

INTRODUCED BY: Councilmember Jeff Hales

DATE: August 14, 2023

BILL NO. 9524

ORDINANCE NO: 7337

**AN ORDINANCE FIXING THE COMPENSATION TO BE PAID TO CITY OFFICIALS AND EMPLOYEES AS ENUMERATED HEREIN FROM AND AFTER SEPTEMBER 11, 2023, AND REPEALING ORDINANCE NO. 7331.**

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

Section 1. From and after September 11, 2023, 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 2023**

**Steps**

Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J	
1		Annually	\$28,975.09	\$30,423.84	\$31,945.03	\$33,542.29	\$35,219.40	\$36,980.37	\$38,829.39	\$40,770.86	\$42,809.50	\$44,949.87	
		Monthly	\$2,414.59	\$2,535.32	\$2,662.09	\$2,795.19	\$2,934.95	\$3,081.70	\$3,235.78	\$3,397.57	\$3,567.57	\$3,745.83	\$3,933.32
		Bi-Weekly	\$1,114.43	\$1,170.15	\$1,228.66	\$1,290.09	\$1,354.59	\$1,422.32	\$1,493.44	\$1,568.11	\$1,646.52	\$1,728.85	\$1,815.29
		Hourly	\$13.93	\$14.63	\$15.36	\$16.13	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69
2		Annually	\$30,423.91	\$31,945.10	\$33,542.36	\$35,219.48	\$36,980.45	\$38,829.47	\$40,771.10	\$42,809.59	\$44,950.14	\$47,197.65	\$49,557.53
		Monthly	\$2,535.33	\$2,662.09	\$2,795.20	\$2,934.96	\$3,081.70	\$3,235.79	\$3,397.58	\$3,567.46	\$3,745.84	\$3,933.14	\$4,129.79
		Bi-Weekly	\$1,170.15	\$1,228.66	\$1,290.09	\$1,354.60	\$1,422.33	\$1,493.44	\$1,568.11	\$1,646.52	\$1,728.85	\$1,815.29	\$1,906.06
		Hourly	\$14.63	\$15.36	\$16.13	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69	\$23.83
3		Annually	\$31,945.22	\$33,542.49	\$35,219.61	\$36,980.59	\$38,829.62	\$40,771.10	\$42,809.66	\$44,950.14	\$47,197.65	\$49,557.53	\$52,035.42
		Monthly	\$2,662.10	\$2,795.21	\$2,934.97	\$3,081.72	\$3,235.80	\$3,397.59	\$3,567.47	\$3,745.85	\$3,933.14	\$4,129.80	\$4,336.29
		Bi-Weekly	\$1,228.66	\$1,290.10	\$1,354.60	\$1,422.33	\$1,493.45	\$1,568.12	\$1,646.53	\$1,728.85	\$1,815.29	\$1,906.06	\$2,001.36
		Hourly	\$15.36	\$16.13	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69	\$23.83	\$25.07
4	Parking Attendant Police/Fire Cadet Clerk Typist	Annually	\$33,542.50	\$35,219.62	\$36,980.60	\$38,829.63	\$40,771.11	\$42,809.67	\$44,950.15	\$47,197.66	\$49,557.54	\$52,035.42	\$54,637.19
		Monthly	\$2,795.21	\$2,934.97	\$3,081.72	\$3,235.80	\$3,397.59	\$3,567.47	\$3,745.85	\$3,933.14	\$4,129.80	\$4,336.29	\$4,553.10
		Bi-Weekly	\$1,290.10	\$1,354.60	\$1,422.33	\$1,493.45	\$1,568.12	\$1,646.53	\$1,728.85	\$1,815.29	\$1,906.06	\$2,001.36	\$2,101.43
		Hourly	\$16.33	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69	\$23.83	\$25.07	\$26.27
5	Custodian	Annually	\$35,219.62	\$36,980.60	\$38,829.63	\$40,771.11	\$42,809.67	\$44,950.15	\$47,197.66	\$49,557.54	\$52,035.42	\$54,637.19	\$57,369.05
		Monthly	\$2,934.97	\$3,081.72	\$3,235.80	\$3,397.59	\$3,567.47	\$3,745.85	\$3,933.14	\$4,129.80	\$4,336.29	\$4,553.10	\$4,780.75
		Bi-Weekly	\$1,354.60	\$1,422.33	\$1,493.45	\$1,568.12	\$1,646.53	\$1,728.85	\$1,815.29	\$1,906.06	\$2,001.36	\$2,101.43	\$2,206.50
		Hourly	\$16.93	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69	\$23.83	\$25.07	\$26.27	\$27.58
6	Laborer Compliance Officer	Annually	\$36,980.60	\$38,829.63	\$40,771.11	\$42,809.67	\$44,950.15	\$47,197.66	\$49,557.54	\$52,035.42	\$54,637.19	\$57,369.05	\$60,243.10
		Monthly	\$3,081.72	\$3,235.80	\$3,397.59	\$3,567.47	\$3,745.85	\$3,933.14	\$4,129.80	\$4,336.29	\$4,553.10	\$4,780.75	\$5,019.10
		Bi-Weekly	\$1,422.33	\$1,493.45	\$1,568.12	\$1,646.53	\$1,728.85	\$1,815.29	\$1,906.06	\$2,001.36	\$2,101.43	\$2,206.50	\$2,317.10
		Hourly	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61	\$22.69	\$23.83	\$25.07	\$26.27	\$27.58	\$28.97

**SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED EMPLOYEES 2023**

**Steps**

Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J	
7	Advanced Clerk Typist Laborer-Light Equipment Operator	Annually	\$38,829.44	\$40,770.91	\$42,809.46	\$44,949.93	\$47,197.43	\$49,557.30	\$52,035.17	\$54,636.93	\$57,368.77	\$60,237.21	
		Monthly	\$3,235.79	\$3,397.58	\$3,567.46	\$3,745.83	\$3,933.12	\$4,129.78	\$4,336.26	\$4,553.08	\$4,780.75	\$5,019.77	\$5,269.77
		Bi-Weekly	\$1,493.44	\$1,568.11	\$1,646.52	\$1,728.84	\$1,815.29	\$1,906.05	\$2,001.35	\$2,101.42	\$2,206.49	\$2,316.82	\$2,433.82
		Hourly	\$18.67	\$19.60	\$20.59	\$21.61	\$22.69	\$23.83	\$25.02	\$26.27	\$27.58	\$28.96	\$30.41
8	Administrative Secretary Assistant to the Prosecutor Court Clerk II Equipment Operator Account Clerk II	Annually	\$41,159.24	\$43,217.20	\$45,378.06	\$47,646.96	\$50,029.31	\$52,530.78	\$55,157.32	\$57,915.18	\$60,810.94	\$63,851.49	
		Monthly	\$3,429.94	\$3,601.43	\$3,781.51	\$3,970.58	\$4,169.11	\$4,377.56	\$4,596.44	\$4,826.27	\$5,067.58	\$5,320.96	\$5,587.83
		Bi-Weekly	\$1,583.05	\$1,662.20	\$1,745.31	\$1,832.58	\$1,924.20	\$2,020.41	\$2,121.44	\$2,227.31	\$2,338.88	\$2,456.88	\$2,581.83
		Hourly	\$19.79	\$20.78	\$21.82	\$22.91	\$24.05	\$25.26	\$26.52	\$27.84	\$29.24	\$30.72	\$32.29
9	Administrative Assistant Accounts Payable Specialist Dispatcher Executive Secretary to the Director Executive Secretary to the Police Chief General Maintenance Worker Heavy Equipment Operator Inspector I Mechanic I Print Shop Operator Recreation Supervisor I Tree Trimmer	Annually	\$45,319.68	\$47,585.66	\$49,954.94	\$52,463.19	\$55,086.35	\$57,840.67	\$60,732.70	\$63,769.33	\$66,957.80	\$70,300.89	
		Monthly	\$3,776.64	\$3,965.47	\$4,163.75	\$4,371.93	\$4,590.53	\$4,820.08	\$5,061.06	\$5,314.11	\$5,579.82	\$5,858.41	\$6,150.74
		Bi-Weekly	\$1,743.06	\$1,830.22	\$1,921.73	\$2,017.81	\$2,118.71	\$2,224.64	\$2,335.87	\$2,452.67	\$2,575.90	\$2,706.09	\$2,843.89
		Hourly	\$21.79	\$22.88	\$24.02	\$25.22	\$26.48	\$27.81	\$29.20	\$30.66	\$32.19	\$33.79	\$35.46



