

INTRODUCED BY: Councilmember Steve McMahon

DATE: June 24, 2024

**BILL NO. 9546**

**ORDINANCE NO: 7360**

**AN ORDINANCE FIXING THE COMPENSATION TO BE PAID TO CITY OFFICIALS AND EMPLOYEES AS ENUMERATED HEREIN FROM AND AFTER July 1, 2024, AND REPEALING ORDINANCE NO. 7344.**

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

Section 1. From and after July 14, 2024, 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	\$29,409.7143	\$30,880.2027	\$32,424.2101	\$34,045.4222	\$35,747.6934	\$37,535.0788	\$39,411.8328	\$41,382.4244	\$43,451.5456	\$45,624.1229
		Monthly	\$2,450.8095	\$2,573.3502	\$2,702.0175	\$2,837.1185	\$2,978.9744	\$3,127.9232	\$3,284.3194	\$3,448.5354	\$3,620.9621	\$3,802.0102
		Bi-Weekly	\$1,131.1429	\$1,187.7001	\$1,247.0850	\$1,309.4393	\$1,374.9113	\$1,443.6569	\$1,515.8397	\$1,591.6317	\$1,671.2133	\$1,754.7740
		Hourly	\$14.1393	\$14.8463	\$15.5886	\$16.3680	\$17.1864	\$18.0457	\$18.9480	\$19.8954	\$20.8902	\$21.9347
2		Annually	\$30,880.2681	\$32,424.2815	\$34,045.4956	\$35,747.7704	\$37,535.1589	\$39,411.9169	\$41,382.5127	\$43,451.6383	\$45,624.2203	\$47,905.4313
		Monthly	\$2,578.3557	\$2,702.0235	\$2,837.1246	\$2,978.9809	\$3,127.9299	\$3,284.3264	\$3,448.5427	\$3,620.9699	\$3,802.0184	\$3,992.1193
		Bi-Weekly	\$1,187.7026	\$1,247.0878	\$1,309.4421	\$1,374.9142	\$1,443.6600	\$1,515.8430	\$1,591.6351	\$1,671.2169	\$1,754.7777	\$1,842.5166
		Hourly	\$14.8463	\$15.5886	\$16.3680	\$17.1864	\$18.0457	\$18.9480	\$19.8954	\$20.8902	\$21.9347	\$23.0515
3		Annually	\$32,424.4023	\$34,045.6225	\$35,747.9036	\$37,535.2988	\$39,412.0637	\$41,382.6669	\$43,451.8002	\$45,624.3902	\$47,905.6097	\$50,300.8902
		Monthly	\$2,702.0335	\$2,837.1352	\$2,978.9920	\$3,127.9416	\$3,284.3386	\$3,448.5556	\$3,620.9834	\$3,802.0325	\$3,992.1341	\$4,191.7409
		Bi-Weekly	\$1,247.0924	\$1,309.4470	\$1,374.9194	\$1,443.6653	\$1,515.8486	\$1,591.6410	\$1,671.2231	\$1,754.7842	\$1,842.5235	\$1,934.6496
		Hourly	\$15.5887	\$16.3681	\$17.1865	\$18.0458	\$18.9481	\$19.8955	\$20.8903	\$21.9348	\$23.0315	\$24.1831
4	Parking Attendant Police/Fire Cadet Clerk Typist	Annually	\$34,045.6334	\$35,747.9151	\$37,535.3109	\$39,412.0764	\$41,382.6802	\$43,451.8142	\$45,624.4050	\$47,905.6252	\$50,300.9065	\$52,815.9518
		Monthly	\$2,837.1361	\$2,978.9929	\$3,127.9426	\$3,284.3397	\$3,448.5567	\$3,620.9845	\$3,802.0337	\$3,992.1354	\$4,191.7422	\$4,401.3293
		Bi-Weekly	\$1,309.4474	\$1,374.9198	\$1,443.6658	\$1,515.8491	\$1,591.6415	\$1,671.2236	\$1,754.7848	\$1,842.5240	\$1,934.6502	\$2,031.3828
		Hourly	\$16.3681	\$17.1865	\$18.0458	\$18.9481	\$19.8955	\$20.8903	\$21.9348	\$23.0316	\$24.1831	\$25.3923
5	Custodian	Annually	\$35,747.9151	\$37,535.3109	\$39,412.0764	\$41,382.6802	\$43,451.8142	\$45,624.4050	\$47,905.6252	\$50,300.9065	\$52,815.9518	\$55,456.7494
		Monthly	\$2,978.9929	\$3,127.9426	\$3,284.3397	\$3,448.5567	\$3,620.9845	\$3,802.0337	\$3,992.1354	\$4,191.7422	\$4,401.3293	\$4,621.3958
		Bi-Weekly	\$1,374.9198	\$1,443.6658	\$1,515.8491	\$1,591.6415	\$1,671.2236	\$1,754.7848	\$1,842.5240	\$1,934.6502	\$2,031.3828	\$2,132.9519
		Hourly	\$17.1865	\$18.0458	\$18.9481	\$19.8955	\$20.8903	\$21.9348	\$23.0316	\$24.1831	\$25.3923	\$26.6619
6	Laborer Compliance Officer	Annually	\$37,535.3109	\$39,412.0764	\$41,382.6802	\$43,451.8142	\$45,624.4050	\$47,905.6252	\$50,300.9065	\$52,815.9518	\$55,456.7494	\$58,229.5868
		Monthly	\$3,127.9426	\$3,284.3397	\$3,448.5567	\$3,620.9845	\$3,802.0337	\$3,992.1354	\$4,191.7422	\$4,401.3293	\$4,621.3958	\$4,852.4656
		Bi-Weekly	\$1,443.6658	\$1,515.8491	\$1,591.6415	\$1,671.2236	\$1,754.7848	\$1,842.5240	\$1,934.6502	\$2,031.3828	\$2,132.9519	\$2,239.5995
		Hourly	\$18.0458	\$18.9481	\$19.8955	\$20.8903	\$21.9348	\$23.0316	\$24.1831	\$25.3923	\$26.6619	\$27.9950





Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J
12	Communications Manager	Annually	\$65,202.9521	\$68,463.1102	\$71,886.2657	\$75,480.3789	\$79,254.6079	\$83,217.3383	\$87,378.2052	\$91,747.1155	\$96,334.4712	\$102,870.7656
	Economic Development Specialist	Monthly	\$5,433.5802	\$5,705.2592	\$5,990.5221	\$6,290.0482	\$6,604.5507	\$6,934.7782	\$7,281.5171	\$7,645.5930	\$8,027.8726	\$8,572.5638
	Economic Development Business Retention Specialist	Bi-Weekly	\$2,507.8052	\$2,633.1965	\$2,764.8564	\$2,903.0992	\$3,048.2541	\$3,200.6669	\$3,360.7002	\$3,528.7952	\$3,705.1720	\$3,956.5679
	Human Resources Manager	Hourly	\$31.3476	\$32.9150	\$34.5607	\$36.2887	\$38.1032	\$40.0083	\$42.0088	\$44.1092	\$46.3146	\$49.4571
	Information Technology Manager											
13	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											
	Deputy Director of Recreation	Annually	\$73,679.3471	\$77,363.3145	\$81,231.4802	\$85,293.0542	\$89,557.7069	\$94,033.5923	\$98,737.3719	\$103,674.2405	\$108,857.9525	\$116,243.9694
	Deputy Director of Parks Maintenance	Monthly	\$6,139.9456	\$6,446.9429	\$6,769.2900	\$7,107.7545	\$7,463.1422	\$7,836.2994	\$8,228.1143	\$8,639.5200	\$9,071.4960	\$9,686.9974
Deputy Dir. of Planning & Dev./Bldg. Commissioner	Bi-Weekly	\$2,833.8210	\$2,975.5121	\$3,124.2877	\$3,280.5021	\$3,444.5272	\$3,616.7535	\$3,797.5912	\$3,987.4708	\$4,186.8443	\$4,470.9219	
Assistant Director of Public Works	Hourly	\$35.4228	\$37.1939	\$39.0536	\$41.0063	\$43.0566	\$45.2094	\$47.4699	\$49.8434	\$52.3356	\$55.8865	
14	Assistant Director of Finance	Annually	\$84,731.2492	\$88,967.8116	\$93,416.2022	\$98,087.0123	\$102,991.3630	\$108,140.9311	\$113,547.9777	\$119,225.3765	\$125,186.6454	\$133,680.5583
		Monthly	\$7,060.9374	\$7,413.9843	\$7,784.6835	\$8,173.9177	\$8,582.6136	\$9,011.7443	\$9,462.3315	\$9,935.4480	\$10,432.2204	\$11,140.0465
		Bi-Weekly	\$3,258.8942	\$3,421.8389	\$3,592.9309	\$3,772.5774	\$3,961.2063	\$4,159.2666	\$4,367.2299	\$4,585.5914	\$4,814.8710	\$5,141.5599
		Hourly	\$40.7362	\$42.7730	\$44.9116	\$47.1572	\$49.5151	\$51.9908	\$54.5904	\$57.3199	\$60.1859	\$64.2695



