



Legislation Text

File #: 230311, Version: 2

[COMMITTEE SUBSTITUTE FOR] ORDINANCE NO. 230311

Sponsor: Director of Human Resources Department

Amending Chapter 2 of the Code of Ordinances of the Kansas City, Missouri, Classification and Compensation Plan, by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1086, 2-1088, 2-1092 and 2-1099 and enacting in lieu thereof sections of like numbers and subject matters to adjust the pay scales for IAFF Local 42 and IAFF Local 3808 in accordance with their collective bargaining agreements; creating five new job classifications; retitling two job classifications; adjusting the pay grades for eight job classifications; and updating City compensation policies.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Code of Ordinances, entitled “Administration,” relating to the Classification and Compensation Plan, is hereby amended by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1086, 2-1088, 2-1092, and 2-1099, and enacting in lieu thereof new sections of like numbers and subject matters, to read as follows.

Sec. 2-1075. Salary schedules; pay grades therein.

The following salary schedules are hereby adopted:

- (1) For those classes of position within the managerial, professional, supervisory, and/or confidential group:

Pay Grade		Monthly	Annual	Bi-Weekly	Hourly
NE1	Minimum	\$2,666	\$31,996	\$1,230.62	\$15.38
	Maximum	\$3,999	\$47,993	\$1,845.88	\$23.07
NE2	Minimum	\$2,933	\$35,195	\$1,353.65	\$16.92
	Maximum	\$4,399	\$52,793	\$2,030.50	\$25.38
NE3	Minimum	\$3,226	\$38,715	\$1,489.04	\$18.61
	Maximum	\$5,094	\$61,128	\$2,351.08	\$29.39
NE4	Minimum	\$3,549	\$42,586	\$1,637.92	\$20.47
	Maximum	\$5,323	\$63,879	\$2,456.88	\$30.71
NE5	Minimum	\$3,904	\$46,845	\$1,801.73	\$22.52
	Maximum	\$5,856	\$70,267	\$2,702.58	\$33.78
NE6	Minimum	\$4,294	\$51,529	\$1,981.88	\$24.77

	Maximum	\$6,441	\$77,294	\$2,972.85	\$37.16
NE7	Minimum	\$4,724	\$56,682	\$2,180.08	\$27.25
	Maximum	\$7,085	\$85,023	\$3,270.12	\$40.88
NE8	Minimum	\$5,196	\$62,350	\$2,398.08	\$29.98
	Maximum	\$7,794	\$93,526	\$3,597.15	\$44.96
NE9	Minimum	\$5,612	\$67,338	\$2,589.92	\$32.37
	Maximum	\$8,417	\$101,008	\$3,884.92	\$48.56
EX1	Minimum	\$4,124	\$49,488	\$1,903.38	
	Maximum	\$6,186	\$74,232	\$2,855.08	
EX2	Minimum	\$4,619	\$55,428	\$2,131.85	
	Maximum	\$6,928	\$83,136	\$3,197.54	
EX3	Minimum	\$5,173	\$62,076	\$2,387.54	
	Maximum	\$7,759	\$93,108	\$3,581.08	
EX4	Minimum	\$5,794	\$69,528	\$2,674.15	
	Maximum	\$8,833	\$105,996	\$4,076.77	
EX5	Minimum	\$6,489	\$77,868	\$2,994.92	
	Maximum	\$9,734	\$116,808	\$4,492.62	
EX6	Minimum	\$7,268	\$87,216	\$3,354.46	
	Maximum	\$10,902	\$130,824	\$5,031.69	
EX7	Minimum	\$8,140	\$97,680	\$3,756.92	
	Maximum	\$12,210	\$146,520	\$5,635.38	
EX8	Minimum	\$8,650	\$103,800	\$3,992.31	
	Maximum	\$13,620	\$163,440	\$6,286.15	

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County and Municipal Employees:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly
L-1	1	\$2,794	\$33,530	\$1,289.60	\$16.12
	2	\$2,905	\$34,861	\$1,340.80	\$16.76
	3	\$3,021	\$36,254	\$1,394.40	\$17.43
	4	\$3,134	\$37,606	\$1,446.40	\$18.08
	5	\$3,243	\$38,917	\$1,496.80	\$18.71

	6	\$3,349	\$40,186	\$1,545.60	\$19.32
	7	\$3,449	\$41,392	\$1,592.00	\$19.90
	8	\$3,586	\$43,035	\$1,655.20	\$20.69
	9	\$3,730	\$44,762	\$1,721.60	\$21.52
	10	\$3,871	\$46,446	\$1,786.40	\$22.33
	11	\$4,006	\$48,069	\$1,848.80	\$23.11
	12	\$4,136	\$49,629	\$1,908.80	\$23.86
	13	\$4,261	\$51,126	\$1,966.40	\$24.58
L-2	1	\$3,007	\$36,088	\$1,388.00	\$17.35
	2	\$3,127	\$37,523	\$1,443.20	\$18.04
	3	\$3,252	\$39,021	\$1,500.80	\$18.76
	4	\$3,373	\$40,477	\$1,556.80	\$19.46
	5	\$3,493	\$41,912	\$1,612.00	\$20.15
	6	\$3,605	\$43,264	\$1,664.00	\$20.80
	7	\$3,713	\$44,554	\$1,713.60	\$21.42
	8	\$3,862	\$46,342	\$1,782.40	\$22.28
	9	\$4,016	\$48,194	\$1,853.60	\$23.17
	10	\$4,167	\$50,003	\$1,923.20	\$24.04
	11	\$4,313	\$51,750	\$1,990.40	\$24.88
	12	\$4,453	\$53,435	\$2,055.20	\$25.69
	13	\$4,588	\$55,058	\$2,117.60	\$26.47
L-3	1	\$3,184	\$38,210	\$1,469.60	\$18.37
	2	\$3,311	\$39,728	\$1,528.00	\$19.10
	3	\$3,442	\$41,309	\$1,588.80	\$19.86
	4	\$3,571	\$42,848	\$1,648.00	\$20.60
	5	\$3,695	\$44,346	\$1,705.60	\$21.32
	6	\$3,815	\$45,781	\$1,760.80	\$22.01
	7	\$3,929	\$47,154	\$1,813.60	\$22.67
	8	\$4,087	\$49,046	\$1,886.40	\$23.58
	9	\$4,250	\$51,002	\$1,961.60	\$24.52
	10	\$4,410	\$52,915	\$2,035.20	\$25.44
	11	\$4,564	\$54,766	\$2,106.40	\$26.33
	12	\$4,713	\$56,555	\$2,175.20	\$27.19
	13	\$4,855	\$58,261	\$2,240.80	\$28.01
L-4	1	\$3,340	\$40,082	\$1,541.60	\$19.27
	2	\$3,474	\$41,683	\$1,603.20	\$20.04
	3	\$3,612	\$43,347	\$1,667.20	\$20.84
	4	\$3,747	\$44,970	\$1,729.60	\$21.62

