

ORDINANCE NO. 4068

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2021-2022.

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

SECTION 1: The pay plans for General Hourly Employees, Police Hourly Employees, Fire Employees; the Salary Schedule, with salary rates for salaried employees; and the Regular Part-Time Employees Wage Schedule are attached hereto and made a part hereof, are hereby approved and adopted.

SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 3: This ordinance shall be effective with the October 1, 2021 payroll.

Read for the first time this 7th day of September, 2021.

Read a second time and approved this 21st day of September, 2021.



Greg Lowe, Presiding Officer

ATTEST:

Ayes - 7 Gene Henry, Roger House, Cameron Jackson, Carla Moberly, Rick Pereles, Becky Raysik, Daniel Wilson
Nays - 0
Absent - 1 Debbie Smith



Wendee Seaton, City Clerk



Greg Lowe, Mayor



FY 2021-2022 CLINTON GENERAL HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11	12+
	0-6 M	6 M-1 Y										
Administration / Court												
Administrative Assistant I	11.87	12.69	13.09	13.48	13.82	14.22	14.44	14.61	14.81	14.97	15.20	0.124
Administrative Assistant II	13.36	14.22	14.62	14.97	15.39	15.77	15.97	16.14	16.38	16.53	16.75	0.124
Administrative Assistant III	15.15	16.04	16.44	16.82	17.21	17.63	17.80	18.00	18.19	18.38	18.59	0.124
Administrative Supervisor	15.43	16.38	16.75	17.14	17.51	17.91	18.11	18.29	18.46	18.66	18.88	0.124
Maintenance												
Maintenance I	11.87	12.69	13.09	13.48	13.82	14.22	14.44	14.61	14.81	14.97	15.20	0.124
Maintenance II	13.36	14.22	14.62	14.97	15.39	15.77	15.97	16.14	16.38	16.53	16.75	0.124
Maintenance III	15.15	16.04	16.44	16.82	17.21	17.63	17.80	18.00	18.19	18.38	18.59	0.124
Maintenance Supervisor	15.43	16.38	16.75	17.14	17.51	17.91	18.11	18.29	18.46	18.66	18.88	0.124
Assistant Director/Superintendent	15.99	16.93	17.31	17.69	18.08	18.46	18.66	18.88	19.03	19.26	19.42	0.124
Programs												
Program Assistant I	11.87	12.69	13.09	13.48	13.82	14.22	14.44	14.61	14.81	14.97	15.20	0.124
Program Assistant II	13.36	14.22	14.62	14.97	15.39	15.77	15.97	16.14	16.38	16.53	16.75	0.124
Program Assistant III	15.15	16.04	16.44	16.82	17.21	17.63	17.80	18.00	18.19	18.38	18.59	0.124
Program Supervisor	15.43	16.38	16.75	17.14	17.51	17.91	18.11	18.29	18.46	18.66	18.88	0.124
Assistant Director/Superintendent	15.99	16.93	17.31	17.69	18.08	18.46	18.66	18.88	19.03	19.26	19.42	0.124

COLA = 5.76%.

Pay for part time and temporary employees will depend on budget constraints, skills, skills required and qualifications of applicants. There are 26 pay periods annually. Gen Emp. Annual Salary = Hourly rate "x" 2,080 hours. Column 12 - Longevity Pay will be calculated for future adjustments based on current rate + COLA %. PROMOTIONS WILL NOT BE ALLOWED INTO STEPS 1 & 2.

FY 2021-2022 POLICE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11	12+
SERVICE:	0-6 M	6 M-1Y										
Police Officer	17.42	18.38	18.78	19.17	19.54	20.74	20.93	21.13	21.37	21.52	21.74	0.124
Police Sergeant	19.86	20.88	21.29	21.70	22.05	23.36	23.51	23.77	23.93	24.17	24.34	0.124

COLA = 5.76%

There are 26 pay periods annually. Police Employee Annual Salary = Hourly rate "x" 2,132 hours. PROMOTIONS WILL NOT BE ALLOWED INTO STEPS 1 & 2.

RESERVE OFFICER PAY WILL BE AT POLICE OFFICER STEP 1

Approved: September 21, 2021

FY 2020-21 FIRE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11	12+
SERVICE:	0-6 M	6 M-1Y										
Firefighter	11.15	11.35	11.61	11.88	12.16	12.40	12.58	12.73	12.84	12.99	13.17	0.087
Firefighter / EMT	11.84	12.04	12.30	12.57	12.85	13.09	13.27	13.42	13.53	13.68	13.86	0.087
High OT Rate	23.16	23.57	24.11	24.67	25.25	25.76	26.13	26.45	26.66	26.98	27.35	
Operator B	11.71	12.29	12.61	12.81	13.12	13.36	13.53	13.67	13.80	13.96	14.11	0.087
Operator B / EMT	12.40	12.98	13.30	13.50	13.81	14.05	14.22	14.36	14.49	14.65	14.80	0.087
High OT Rate	24.32	25.52	26.18	26.61	27.25	27.75	28.10	28.39	28.66	29.00	29.30	
Operator A	12.34	12.99	13.22	13.52	13.79	14.04	14.21	14.34	14.49	14.63	14.80	0.087
Operator A / EMT	13.03	13.68	13.91	14.21	14.48	14.73	14.90	15.03	15.18	15.32	15.49	0.087
High OT Rate	25.62	26.98	27.46	28.07	28.63	29.16	29.51	29.77	30.09	30.39	30.73	
Lieutenant	13.03	13.66	13.94	14.35	14.46	14.71	14.87	15.00	15.16	15.31	15.44	0.087
Lieutenant / EMT	13.72	14.35	14.63	15.04	15.15	15.40	15.56	15.69	15.85	16.00	16.13	0.087
High OT Rate	27.06	28.36	28.95	29.80	30.04	30.55	30.89	31.16	31.48	31.80	32.06	

COLA = 5.76%.