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

**Steps**

<b>Grade</b>	<b>Position Title</b>	<b>Pay Frequency</b>	<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	\$ 56,111.9300	\$ 58,917.5265	\$ 61,863.4028	\$ 64,956.5730	\$ 68,204.4016	\$ 72,832.0800
		Monthly	\$ 4,675.9942	\$ 4,909.7939	\$ 5,155.2836	\$ 5,413.0477	\$ 5,683.7001	\$ 6,069.3400
		Bi-Weekly	\$ 2,158.1512	\$ 2,266.0587	\$ 2,379.3616	\$ 2,498.3297	\$ 2,623.2462	\$ 2,801.2338
		Hourly	\$ 26.9769	\$ 28.3257	\$ 29.7420	\$ 31.2291	\$ 32.7906	\$ 35.0154
<b>P-2</b>	<b>Police Officer</b>	Annually	\$ 64,812.3200	\$ 68,052.9360	\$ 71,455.5828	\$ 75,028.3619	\$ 78,779.7800	\$ 84,124.7800
		Monthly	\$ 5,401.0267	\$ 5,671.0780	\$ 5,954.6319	\$ 6,252.3635	\$ 6,564.9817	\$ 7,010.3983
		Bi-Weekly	\$ 2,492.7815	\$ 2,617.4206	\$ 2,748.2916	\$ 2,885.7062	\$ 3,029.9915	\$ 3,235.5685
		Hourly	\$ 31.1598	\$ 32.7178	\$ 34.3536	\$ 36.0713	\$ 37.8749	\$ 40.4446
<b>P-3</b>	<b>Police Sergeant</b>	Annually	\$ 79,675.9200	\$ 83,659.7160	\$ 87,842.7018	\$ 92,234.8369	\$ 96,846.5787	\$ 103,417.6200
		Monthly	\$ 6,639.6600	\$ 6,971.6430	\$ 7,320.2252	\$ 7,686.2364	\$ 8,070.5482	\$ 8,618.1350
		Bi-Weekly	\$ 3,064.4585	\$ 3,217.6814	\$ 3,378.5655	\$ 3,547.4937	\$ 3,724.8684	\$ 3,977.6008
		Hourly	\$ 38.3057	\$ 40.2210	\$ 42.2321	\$ 44.3437	\$ 46.5609	\$ 49.7200
<b>P-4</b>	<b>Police Lieutenant</b>	Annually	\$ 91,912.5200	\$ 96,508.1460	\$ 101,333.5533	\$ 106,400.2310	\$ 113,619.4900	
		Monthly	\$ 7,659.3757	\$ 8,042.3455	\$ 8,444.4628	\$ 8,866.6859	\$ 9,468.2908	
		Bi-Weekly	\$ 3,535.0969	\$ 3,711.8518	\$ 3,897.4444	\$ 4,092.3166	\$ 4,369.9804	
		Hourly	\$ 44.1887	\$ 46.3981	\$ 48.7181	\$ 51.1540	\$ 54.6248	
<b>P-5</b>	<b>Police Captain</b>	Annually	\$ 102,335.0100	\$ 107,451.7605	\$ 112,824.3485	\$ 118,465.5660	\$ 126,503.4500	
		Monthly	\$ 8,527.9175	\$ 8,954.3134	\$ 9,402.0290	\$ 9,872.1305	\$ 10,541.9542	
		Bi-Weekly	\$ 3,935.9619	\$ 4,132.7600	\$ 4,339.3980	\$ 4,556.3679	\$ 4,865.5173	
		Hourly	\$ 49.1995	\$ 51.6595	\$ 54.2425	\$ 56.9546	\$ 60.8190	
<b>P-6</b>	<b>Deputy Police Chief Major</b>	Annually	\$ 111,495.4100	\$ 117,070.1805	\$ 122,923.6895	\$ 129,069.8740	\$ 137,827.2700	
		Monthly	\$ 9,291.2842	\$ 9,755.8484	\$ 10,243.6408	\$ 10,755.8228	\$ 11,485.6058	
		Bi-Weekly	\$ 4,288.2850	\$ 4,502.6993	\$ 4,727.8342	\$ 4,964.2259	\$ 5,301.0488	
		Hourly	\$ 53.6036	\$ 56.2837	\$ 59.0979	\$ 62.0528	\$ 66.2631	