	5	\$3,877	\$46,530	\$1,789.60	\$22.37
	6	\$4,004	\$48,048	\$1,848.00	\$23.10
	7	\$4,124	\$49,483	\$1,903.20	\$23.79
	8	\$4,288	\$51,459	\$1,979.20	\$24.74
	9	\$4,460	\$53,518	\$2,058.40	\$25.73
	10	\$4,628	\$55,536	\$2,136.00	\$26.70
	11	\$4,789	\$57,470	\$2,210.40	\$27.63
	12	\$4,945	\$59,342	\$2,282.40	\$28.53
	13	\$5,094	\$61,131	\$2,351.20	\$29.39
L-5	1	\$3,484	\$41,808	\$1,608.00	\$20.10
	2	\$3,623	\$43,472	\$1,672.00	\$20.90
	3	\$3,767	\$45,198	\$1,738.40	\$21.73
	4	\$3,907	\$46,883	\$1,803.20	\$22.54
	5	\$4,044	\$48,526	\$1,866.40	\$23.33
	6	\$4,176	\$50,107	\$1,927.20	\$24.09
	7	\$4,300	\$51,605	\$1,984.80	\$24.81
	8	\$4,472	\$53,664	\$2,064.00	\$25.80
	9	\$4,651	\$55,806	\$2,146.40	\$26.83
	10	\$4,826	\$57,907	\$2,227.20	\$27.84
	11	\$4,994	\$59,925	\$2,304.80	\$28.81
	12	\$5,157	\$61,880	\$2,380.00	\$29.75
	13	\$5,311	\$63,731	\$2,451.20	\$30.64
L-6	1	\$3,919	\$47,029	\$1,808.80	\$22.61
	2	\$4,075	\$48,901	\$1,880.80	\$23.51
	3	\$4,238	\$50,856	\$1,956.00	\$24.45
	4	\$4,396	\$52,749	\$2,028.80	\$25.36
	5	\$4,550	\$54,600	\$2,100.00	\$26.25
	6	\$4,697	\$56,368	\$2,168.00	\$27.10
	7	\$4,839	\$58,074	\$2,233.60	\$27.92
	8	\$5,032	\$60,382	\$2,322.40	\$29.03
	9	\$5,233	\$62,795	\$2,415.20	\$30.19
	10	\$5,431	\$65,166	\$2,506.40	\$31.33
	11	\$5,619	\$67,434	\$2,593.60	\$32.42
	12	\$5,801	\$69,618	\$2,677.60	\$33.47
	13	\$5,977	\$71,718	\$2,758.40	\$34.48
L-7	1	\$4,157	\$49,878	\$1,918.40	\$23.98
	2	\$4,321	\$51,854	\$1,994.40	\$24.93
	3	\$4,498	\$53,976	\$2,076.00	\$25.95

	4	\$4,666	\$55,994	\$2,153.60	\$26.92
	5	\$4,829	\$57,949	\$2,228.80	\$27.86
	6	\$4,987	\$59,842	\$2,301.60	\$28.77
	7	\$5,136	\$61,630	\$2,370.40	\$29.63
	8	\$5,340	\$64,085	\$2,464.80	\$30.81
	9	\$5,555	\$66,664	\$2,564.00	\$32.05
	10	\$5,763	\$69,160	\$2,660.00	\$33.25
	11	\$5,964	\$71,573	\$2,752.80	\$34.41
	12	\$6,159	\$73,902	\$2,842.40	\$35.53
	13	\$6,344	\$76,128	\$2,928.00	\$36.60
L-8	1	\$4,524	\$54,288	\$2,088.00	\$26.10
	2	\$4,704	\$56,451	\$2,171.20	\$27.14
	3	\$4,891	\$58,698	\$2,257.60	\$28.22
	4	\$5,075	\$60,902	\$2,342.40	\$29.28
	5	\$5,254	\$63,045	\$2,424.80	\$30.31
	6	\$5,424	\$65,083	\$2,503.20	\$31.29
	7	\$5,587	\$67,038	\$2,578.40	\$32.23
	8	\$5,610	\$69,722	\$2,681.60	\$33.52
	9	\$6,042	\$72,509	\$2,788.80	\$34.86
	10	\$6,269	\$75,234	\$2,893.60	\$36.17
	11	\$6,488	\$77,854	\$2,994.40	\$37.43
	12	\$6,699	\$80,392	\$3,092.00	\$38.65
	13	\$6,902	\$82,826	\$3,185.60	\$39.82
L-9	1	\$5,020	\$60,237	\$2,316.80	\$28.96
	2	\$5,219	\$62,629	\$2,408.80	\$30.11
	3	\$5,427	\$65,125	\$2,504.80	\$31.31
	4	\$5,630	\$67,558	\$2,598.40	\$32.48
	5	\$5,827	\$69,930	\$2,689.60	\$33.62
	6	\$6,016	\$72,197	\$2,776.80	\$34.71
	7	\$6,197	\$74,360	\$2,860.00	\$35.75
	8	\$6,445	\$77,334	\$2,974.40	\$37.18
	9	\$6,703	\$80,434	\$3,093.60	\$38.67
	10	\$6,954	\$83,450	\$3,209.60	\$40.12
	11	\$7,197	\$86,362	\$3,321.60	\$41.52
	12	\$7,431	\$89,170	\$3,429.60	\$42.87
	13	\$7,654	\$91,853	\$3,532.80	\$44.16

(3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-F	FF1 1	\$3,717	\$44,607	\$1,715.67	\$17.33
	2	\$3,953	\$47,439	\$1,824.57	\$18.43
	3	\$4,191	\$50,296	\$1,934.46	\$19.54
	4	\$4,447	\$53,359	\$2,052.27	\$20.73
	5	\$4,603	\$55,238	\$2,124.54	\$21.46
	6	\$4,760	\$57,117	\$2,196.81	\$22.19
	FF2 7	\$4,914	\$58,970	\$2,268.09	\$22.91
	8	\$5,077	\$60,927	\$2,343.33	\$23.67
	9	\$5,234	\$62,806	\$2,415.60	\$24.40
	10	\$5,386	\$64,633	\$2,485.89	\$25.11
	11	\$5,547	\$66,564	\$2,560.14	\$25.86
	FF3 12	\$5,886	\$70,631	\$2,716.56	\$27.44
	13	\$6,092	\$73,102	\$2,811.60	\$28.40
	14	\$6,336	\$76,036	\$2,924.46	\$29.54
	15	\$6,463	\$77,555	\$2,982.87	\$30.13
	16	\$6,641	\$79,691	\$3,065.04	\$30.96
	17	\$6,819	\$81,827	\$3,147.21	\$31.79
	FF4 FAO 18	\$7,025	\$84,299	\$3,242.25	\$32.75
	FAO 19	\$7,235	\$86,821	\$3,339.27	\$33.73

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
FFA	FF1 1	\$3,718	\$44,616	\$1,716.00	\$21.45
	2	\$3,954	\$47,445	\$1,824.80	\$22.81
	3	\$4,191	\$50,294	\$1,934.40	\$24.18
	4	\$4,448	\$53,373	\$2,052.80	\$25.66
	5	\$4,604	\$55,245	\$2,124.80	\$26.56
	6	\$4,760	\$57,117	\$2,196.80	\$27.46
	FF2 7	\$4,914	\$58,968	\$2,268.00	\$28.35
	8	\$5,077	\$60,923	\$2,343.20	\$29.29
	9	\$5,233	\$62,795	\$2,415.20	\$30.19
	10	\$5,387	\$64,646	\$2,486.40	\$31.08
	11	\$5,547	\$66,560	\$2,560.00	\$32.00
	FF3 12	\$5,886	\$70,637	\$2,716.80	\$33.96
	13	\$6,093	\$73,112	\$2,812.00	\$35.15

	14	\$6,335	\$76,024	\$2,924.00	\$36.55
	15	\$6,464	\$77,563	\$2,983.20	\$37.29
	16	\$6,640	\$79,685	\$3,064.80	\$38.31
	17	\$6,821	\$81,848	\$3,148.00	\$39.35
	FF4 FAO 18	\$7,025	\$84,302	\$3,242.40	\$40.53
	FAO 19	\$7,235	\$86,819	\$3,339.20	\$41.74

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
FFM	1	\$6,180	\$74,157	\$2,852.19	\$28.81
	2	\$6,396	\$76,757	\$2,952.18	\$29.82
	3	\$6,654	\$79,845	\$3,070.98	\$31.02
	4	\$6,787	\$81,441	\$3,132.36	\$31.64
	5	\$6,971	\$83,655	\$3,217.50	\$32.50
	6	\$7,160	\$85,920	\$3,304.62	\$33.38
	7	\$7,375	\$88,494	\$3,403.62	\$34.38
	8	\$7,595	\$91,145	\$3,505.59	\$35.41

