INTRODUCED BY: Councilmember Aleta Klein DATE: May 8, 2023

BILL NO. 9512 ORDINANCE NO: 7228

AN ORDINANCE FIXING THE COMPENSATION TO BE PAID TO CITY OFFICIALS AND EMPLOYEES AS ENUMERATED HEREIN FROM AND AFTER PASSAGE, AND REPEALING ORDINANCE NO. 7186.

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

Section 1. From and after on 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.

		pay										
Grade	Position Title	Frequency	А	8	U	D	ш	ч.	9	<b></b>	_	_
Control of the Contro		And the second section of the section of t										
-		Annually	\$28,406.95	\$29,827.30	\$31,318.66	\$32,884.60	\$34,528.83	\$36,255.27	\$38,068.03	\$39,971.43	\$41,970.00	\$44,068.50
		Monthly	\$2,367.25	\$2,485.61	\$2,609.89	\$2,740.38	\$2,877.40	\$3,021.27	\$3,172.34	\$3,330.95	\$3,497.50	\$3,672.38
		Bi-Weekly	\$1,092.57	\$1,147.20	\$1,204.56	\$1,264.79	\$1,328.03	\$1,394.43	\$1,464.16	\$1,537.36	\$1,614.23	\$1,694.94
		Hourly	\$13.66	\$14.34	\$15.06	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19
									-			
2		Annually	\$29,827.36	\$31,318.73	\$32,884.67	\$34,528.90	\$36,255.35	\$38,068.11	\$39,971.52	\$41,970.09	\$44,068.60	\$46,272.03
		Monthly	\$2,485.61	\$2,609.89	\$2,740.39	\$2,877.41	\$3,021.28	\$3,172.34	\$3,330.96	\$3,497.51	\$3,672.38	\$3,856.00
		Bi-Weekly	\$1,147.21	\$1,204.57	\$1,264.79	\$1,328.03	\$1,394.44	\$1,464.16	\$1,537.37	\$1,614.23	\$1,694.95	\$1,779.69
		Hourly	\$14.34	\$15.06	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25
		W W A A A A A A A A A A A A A A A A A A			Process Cr.		To the state of th					
33		Annually	\$31,318.85	\$32,884.79	\$34,529.03	\$36,255.48	\$38,068.25	\$39,971.67	\$41,970.25	\$44,068.76	\$46,272.20	\$48,585.81
		Monthly	\$2,609.90	\$2,740.40	\$2,877.42	\$3,021.29	\$3,172.35	\$3,330.97	\$3,497.52	\$3,672.40	\$3,856.02	\$4,048.82
		Bi-Weekly	\$1,204.57	\$1,264.80	\$1,328.04	\$1,394.44	\$1,464.16	\$1,537.37	\$1,614.24	\$1,694.95	\$1,779.70	\$1,868.69
	of the market policy of the property of the pr	Hourly	\$15.06	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36
			н		H-1							
4	Parking Attendant	Annually	\$32,884.80	\$34,529.04	\$36,255.49	\$38,068.27	\$39,971.68	\$41,970.26	\$44,068.78	\$46,272.22	\$48,585.83	\$51,015.12
	Police/Fire Cadet	Monthly	\$2,740.40	\$2,877.42	\$3,021.29	\$3,172,36	\$3,330.97	\$3,497.52	\$3,672.40	\$3,856.02	\$4,048.82	\$4,251.26
	Clerk Typist	Bi-Weekly	\$1,264.80	\$1,328.04	\$1,394.44	\$1,464.16	\$1,537.37	\$1,614,24	\$1,694.95	\$1,779.70	\$1,868.69	\$1,962.12
		Hourly	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53
52	Custodian	Annually	\$34,529.04	\$36,255.49	\$38,068.27	\$39,971.68	\$41,970.26	\$44,068.78	\$46,272.22	\$48,585.83	\$51,015,12	\$53,565.87
		Monthly	\$2,877.42	\$3,021.29	\$3,172.36	\$3,330.97	\$3,497.52	\$3,672.40	\$3,856.02	\$4,048.82	\$4,251.26	\$4,463.82
		Bi-Weekly	\$1,328.04	\$1,394.44	\$1,464.16	\$1,537.37	\$1,614.24	\$1,694.95	\$1,779.70	\$1,868.69	\$1,962.12	\$2,060.23
		Hourly	\$16.60	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75
9	Laborer	Annually	\$36,255.49	\$38,068.27	\$39,971.68	\$41,970.26	\$44,068.78	\$46,272.22	\$48,585.83	\$51,015.12	\$53,565.87	\$56,244.17
	Compliance Officer	Monthly	\$3,021.29	\$3,172.36	\$3,330.97	\$3,497.52	\$3,672.40	\$3,856.02	\$4,048.82	\$4,251.26	\$4,463.82	\$4,687.01
		Bi-Weekly	\$1,394.44	\$1,464.16	\$1,537.37	\$1,614.24	\$1,694.95	\$1,779.70	\$1,868.69	\$1,962.12	\$2,060.23	\$2,163.24
		Hourly	\$17.43	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75	\$27.04

