37,321.83	\$39,187.92	\$41,147.32	\$43,204.68	\$45,364.92	\$47,633.16	\$50,014.82	\$52,515.56	\$55,141.34
		Monthly	\$2,962.05	\$3,110.15	\$3,265.66	\$3,428.94	\$3,600.39	\$3,780.41	\$3,969.43	\$4,167.90	\$4,376.30	\$4,595.11
		Bi-Weekly	\$1,367.10	\$1,435.46	\$1,507.23	\$1,582.59	\$1,661.72	\$1,744.80	\$1,832.04	\$1,923.65	\$2,019.83	\$2,120.82
		Hourly	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479	\$26.5103
7	Advanced Clerk Typist Laborer-Light Equipment Operator	Annually	\$37,321.65	\$39,187.73	\$41,147.12	\$43,204.47	\$45,364.70	\$47,632.93	\$50,014.58	\$52,515.31	\$55,141.07	\$57,898.13
		Monthly	\$3,110.14	\$3,265.64	\$3,428.93	\$3,600.37	\$3,780.39	\$3,969.41	\$4,167.88	\$4,376.28	\$4,595.09	\$4,824.84
		Bi-Weekly	\$1,435.45	\$1,507.22	\$1,582.58	\$1,661.71	\$1,744.80	\$1,832.04	\$1,923.64	\$2,019.82	\$2,120.81	\$2,226.85
		Hourly	\$17.9431	\$18.8403	\$19.7823	\$20.7714	\$21.8100	\$22.9004	\$24.0455	\$25.2477	\$26.5101	\$27.8356
8	Administrative Secretary Assistant to the Prosecutor Court Clerk II Equipment Operator Account Clerk II	Annually	\$39,560.98	\$41,539.02	\$43,615.98	\$45,796.77	\$48,086.61	\$50,490.94	\$53,015.49	\$55,666.27	\$58,449.58	\$61,372.06
		Monthly	\$3,296.75	\$3,461.59	\$3,634.66	\$3,816.40	\$4,007.22	\$4,207.58	\$4,417.96	\$4,638.86	\$4,870.80	\$5,114.34
		Bi-Weekly	\$1,521.58	\$1,597.65	\$1,677.54	\$1,761.41	\$1,849.49	\$1,941.96	\$2,039.06	\$2,141.01	\$2,248.06	\$2,360.46
		Hourly	\$19.0197	\$19.9707	\$20.9692	\$22.0177	\$23.1186	\$24.2745	\$25.4882	\$26.7626	\$28.1008	\$29.5058



**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	Annually	\$61,744.88	\$64,832.12	\$68,073.73	\$71,477.41	\$75,051.29	\$78,803.85	\$82,744.04	\$86,881.24	\$91,225.31	\$97,414.94
	Project Manager II	Monthly	\$5,145.41	\$5,402.68	\$5,672.81	\$5,956.45	\$6,254.27	\$6,566.99	\$6,895.34	\$7,240.10	\$7,602.11	\$8,117.91
	Sanitation Superintendent	Bi-Weekly	\$2,374.80	\$2,493.54	\$2,618.22	\$2,749.13	\$2,886.59	\$3,030.92	\$3,182.46	\$3,341.59	\$3,508.67	\$3,746.73
	Senior Planner	Hourly	\$29.6850	\$31.1693	\$32.7278	\$34.3641	\$36.0823	\$37.8865	\$39.7808	\$41.7698	\$43.8583	\$46.8341
	Senior Public Works Manager											
	Street Superintendent											
	Information Technology Manager											
	Senior Building Inspector-Plan Reviewer											
	Human Resources Manager											
13	Deputy Director of Recreation	Annually	\$69,771.71	\$73,260.30	\$76,923.31	\$80,769.48	\$84,807.95	\$89,048.35	\$93,500.77	\$98,175.81	\$103,084.60	\$110,078.89
	Deputy Director of Parks Maintenance	Monthly	\$5,814.31	\$6,105.02	\$6,410.28	\$6,730.79	\$7,067.33	\$7,420.70	\$7,791.73	\$8,181.32	\$8,590.38	\$9,173.24
	Deputy Dir. of Planning & Dev./Bldg. Commissioner	Bi-Weekly	\$2,683.53	\$2,817.70	\$2,958.59	\$3,106.52	\$3,261.84	\$3,424.94	\$3,596.18	\$3,775.99	\$3,964.79	\$4,233.80
		Hourly	\$33.5441	\$35.2213	\$36.9824	\$38.8315	\$40.7731	\$42.8117	\$44.9523	\$47.1999	\$49.5599	\$52.9225
14	Assistant Director of Finance	Annually	\$80,237.47	\$84,249.34	\$88,461.81	\$92,884.90	\$97,529.15	\$102,405.60	\$107,525.88	\$112,902.18	\$118,547.29	\$126,590.72
		Monthly	\$6,686.46	\$7,020.78	\$7,371.82	\$7,740.41	\$8,127.43	\$8,533.80	\$8,960.49	\$9,408.51	\$9,878.94	\$10,549.23
		Bi-Weekly	\$3,086.06	\$3,240.36	\$3,402.38	\$3,572.50	\$3,751.12	\$3,938.68	\$4,135.61	\$4,342.39	\$4,559.51	\$4,868.87
		Hourly	\$38.5757	\$40.5045	\$42.5297	\$44.6562	\$46.8890	\$49.2335	\$51.6951	\$54.2799	\$56.9939	\$60.8609

**SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED UNIFORMED POLICE EMPLOYEES**

			<i>Steps</i>					
<i>Grade</i>	<i>Position Title</i>	<i>Pay Frequency</i>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>P-1</b>	<b>Police Officer Trainee</b>	Annually	\$53,136.00	\$55,792.80	\$58,582.44	\$61,511.56	\$64,587.14	\$68,969.38
		Monthly	\$4,428.00	\$4,649.40	\$4,881.87	\$5,125.96	\$5,382.26	\$5,747.45
		Bi-Weekly	\$2,043.69	\$2,145.88	\$2,253.17	\$2,365.83	\$2,484.12	\$2,652.67
		Hourly	\$25.5462	\$26.8235	\$28.1646	\$29.5729	\$31.0515	\$33.1584
<b>P-2</b>	<b>Police Officer</b>	Annually	\$61,374.95	\$64,443.70	\$67,665.88	\$71,049.18	\$74,601.64	\$79,663.16
		Monthly	\$5,114.58	\$5,370.31	\$5,638.82	\$5,920.76	\$6,216.80	\$6,638.60
		Bi-Weekly	\$2,360.58	\$2,478.60	\$2,602.53	\$2,732.66	\$2,869.29	\$3,063.97
		Hourly	\$29.5072	\$30.9825	\$32.5317	\$34.1583	\$35.8662	\$38.2996
<b>P-3</b>	<b>Police Sergeant</b>	Annually	\$75,450.25	\$79,222.76	\$83,183.90	\$87,343.10	\$91,710.25	\$97,932.79
		Monthly	\$6,287.52	\$6,601.90	\$6,931.99	\$7,278.59	\$7,642.52	\$8,161.07
		Bi-Weekly	\$2,901.93	\$3,047.03	\$3,199.38	\$3,359.35	\$3,527.32	\$3,766.65
		Hourly	\$36.2742	\$38.0879	\$39.9923	\$41.9919	\$44.0915	\$47.0831
<b>P-4</b>	<b>Police Lieutenant</b>	Annually	\$87,037.88	\$91,389.77	\$95,959.26	\$100,757.22	\$107,593.59	
		Monthly	\$7,253.16	\$7,615.81	\$7,996.60	\$8,396.44	\$8,966.13	
		Bi-Weekly	\$3,347.61	\$3,514.99	\$3,690.74	\$3,875.28	\$4,138.22	
		Hourly	\$41.8451	\$43.9374	\$46.1343	\$48.4410	\$51.7277	
<b>P-5</b>	<b>Police Captain</b>	Annually	\$96,907.60	\$101,752.98	\$106,840.63	\$112,182.66	\$119,794.25	
		Monthly	\$8,075.63	\$8,479.42	\$8,903.39	\$9,348.56	\$9,982.85	
		Bi-Weekly	\$3,727.22	\$3,913.58	\$4,109.25	\$4,314.72	\$4,607.47	
		Hourly	\$46.5902	\$48.9197	\$51.3657	\$53.9340	\$57.5934	
<b>P-6</b>	<b>Deputy Police Chief</b>	Annually	\$105,582.18	\$110,861.28	\$116,404.35	\$122,224.57	\$130,517.50	
		Monthly	\$8,798.51	\$9,238.44	\$9,700.36	\$10,185.38	\$10,876.46	
		Bi-Weekly	\$4,060.85	\$4,263.90	\$4,477.09	\$4,700.94	\$5,019.90	
		Hourly	\$50.7607	\$53.2987	\$55.9636	\$58.7618	\$62.7488	

**SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED UNIFORMED FIRE EMPLOYEES**

**Steps**

<b>Grade</b>	<b>Position</b>	<b>Pay Frequency</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>F-1</b>	<b>Paramedic Firefighter</b>	Annually	\$64,481.73	\$67,705.81	\$71,091.10	\$74,645.66	\$78,377.94	\$83,695.88
		Monthly	\$5,373.48	\$5,642.15	\$5,924.26	\$6,220.47	\$6,531.49	\$6,974.66
		Bi-weekly	\$2,480.07	\$2,604.07	\$2,734.27	\$2,870.99	\$3,014.54	\$3,219.07
		Hourly	\$22.1434	\$23.2506	\$24.4132	\$25.6338	\$26.9155	\$28.7417
<b>F-2</b>	<b>Paramedic Fire Captain</b>	Annually	\$75,563.00	\$79,539.63	\$83,725.93	\$88,132.55	\$92,771.11	\$99,313.91
		Monthly	\$6,296.92	\$6,628.30	\$6,977.16	\$7,344.38	\$7,730.93	\$8,276.16
		Bi-weekly	\$2,906.27	\$3,059.22	\$3,220.23	\$3,389.71	\$3,568.12	\$3,819.77
		Hourly	\$25.9488	\$27.3144	\$28.7520	\$30.2653	\$31.8582	\$34.1051
<b>F-3</b>	<b>Batallion Chief</b>	Annually	\$88,924.90	\$93,605.46	\$98,532.11	\$103,718.01	\$111,032.86	
		Monthly	\$7,410.41	\$7,800.46	\$8,211.01	\$8,643.17	\$9,252.74	
		Bi-weekly	\$3,420.19	\$3,600.21	\$3,789.70	\$3,989.15	\$4,270.49	
		Hourly	\$30.5374	\$32.1447	\$33.8366	\$35.6174	\$38.1294	
<b>F-4</b>		Annually	\$88,924.90	\$93,605.46	\$98,532.11	\$103,718.01	\$111,032.86	
		Monthly	\$7,410.41	\$7,800.46	\$8,211.01	\$8,643.17	\$9,252.74	
		Bi-weekly	\$3,420.19	\$3,600.21	\$3,789.70	\$3,989.15	\$4,270.49	
		Hourly	\$42.7524	\$45.0026	\$47.3712	\$49.8644	\$53.3812	
<b>F-5</b>	<b>Deputy Fire Chief</b>	Annually	\$100,485.88	\$105,774.37	\$111,341.45	\$117,201.52	\$125,467.32	
		Monthly	\$8,373.82	\$8,814.53	\$9,278.45	\$9,766.79	\$10,455.61	
		Bi-weekly	\$3,864.84	\$4,068.25	\$4,282.36	\$4,507.75	\$4,825.67	
		Hourly	\$48.3105	\$50.8531	\$53.5295	\$56.3469	\$60.3208	

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**

Grade	Position Title	Steps									
		A	B	C	D	E	F	G	H	I	J
P20		\$14.7619	\$15.5000	\$16.2750	\$17.0887	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8100	\$22.9006
P21	PT Clerk Typist PT Court Clerk PT Parking Controller PT Police/Fire Cadet	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456
P22	PT Custodian	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479
P23	PT Laborer	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479	\$26.5103
P24	PT Advanced Clerk Typist	\$17.9431	\$18.8403	\$19.7823	\$20.7714	\$21.8100	\$22.9004	\$24.0455	\$25.2477	\$26.5101	\$27.8356
P25	PT Administrative Secretary	\$19.0197	\$19.9707	\$20.9692	\$22.0177	\$23.1186	\$24.2745	\$25.4882	\$26.7626	\$28.1008	\$29.5058
P26	PT Dispatcher PT Senior Coordinator	\$20.9422	\$21.9894	\$23.0888	\$24.2433	\$25.4554	\$26.7282	\$28.0646	\$29.4678	\$30.9412	\$33.0406
P27	PT Paramedic Firefighter	\$22.1434	\$23.2506	\$24.4132	\$25.6338	\$26.9155	\$28.7417				
P28	PT Public Works Inspector	\$23.4553	\$24.6281	\$25.8595	\$27.1525	\$28.5101	\$29.9356	\$31.4324	\$33.0040	\$34.6542	\$37.0055

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**

		<i>Steps</i>				
<i>Grade</i>	<i>Position Title</i>	<i>Pay Frequency</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
SO4	Judge of City Court (Substitute)	Monthly	\$266.50			
SO5	Judge of City Court	Monthly	\$2,523.55	\$2,656.80	\$2,796.20	\$2,993.84
SO6	Prosecuting City Attorney (Substitute)	Per Session	\$512.50			
SO7	Prosecuting City Attorney	Monthly	\$3,735.10	\$3,931.90	\$4,137.93	\$4,431.35