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
FMA	1	\$6,179	\$74,152	\$2,852.00	\$35.65
	2	\$6,398	\$76,773	\$2,952.80	\$36.91
	3	\$6,653	\$79,830	\$3,070.40	\$38.38
	4	\$6,786	\$81,432	\$3,132.00	\$39.15
	5	\$6,971	\$83,658	\$3,217.60	\$40.22
	6	\$7,160	\$85,925	\$3,304.80	\$41.31
	7	\$7,375	\$88,504	\$3,404.00	\$42.55
	8	\$7,595	\$91,146	\$3,505.60	\$43.82
F-1	1	\$3,486	\$41,829	\$1,608.80	\$20.11
	2	\$3,718	\$44,616	\$1,716.00	\$21.45
	3	\$3,954	\$47,445	\$1,824.80	\$22.81
	4	\$4,191	\$50,294	\$1,934.40	\$24.18
	5	\$4,448	\$53,373	\$2,052.80	\$25.66
	6	\$4,604	\$55,245	\$2,124.80	\$26.56
	7	\$4,760	\$57,117	\$2,196.80	\$27.46
	8	\$4,914	\$58,968	\$2,268.00	\$28.35
	9	\$5,077	\$60,923	\$2,343.20	\$29.29
	10	\$5,233	\$62,795	\$2,415.20	\$30.19
	11	\$5,387	\$64,646	\$2,486.40	\$31.08
	12	\$5,547	\$66,560	\$2,560.00	\$32.00

	13	\$5,886	\$70,637	\$2,716.80	\$33.96
	14	\$6,093	\$73,112	\$2,812.00	\$35.15
	15	\$6,335	\$76,024	\$2,924.00	\$36.55
	16	\$6,464	\$77,563	\$2,983.20	\$37.29
	17	\$6,658	\$79,893	\$3,072.80	\$38.41
	18	\$6,857	\$82,285	\$3,164.80	\$39.56

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-4	1	\$6,995	\$83,938	\$3,228.39	\$32.61
	2	\$7,169	\$86,023	\$3,308.58	\$33.42
	3	\$7,454	\$89,447	\$3,440.25	\$34.75
	4	\$7,752	\$93,024	\$3,577.86	\$36.14

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
F4A	1	\$6,994	\$83,928	\$3,228.00	\$40.35
	2	\$7,167	\$86,008	\$3,308.00	\$41.35
	3	\$7,455	\$89,461	\$3,440.80	\$43.01
	4	\$7,753	\$93,038	\$3,578.40	\$44.73
F-6	1	\$2,718	\$32,614	\$1,254.40	\$15.68
	2	\$2,926	\$35,110	\$1,350.40	\$16.88
	3	\$3,130	\$37,565	\$1,444.80	\$18.06
	4	\$3,444	\$41,330	\$1,589.60	\$19.87
	5	\$3,513	\$42,162	\$1,621.60	\$20.27
	6	\$3,583	\$42,994	\$1,653.60	\$20.67
	7	\$3,656	\$43,867	\$1,687.20	\$21.09
	8	\$3,728	\$44,741	\$1,720.80	\$21.51
	9	\$3,839	\$46,072	\$1,772.00	\$22.15
	10	\$3,955	\$47,466	\$1,825.60	\$22.82
F-7	1	\$3,337	\$40,040	\$1,540.00	\$19.25
	2	\$3,468	\$41,621	\$1,600.80	\$20.01
	3	\$3,600	\$43,202	\$1,661.60	\$20.77
	4	\$3,732	\$44,782	\$1,722.40	\$21.53
	5	\$3,865	\$46,384	\$1,784.00	\$22.30
	6	\$4,394	\$52,728	\$2,028.00	\$25.35
	7	\$4,657	\$55,890	\$2,149.60	\$26.87
	8	\$4,751	\$57,013	\$2,192.80	\$27.41
	9	\$4,846	\$58,157	\$2,236.80	\$27.96
	10	\$4,944	\$59,322	\$2,281.62	\$28.52

	11	\$5,042	\$60,507	\$2,327.20	\$29.09
	12	\$5,193	\$62,317	\$2,396.81	\$29.96
	13	\$5,349	\$64,189	\$2,468.80	\$30.86
F-9	1	\$4,106	\$49,275	\$1,895.20	\$23.69
	2	\$4,259	\$51,106	\$1,965.60	\$24.57
	3	\$4,410	\$52,915	\$2,035.20	\$25.44
	4	\$4,564	\$54,766	\$2,106.40	\$26.33
	5	\$5,318	\$63,814	\$2,454.40	\$30.68
	6	\$5,424	\$65,083	\$2,503.20	\$31.29
	7	\$5,533	\$66,394	\$2,553.60	\$31.92
	8	\$5,644	\$67,725	\$2,604.80	\$32.56
	9	\$5,756	\$69,077	\$2,656.80	\$33.21
	10	\$5,928	\$71,136	\$2,736.00	\$34.20
	11	\$6,107	\$73,278	\$2,818.40	\$35.23
F-10	1	\$4,690	\$56,285	\$2,164.80	\$27.06
	2	\$4,793	\$57,512	\$2,212.00	\$27.65
	3	\$4,893	\$58,718	\$2,258.40	\$28.23
	4	\$5,301	\$63,606	\$2,446.40	\$30.58
	5	\$5,503	\$66,040	\$2,540.00	\$31.75
	6	\$5,614	\$67,371	\$2,591.20	\$32.39
	7	\$5,725	\$68,702	\$2,642.40	\$33.03
	8	\$5,841	\$70,096	\$2,696.00	\$33.70
	9	\$5,957	\$71,490	\$2,749.60	\$34.37
	10	\$6,136	\$73,632	\$2,832.00	\$35.40
	11	\$6,321	\$75,858	\$2,917.60	\$36.47

(4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2080
FM-2	1	\$9,268	\$111,218	\$4,277.60	\$53.47
	2	\$9,545	\$114,546	\$4,405.60	\$55.07
	3	\$9,833	\$117,998	\$4,538.40	\$56.73
	4	\$10,126	\$121,514	\$4,673.60	\$58.42
	5	\$10,429	\$125,154	\$4,813.60	\$60.17
FM-3	1	\$9,459	\$113,506	\$4,365.60	\$54.57
	2	\$9,741	\$116,896	\$4,496.00	\$56.20

	3	\$10,026	\$120,307	\$4,627.20	\$57.84
	4	\$10,388	\$124,654	\$4,794.40	\$59.93
	5	\$10,646	\$12,7754	\$4,913.60	\$61.42

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2574
F3M	1	\$9,459	\$113,513	\$4,365.90	\$44.10
	2	\$9,740	\$116,885	\$4,495.59	\$45.41
	3	\$10,030	\$120,360	\$4,629.24	\$46.76
	4	\$10,388	\$124,659	\$4,794.57	\$48.43
	5	\$10,646	\$127,748	\$4,913.37	\$49.63

Sec. 2-1076. Salary schedules for occupational group classified as clerical, fiscal, and administrative with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

Class Code	Class Title	Pay Grade	Monthly Minimum	Monthly Maximum
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1010	CLERICAL SUPERVISOR	NE4	3549	5323
1012	CUSTOMER SERVICE SUPERVISOR	NE5	3904	5856
1028	LEGAL SECRETARY	NE5	3904	5856
1030	PARALEGAL	NE6	4294	6441
1040U	ADMINISTRATIVE SECRETARY		4619	6928
1060U	ADMINISTRATIVE ASSISTANT TO THE JUDGES		4619	6928
1070U	ADMINISTRATIVE SECRETARY TO CITY COUNCIL		4619	6928
1071U	ASSISTANT TO ELECTED OFFICIAL		3549	5323
1113	SENIOR ACCOUNTANT	EX3	5173	7759
1119	ACCOUNTANT	NE5	3904	5856
1121	ACCOUNTANT II	NE6	4294	6441
1123U	INTERNAL AUDITOR		5794	8833
1125	AUDITOR	EX1	4124	6186
1126	SENIOR AUDITOR	EX3	5173	7759
1127	AUDIT MANAGER	EX5	6489	9734
1129U	CITY AUDITOR		7567	14422
1139	TAXPAYER SPECIALIST SUPERVISOR	NE6	4294	6441