		Pay										
Grade	Position Title	Frequency	A	8	ر	O	Э	ı	9	Ξ.		1
7	Advanced Clerk Typist	Annually	\$38,068.08	\$39,971.49	\$41,970.06	\$44,068.56	\$46,271.99	\$48,585.59	\$51,014.87	\$53,565.61	\$56,243.89	\$59,056.09
	Laborer-Light Equipment Operator	Monthly	\$3,172.34	\$3,330.96	\$3,497.50	\$3,672.38	\$3,856.00	\$4,048.80	\$4,251.24	\$4,463.80	\$4,686.99	\$4,921.34
		Bi-Weekly	\$1,464.16	\$1,537.36	\$1,614.23	\$1,694.94	\$1,779.69	\$1,868.68	\$1,962.11	\$2,060.22	\$2,163.23	\$2,271.39
		Hourly	\$18.30	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75	\$27.04	\$28.39
80	Administrative Secretary	Annually	\$40,352.20	\$42,369.81	\$44,488.30	\$46,712.71	\$49,048.35	\$51,500.76	\$54,075.80	\$56,779.59	\$59,618.57	\$62,599.50
	Assistant to the Prosecutor	Monthly	\$3,362.68	\$3,530.82	\$3,707.36	\$3,892.73	\$4,087.36	\$4,291.73	\$4,506.32	\$4,731.63	\$4,968.21	\$5,216.62
	Court Clerk II	Bi-Weekly	\$1,552.01	\$1,629.61	\$1,711.09	\$1,796.64	\$1,886.47	\$1,980.80	\$2,079.84	\$2,183.83	\$2,293.02	\$2,407.67
	Equipment Operator	Hourly	\$19.40	\$20.37	\$21.39	\$22.46	\$23.58	\$24.76	\$26.00	\$27.30	\$28.66	\$30.10
	Account Clerk II											
6	Administrative Assistant	Annually	\$44,431.05	\$46,652.61	\$48,985.24	\$51,434.50	\$54,006.22	\$56,706.54	\$59,541.86	\$62,518.96	\$65,644.90	\$70,098.91
	Accounts Payable Specialist	Monthly	\$3,702.59	\$3,887.72	\$4,082.10	\$4,286.21	\$4,500.52	\$4,725.54	\$4,961.82	\$5,209.91	\$5,470.41	\$5,841.58
	Dispatcher	Bi-Weekly	\$1,708.89	\$1,794.33	\$1,884.05	\$1,978.25	\$2,077.16	\$2,181.02	\$2,290.07	\$2,404.58	\$2,524.80	\$2,696.11
	Executive Secretary to the Director	Hourly	\$21.36	\$22.43	\$23.55	\$24.73	\$25.96	\$27.26	\$28.63	\$30.06	\$31.56	\$33.70
	Executive Secretary to the Police Chief				A COMMISSION OF THE PROPERTY O							
	General Maintenance Worker											
-	Heavy Equipment Operator											
_	Inspector I											
	Mechanic1										The state of the s	
-	Print Shop Operator	A THE WOOD COME TO A STATE OF THE STATE OF T			***************************************		The state of the s					
-	Recreation Supervisor I											
	Tree Trimmer											