**SCHEDULE A - BASE PAY STEPS FOR CLASSIFIED EMPLOYEES 2023**

**Steps**

Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J
12	Communications Manager	Annually	\$64,239.37	\$67,451.34	\$70,833.91	\$74,365.16	\$78,083.36	\$81,587.53	\$86,066.90	\$90,391.25	\$94,910.81	\$101,350.31
	Economic Development Specialist	Monthly	\$5,351.28	\$5,620.95	\$5,901.95	\$6,197.09	\$6,506.95	\$6,832.25	\$7,173.91	\$7,532.60	\$7,919.23	\$8,443.88
	Economic Development Business Retention Specialist	Bi-Weekly	\$2,470.75	\$2,594.28	\$2,724.00	\$2,860.20	\$3,005.21	\$3,153.37	\$3,311.93	\$3,476.59	\$3,650.42	\$3,898.10
	Human Resources Manager	Hourly	\$36.88	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42	\$41.39	\$43.45	\$45.63	\$48.73
	Information Technology Manager											
	Public Safety IT Manager											
	Purchasing Manager											
	Planning- Zoning Administrator											
	Project Manager II											
	Sanitation Superintendent											
	Senior Planner											
	Senior Public Works Manager											
	Senior Building Inspector-Plan Reviewer											
13	Deputy Director of Recreation	Annually	\$72,590.49	\$76,220.01	\$80,031.01	\$84,032.57	\$88,234.19	\$92,645.90	\$97,278.20	\$102,142.11	\$107,249.21	\$114,526.08
	Deputy Director of Parks Maintenance	Monthly	\$6,049.21	\$6,351.67	\$6,669.25	\$7,002.71	\$7,352.85	\$7,720.49	\$8,106.52	\$8,511.84	\$8,937.43	\$9,343.84
	Deputy Dir. of Planning & Dev./Bldg. Commissioner	Bi-Weekly	\$2,791.94	\$2,931.54	\$3,078.12	\$3,232.02	\$3,393.62	\$3,563.30	\$3,741.47	\$3,928.54	\$4,124.97	\$4,402.85
	Assistant Director of Public Works	Hourly	\$34.90	\$36.64	\$38.48	\$40.40	\$42.42	\$44.54	\$46.77	\$49.11	\$51.56	\$55.06
14	Assistant Director of Finance	Annually	\$83,479.06	\$87,653.02	\$92,035.67	\$96,637.45	\$101,469.32	\$106,542.75	\$111,869.93	\$117,463.43	\$123,336.60	\$131,764.98
		Monthly	\$6,956.59	\$7,304.42	\$7,669.64	\$8,053.12	\$8,455.78	\$8,878.57	\$9,322.49	\$9,798.62	\$10,278.05	\$10,975.42
		Bi-Weekly	\$3,210.73	\$3,371.27	\$3,539.88	\$3,716.83	\$3,902.67	\$4,097.80	\$4,302.69	\$4,517.82	\$4,743.72	\$5,065.58
		Hourly	\$40.13	\$42.14	\$44.25	\$46.46	\$48.78	\$51.22	\$53.78	\$56.47	\$59.30	\$63.32