**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	\$68,093.0919	\$71,497.7465	\$75,072.6338	\$78,826.2655	\$82,767.5788	\$88,383.3900
		Monthly	\$5,674.4243	\$5,958.1455	\$6,256.0528	\$6,568.8555	\$6,897.2982	\$7,365.2825
		Bi-weekly	\$2,618.9651	\$2,749.9133	\$2,887.4090	\$3,031.7794	\$3,183.3684	\$3,399.3612
		Hourly	\$23.3836	\$24.5528	\$25.7804	\$27.0695	\$28.4229	\$30.3514
<b>F-2</b>	<b>Paramedic Fire Captain</b>	Annually	\$79,794.9863	\$83,994.3255	\$88,415.0768	\$93,068.5067	\$97,966.8459	\$104,876.0930
		Monthly	\$6,649.5822	\$6,999.5271	\$7,367.9231	\$7,755.7089	\$8,163.9038	\$8,739.6744
		Bi-weekly	\$3,069.0379	\$3,230.5510	\$3,400.5799	\$3,579.5580	\$3,767.9556	\$4,033.6959
		Hourly	\$27.4021	\$28.8442	\$30.3623	\$31.9603	\$33.6425	\$36.0151
<b>F-3</b>	<b>Battalion Chief</b>	Annually	\$93,905.2321	\$98,847.9268	\$104,050.5022	\$109,526.8433	\$117,251.3689	
		Monthly	\$7,825.4360	\$8,237.3272	\$8,670.8752	\$9,127.2369	\$9,770.9474	
		Bi-weekly	\$3,611.7397	\$3,801.8433	\$4,001.9424	\$4,212.5709	\$4,509.6680	
		Hourly	\$32.2477	\$33.9450	\$35.7316	\$37.6122	\$40.2649	
<b>F-5</b>	<b>Deputy Fire Chief</b>	Annually	\$106,113.68250	\$111,698.37490	\$117,577.23460	\$123,765.51710	\$132,494.24300	
		Monthly	\$8,842.80688	\$9,308.19791	\$9,798.10288	\$10,313.79309	\$11,041.18692	
		Bi-weekly	\$4,081.29548	\$4,296.09134	\$4,522.20133	\$4,760.21220	\$5,095.93242	
		Hourly	\$51.0162	\$53.7011	\$56.5275	\$59.5027	\$63.6992	

Section 2. From and after July 14, 2024, seasonal and regular part-time employees of the City may be employed at an hourly rate in accordance with the following Schedules B1 and B2 (hourly pay rates for regular part-time employees and seasonal employees, respectively).

**SCHEDULE B1 - HOURLY PAY RATES FOR REGULAR PART-TIME EMPLOYEES**

**Steps**

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
PR01		\$15.5300	\$16.3065	\$17.1218	\$17.9774	\$18.8762	\$19.8200				
PR02	Cashier Control Desk Associate Facility Attendant Child Care Assistant Camp Counselor Golf Course Attendant Park Attendant Youth Job Corps Worker	\$16.0472	\$16.8495	\$17.6920	\$18.5766	\$19.5055	\$20.4807				
PR03	Lifeguard Recreation Program Leader Traffic Escort	\$16.3111	\$17.1213	\$17.9774	\$18.8762	\$19.8200	\$20.8112				
PR04	Inclusion Counselor Facility Attendant II	\$16.8287	\$17.6649	\$18.5480	\$19.4754	\$20.4470	\$21.4717				
PR05	Pool Technician	\$17.0825	\$17.9366	\$18.8334	\$19.7750	\$20.7639	\$21.8020				
PR06	Head Lifeguard Swim Instructor	\$17.6001	\$18.4801	\$19.4042	\$20.3743	\$21.3931	\$22.4627				
PR07	Assttnt Pool Manager Assistant Camp Director Facility Monitor Intern	\$19.1835	20.1478	21.1526	22.2082	23.3146	24.4818				
PR08	Camp Director Pool Manager Golf Shop Supervisor Recreation Program Supervisor	\$20.5030	\$21.5239	\$22.6001	\$23.7301	\$24.9166	\$26.1624				