220	Position little	Frequency	A	æ	U	۵	ш	ų.	9	Ξ	_	_
<del>-</del> +	Accountant	Annually	\$49,762.78	\$52,250.92	\$54,863.47	\$57,606.64	\$60,486.97	\$63,511.32	\$66,686.89	\$70,021.23	\$73,522.29	\$78,510.78
	Administrative Analyst	Monthly	\$4,146.90	\$4,354.24	\$4,571.96	\$4,800.55	\$5,040.58	\$5,292.61	\$5,557.24	\$5,835.10	\$6,126.86	\$6,542.56
	Budget Analyst-Purchasing Specialist	Bi-Weekly	\$1,913.95	\$2,009.65	\$2,110.13	\$2,215.64	\$2,326.42	\$2,442.74	\$2,564.88	\$2,693.12	\$2,827.78	\$3,019.65
	Crew Leader	Hourly	\$23.92	\$25.12	\$26.38	\$27.70	\$29.08	\$30.53	\$32.06	\$33.66	\$35.35	\$37.75
	Crime Analyst		nest totage									
	Human Resources Generalist						40 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	A TANAHA A MARIAMBAN MARIAMBAN MARIAMBAN A MARIAMBAN MAR	age of Apple	The state of the s		to decide and you considerable for the depoly of the Park Co.
	Information Technology Specialist		Numero									
	Lead Dispatcher - Supervisor							A Action and Agent Specified at the particular selection and an analysis of the particular selection and an an				A COLUMN TO A COLU
	Lead inspector											
	MechanicII											
_	Public Works Parks Inspector											
	Recreation Supervisor II											
Ħ	Court Administrator	Annually	\$55,734.32	\$58,521.03	\$61,447.08	\$64,519.44	\$67,745.41	\$71,132.68	\$74,689.31	\$78,423.78	\$82,344.97	\$87,932.07
The same of the same of	Facilities Manager	Monthly	\$4,644.53	\$4,876.75	\$5,120.59	\$5,376.62	\$5,645.45	\$5,927.72	\$6,224.11	\$6,535.31	\$6,862.08	\$7,327.67
_	Fleet Manager	Bi-Weekly	\$2,143.63	\$2,250.81	\$2,363.35	\$2,481.52	\$2,605.59	\$2,735.87	\$2,872.67	\$3,016.30	\$3,167.11	\$3,382.00
	Financial Analyst	Hourly	\$26.80	\$28.14	\$29.54	\$31.02	\$32.57	\$34.20	\$35.91	\$37.70	\$39.59	\$42.28
_	Forestry Supervisor											
	Golf Manager	The second secon	100	The second secon						And the second second second second second second second		
	Golf Superintendent											
	Multi-Discipline Inspector						A NEW A A A SERVICE AND A SERV		The second secon		de de vivale van de la lateration de la colonia	
-	Parks Supervisor											
-	Project Manager I											
	Senior Accountant											
	Street Supervisor											

		Pay										
Grade	Position Title	Frequency	А	8	C	O	Е	ч	9	Ξ.		1
12	Communications Manager	Annually	\$62,979.78	\$66,128.76	\$69,435.20	\$72,906.96	\$76,552.31	\$80,379.93	\$84,398.92	\$88,618.87	\$93,049.81	\$99,363.24
	Economic Development Specialist	Monthly	\$5,248.31	\$5,510.73	\$5,786.27	\$6,075.58	\$6,379.36	\$6,698.33	\$7,033.24	\$7,384.91	\$7,754.15	\$8,280.27
Annual de la constante de la c	Economic Development Business Retention Specialist Bi-Weekly	Bi-Weekly	\$2,422.30	\$2,543.41	\$2,670.58	\$2,804.11	\$2,944.32	\$3,091.54	\$3,246.11	\$3,408.42	\$3,578.84	\$3,821.66
	Human Resources Manager	Hourly	\$30.28	\$31.79	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58	\$42.61	\$4.74	17.73
	Information Technology Manager		14.34.1111									# H 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Public Safety IT Manager											
	Planning- Zoning Administrator											
	Project Manager II						STATE OF SHEET AND	And the state of t		Vocation Value Vision State and Adaptive Adaptive Annual State (Adaptive Adaptive Ad		
Sint A value for some place and some	Sanitation Superintendent											
	Senior Planner											
	Senior Public Works Manager											
	Senior Building Inspector-Plan Reviewer										2	
13	Deputy Director of Recreation	Annually	\$71,167.15	\$74,725.50	\$78,461.78	\$82,384.87	\$86,504.11	\$90,829.32	\$95,370.78	\$100,139.32	\$105,146,29	\$112,280.47
	Deputy Director of Parks Maintenance	Monthly	\$5,930.60	\$6,227.13	\$6,538.48	\$6,865.41	\$7,208.68	\$7,569.11	\$7,947.57	\$8,344.94	\$8,762.19	\$9,356.71
	Deputy Dir. of Planning & Dev./Bldg. Commissioner	Bi-Weekly	\$2,737.20	\$2,874.06	\$3,017.76	\$3,168.65	\$3,327.08	\$3,493.44	\$3,668.11	\$3,851.51	\$2,044.09	\$4,318.48
	Assistant Director of Public Works	Hourly	\$34.21	\$35.93	\$37.72	\$39.61	\$41.59	\$43.67	\$45.85	\$48.14	\$50.55	\$53.98
14	Assistant Director of Finance	Annually	\$81,842.22	\$85,934.33	\$90,231.05	\$94,742.60	\$99,479.73	\$104,453.71	\$109,676.40	\$115,160.22	\$120,918.23	\$129,122.53
		Monthly	\$6,820.18	\$7,161.19	\$7,519.25	\$7,895.22	\$8,289.98	\$8,704.48	\$9,139.70	\$9,596.69	\$10,076.52	\$10,760.21
		Bi-Weekly	\$3,147.78	\$3,305.17	\$3,470.42	\$3,643.95	\$3,826.14	\$4,017.45	\$4,218.32	\$4,429.24	\$4,650.70	\$4,966.25
1.0		Hourly	\$39.35	\$41.31	\$43.38	\$45.55	\$47.83	\$50.22	\$52.73	\$55.37	\$58.13	\$62.08