		<i>Steps</i>										
<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>	<i>G</i>	<i>H</i>	<i>I</i>	<i>J</i>
9	Secretary to the City Manager	Annually	\$43,559.86	\$45,737.85	\$48,024.74	\$50,425.98	\$52,947.28	\$55,594.64	\$58,374.38	\$61,293.09	\$64,357.75	\$68,724.43
		Monthly	\$3,629.99	\$3,811.49	\$4,002.06	\$4,202.17	\$4,412.27	\$4,632.89	\$4,864.53	\$5,107.76	\$5,363.15	\$5,727.04
		Bi-Weekly	\$1,675.38	\$1,759.15	\$1,847.11	\$1,939.46	\$2,036.43	\$2,138.26	\$2,245.17	\$2,357.43	\$2,475.30	\$2,643.25
		Hourly	\$20.9422	\$21.9894	\$23.0888	\$24.2433	\$25.4554	\$26.7282	\$28.0646	\$29.4678	\$30.9412	\$33.0406
13	City Clerk	Annually	\$69,771.71	\$73,260.30	\$76,923.31	\$80,769.48	\$84,807.95	\$89,048.35	\$93,500.77	\$98,175.81	\$103,084.60	\$110,078.89
		Monthly	\$5,814.31	\$6,105.02	\$6,410.28	\$6,730.79	\$7,067.33	\$7,420.70	\$7,791.73	\$8,181.32	\$8,590.38	\$9,173.24
		Bi-Weekly	\$2,683.53	\$2,817.70	\$2,958.59	\$3,106.52	\$3,261.84	\$3,424.94	\$3,596.18	\$3,775.99	\$3,964.79	\$4,233.80
		Hourly	\$33.5441	\$35.2213	\$36.9824	\$38.8315	\$40.7731	\$42.8117	\$44.9523	\$47.1999	\$49.5599	\$52.9225

		<i>Salary Range</i>			
<i>Grade</i>	<i>Position Title</i>	<i>Pay Frequency</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
E-1	Assistant City Manager	Annually	\$81,443.43	\$99,768.38	\$120,100.91
		Monthly	\$6,786.95	\$8,314.03	\$10,008.41
		Bi-weekly	\$3,132.44	\$3,837.25	\$4,619.27
		Hourly	\$39.1555	\$47.9656	\$57.7408
E-2	Director of Human Resources	Annually	\$97,732.73	\$119,722.05	\$144,120.47
	Director of Parks, Recreation & Forestry	Monthly	\$8,144.39	\$9,976.84	\$12,010.04
	Director of Planning & Development	Bi-weekly	\$3,758.95	\$4,604.69	\$5,543.10
	Director of Public Works	Hourly	\$46.9869	\$57.5587	\$69.2887
E-3	Deputy City Manager/Dir. Of Economic Development	Annually	\$106,732.23	\$134,669.63	\$157,392.62
	Director of Finance	Monthly	\$8,894.35	\$11,222.47	\$13,116.05
	Fire Chief	Bi-weekly	\$4,105.09	\$5,179.60	\$6,053.56
	Police Chief	Hourly	\$51.3136	\$64.7450	\$75.6695
E-4	City Manager	Annually	\$130,746.95	\$168,336.78	\$199,454.47
		Monthly	\$10,895.58	\$14,028.06	\$16,621.21
		Bi-weekly	\$5,028.73	\$6,474.49	\$7,671.33
		Hourly	\$62.8591	\$80.9311	\$95.8916

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 (6<sup>th</sup>) year through the seventh (7<sup>th</sup>) year:

In Pay Grade

Monthly Amount

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 (8<sup>th</sup>) year through the tenth (10<sup>th</sup>) 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 (11<sup>th</sup>) year through the fourteenth (14<sup>th</sup>) year:

<u>In Pay Grade</u>		<u>Monthly Amount</u>
P-2	Police Officer	\$80

- D. From and after January 2, 2022, 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 (15<sup>th</sup>) 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 (8<sup>th</sup>) year through the tenth (10<sup>th</sup>) 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 (11<sup>th</sup>) year through the twentieth (20<sup>th</sup>) 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 (21<sup>st</sup>) 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.

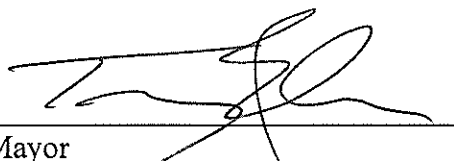
Section 6. From and after passage, all full-time employees shall have their hourly rate computed as follows:

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. 7168 and all ordinances in conflict herewith are repealed.

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

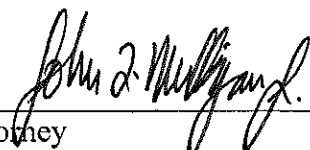
PASSED and ADOPTED this 14<sup>th</sup> day of February, 2022.

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
City Clerk

CERTIFIED TO BE CORRECT AS TO FORM:

  
\_\_\_\_\_  
City Attorney