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

*Steps*

<i>Grade</i>	<i>Position Title</i>	<i>Pay Frequency</i>	A	B	C	D	E	F
P-1	Police Officer Trainee	Annually	\$55,282.69	\$58,046.83	\$60,949.17	\$63,996.63	\$67,196.46	\$71,755.74
		Monthly	\$4,606.89	\$4,837.24	\$5,079.10	\$5,333.05	\$5,599.71	\$5,979.65
		Bi-Weekly	\$2,126.26	\$2,232.57	\$2,344.20	\$2,461.41	\$2,584.48	\$2,759.84
		Hourly	\$26.5782	\$27.9071	\$29.3025	\$30.7676	\$32.3060	\$34.4980
P-2	Police Officer	Annually	\$63,854.50	\$67,047.22	\$70,399.58	\$73,919.56	\$77,615.54	\$82,881.56
		Monthly	\$5,321.21	\$5,587.27	\$5,866.63	\$6,159.96	\$6,467.96	\$6,906.80
		Bi-Weekly	\$2,455.94	\$2,578.74	\$2,707.68	\$2,843.06	\$2,985.21	\$3,187.75
		Hourly	\$30.6993	\$32.2342	\$33.8460	\$35.5383	\$37.3152	\$39.8469
P-3	Police Sergeant	Annually	\$78,498.44	\$82,423.36	\$86,544.53	\$90,871.76	\$95,415.34	\$101,889.28
		Monthly	\$6,541.54	\$6,868.61	\$7,212.04	\$7,572.65	\$7,951.28	\$8,490.77
		Bi-Weekly	\$3,019.17	\$3,170.13	\$3,328.64	\$3,495.07	\$3,669.82	\$3,918.82
		Hourly	\$37.7396	\$39.6266	\$41.6079	\$43.6883	\$45.8728	\$48.9852
P-4	Police Lieutenant	Annually	\$90,554.21	\$95,081.92	\$99,836.01	\$104,827.81	\$111,940.38	
		Monthly	\$7,546.18	\$7,923.49	\$8,319.67	\$8,735.65	\$9,328.36	
		Bi-Weekly	\$3,482.85	\$3,657.00	\$3,839.85	\$4,031.84	\$4,305.40	
		Hourly	\$43.5357	\$45.7125	\$47.9981	\$50.3980	\$53.8175	
P-5	Police Captain	Annually	\$100,822.67	\$105,863.80	\$111,156.99	\$116,714.84	\$124,633.94	
		Monthly	\$8,401.89	\$8,821.98	\$9,263.08	\$9,726.24	\$10,386.16	
		Bi-Weekly	\$3,877.79	\$4,071.68	\$4,275.27	\$4,489.03	\$4,793.61	
		Hourly	\$48.4724	\$50.8961	\$53.4409	\$56.1129	\$59.9202	
P-6	Deputy Police Chief	Annually	\$109,847.69	\$115,340.08	\$121,107.08	\$127,162.44	\$135,790.41	
		Monthly	\$9,153.97	\$9,611.67	\$10,092.26	\$10,596.87	\$11,315.87	
		Bi-Weekly	\$4,224.91	\$4,436.16	\$4,657.96	\$4,890.86	\$5,222.71	
		Hourly	\$52.8114	\$55.4520	\$58.2246	\$61.1358	\$65.2839	