1150	CITY TREASURER	EX7	8140	12210
1152U	RETIREMENT SYSTEM EXECUTIVE OFFICER		8650	13620
1158	MANAGER OF CONSUMER SERVICES	EX3	5173	7759
1160	COMMISSIONER OF REVENUE	EX7	8140	12210
1166	CITY CONTROLLER	EX7	8140	12210
1167	MANAGER OF DEVELOPMENT FINANCE	EX7	8140	12210
1171	FINANCIAL MANAGER	EX6	7268	10902
1200U	DIRECTOR OF FINANCE		12389	19147
1301U	DIRECTOR OF GENERAL SERVICES		12389	19147
1307	STORES MANAGER	NE4	3549	5323
1309	PROCUREMENT OFFICER	NE4	3549	5323
1314	SENIOR PROCUREMENT OFFICER	EX2	4619	6928
1312	PROCUREMENT MANAGER	EX4	5794	8833
1315	ACQUISITION SPECIALIST	NE5	3904	5856
1316	SENIOR ACQUISITION SPECIALIST	NE7	4724	7085
1335	BUILDING MANAGER	EX2	4619	6928
1413U	DIRECTOR OF AVIATION		12389	19147
1420U	DIRECTOR OF PARKS & RECREATION		12389	19147
1510	GRAPHIC DESIGN SPECIALIST	NE5	3904	5856
1545	IT TECHNICIAN	NE5	3904	5856
1546	IT SENIOR TECHNICIAN	NE6	4294	6441
1548U	CHIEF TECHNOLOGY OFFICER		9117	15858
1552	IT ANALYST	NE7	4724	7085
1553	IT SENIOR ANALYST	EX3	5173	7759
1558	IT SPECIALIST	EX4	5794	8833
1559	IT SENIOR SPECIALIST	EX5	6489	9734
1561	IT MANAGER	EX6	7268	10902
1562	IT SUPERVISOR	EX5	6489	9734
1610	LEGAL INVESTIGATOR	NE5	3904	5856
1618	ASSISTANT CITY ATTORNEY	EX5	6489	9734
1619	ASSOCIATE CITY ATTORNEY	EX6	7268	10902
1623	CITY PROSECUTOR	EX8	8650	13620
1624	FIRST ASSISTANT CITY PROSECUTOR	EX6	7268	10902
1627	SENIOR ASSOCIATE CITY ATTORNEY	EX8	8650	13620
1629U	DEPUTY CITY ATTORNEY		9117	15858
1630U	CITY ATTORNEY		12389	19147
1650	ADMINISTRATOR OF MUNICIPAL COURT	EX8	8650	13620
1652	EVENT COORDINATOR	NE6	4294	6441

1655	CHIEF OF EVENT COORDINATION	EX4	5794	8833
1657	EVENT OPERATIONS SUPERVISOR	NE6	4294	6441
1660U	DIRECTOR, CONVENTION AND ENTERTAINMENT CENTERS		12389	19147
1678	BUDGET ANALYST	EX5	6489	9734
1679	ASSISTANT BUDGET OFFICER	EX6	7268	10902
1680U	BUDGET OFFICER		8650	13620
1681	ANALYST	EX2	4619	6928
1682	SENIOR ANALYST	EX4	5794	8833
1683	CHIEF ANALYTICS OFFICER	EX5	6489	9734
1705	HUMAN RESOURCES SPECIALIST	EX2	4619	6928
1706	SENIOR HUMAN RESOURCES SPECIALIST	EX4	5794	8833
1707	HUMAN RESOURCES MANAGER	EX6	7268	10902
1710U	DIRECTOR OF HUMAN RESOURCES		12389	19147
1716	MUNICIPAL INTERN	NE1	2666	3999
1717	MUNICIPAL MANAGEMENT TRAINEE	NE5	3904	5856
1719	ADMINISTRATIVE ASSISTANT	NE3	3226	5094
1723	SENIOR ADMINISTRATIVE ASSISTANT	NE4	3549	5323
1724U	COMMUNITY ENGAGEMENT COORDINATOR		4124	6186
1727U	EXECUTIVE AIDE TO ELECTED OFFICIAL		5794	8833
1728U	EXECUTIVE SECRETARY TO CITY MANAGER		5794	8833
1729	ADMINISTRATIVE OFFICER	EX2	4619	6928
1732U	CHIEF DEPUTY CITY CLERK		4619	6928
1733U	CITY CLERK		5362	10373
1734	ASST. TO DIRECTOR (ADMIN. SERV.)	EX4	5794	8833
1735	BUSINESS OPERATIONS MANAGER	EX6	7268	10902
1736U	DEPUTY DIRECTOR		9117	15858
1738U	ASSISTANT TO THE CITY MANAGER		7268	10902
1739	CITY COMMUNICATIONS OFFICER	EX6	7268	10902
1744U	ASSISTANT CITY MANAGER		9117	15858
1745U	EXECUTIVE ASSISTANT TO MAYOR		8140	12210
1746U	CHIEF EQUITY OFFICER		8140	12210
1747U	ASSISTANT DIRECTOR FOR ADMINISTRATION		6489	9734
1748U	MEDIA MANAGER		6489	9734

U = Unclassified position.

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal

Employees.

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1007	CUSTOMER SERVICE REPRESENTATIVE	L-3	18.37	28.01
1008	CUSTOMER SERVICE SPECIALIST	L-4	19.27	29.39
1020	INFORMATION PROCESSOR	L-2	17.35	26.47
1114	ACCOUNTING CLERK	L-2	17.35	26.47
1118	SENIOR ACCOUNTING CLERK	L-4	19.27	29.39
1138	TAXPAYER SPECIALIST	L-6	22.61	34.48
1304	STOCK CLERK	L-3	18.37	28.01
1556	DISPATCHER	L-4	19.27	29.39
1608	MUNICIPAL COURT BAILIFF	L-3	18.37	28.01

Sec. 2-1077. Salary schedules for occupational group classified as engineering and allied positions, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions as set out herein below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2013	SENIOR ENGINEERING TECHNICIAN	NE7	4724	7085
2014	PRINCIPAL ENGINEERING TECHNICIAN	EX3	5173	7759
2016	GRADUATE ENGINEER	EX3	5173	7759
2017	REGISTERED ENGINEER	EX4	5794	8833
2018	SENIOR REGISTERED ENGINEER	EX5	6489	9734
2019	ENGINEER SECTION HEAD	EX6	7268	10902
2020	ENGINEER DIVISION HEAD	EX7	8140	12210
2021	ASSISTANT ENGINEERING DIRECTOR	EX7	8140	12210
2024U	DIRECTOR OF PUBLIC WORKS		12389	19147
2028	CITY ENGINEER	EX8	8650	13620
2033	AVIATION MANAGER	EX4	5794	8833
2038	SENIOR AVIATION MANAGER	EX6	7268	10902
2040	AIRPORT ENGINEER	EX4	5794	8833
2064U	UTILITY MANAGER		7268	10902
2065U	OPERATIONS OFFICER		8650	13620
2067U	DIRECTOR OF WATER SERVICES		12389	19147

2070	SUPERINTENDENT OF PARKS	EX5	6489	9734
2073	LANDSCAPE TECHNICIAN	NE4	3549	5323
2080	REGISTERED ARCHITECT	EX4	5794	8833
2081	ARCHITECT SECTION HEAD	EX6	7268	10902
2082	ARCHITECT DIVISION HEAD	EX7	8140	12210
2083	ARCHITECT	EX3	5173	7759
2085	LAND SURVEYOR	NE7	4724	7085
2089	LANDSCAPE ARCHITECT	EX3	5173	7759
2090	SENIOR LANDSCAPE ARCHITECT	EX4	5794	8833
2108	SENIOR PLANNING TECHNICIAN	NE4	3549	5323
2114	EMERGENCY PREPAREDNESS PROGRAM MEX4		5794	8833
2115	PROJECT MANAGER	EX3	5173	7759
2116	PLANNING MANAGER	EX6	7268	10902
2118	DEVELOPMENT SPECIALIST I	NE6	4294	6441
2119	DEVELOPMENT SPECIALIST II	EX3	5173	7759
2120	DEVELOPMENT SPECIALIST III	EX4	5794	8833
2121	PLANNER	EX2	4619	6928
2122	LEAD PLANNER	EX4	5794	8833
2124U	DIRECTOR OF CITY DEVELOPME		12389	19147
2126	SENIOR PROJECT MANAGER	EX4	5794	8833

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2025	ENGINEERING TECHNICIAN	L-6	22.61	34.38
2026	ENGINEERING TECHNICIAN LEAD	L-7	23.98	36.60
2104	PLANNING TECHNICIAN	L-3	18.37	28.01

U = Unclassified positions

Sec. 2-1078. Salary schedules for occupational group classified as public safety and inspectional, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