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

					Step	)5		ore .
Grade	Position Title	Pay Frequency	А	В	с	D	E	F
P-1	Police Officer Trainee	Annually	\$54,198.72	\$56,908.66	\$59,754.09	\$62,741.79	\$65,878.88	\$70,348.7
		Monthly	\$4,516.56	\$4,742.39	\$4,979.51	\$5,228.48	\$5,489.91	\$5,862.4
		Bi-Weekly	\$2,084.57	\$2,188.79	\$2,298.23	\$2,413.15	\$2,533.80	\$2,705.7
***************************************		Hourly	\$26.0571	\$27.3599	\$28.7279	\$30.1643	\$31.6725	\$33.821
p-2	Police Officer	Annually	\$62,602.45	\$65,732.57	\$69,019.20	\$72,470.16	\$76,093.67	\$81,256.4
	Control Activities Annual Constitution of the Control of Control o	Monthly	\$5,216.87	\$5,477.71	\$5,751.60	\$6,039.18	\$6,341.14	\$6,771.3
		Bi-Weekly	\$2,407.79	\$2,528.18	\$2,654.58	\$2,787.31	\$2,926.68	\$3,125.2
		Hourly	\$30.0973	\$31.6022	\$33.1823	\$34.8414	\$36.5835	\$39.065
p-3	Police Sergeant	Annually	\$76,959.26	\$80,807.22	\$84,847.58	\$89,089.96	\$93,544.46	\$99,891.4
	V	Monthly	\$6,413.27	\$6,733.93	\$7,070.63	\$7,424.16	\$7,795.37	\$8,324.2
		Bi-Weekly	\$2,959.97	\$3,107.97	\$3,263.37	\$3,426.54	\$3,597.86	\$3,841.9
		Hourly	\$36.9996	\$38.8496	\$40.7921	\$42.8317	\$44.9733	\$48.024
P-4	Police Lieutenant	Annually	\$88,778.63	\$93,217.56	\$97,878.44	\$102,772.36	\$109,745.47	
	A company of the comp	Monthly	\$7,398.22	\$7,768.13	\$8,156.54	\$8,564.36	\$9,145.46	
		Bi-Weekly	\$3,414.56	\$3,585.29	\$3,764.56	\$3,952.78	\$4,220.98	
		Hourly	\$42.6820	\$44.8161	\$47.0569	\$49.4098	\$52.7622	
P-5	Police Captain	Annually	\$98,845.75	\$103,788.04	\$108,977.44	\$114,426.31	\$122,190.14	
		Monthly	\$8,237.15	\$8,649.00	\$9,081.45	\$9,535.53	\$10,182.51	44,000
		Bi-Weekly	\$3,801.76	\$3,991.85	\$4,191.44	\$4,401.01	\$4,699.62	
	A MANAGEMENT OF THE STREET AND A MANAGEMENT AND A MANAGEMENT OF THE STREET AND A MANAGEMENT	Hourly	\$47.5220	\$49.8981	\$52.3930	\$55.0127	\$58.7453	
P-6	Deputy Police Chief	Annually	\$107,693.82	\$113,078.51	\$118,732.43	\$124,669.06	\$133,127.85	
		Monthly	\$8,974.48	\$9,423.21	\$9,894.37	\$10,389.09	\$11,093.99	
		Bi-Weekly	\$4,142.07	\$4,349.17	\$4,566.63	\$4,794.96	\$5,120.30	
		Hourly	\$51.7759	\$54.3647	\$57.0829	\$59.9370	\$64.0038	

SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED UNIFORMED FIRE EMPLOYEES

Steps

	T		YY					
Grade	Position	Pay Frequency	А	В	С	D	E	F
F-1	Paramedic Firefighter	Annually	\$65,771.36	\$69,059.93	\$72,512.92	\$76,138.57	\$79,945.50	\$85,369.8
		Monthly	\$5,480.95	\$5,754.99	\$6,042.74	\$6,344.88	\$6,662.12	\$7,114.1
A consistent working a file of the last of		Bi-weekly	\$2,529.67	\$2,656.15	\$2,788.96	\$2,928.41	\$3,074.83	\$3,283.4
		Hourly	\$22.5863	\$23.7156	\$24.9014	\$26.1465	\$27.4538	\$29.316
F-2	Paramedic Fire Captain	Annually	\$77,074.26	\$79,001.12	\$80,976.14	\$83,000.55	\$80,976.14	\$101,300.1
		Monthly	\$6,422.86	\$6,583.43	\$6,748.01	\$6,916.71	\$6,748.01	\$8,441.6
		Bi-weekly	\$2,964.39	\$3,038.50	\$3,114.47	\$3,192.33	\$3,114.47	\$3,896.1
A horse a martin de la America (1 A A		Hourly	\$26.4678	\$27.1295	\$27.8077	\$28.5029	\$27.8077	\$34.787
F-3	Batallion Chief	Annually	\$90,703.40	\$95,945.60	\$100,995.42	\$106,310.96	\$113,253.52	
		Monthly	\$7,558.62	\$7,995.47	\$8,416.28	\$8,859.25	\$9,437.79	
		Bi-weekly	\$3,488.59	\$3,690.22	\$3,884.44	\$4,088.88	\$4,355.90	
		Hourly	\$31.1481	\$32.9484	\$34.6825	\$36.5079	\$38.8920	
F-4		Annually	\$90,703.40	\$95,945.60	\$100,995.42	\$106,310.96	\$113,253.52	
		Monthly	\$7,558.62	\$7,995.47	\$8,416.28	\$8,859.25	\$9,437.79	
		Bi-weekly	\$3,488.59	\$3,690.22	\$3,884.44	\$4,088.88	\$4,355.90	
		Hourly	\$43.6074	\$46.1277	\$48.5555	\$51.1110	\$54.4488	
F-5	Deputy Fire Chief	Annually	\$102,495.59	\$108,418.73	\$114,124.98	\$120,131.56	\$127,976.66	
		Monthly	\$8,541.30	\$9,034.89	\$9,510.42	\$10,010.96	\$10,664.72	
	a contract to the contract of	Bi-weekly	\$3,942.14					
		Hourly	\$49.2767	\$52.1244	\$54.8678	\$57.7556	\$61.5272	

<u>Section 2.</u> 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).