**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	\$67,086.79	\$70,441.13	\$73,963.18	\$77,661.34	\$81,544.41	\$87,077.20
		Monthly	\$5,590.57	\$5,870.09	\$6,163.60	\$6,471.78	\$6,795.37	\$7,256.43
		Bi-weekly	\$2,580.26	\$2,709.27	\$2,844.74	\$2,986.97	\$3,136.32	\$3,349.12
		Hourly	\$23.0380	\$24.1899	\$25.3994	\$26.6694	\$28.0029	\$29.9029
F-2	Paramedic Fire Captain	Annually	\$78,615.75	\$82,753.03	\$87,108.45	\$91,693.11	\$96,519.06	\$103,326.20
		Monthly	\$6,551.31	\$6,896.09	\$7,259.04	\$7,641.09	\$8,043.26	\$8,610.52
		Bi-weekly	\$3,023.68	\$3,182.81	\$3,350.33	\$3,526.66	\$3,712.27	\$3,974.08
		Hourly	\$26.9972	\$28.4179	\$29.9136	\$31.4880	\$33.1453	\$35.4829
F-3	Batallion Chief	Annually	\$92,517.47	\$97,387.12	\$102,512.81	\$107,908.22	\$115,518.59	
		Monthly	\$7,709.79	\$8,115.59	\$8,542.73	\$8,992.35	\$9,626.55	
		Bi-weekly	\$3,558.36	\$3,745.66	\$3,942.80	\$4,150.32	\$4,443.02	
		Hourly	\$31.7711	\$33.4434	\$35.2036	\$37.0564	\$39.6698	
F-5	Deputy Fire Chief	Annually	\$104,545.50	\$110,047.66	\$115,839.64	\$121,936.47	\$130,536.20	
		Monthly	\$8,712.13	\$9,170.64	\$9,653.30	\$10,161.37	\$10,878.02	
		Bi-weekly	\$4,020.98	\$4,232.60	\$4,455.37	\$4,689.86	\$5,020.62	
		Hourly	\$50.2623	\$52.9075	\$55.6921	\$58.6233	\$62.7578	

Section 2. From and after September 11, 2023, seasonal and regular 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 regular part-time employees)

**SCHEDULE B - HOURLY PAY RATES FOR REGULAR PART-TIME EMPLOYEES**

Grade	Position Title	Steps												
		A	B	C	D	E	F	G	H	I	J			
PR01		\$ 15.30	\$16.0650	\$16.8683	\$17.7117	\$18.5972	\$19.5271							
PR02	Cashier Control Desk Associate Facility Attendant Child Care Assistant Camp Counselor Golf Course Attendant Park Attendant Youth Job Corps Worker	\$ 15.81	\$16.6005	\$17.4305	\$18.3021	\$19.2172	\$20.1780							
PR03	Lifeguard Recreation Program Leader Traffic Escort	\$ 16.07	\$16.8683	\$17.7117	\$18.5972	\$19.5271	\$20.5035							
PR04	Inclusion Counselor Facility Attendant II	\$ 16.58	\$17.4038	\$18.2739	\$19.1876	\$20.1470	\$21.1544							
PR05	Pool Technician	\$ 16.83	\$17.6715	\$18.5551	\$19.4828	\$20.4570	\$21.4798							
PR06	Head Lifeguard Swim Instructor	\$ 17.34	\$18.2070	\$19.1174	\$20.0732	\$21.0769	\$22.1307							
PR07	Assistant Pool Manager Assistant Camp Director Facility Monitor Intern	\$ 18.90	\$19.85	\$20.84	\$21.88	\$22.97	\$24.12							
PR08	Camp Director Pool Manager Golf Shop Supervisor Recreation Program Supervisor	\$ 20.20	\$21.2058	\$22.2661	\$23.3794	\$24.5484	\$25.7758							