Class Code	Class Title	Pay Grade	Monthly Minimum	Monthly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3040U	FIRE CHIEF/DIRECTOR		12389	19147
3050	SAFETY OFFICER	NE6	4294	6441
3051	SAFETY MANAGER	EX5	6489	9734
3055	CORPORATE SAFETY MANAGER	EX6	7268	10902
3056	RISK MANAGER	EX7	8140	12210
3150	NHS DIVISION MANAGER	EX5	6489	9734
3300	AIRPORT OPERATIONS AGENT	NE6	4294	6441
3303	TRAFFIC CONTROL OFFICER	NE3	3226	5094
3305	AIRPORT POLICE OFFICER	NE5	3904	5856
3307	AIRPORT POLICE SERGEANT	NE7	4724	7085
3308	AIRPORT POLICE LIEUTENANT	EX3	5173	7759
3311	SECURITY SPECIALIST	NE4	3549	5323
3313	AIRPORT POLICE DETECTIVE	NE6	4294	6441
3314	SUPERVISOR OF SECURITY	NE6	4294	6441
3315	MANAGER OF SECURITY	EX4	5794	8833
3316	AIRPORT POLICE CHIEF	EX6	7268	10902
3400	PARK RANGER	NE5	3904	5856
3401	SENIOR PARK RANGER	NE6	4294	6441
3402	PARK RANGER SUPERVISOR	NE7	4724	7085
3403	PARK RANGER MANAGER	EX6	7268	10902
3503	TOW SERVICE COORDINATOR	NE3	3226	5094
3615	CONSTRUCTION CODE INSPECTOR SUPERVISOR	EX3	5173	7759
3700U	DIRECTOR OF HOUSING & COMMUNITY DEVELOPMENT		12389	19147

U = Unclassified positions

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3214	SPECIAL INVESTIGATOR	L-6	22.61	34.48
3312	AIRPORT SECURITY DISPATCHER	L-4	19.27	29.39
3608	SENIOR CONSTRUCTION CODE INSPECTOR	L-8	26.10	39.82

3629	CONSTRUCTION CODE INSPECTOR	L-7	23.98	36.60
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(3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3004	FIREFIGHTER/PARAMEDIC APPRENTICE	F-F	17.33	33.73
3004	FIREFIGHTER/PARAMEDIC APPRENTICE	FFA	21.45	41.74
3005	FIREFIGHTER	F-F	17.33	33.73
3005	FIREFIGHTER	FFA	21.45	41.74
3007	FIRE CAPTAIN	F-4	32.61	36.14
3007	FIRE CAPTAIN	F4A	40.35	44.73
3010	FIREFIGHTER/EMT B	F-F	17.33	33.73
3010	FIREFIGHTER/EMT B	FFA	21.45	41.74
3011	FIREFIGHTER/PARAMEDIC	FFM	28.81	35.41
3011	FIREFIGHTER/PARAMEDIC	FMA	35.65	43.82
3012	COMMUNICATIONS SUPERVISOR	F4A	40.35	44.73
3014	FIRE INVESTIGATOR	F4A	40.35	44.73
3015	FIRE PREVENTION INSPECTOR	F-1	20.11	39.56
3018	FIRE EDUCATION SPECIALIST	FFA	21.45	41.74
3020	COMMUNICATION SPECIALIST	F-1	20.11	39.56
3032	EMERGENCY SUPPLY TECHNICIAN	F-6	15.68	22.82
3035	EMERGENCY RESPONSE VEHICLE TECHNICIAN	F-10	27.06	36.47
3036	EMERGENCY MEDICAL TECHNICIAN	F-7	19.25	30.86
3037	PARAMEDIC	F-9	23.69	35.23

(4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

Class Code	Class Title	Pay Grade	Hourly Minimum	Hourly Maximum
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3013	HAZMAT CHEMICAL ANALYST	FM-3	54.47	61.42
3023	BATTALION CHIEF	FM-3	54.47	61.42
3023	BATTALION CHIEF	F3M	44.10	49.63
3024	EMERGENCY SERVICES FLEET MANAGER	FM-3	54.47	61.42
3025	COMMUNICATIONS MANAGER/TECHNICAL	FM-3	54.47	61.42
3026	EMERGENCY SERVICES FLEET SUPERVISOR	FM-2	53.47	60.17

3027	LOGISTICS SUPERVISOR	FM-3	54.47	61.42
3038	ASSISTANT DIVISION CHIEF	FM-2	53.47	61.42
3039	DIVISION CHIEF	FM-3	54.47	61.42
3039	DIVISION CHIEF	F3M	44.10	49.63

Sec. 2-1079. Salary schedules for occupational group classified as health, welfare, and recreation, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(4XXX) HEALTH, WELFARE AND RECREATION				
4004	ASSISTANT LAEX3	5173	7759	
4009	CHEMIST NE6	4294	6447	
4015	MANAGER OF EX4	5794	8830	
4016	SENIOR ENVIRNE4	3549	5320	
4018	PUBLIC HEALTEX3	5173	7759	
4022	COMMUNITY ENE7	4724	7089	
4023	COMMUNITY EEX3	5173	7759	
4026	PUBLIC HEALTEX3 PLANNER	5173	7759	
4027	EPIDEMIOLOGEX3	5173	7759	
4031	EPIDEMIOLOGEX4	5794	8830	
4032	PUBLIC HEALTNE9	5612	8417	
4033	NURSE PRACTEX5	6489	9734	
4034	SENIOR CHEMNE8	5196	7794	
4036	ASST. TO EMSEX4	5794	8830	
4039	PUBLIC HEALTNE6	4294	6447	
4040	PUBLIC HEALTEX2	4619	6928	
4043	PUBLIC HEALTEX5	6489	9734	
4044	PUBLIC HEALTEX3	5173	7759	
4045U	SENIOR PUBLI	7268	1090	
4049	ENVIRONMENNE6	4294	6447	
4053	SENIOR ENVIFEX3	5173	7759	
4052	ENVIRONMENEX4	5794	8830	
4054	VIOLENCE PRINE3	3226	5094	
4055	VIOLENCE PRINE5	3904	5856	
4100U	DIRECTOR OF	12389	1914	
4107	SOCIAL SERVIEX3	5173	7759	

4111	CIVIL RIGHTS I	NE7	4724	7085
4112	SENIOR CIVIL I	EX3	5173	7759
4113	CIVIL RIGHTS I	EX4	5794	8833
4117	SENIOR SOCIAL	NE4	3549	5323
4118	NEIGHBORHOOD	NE4	3549	5323
	SPECIALIST			
4125	CORRECTIONAL	NE5	3904	5856
4127	NHS PROGRAM	NE5	3904	5856
4128	NHS SENIOR	EX3	5173	7759
4130	PROBATION	ONE4	3549	5323
4131	PROBATION	OEX2	4619	6928
4136	ADMINISTRATIVE	EX4	5794	8833
4137	DEPUTY CHIEF	EX6	7268	10900
4144U	DIRECTOR OF		12389	19147
4150U	DIRECTOR OF NEIGHBORHOOD/COMM.		12389	19147
4216	RECREATION DIRECTOR	NE4	3549	5323
4217	SENIOR RECREATION DIRECTOR	NE7	4724	7085
4218	SUPERVISOR OF RECREATION	EX3	5173	7759
4219	MANAGER OF RECREATION	EX4	5794	8833

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

CLASS	CLASS TITLE	PAY	HOURLY	HOURLY
CODE		GRADE	MINIMUM	MAXIMUM
(4XXX) HEALTH, WELFARE, AND RECREATION				
4014	ENVIRONMENTAL INSPECTOR	L-4	19.27	29.39
4017	COMMUNITY ENGAGEMENT OFFICER	L-6	22.61	34.38
4019	MEDICAL ASSISTANT	L-2	17.35	26.47
4021	COMMUNITY ENGAGEMENT SPECIALIST	L-7	23.98	36.60
4035	PUBLIC HEALTH NURSE	L-8	28.96	44.16
4041	PUBLIC HEALTH SPECIALIST	L-6	22.61	34.38
4042	PUBLIC HEALTH SPECIALIST TRAINEE	L-2	17.35	26.47
4046	LICENSED PRACTICAL NURSE	L-5	20.10	30.64
4116	SOCIAL SERVICE WORKER	L-3	18.37	28.01
4119	CORRECTIONAL OFFICER	L-4	19.27	29.39
4122	SENIOR CORRECTIONAL OFFICER	L-5	20.10	30.64
4124	HOUSING REHAB SPECIALIST	L-7	23.98	36.60
4203	RECREATION LEADER	L-1	16.12	24.58
4204	LIFEGUARD	L-1	16.12	24.58
4209	RECREATION SPECIALIST	L-2	17.35	26.47