Cashier	Grade	Position Title	A	B	C	D	E	F F		9		9	9
Control Desk Associate Facility Attendant Child Care Assistant Camp Course Attendant Park Attendant Youth Job Corps Worker  Lifeguard Recreation Program Leader Traffic Escort Inclusion Counselor Facility Attendant III  Pool Technician  S16.25 \$17.0625 \$17.3126 \$18.1913 \$19.1008 \$20.0559 \$20.0636 \$20.06	P01		ŠIP	\$15.7500	\$16.5375	\$17.3644	\$18.2326	\$19.1	442	442	442	442	1442
Control Desk Associate   Facility Attendant	P02	Cashier	\$15.50	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.78	324	324	324	324	324
Facility Attendant		Control Desk Associate			A Common Co.								
Child Care Assistant         Camp Counselor           Golf Course Attendant         Golf Course Attendant           Park Attendant         \$15.75         \$16.5375         \$17.3644         \$18.2326         \$19.1442         \$20.005           Lifeguard         Recreation Program Leader         \$16.25         \$17.0625         \$17.3156         \$18.8114         \$19.7520         \$20.0559         \$20.0		Facility Attendant								Y			
Camp Counselor       Camp Counselor         Golf Course Attendant       Park Attendant         Youth Job Corps Worker       \$15.75       \$16.5375       \$17.3644       \$18.2326       \$19.1442       \$2         Lifeguard       \$16.25       \$17.0625       \$17.9156       \$18.8114       \$19.7520       \$2         Traffic Escort       Traffic Escort       \$16.25       \$17.0625       \$17.9156       \$18.8114       \$19.7520       \$2         Facility Attendant II       \$20.055       \$17.3250       \$18.1913       \$19.1008       \$20.0559       \$2         Pool Technician       \$16.50       \$17.8500       \$18.7425       \$19.6796       \$20.0559       \$2         Swim Instructor       \$18.19       \$19.10       \$20.05       \$21.06       \$22.11         Asstistant Camp Director       Facility Monitor       Intern       \$20.05       \$22.11		Child Care Assistant											
Golf Course Attendant       Sand Attendant         Park Attendant       \$15.75       \$16.5375       \$17.3644       \$18.2326       \$19.1442       \$21.04442       \$21.04442       \$21.04442       \$2		Camp Counselor											
Park Attendant         Youth Job Corps Worker         \$15.75         \$16.5375         \$17.3644         \$18.2326         \$19.1442         \$22.1042         \$22.00         <		Golf Course Attendant											
Lifeguard       \$15.75       \$16.5375       \$17.3644       \$18.2326       \$19.1442       \$2         Recreation Program Leader       Traffic Escort       \$16.25       \$17.0625       \$17.9156       \$18.8114       \$19.7520       \$2         Inclusion Counselor       \$16.25       \$17.0625       \$17.9156       \$18.8114       \$19.7520       \$2         Facility Attendant II       \$16.50       \$17.3250       \$18.1913       \$19.1008       \$20.0559       \$2         Head Lifeguard       \$17.0000       \$17.8500       \$18.7425       \$19.6796       \$20.6636       \$2         Swim Instructor       \$18.19       \$19.10       \$20.05       \$20.6636       \$2         Asstistant Pool Manager       \$18.19       \$19.10       \$20.05       \$21.06       \$22.11         Assistant Camp Director       Facility Monitor       Intern       \$18.19       \$19.10       \$20.05       \$21.06       \$22.11		Park Attendant Youth Job Corps Worker											
Lifeguard									i				
Recreation Program Leader         Recreation Program Leader           Traffic Escort         \$16.25         \$17.0625         \$17.9156         \$18.8114         \$19.7520           Inclusion Counselor         \$16.26         \$17.0625         \$17.9156         \$18.1914         \$19.7520           Pacility Attendant II         \$16.50         \$17.3250         \$18.1913         \$19.1008         \$20.0559           Pool Technician         \$15.000         \$17.8500         \$18.7425         \$19.6796         \$20.6636           Swim Instructor         Asstistant Pool Manager         \$18.19         \$19.10         \$20.05         \$21.06         \$22.11           Assistant Camp Director         Facility Monitor         Intern         \$20.05         \$21.06         \$22.11	P03	Lifeguard	\$15.75	\$16.5375	\$17.3644	\$18.2326	\$19.1442	\$20.1014					
Traffic Escort       \$16.25       \$17.0625       \$17.9156       \$18.8114       \$19.7520       \$20.0559		Recreation Program Leader	WAY TO A TO		The state of the s			The state of the s			A MANAGORPH A PARTICIPATION OF THE PARTICIPATION OF		
Inclusion Counselor   \$16.25 \$17.0625 \$17.9156 \$18.8114 \$19.7520 \$2 \$20.019		Traffic Escort											
Facility Attendant II       \$16.50       \$17.3250       \$18.1913       \$19.1008       \$20.0559       \$2         Pool Technician       \$15.000       \$17.8500       \$18.7425       \$19.6796       \$20.6636       \$2         Head Lifeguard       \$17.8500       \$18.7425       \$19.6796       \$20.6636       \$2         Swim Instructor       \$18.19       \$19.10       \$20.05       \$21.06       \$22.11         Asstistant Camp Director       Facility Monitor       Intern       Intern	P04	Inclusion Counselor	\$16.25	\$17.0625	\$17.9156	\$18.8114	\$19.7520	\$20.7396					
Pool Technician         \$16.50 \$17.3250 \$18.1913 \$19.1008 \$20.0559 \$2           Head Lifeguard         \$17.0000 \$17.8500 \$18.7425 \$19.6796 \$20.6636 \$2           Swim Instructor         Asstistant Pool Manager         \$18.19 \$19.10 \$20.05 \$21.06 \$22.11           Assistant Camp Director         \$18.19 \$19.10 \$20.05 \$21.06 \$22.11           Facility Monitor         Intern		Facility Attendant II				A THE RESIDENCE OF THE PARTY OF						and the state of t	
Head Lifeguard       \$17.0000       \$18.7425       \$19.6796       \$20.6636       \$2         Swim Instructor       Asstistant Pool Manager       \$18.19       \$19.10       \$20.05       \$21.06       \$22.11         Facility Monitor       Intern	P05	Pool Technician	\$16.50	\$17.3250	\$18.1913	\$19.1008	\$20.0559	\$21.0586					
Asstistant Pool Manager \$18.19 \$19.10 \$20.05 \$21.06 \$22.11 Assistant Camp Director Facility Monitor Intern	P06	Head Lifeguard	\$17.0000	\$17.8500	\$18.7425	\$19.6796	\$20.6636	\$21.6968					
Assistant Pool Manager \$18.19 \$19.10 \$20.05 \$21.06 \$22.11 Assistant Camp Director Facility Monitor Intern		Swim Instructor											
Assistant Camp Director Facility Monitor Intern	P07	Asstistant Pool Manager	\$18.19	\$19.10	\$20.05	\$21.06		\$23.22					
Facility Monitor Intern		Assistant Camp Director											
Intern		Facility Monitor											
		Intern											
		Pool Manager											
Pool Manager		Borrostion Brogam Supeniegr											