**SCHEDULE B1 - HOURLY PAY RATES FOR REGULAR PART-TIME EMPLOYEES**

**Steps**

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
PR20		\$15.2859	\$16.0472	\$16.8495	\$17.6920	\$18.5766	\$19.5055	\$20.4807	\$21.5048	\$22.5799	\$23.7090
PR21	PT Clerk Typist	\$16.0472	\$16.8495	\$17.6920	\$18.5766	\$19.5055	\$20.4807	\$21.5048	\$22.5799	\$23.7090	\$24.8944
	PT Court Clerk										
	PT Parking Controller										
	PT Police/Fire Cadet										
PR22	PT Custodian	\$16.8592	\$17.6912	\$18.5766	\$19.5054	\$20.4807	\$21.5047	\$22.5800	\$23.7090	\$24.8944	\$26.1392
PR23	PT Laborer	\$17.6915	\$18.5766	\$19.5054	\$20.4807	\$21.5047	\$22.5800	\$23.7090	\$24.8944	\$26.1391	\$27.4461
PR24	PT Advanced Clerk Typist	\$18.5745	\$19.5054	\$20.4806	\$21.5046	\$22.5799	\$23.7088	\$24.8943	\$26.1390	\$27.4459	\$28.8182
PR25	PT Administrative Secretary	\$19.6910	\$20.6757	\$21.7243	\$22.7949	\$23.9347	\$25.1314	\$26.3880	\$27.7074	\$29.0927	\$30.5473
PR26	PT Dispatcher	\$21.6804	\$22.7655	\$23.9038	\$25.0990	\$26.3540	\$27.6716	\$29.0552	\$30.5080	\$32.0334	\$34.2069
	PT Crime Analyst										
	PT Senior Services Coordinator										
PR27	PT Paramedic Firefighter	\$22.9187	\$24.0713	\$25.2749	\$26.5386	\$27.8656	\$29.7562				
PR28	PT Inspector	\$24.2900	\$25.5000	\$26.7700	\$28.1109	\$29.5162	\$30.9923	\$32.5419	\$34.1690	\$35.8774	\$38.3123

**SCHEDULE B2 - HOURLY PAY RATES FOR SEASONAL EMPLOYEES**

*Steps*

Grade	Position Title	A	B	C	D	E	F	G	H	I	J
PS01		\$ 15.00	\$15.7500	\$16.5375	\$17.3644	\$18.2326	\$19.1442				
PS02	Cashier Control Desk Associate Facility Attendant Child Care Assistant Camp Counselor Golf Course Attendant Park Attendant Youth Job Corps Worker	\$ 15.50	\$16.2750	\$17.0888	\$17.9432	\$18.8403	\$19.7824				
PS03	Lifeguard Recreation Program Leader Traffic Escort	\$ 15.75	\$16.5375	\$17.3644	\$18.2326	\$19.1442	\$20.1014				
PS04	Inclusion Counselor Facility Attendant II	\$ 16.25	\$17.0625	\$17.9156	\$18.8114	\$19.7520	\$20.7396				
PS05	Pool Technician	\$ 16.50	\$17.3250	\$18.1913	\$19.1008	\$20.0559	\$21.0586				
PS06	Head Lifeguard Swim Instructor	\$ 17.00	\$17.8500	\$18.7425	\$19.6796	\$20.6636	\$21.6968				
PS07	Assistant Pool Manager Assistant Camp Director Facility Monitor Intern	\$ 18.19	\$19.10	\$20.05	\$21.06	\$22.11	\$23.22				
PS08	Camp Director Pool Manager Golf Shop Supervisor Recreation Program Supervisor	\$ 19.18	\$20.7900	\$21.8295	\$22.9210	\$24.0670	\$25.2704				

**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	\$25.4882	\$26.7626	\$28.1008	\$29.5058
PS26	PT Dispatcher PT Senior Services 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 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 July 14, 2024, 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	A	B	C	D
SO4	Judge of City Court (Substitute)	Monthly	281,4300			
SO5	Judge of City Court	Monthly	2664.8800	2805.5900	2952.8100	3161.5119
SO6	Prosecuting City Attorney (Substitute)	Per Session	541.2100			
SO7	Prosecuting City Attorney	Monthly	3944.2900	4152.1113	4369.6765	4679.5357