Annual Salary = Hourly rate "x" 2,880 hours. There are 26 pay periods annually. High Overtime Rate (Extra Duty Pay) = Hourly rate "x" 2,880 "/ 2,080 "x"
 1.5. Column 12 - Longevity Pay will be calculated for future adjustments based on current rate + COLA %. High OT Rate for EMTs will be calculated on EMT
 hourly rate. PROMOTIONS WILL NOT BE ALLOWED INTO STEPS 1 & 2.

- BASIC VOLUNTEER FIREFIGHTER - \$12.00 per call
- VOLUNTEER WITH FFI CERTIFICATION - \$14.00 per call
- VOLUNTEER WITH FFI CERTIFICATION - \$16.00 per call

Approved: September 21, 2021

FY 2021-2022
Regular Part-Time Employees
Wage Schedule
(5.76% C.O.L.A.)

Park & Rec Regular Part-time:
\$11.15 hour
ATS Part-time:
\$11.15 hour

Approved: September 21, 2021

FY 20-21 BUDGET SALARY SCHEDULE

BASE	STEP ANNUALLY					STEP EVERY TWO (2) YEARS					STEP EVERY THREE (3) YEARS					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
A	36,055	36,957	37,858	38,760	39,661	40,563	41,753	42,943	44,133	45,322	46,512	48,027	49,541	51,056	52,570	54,085
B	42,034	43,538	45,042	46,546	48,049	49,553	51,538	53,523	55,509	57,494	59,479	62,005	64,532	67,058	69,585	72,111
C	54,084	54,986	55,887	56,788	57,690	58,591	59,781	60,971	62,160	63,350	64,540	66,054	67,568	69,083	70,597	72,111
D	60,094	61,596	63,099	64,601	66,103	67,605	69,589	71,572	73,555	75,538	77,521	80,045	82,569	85,092	87,616	90,140
E	78,122	79,624	81,126	82,628	84,131	85,634	87,616	89,599	91,582	93,566	95,549	98,073	100,596	103,120	105,644	108,168

	APPROVED RANGE		HOURLY RATES	
A	Cemetery Sexton	36,055 - 54,084	\$ 17.33	\$ 26.00
B	City Clerk, Community Dev. Dir., P&R Dir., Street Supt.	42,034 - 72,111	\$ 20.21	\$ 34.67
C	Asst. Police Chief, Asst. Fire Chief	54,084 - 72,111	\$ 26.00	\$ 34.67
D	Police Chief, Fire Chief	60,094 - 90,140	\$ 28.89	\$ 43.34
E	City Administrator	78,121 - 108,168	\$ 37.56	\$ 52.00

COLA: 5.76%

Salary rates are calculated based on 2,080 hours.

Approved: September 21, 2021

**SALARY RATES FOR SALARIED EMPLOYEES
FISCAL YEAR 2021-2022**

SALARY TITLE	NAME	SALARY STEP	SALARY
Cemetery Sexton	John Wilson	A12	\$49,541
City Clerk	Wendee Seaton	B4	\$48,049
Community Dev. Director	Chuck Bailey	B11	\$62,005
Parks & Rec. Director	Brad Combs	B10	\$59,479
Street Superintendent	TJ Williams	B9	\$57,494
Deputy Police Chief	Paul Abbott	C10	\$64,540
Deputy Police Chief	Chad Nepple	C7	\$60,971
Assistant Fire Chief	Matt Willings	C5	\$58,591
Police Chief	Kevin Miller	D11	\$80,045
Fire Chief	Mark Manual	D5	\$67,605
City Administrator	Christy Maggi	E11	\$98,073

Approved: September 21, 2021

PROPOSED SALARY SCHEDULE

LEVEL	POSITION	EMPLOYEE	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
A	Cemetery Sexton	John Wilson	A10	A10	A11	A11	A11	A12
	City Clerk	Wendee Seaton			B2	B2	B3	B4
B	Community Development Director	Chuck Bailey	B8	B9	B9	B10	B10	B11
	Parks & Recreation Director	Brad Combs	B8	B8	B9	B9	B10	B10
	Street Superintendent	TJ Williams		B7	B8	B8	B9	B9
	Deputy Police Chief	Paul Abbott			C9	C9	C10	C10
C	Deputy Police Chief	Chad Nepple			C5	C6	C6	C7
	Assistant Fire Chief	Matt Willings				C3	C4	C5
D	Police Chief	Kevin Miller	D9	D9	D10	D10	D11	D11
	Fire Chief	Mark Manual				D3	D4	D5
E	City Administrator	Christy Maggi	E9	E9	E10	E10	E11	E11

Approved: September 21, 2021