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	\$15.5000 \$16.2750	\$17.0888	\$17.0888 \$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$22.9006 \$24.0456
P22	PT Custodian	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$22.9006 \$24.0456 \$25.2479	\$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	\$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	\$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		Color delication of the color		
P28	PT Public Works Inspector	\$23,4553	\$24.6281	\$25.8595	\$25.8595 \$27.1525	\$28.5101	\$29.9356	\$31.4324	\$33.0040	\$34.6542	\$37.0055

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, From and after on passage, City employees in the unclassified service of the City, except as otherwise noted, approved, and incorporated herein by this reference. Section 3.

		The second secon	A CONTRACTOR OF THE CONTRACTOR	Steps		
rade	Grade Position Title	Pay Frequency	A	B	C	D
<b>S04</b>	SO4 Judge of City Court (Substitute)	Monthly	\$271.83			
505	SOS Judge of City Court	Monthly	\$2,574.02	\$2,709.94	\$2,852.12 \$3,053.72	\$3,053.72
908	SO6 Prosecuting City Attorney (Substitute)	Per Session	\$522.75			
207	Prosecuting City Attorney	Monthly	\$3,809.80	\$4,010.54	\$4,220.68 \$4,519.98	\$4,519.98

Grade	Grade Position Title	Pay Frequency	А	8	C	D	В	ш	9	Ξ	-	_
6	Secretary to the City Manager	Annually	\$44,431.05	\$44,431.05 \$46,652.61	\$48,985.24	\$51,434.50	\$54,006.22	\$56,706.54	\$59,541.86	\$48,985.24 \$51,434.50 \$54,006.22 \$56,706.54 \$59,541.86 \$62,518.96 \$65,644.90	\$65,644.90	\$70,098.91
		Monthly	\$3,702.59	\$3,887.72	\$4,082.10	\$4,082.10 \$4,286.21 \$4,500.52 \$4,725.54 \$4,961.82	\$4,500.52	\$4,725.54	\$4,961.82	\$5,209.91	\$5,470.41	\$5,841.58
		Bi-Weekly	\$1,708.89	\$1,794,33	\$1,884.05	\$1,884.05 \$1,978.25 \$2,077.16 \$2,181.02 \$2,290.07	\$2,077.16	\$2,181.02	\$2,290.07	\$2,404.58	\$2,524.80	\$2,696.11
		Hourly	\$21.3611	\$22,4291	\$23.5506	\$24.7281 \$25.9645 \$27.2628 \$28.6259	\$25.9645	\$27.2628	\$28.6259	\$30,0572	\$31,5600	\$33.7014
13	City Clerk	Annually	\$71,167.15	\$71,167.15 \$74,725.50 \$78,461.78 \$82,384.87 \$86,504.11 \$90,829.32 \$95,370.78 \$100,139.32 \$105,146.29 \$112,280.47	\$78,461.78	\$82,384.87	\$86,504.11	\$90,829.32	\$95,370.78	\$100,139.32	\$105,146.29	112,280.47
The same of the sa		Monthly	\$5,930.60	\$6,227.13	\$6,538.48	\$6,865.41	\$7,208.68	\$7,569.11	\$7,947.57	\$6,538.48 \$6,865.41 \$7,208.68 \$7,569.11 \$7,947.57 \$8,344.94 \$8,762.19 \$9,356.71	\$8,762.19	\$9,356.71
		Bi-Weekly	\$2,737.20	\$2,874.06	\$3,017.76	\$3,017.76 \$3,168.65 \$3,327.08 \$3,493.44	\$3,327.08	\$3,493.44	\$3,668.11	\$3,851.51	\$4,044.09	\$4,318.48
A A A A A A A A A A A A A A A A A A A		Hourly	\$34.2150	\$35.9257	\$37.7220	\$37.7220 \$39.6081 \$41.5885 \$43.6679	\$41.5885	\$43.6679	\$45.8513	\$48,1439	\$50.5511	\$53.9810
The state of the s												