Sec. 2-1080. Salary schedules for occupational group classified as labor, labor supervision, and trades, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(5XXX) LABOR AND LABOR SUPERVISION				
5115	GENERAL SUPERVISOR	NE6	4294	6441
5118	AREA SUPERINTENDENT EX4	5794		8833
5211	MAINTENANCE SUPERVISOR NE8	5196		7794
5215	MAINTENANCE SUPERINTENDENT EX4	5794		8833
5216	FACILITIES OPERATIONS MANEX5	6489		9734
5221	SENIOR ELECTRONICS TECHNE7	4724		7085
5235	FLEET SUPERVISOR NE8	5196		7794
5236	FLEET OPERATIONS MANAGEEX4	5794		8833
5240	FLEET ASSET SUPERINTENDENT EX6	7268		10902
5263	ELECTRICAL MAINTENANCE SNE8	5196		7794
5297	BUILDING MAINTENANCE SUPNE6	4294		6441
5310	CDL TRAINER NE6	4294		6441
5315	TRANSPORTATION SUPERVISOR NE5	3904		5856
5427	CHIEF PLANT OPERATOR NE8	5196		7794
5430	TREATMENT PLANT SUPERINTENDENT EX3	5173		7759
5431	UTILITY SUPERVISOR NE7	4724		7085
5432	UTILITY SUPERINTENDENT EX6	7268		10902
5730	FORESTER NE7	4724		7085
5731	CITY FORESTER EX4	5794		8833
5752	HISTORICAL ARCHIVIST NE6	4294		6441

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(5XXX) LABOR AND TRADES				
5105	SEASONAL WORKER	L-1	16.12	24.58
5108	MAINTENANCE WORKER	L-4	19.27	29.39
5111	LABOR LEADER	L-6	22.61	34.38
5204	MAINTENANCE REPAIRER	L-5	20.10	30.64

5210	MAINTENANCE MECHANIC	L-6	22.61	34.38
5220	ELECTRONICS TECHNICIAN	L-6	22.61	34.38
5224	FLEET MAINTENANCE TECHNICIAN	L-6	22.61	34.38
5229	BODY REPAIRER	L-7	23.98	36.60
5230	SENIOR FLEET MAINTENANCE TECHNICIAN	L-7	23.98	36.60
5233	FUEL TELEMATICS TECHNICIAN	L-8	26.10	39.82
5260	MAINTENANCE ELECTRICIAN	L-8	26.10	39.82
5268	VIDEOGRAPHER	L-7	23.98	36.60
5286	CRAFTS PERSON	L-6	22.61	34.38
5294	BUILDING MAINTENANCE WORKER	L-3	18.37	28.01
5302	BUS OPERATOR TRAINEE	L-1	16.12	24.58
5304	EQUIPMENT OPERATOR	L-5	20.10	30.64
5308	SENIOR EQUIPMENT OPERATOR	L-6	22.61	34.38
5309	BUS OPERATOR	L-3	18.37	28.01
5404	METER READER	L-4	19.27	29.39
5415	WATER SERVICER	L-6	22.61	34.38
5416	WATER SERVICER INSPECTOR	L-7	23.98	36.60
5421	UTILITY WORKER	L-4	19.27	29.39
5422	PLANT OPERATOR	L-6	22.61	34.38
5424	UTILITY REPAIRER	L-5	20.10	30.64
5426	SENIOR PLANT OPERATOR	L-7	23.98	36.60
5428	UTILITY CREW LEADER	L-7	23.98	36.60
5429	UTILITY SPECIALIST	L-6	22.61	34.38
5507	SECURITY OFFICER	L-3	18.37	28.01
5544	FACILITIES ATTENDANT	L-2	17.35	26.47
5548	SENIOR FACILITIES ATTENDANT	L-3	18.37	28.01
5605	CONCESSION CLERK	L-1	16.12	24.58
5724	FORESTRY TECHNICIAN	L-5	20.10	30.64
5727	SENIOR FORESTRY TECHNICIAN	L-6	22.61	34.38

U= Unclassified position.

Sec. 2-1086. Interpretation and application of compensation plan.

(a) *Rates.* All rates prescribed in the grades of pay for city officers and employees represent the total remuneration, including pay in every form authorized for full-time employment except as otherwise set forth in this section. Where employment in a position is on a part-time basis, that is, where the week's work is less than an ordinary workweek or where the day's work on a continuing basis consists of less than the ordinary number of working hours of an ordinary working day, such service shall be compensated on the basis of the equivalent hourly rate for full-time employment.

(b) *Equivalent compensation.* It shall be permissible, in the interest of the service, to pay equivalent compensation on any other time basis than that specified in the salary range; provided that, in determining the equivalent rate on a different time basis, the relative earnings for full-time employment during a given period of time shall be taken as determining equivalency.

(c) *Minimum and maximum rates.* Under each salary schedule there is set forth a minimum and

maximum salary rate. Advancement to the maximum rate for the class shall be made on the basis of an annual evaluation report and efficiency. However, the director of human resources has the authority to approve pay bands within a pay range as requested by directors that have department specific job classifications. The director of human resources shall set the minimum and maximum salary rate of each pay band. Movement between the pay bands will be based on meeting the specific departmental criteria.

(d) *Beginning salary.* Original appointment above the minimum salary rate for a class may be made upon the approval of the department director and must be requested, reviewed, and approved by the director of human resources prior to the job offer, subject to the following conditions:

- (1) The applicant must exceed the educational and experience requirements for the position as set out in the official class specifications.
- (2) The department is responsible for ensuring internal equity within that job class and among other relevant job classes and complying with applicable employment laws.
- (3) If the applicant, chosen by the department director, is requested to be hired between twenty-five (25) percent and up to forty-nine (49) percent of the pay range for a class, the department director shall refer the applicant to the director of human resources for a determination.
- (4) If the applicant, chosen by the department director, is hired at a percentage fifty (50) percent or greater, the department director shall refer the application to the human resources committee for a determination.
- (5) When any former employee is considered for reemployment in a class in which he was previously employed, the department director may authorize an appointment above the minimum salary rate of pay for the class subject to the conditions set forth in this subsection.
- (6) The department director and the director of human resources shall keep a record of all cases of employment above the minimum rate.

(e) *Salary advancements.* If funds are available, salary increases within the appropriate pay grade may be given on an employee's pay anniversary date if the employee has received a "met overall expectations" or higher evaluation rating on the last annual employee appraisal report.

- (1) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by the collective bargaining agreement with Local Union 500, AFSCME AFL-CIO, who receive an overall performance appraisal mark of at least a "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect.
- (2) Classified employees considered non-exempt under the Fair Labor Standards Act who receive at least a "meets expectations" overall rating on their employee appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the City Manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been

eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.

- (3) Classified employees considered exempt from certain overtime provisions of the Fair Labor Standards Act, except for fire management, who receive at least a "met overall expectations" evaluation rating on their annual appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the City Manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.
- (4) Unclassified employees who receive at least a "meets overall expectations" evaluation rating on their employee appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the city manager. Employees who are at the maximum of their salary schedule when they receive their annual performance appraisal shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.
- (5) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by collective bargaining agreement with Local Union 42, IAFF, and who receive an overall performance appraisal mark of at least a "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect
- (6) Classified employees covered by the collective bargaining agreement with Local Union 3808, IAFF, and who receive an overall performance appraisal mark of at least "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the collective bargaining agreement in effect at the time, in addition to any other pay agreements in effect.

For employees considered non-exempt under the FLSA, an increase may be delayed not to exceed 90 calendar days from the pay anniversary date provided the department head furnishes justification for the action to the concerned employee and the human resources director. Employees considered exempt under FLSA receiving an evaluation rating "failed to meet overall expectations" on their annual employee appraisal report will not receive an increase for that year of service. Employees receiving two consecutive overall "failed to meet expectations" evaluation ratings will be recommended for termination.