**SCHEDULE B - HOURLY PAY RATES FOR REGULAR PART-TIME EMPLOYEES**

**Steps**

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
PR20		\$ 15.06	\$15.8100	\$16.6005	\$17.4305	\$18.3021	\$19.2172	\$20.1780	\$21.1870	\$22.2462	\$23.3586
PR21	PT Clerk Typist	\$ 15.81	\$16.6005	\$17.4305	\$18.3021	\$19.2172	\$20.1780	\$21.1870	\$22.2462	\$23.3586	\$24.5265
	PT Court Clerk										
	PT Parking Controller										
	PT Police/Fire Cadet										
PR22	PT Custodian	\$ 16.51	\$17.4298	\$18.3021	\$19.2171	\$20.1780	\$21.1869	\$22.2463	\$23.3586	\$24.5265	\$25.7529
PR23	PT Laborer	\$ 17.43	\$18.3021	\$19.2171	\$20.1780	\$21.1869	\$22.2463	\$23.3586	\$24.5265	\$25.7528	\$27.0405
PR24	PT Advanced Clerk Typist	\$ 18.30	\$19.2171	\$20.1779	\$21.1868	\$22.2462	\$23.3584	\$24.5264	\$25.7527	\$27.0403	\$28.3923
PR25	PT Administrative Secretary	\$ 19.40	\$20.3701	\$20.4380	\$22.4580	\$23.5810	\$24.7600	\$25.9980	\$27.2979	\$28.6628	\$30.0959
PR26	PT Dispatcher	\$ 21.36	\$22.4291	\$23.5505	\$24.7281	\$25.9645	\$27.2527	\$28.6258	\$30.0571	\$31.5600	\$33.7014
	PT Crime Analyst										
	PT Senior Coordinator										
PR27	PT Paramedic Firefighter	\$ 22.58	\$23.7156	\$24.9014	\$26.1464	\$27.4538	\$29.3165				
PR28	PT Public Works Inspector	\$ 23.93	\$25.1206	\$26.3766	\$27.6955	\$29.0800	\$30.5343	\$32.0610	\$33.6541	\$35.3472	\$37.7461



**SCHEDULE B 2 - HOURLY PAY RATES FOR SEASONAL EMPLOYEES**

**Steps**

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
PS20		\$ 14.76	\$15.5000	\$16.2750	\$17.0887	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8100	\$22.9006
PS21	PT Clerk Typist PT Court Clerk PT Parking Controller PT Police/Fire Cadet	\$ 15.50	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456
PS22	PT Custodian	\$ 16.28	\$17.0888	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479
PS23	PT Laborer	\$ 17.09	\$17.9432	\$18.8403	\$19.7824	\$20.7715	\$21.8101	\$22.9006	\$24.0456	\$25.2479	\$26.5103
PS24	PT Advanced Clerk Typist	\$ 17.94	\$18.8403	\$19.7823	\$20.7714	\$21.8100	\$22.9004	\$24.0455	\$25.2477	\$26.5101	\$27.8356
PS25	PT Administrative Secretary	\$ 19.02	\$19.9707	\$20.9692	\$22.0177	\$23.1186	\$24.2745	\$25.4382	\$26.7626	\$28.1008	\$29.5058
PS26	PT Dispatcher PT Senior Coordinator	\$ 20.94	\$21.9894	\$23.0888	\$24.2433	\$25.4554	\$26.7282	\$28.0646	\$29.4678	\$30.9412	\$33.0406
PS27	PT Paramedic Firefighter	\$ 22.14	\$23.2506	\$24.4132	\$25.6338	\$26.9155	\$28.7417				
PS28	PT Public Works Inspector	\$ 23.46	\$24.6281	\$25.8595	\$27.1525	\$28.5101	\$29.9356	\$31.4324	\$33.0040	\$34.6542	\$37.0055

Section 3. From and after on September 11, 2023, 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**

**Steps**

Grade	Position Title	Pay Frequency	A	B	C	D
S04	Judge of City Court (Substitute)	Monthly	\$277.27			
S05	Judge of City Court	Monthly	\$2,625.50	\$2,764.13	\$2,909.17	\$3,114.79
S06	Prosecuting City Attorney (Substitute)	Per Session	\$533.21			
S07	Prosecuting City Attorney	Monthly	\$3,886.00	\$4,090.75	\$4,305.10	\$4,610.38