				Salary Range	
Grade	Position Title	Pay Frequency	Minimum	Midpoint	Maximum
E-1	Assistant City Manager	Annually	\$83,072.29	\$83,072.29 \$101,763.74	\$122,502.93
		Monthly	\$6,922.69	\$8,480.31	\$10,208.58
		Bi-weekly	\$3,195.09	\$3,913.99	\$4,711.65
		Hourly	\$39.9386	\$48.9249	\$58.8956
E-2	Director of Human Resources	Annually	\$99,687.38	\$99,687.38 \$122,116.49	\$147,002.88
	Director of Parks, Recreation & Forestry	Monthly	\$8,307.28	\$10,176.37	\$12,250.24
	Director of Planning & Development	Bi-weekly	\$3,834.13	\$4,696.79	\$5,653.96
	Director of Public Works	Hourly	\$47.9266	\$58.7099	\$70.6745
E-3	Deputy City Manager/Dir. Of Economic Development	Annually	\$108,866.87	\$108,866.87 \$137,363.02	\$160,540.48
	Director of Finance	Monthly	\$9,072.24	\$11,446.92	\$13,378.37
	Fire Chief	Bi-weekly	\$4,187.19	\$5,283.19	\$6,174.63
	Police Chief	Hourly	\$52.3398	\$66.0399	\$77.1829
			יים איני מיים מיים מיים מיים מיים מיים מיים מיי	ָר - בּינוּ ער פּינוּ בּינוּ	1 CAN COCO
E-4	City Manager	Annually	\$133,361.89	\$133,361.89 \$1/1,703.51	\$203,443.56
		Monthly	\$11,113.49	\$14,308.63	\$16,953.63
		Bi-weekly	\$5,129.30	\$6,603.98	\$7,824.75
		Hourly	\$64.1163	\$82.5498	\$97.8094

- <u>Section 4.</u> 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.
- 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 <u>five years</u> 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		<b>Monthly Amount</b>
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 <u>seven years</u> 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:

In Pay Grade		Monthly Amount
P-2	Police Officer	\$49
P-3	Police Sergeant	123
P-4	Police Lieutenant	132
P-4	Police Captain	142

C. From and after on 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:

In Pay Grade		Monthly Amount
P-2	Police Officer	\$80

D. From and after on passage, the commissioned police personnel, in the pay grade shown, shall receive compensation for <u>fourteen years</u> 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:

In Pay Grade		Monthly Amount
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:

In Pay Grade	Monthly Amount	
F-1	Paramedic Firefighters	\$77
F-2	Paramedic Fire Captains	86

F. From and after on 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:

In Pay Grade	Monthly Amount	
F-1	Paramedic Firefighters	\$133
F-2	Paramedic Fire Captains	133

G. From and after on 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:

In Pay Grade	Monthly Amount	
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.

<u>Section 6.</u> 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.
- 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. 7186 and all ordinances in conflict herewith are repealed.

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

PASSED and ADOPTED this 22th day of May, 2023.

MAYOR

ATTEST:

CITY CLERK

CERTIFIED TO BE CORRECT AS TO FORM:

CITY ATTORNEY