Salary increases shall take effect on the employee's pay anniversary date.

(f) Pay increases for exceptional service.

- (1) Additional pay increases within the pay grade may be granted to recognize exceptional service rendered by employees considered non-exempt under FLSA of up to four (4) percent for those not covered under a collective bargaining agreement or for those employees covered under a

collective bargaining agreement, the increase shall be made in accordance with the provisions of the CBA in effect. The department head concerned shall make increases for exceptional service only after written justification and documentation has been provided to the director of human resources.

- (2) Each department shall prepare specific criteria for granting pay increases for exceptional service applicable to the department's work. After completion of the initial probationary period all regular employees covered by the FLSA are eligible for consideration for a pay increase to recognize exceptional service rendered. A pay increase for exceptional service work shall not constitute a new pay anniversary date for the employee concerned. An employee may receive only one pay increase for exceptional service within the pay grade in any 12-month period from award.
- (3) Pay increases for exceptional service may not exceed five percent of the total average number of regular employees eligible for exceptional services increases assigned to a department in any fiscal year, except that in a department with less than 10 employees covered by the FLSA not more than one exceptional service pay increase may be granted in any fiscal year.
- (4) Department heads shall maintain appropriate records to demonstrate adherence with this subsection (f). Pay increases for exceptional service shall be funded out of existing departmental budgets.

(g) *Payments by other agencies.* In any case in which part of the compensation for services in a position, exclusive of overtime services, is paid by another department or division or an outside agency such as the county, the state or the federal government, or from a different fund or account, any such payments shall be deducted from the compensation of the employee concerned, to the end that the total compensation paid to any employee from all sources combined, for any period, shall not exceed the amount payable at the rate prescribed for the class of position to which the employee is certified and assigned.

(h) *Salary rate upon promotion, transfer or demotion.*

- (1) Definition of promotion and demotion.
 - a. *Promotion.* When an employee moves from one position to a vacant position having a higher maximum rate.
 - b. *Demotion.* When an employee moves from one position to a vacant position having a lower maximum rate than the position previously vacated.
- (2) In the case of promotion for those employee not covered under a CBA, the rate of pay of the promoted employee shall be increased by four (4) percent for each higher pay grade up to a maximum of three grades totaling 12 percent. Those who are within six months of their next pay anniversary date when promoted shall receive an additional two (2) percent increase.
- (3) In the case of a promotion in which the employee moves from a non-exempt position to an exempt position, the rate of pay of the promoted employee shall be increased by eight (8) percent. Employees within six months of their next pay anniversary date when promoted shall

receive an additional two (2) percent increase.

- (4) In the case of a promotion in which the employee moves from a bargaining unit position to a management non-exempt position or vice versa, the rate of pay of the promoted employee shall be increased by eight (8) percent. Those employees promoting to a management non-exempt position within six months of their next pay anniversary date when promoted shall receive an additional two (2) percent increase.
- (5) In the case of transfer, the employee's pay rate will remain unchanged at the time of transfer.
- (6) In the case of demotion, the rate of the demoted employee shall be reduced by four percent per grade for a maximum of three grades, totaling twelve (12) percent.
- (7) In the case of demotion in which the employee moves from an exempt position to a non-exempt position, the rate of pay of the demoted employee shall be decreased by eight (8) percent.
- (8) In the case of demotion in which the employee moves from a management non-exempt position to a bargaining unit position or vice versa, the rate of pay of the demoted employee shall be decreased by eight (8) percent.
- (9) An employee who is demoted involuntarily due to misconduct or unsatisfactory performance shall not be eligible for promotion or a merit increase for a period of one year from the time of demotion.
- (10) An employee who is demoted as a result of a reasonable job accommodation shall not have the rate of pay decreased unless the maximum of the new job classification is below the current salary. In such case, the employee will be moved to the maximum of the new pay range.
- (11) In all cases, the new rate shall be at least the minimum and not more than the maximum of the new pay grade.
 - a. If the salary change does not place the employee on a step in a bargaining unit position, the employee will move to the next higher step except as specifically provided otherwise in this section.

(i) *Salary rate upon promotion, transfer or demotion for employees covered under a Collective Bargaining Agreement.* Promotions, demotions and transfers shall be made in accordance with the provisions of the CBA in effect.

(j) *Part-time and temporary employment.* Part-time or temporary employees shall be compensated on the basis of the equivalent hourly rate paid for full-time employment and shall be paid for only those hours which they actually work.

(k) *Total remuneration.* Any salary rate established for an officer or employee shall be the total remuneration for the officer or employee, not including reimbursement for official travel. Except as otherwise provided in this article, no officer or employee shall receive pay from the city in addition to the salary authorized under the schedules provided in the pay plan for services rendered by him, either in the discharge of

his ordinary duties or any additional duties which may be imposed upon him or which he may undertake or volunteer to perform. Nothing contained in this subsection shall be deemed to prohibit payments to employees pursuant to section 2-981 or payments or awards to employees made pursuant to an approved safety incentive program of the city manager's employee safety board, nor shall there be any prohibition to provide for the eligibility for a top performance executive bonus program or other incentive plans for managers as executed by the city manager. Upon attainment of goals/incentives, employees allocated to classes covered by the provisions of the work agreement between the city and Local 500-American Federation of State, County and Municipal Employees are eligible to receive bonus/incentive payments in accordance with the provisions of the work agreement in effect.

(l) *Accelerated salary advancements.* An increase in compensation rate, within the limits provided in the pay grade for a class, may be granted at any time by the city manager, following the completion of the employee's initial probationary period. The city manager, in any given fiscal quarter, shall not grant accelerated salary increases for employees in the classified system in excess of \$20,000.00, and they shall keep a record of the increases they have granted pursuant to this subsection.

(m) *Incentive programs.* The department director, with the approval of the human resources director, may establish incentive plans for performance and achievement levels. These plans may include monetary awards and salary increases.

(n) *On-call pay.* A department director, with the approval of the human resources director, may establish an on-call pay plan for situations that require employees to remain fit-for-duty and available to respond to emergency call-in situations in a timely manner for a period of 24 hours.

(o) Shift Differential-Classified non-exempt employees not covered under a CBA will receive the following shift differential:

- (1) \$1.10 per hour for shifts beginning between 2:00 p.m. through 8:59 p.m.
- (2) \$1.20 per hour for shifts beginning between 9:00 p.m. through 3:59 a.m.
- (3) \$1.75 per hour for working a weekend shift. A designated weekend shift is defined as any shift that starts on or after 2:00 p.m., on Friday, and continuing through any shift that starts on or before, but not after 8:59 p.m., on Sunday.

Sec. 2-1088. Overtime and compensatory time.

All overtime or arrangements for overtime work by city employees shall be approved in advance by the department head or designee. Any employee assigned to perform overtime work in excess of the applicable standard workday or standard workweek may be compensated as follows:

- (1) Employees considered non-exempt under the Fair Labor Standards Act (FLSA) shall be paid for overtime work at the rate of time and one-half the straight hourly equivalent rate for the assigned position classification. Hours worked in excess of 16 in any work day will be compensated at twice the regularly assigned straight time hourly rate. Employees working a five-day, eight-hour schedule shall be compensated at a rate of two times their regularly assigned straight hourly rate on their seventh consecutive work day. Employees working a four-day, ten-hour schedule shall

be compensated at a rate of two times their regularly assigned straight hourly rate on their sixth and seventh consecutive workday. Employees considered exempt under FLSA shall not be paid for overtime work and are not eligible to earn compensatory time.