Grade	Position Title	Pay Frequency	A	B	C	D	E	F	G	H	I	J
9	Secretary to the City Manager	Annually	\$45,999.4752	\$48,299.4449	\$50,714.4141	\$53,230.1379	\$55,912.6453	\$58,708.2496	\$61,643.6905	\$64,725.8700	\$67,962.1670	\$72,573.4094
		Monthly	\$3,833.2896	\$4,024.9521	\$4,226.2012	\$4,437.5115	\$4,659.3871	\$4,892.3541	\$5,136.9742	\$5,393.8225	\$5,663.5139	\$6,047.7836
		Bi-Weekly	\$1,769.2106	\$1,857.6733	\$1,950.5544	\$2,048.0822	\$2,150.4864	\$2,258.0096	\$2,370.9112	\$2,489.4565	\$2,613.9295	\$2,751.2847
		Hourly	\$22.1151	\$23.2209	\$24.3819	\$25.6010	\$26.8811	\$28.2251	\$29.6364	\$31.1182	\$32.6741	\$34.8911
13	City Clerk	Annually	\$73,679.3474	\$77,363.3102	\$81,231.4752	\$85,293.0586	\$89,557.7029	\$94,035.5885	\$98,737.3730	\$103,674.2417	\$108,857.9482	\$116,243.9712
		Monthly	\$6,139.9436	\$6,446.9425	\$6,769.2896	\$7,107.7549	\$7,463.1419	\$7,836.2990	\$8,228.1144	\$8,639.5201	\$9,071.4957	\$9,636.9976
		Bi-Weekly	\$2,833.8211	\$2,975.5119	\$3,124.2875	\$3,280.5023	\$3,444.5270	\$3,616.7534	\$3,797.5913	\$3,987.4708	\$4,186.8442	\$4,470.9220
		Hourly	\$35.4228	\$37.1939	\$39.0536	\$41.0063	\$43.0566	\$45.2094	\$47.4699	\$49.8434	\$52.3356	\$55.8865



**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	\$86,004.7461	\$105,356.0053	\$126,827.2849
		Monthly	\$7,167.0622	\$8,779.6671	\$10,568.9404
		Bi-weekly	\$3,307.8749	\$4,052.1541	\$4,877.9725
		Hourly	\$41.3484	\$50.6519	\$60.9747
E-2	Director of Human Resources Director of Parks, Recreation, and Public Art Director of Planning & Development Director of Public Works	Annually	\$103,206.3470	\$126,427.2023	\$152,192.0841
		Monthly	\$8,600.5289	\$10,535.6002	\$12,682.6737
		Bi-weekly	\$3,969.4749	\$4,862.5847	\$5,853.5417
		Hourly	\$49.6184	\$60.7823	\$73.1693
E-3	City Attorney Deputy City Manager/Dir. Of Economic Dev Director of Finance Fire Chief Police Chief	Annually	\$112,709.8732	\$142,211.9342	\$166,207.5594
		Monthly	\$9,392.4894	\$11,850.9945	\$13,850.6300
		Bi-weekly	\$4,334.9951	\$5,469.6898	\$6,392.5984
		Hourly	\$54.1874	\$68.3711	\$79.9075
E-4	City Manager	Annually	\$138,069.5670	\$177,764.6437	\$210,625.1165
		Monthly	\$11,505.7964	\$14,813.7203	\$17,552.0930
		Bi-weekly	\$5,310.3684	\$6,837.1017	\$8,100.9660
		Hourly	\$66.3796	\$85.4638	\$101.2621

Section 4. From and after July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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 July 14, 2024, 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.

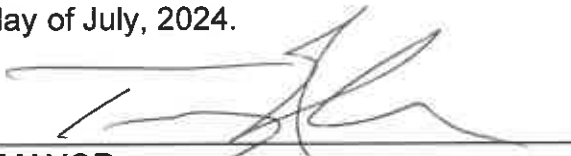
Section 6. From and after July 14, 2024, all full-time employees shall have their hourly rate computed as follows:

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. 7344 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.

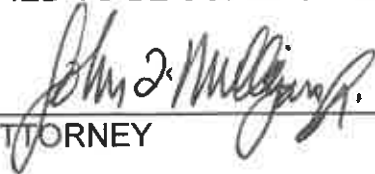
PASSED and ADOPTED this 8<sup>th</sup> day of July, 2024.

  
MAYOR

ATTEST:

  
CITY CLERK

CERTIFIED TO BE CORRECT AS TO FORM:

  
CITY ATTORNEY