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Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J
9	Secretary to the City Manager	Annually	\$45,219.88	\$47,395.66	\$49,764.94	\$52,463.19	\$55,506.35	\$57,941.67	\$60,722.70	\$63,783.33	\$66,957.80	\$71,300.89
		Monthly	\$3,768.64	\$3,955.47	\$4,166.75	\$4,371.93	\$4,590.53	\$4,821.16	\$5,064.16	\$5,319.41	\$5,577.82	\$5,938.41
		3x-Weekly	\$1,256.02	\$1,318.22	\$1,372.73	\$1,417.81	\$1,464.71	\$1,512.64	\$1,561.87	\$1,612.57	\$1,664.90	\$1,719.03
		Hourly	\$11,788.3	\$12,377	\$12,926	\$13,527	\$14,188	\$14,810	\$15,494	\$16,233	\$16,935	\$17,674
13	City Clerk	Annually	\$71,590.49	\$76,220.01	\$80,931.01	\$84,922.57	\$89,234.19	\$92,945.90	\$97,278.20	\$102,142.11	\$107,249.11	\$112,526.89
		Monthly	\$6,049.21	\$6,351.67	\$6,668.25	\$7,002.71	\$7,352.85	\$7,717.49	\$8,096.52	\$8,511.84	\$8,971.59	\$9,468.84
		3x-Weekly	\$2,016.44	\$2,117.54	\$2,178.12	\$2,232.01	\$2,339.62	\$2,393.10	\$2,494.47	\$2,598.34	\$2,724.57	\$2,844.85
		Hourly	\$34,889.9	\$36,642	\$38,474	\$40,400	\$42,418	\$44,543	\$46,784	\$49,158	\$51,571	\$53,026

**Salary Range**

<b>Grade</b>	<b>Position Title</b>	<b>Pay Frequency</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
E-1	Assistant City Manager	Annually	\$84,733.74	\$103,799.02	\$124,952.99
		Monthly	\$7,061.14	\$8,649.92	\$10,412.75
		Bi-weekly	\$3,258.99	\$3,992.27	\$4,805.88
		Hourly	\$40.7374	\$49.9034	\$60.0736
E-2	Director of Human Resources Director of Parks, Recreation & Forestry Director of Planning & Development Director of Public Works	Annually	\$101,681.13	\$124,558.82	\$149,942.94
		Monthly	\$8,473.43	\$10,379.90	\$12,495.25
		Bi-weekly	\$3,910.81	\$4,790.72	\$5,767.04
		Hourly	\$48.8852	\$59.8840	\$72.0880
E-3	City Attorney Deputy City Manager/Dir. Of Economic Development Director of Finance Fire Chief Police Chief	Annually	\$111,044.21	\$140,110.28	\$163,751.29
		Monthly	\$9,253.68	\$11,675.86	\$13,645.94
		Bi-weekly	\$4,270.93	\$5,388.86	\$6,298.13
		Hourly	\$53.3866	\$67.3607	\$78.7266
E-4	City Manager	Annually	\$136,029.13	\$175,137.58	\$207,512.43
		Monthly	\$11,335.76	\$14,594.80	\$17,292.70
		Bi-weekly	\$5,231.89	\$6,736.06	\$7,981.25
		Hourly	\$65.3986	\$84.2008	\$99.7656

Section 4. From and after September 11, 2023, 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 September 11, 2023, 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:

<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 September 11, 2023, 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 on September 11, 2023, 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 on September 11, 2023, 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 September 11, 2023, 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 on September 11, 2023, 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 on September 11, 2023, 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 September 11, 2023, 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. 7331 and all ordinances in conflict herewith are repealed. Ordinance No. 7040 shall remain in effect in full force and unchanged.

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


PASSED and ADOPTED this 11<sup>th</sup> day of September, 2023.

  
MAYOR

ATTEST:

  
CITY CLERK

CERTIFIED TO BE CORRECT AS TO FORM:

  
CITY ATTORNEY