- a. Whenever an employee qualified for overtime is called back on an emergency to work after the employee's regular working hour and after the employee has left his last work site, the minimum overtime payment or the minimum compensatory time credit shall be for four hours of work at the rate of time and one-half.
 - b. Employees may be granted equivalent compensatory time off in lieu of cash compensation for overtime worked, subject to the following conditions:
 1. Compensatory time may be earned and should be used during the fiscal year. Maximum accumulation of compensatory time is 240 hours, such accumulation being determined by multiplying the overtime hours worked by the appropriate factor or combination of factors until the 240-hour maximum is reached. The factor for time and one-half is 1½; the factor for double time is 2.
 2. In that no cash payout of the accumulated compensatory time is intended, all scheduled use of the accumulated time will be completed within a reasonable period, not to exceed two years. Employees may use accumulated compensatory time within a reasonable period after request if such use does not unduly disrupt the operations of the city. While generally the choice of the use of accumulated compensatory time will be mutually agreed upon by the employee and the supervisor, in the event of a conflict, work schedule demands will prevail.
 3. When an employee transfers from one department to another, any outstanding compensatory time balance will transfer to the new department, unless the employee transfers to a position that is covered by the collective bargaining agreement under IAFF Local Union 42.
 4. When an employee moves from a non-exempt to exempt position, any outstanding compensatory time balance shall be paid out at the non-exempt pay rate.
 5. When an employee separates from employment any unused time shall be paid out at the pay rate at the time of separation.
- (2) Employees in the classified service considered exempt under FLSA in salary grades EX-1 to EX-8 may be granted a one-time cash payment of \$400.00 for performing their duties under a declared emergency situation or situations that the city manager deems as immediately essential to the operation of city government. This provision will apply only when hours worked are in excess of 55 in a workweek and conditions do not allow the employee to take equivalent time off. The manager requesting the utilization of this policy must provide a written request documenting the necessity for the payment of the one-time cash payment to the exempt employee. Such payment shall be at the recommendation of the department head and will require the approval of the city manager.

- (3) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall be compensated in accordance with the provisions of the agreement in effect.
- (4) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 42-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.
- (5) Employee allocated to classes covered by the provisions of the collective bargaining agreement between the City and Local 3808-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.

Sec. 2-1092. Temporary assignment to higher classification.

Any employee assigned temporarily to work in a regular position in a class with a higher maximum salary than his own shall be compensated as follows:

- (1) Employees considered non-exempt under the Fair Labor Standards Act (FLSA) shall be compensated at the minimum rate established for the higher class or five percent, whichever is greater, for work performed for one workweek or in the higher class.

Employees exempt under FLSA who are assigned to pay grade EX-8 or below shall be compensated at the minimum rate established for the higher class or five percent, whichever is greater, for each two-week work period or more of work performed in the higher class.

The following conditions must be met to receive differential pay:

- a. Any vacant position that requires an employee or employees to work in a higher classification for more than eight weeks will require review and approval by the human resources director. Where practicable, approval should be received prior to the commencement of the assignment.
- b. Where more than one employee is qualified to perform the work of the higher classification, the city strongly encourages the appointing authority to rotate the assignment among all employees considered eligible, where feasible.
- c. The employee who is temporarily assigned to serve and actually serves in a higher level position must be fully qualified to perform and must actually perform the full range of duties of the higher level position in order to be eligible for the additional compensation provided for in this subsection.
- d. No employee shall be assigned to a higher level position entitling the employee to differential pay without the prior approval of the department director or designee.
- e. In order for an employee to receive additional compensation, an appropriate higher level position must be vacant in the work unit, and the employee must meet the minimum

qualifications for the higher level position.

- (2) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall be compensated in accordance with the provisions of the agreement in effect.
- (3) Employees allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 42-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.
- (4) Employee allocated to classes covered by the provisions of the collective bargaining agreement between the city and Local 3808-International Association of Fire Fighters shall be compensated in accordance with the provisions of the agreement in effect.

Sec. 2-1099. Vacation leave.

(a) *Generally.*

(1) *Amount.*

- a. Vacation leave for all full-time regular employees in the classified or unclassified service, except employees specifically covered elsewhere in this section, allocated to classes within the managerial, professional, supervisory or confidential group shall receive vacation leave annually as follows:

After 6 months of service	40 hours
After 1 year of service	80 hours
After 5 years of service	120 hours
After 10 years of service	136 hours
After 15 years of service	160 hours
After 20 years of service	184 hours

- b. Employees in a department director, assistant city manager, city clerk or city auditor classification shall receive vacation leave annually as follows:

After 6 months of service	120 hours
After 5 years of service	160 hours
After 10 years of service	216 hours
After 15 years of service	240 hours

- c. A regular employee appointed to the classified or unclassified service on or prior to the fifteenth day of the month shall receive vacation leave credit beginning on the first day of that month; such employee appointed to the classified or unclassified service subsequent to the fifteenth day of the month shall receive vacation leave credit beginning

on the first day of the succeeding month.

- d. An employee who is compensated for 41 hours or more in a pay period will be credited with the proportionate amount for the pay period.
 - e. A full-time contract employee appointed as a full-time regular employee after June 1, 2002, who has been a resident of Kansas City, Missouri and a full-time contract employee for at least five consecutive years immediately preceding appointment and whose contracts during such period provided vacation leave for the employee:
 - 1. Shall be credited with five years of services for purposes of calculating annual vacation leave under this section;
 - 2. Shall not be considered a new employee for purposes of subsection (a)(2) of this section; and
 - 3. Shall be credited with any vacation leave credited and unused as a contract employee.
- (2) *New employees; scheduling.* No annual leave may be taken by an employee until the employee has been in the service of the city continuously for a period of six full months. Each department head shall keep records of vacation leave credit and use, and shall schedule vacation leaves with particular regard to the seniority of employees, to accord with operating requirements, and insofar as possible with the requests of employees.
- (3) *Accrual.* Employees with less than 15 years of service may accrue vacation leave to a maximum of twice the amount earned in a year. Employees with 15 consecutive years or more of service may accrue vacation leave to a maximum of two and half times the amount earned in a year. Employees who are in the job class of budget officer, deputy city attorney, deputy director, deputy director of aviation or deputy director of water services and who have 20 consecutive years or more of service may accrue vacation leave to a maximum of 600 hours.
- (4) *Terminal leave.* Any employee leaving municipal service shall be compensated for vacation leave credited and unused at the employee's regular rate of pay. In calculating such compensation, the city shall not include any extraordinary pay, shift differentials, special duty pay, overtime, or any other additional pay.
- (5) *Holidays occurring during vacation period.* Any official holiday as set forth in this article that shall occur during an employee's scheduled vacation period shall not be counted as a day of vacation.
- (6) *Extra free paid leave days.* Each full-time employee in the classified and unclassified service shall receive, in addition to the employee's regular vacation leave credit provided for in this section, two additional days of paid leave, which may be taken at the employee's option, with the approval of the employee's department head. Free days shall be available immediately upon the start of employment. Free days must be taken within the calendar year they are made available. Any unused free day shall not be paid out upon an employee's separation.

(7) *Kansas City Corporate Challenge competition.* Employees participating in the city's official Kansas City Corporate Challenge competition shall earn an extra free paid leave day upon meeting the following criteria:

- a. Receiving a medal for first, second or third place in an officially sponsored Kansas City Corporate Challenge event or
- b. Representing the city in at least two officially sponsored Kansas City Corporate Challenge events (i.e. in competition, as an event coordinator, or as an assigned volunteer).
- c. The free day must be taken during the fiscal year in which it was earned and cannot be accumulated. If an employee fails to use the free day prior to the end of the fiscal year the free day shall be forfeited. An unused free day shall not be paid out upon an employee's separation.

(8) *City manager.* The city manager shall be entitled to annual leave of six full five-day workweeks.

(b) *Local 500-AFSCME.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 500-American Federation of State, County and Municipal Employees shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(c) *Local 42-IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 42-International Association of Fire Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(d) *Local 3808-IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 3808-International Association of Fire Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(e) *Waiving vacation.* As vacation leave is granted to employees for a period of recreation, no employee shall be ordinarily permitted to waive such leave for the purpose of receiving double pay, excepting, however, that employees in management non-exempt job classifications with five years or more of service, and having at least four weeks of accumulated vacation, may cash in 40 hours of vacation per year. The number of employees who may exercise this option during any pay period is limited to five percent of the M-class department employees.

(f) *Prerequisites for usage.* Generally, vacation time must be earned and recorded prior to usage.

I hereby certify that there is a balance, otherwise unencumbered, to the credit of the appropriation to which the foregoing expenditure is to be charged, and a cash balance, otherwise unencumbered, in the treasury, to the credit of the fund from which payment is to be made, each sufficient to meet the obligation hereby incurred.

Tammy L. Queen
Director of Finance

Approved as to form:

Katherine Chandler
Senior Associate City Attorney