

ORDINANCE NO. 4094

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2022-2023.

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

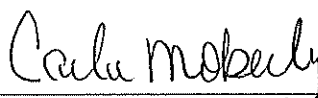
SECTION 1: The pay plans for General Hourly Employees, Police Hourly Employees, Fire Employees; the Salary Schedule, with salary rates for salaried employees; and the Regular Part-Time Employees Wage Schedule are attached hereto and made a part hereof, are hereby approved and adopted.

SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 3: This ordinance shall be effective with the October 14, 2022 payroll.

Read the first time this 6th day of September, 2022.

Read a second time and approved this 20th day of September, 2022.

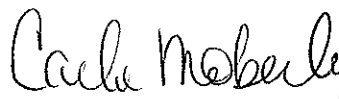


Carla Moberly, Presiding Officer

ATTEST:

Ayes 8: Gene Henry, Roger House, Cameron Jackson, Carla Moberly, Rick Pereles, Becky Raysik, Debbie Smith and Daniel Wilson

Nays 0


Wendee Seaton, City Clerk
Carla Moberly, Mayor

FY 2022-2023 CLINTON GENERAL HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Administration / Court											
Administrative Assistant I	13.45	14.33	14.76	15.13	15.57	15.81	16.00	16.22	16.39	16.64	0.13
Administrative Assistant II	15.10	16.01	16.39	16.85	17.27	17.49	17.67	17.94	18.10	18.34	0.13
Administrative Assistant III	17.08	18.00	18.42	18.84	19.30	19.49	19.71	19.92	20.13	20.36	0.13
Administrative Supervisor	17.42	18.34	18.77	19.17	19.61	19.83	20.03	20.21	20.43	20.67	0.13
Maintenance											
Maintenance I	13.45	14.33	14.76	15.13	15.57	15.81	16.00	16.22	16.39	16.64	0.13
Maintenance II	15.10	16.01	16.39	16.85	17.27	17.49	17.67	17.94	18.10	18.34	0.13
Maintenance III	17.08	18.00	18.42	18.84	19.30	19.49	19.71	19.92	20.13	20.36	0.13
Maintenance Supervisor	17.42	18.34	18.77	19.17	19.61	19.83	20.03	20.21	20.43	20.67	0.13
Assistant Director/Supintendent	18.02	18.95	19.37	19.80	20.21	20.43	20.67	20.84	21.09	21.26	0.13
Programs											
Program Assistant I	13.45	14.33	14.76	15.13	15.57	15.81	16.00	16.22	16.39	16.64	0.13
Program Assistant II	15.10	16.01	16.39	16.85	17.27	17.49	17.67	17.94	18.10	18.34	0.13
Program Assistant III	17.08	18.00	18.42	18.84	19.30	19.49	19.71	19.92	20.13	20.36	0.13
Program Supervisor	17.42	18.34	18.77	19.17	19.61	19.83	20.03	20.21	20.43	20.67	0.13
Assistant Director/Supintendent	18.02	18.95	19.37	19.80	20.21	20.43	20.67	20.84	21.09	21.26	0.13

COLA = 9.5%.

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 %.

Approved: _____ September 20, 2022

FY 2022-2023 POLICE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Police Officer	19.60	20.56	20.99	21.40	22.71	22.92	23.14	23.40	23.56	23.81	0.13
Police Sergeant	22.31	23.31	23.76	24.14	25.58	25.74	26.03	26.20	26.47	26.65	0.13

COLA = 9.5%

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

CADET POLICE OFFICER PAY WILL BE AT 80% OF POLICE OFFICER STEP 1 - \$15.68 / HR.

Approved: September 20, 2022

FY 2022-23 FIRE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Firefighter	12.32	12.71	13.01	13.32	13.58	13.78	13.94	14.06	14.22	14.42	0.10
Firefighter / EMT	13.07	13.47	13.76	14.07	14.33	14.53	14.69	14.82	14.98	15.18	0.10
High OT Rate	25.58	26.40	27.01	27.65	28.21	28.61	28.96	29.19	29.54	29.95	
Engineer	13.14	13.81	14.03	14.37	14.63	14.82	14.97	15.11	15.29	15.45	0.10
Engineer / EMT	13.90	14.56	14.78	15.12	15.38	15.57	15.72	15.87	16.04	16.21	0.10
High OT Rate	27.29	28.67	29.14	29.84	30.39	30.77	31.09	31.38	31.76	32.08	
Lieutenants	13.87	14.48	14.80	15.10	15.37	15.56	15.70	15.87	16.02	16.21	0.10
Lieutenants / EMT	14.62	15.23	15.56	15.86	16.13	16.32	16.46	16.62	16.78	16.96	0.10
High OT Rate	28.80	30.07	30.74	31.35	31.93	32.31	32.60	32.95	33.28	33.65	
Captains	14.61	15.26	15.71	15.83	16.11	16.28	16.43	16.60	16.76	16.91	0.10
Captains / EMT	15.37	16.02	16.47	16.59	16.86	17.04	17.18	17.36	17.52	17.66	0.10
High OT Rate	30.34	31.70	32.63	32.89	33.45	33.82	34.12	34.47	34.82	35.11	

COLA = 9.5%

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.

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 20, 2022

FY 2022-2023
Regular Part-Time Employees
Wage Schedule
(9.5% C.O.L.A.)

Park & Rec Regular Part-time:
\$12.21 hour
ATS Part-time:
\$13.14 hour

* Minimum Wage will be raised to \$12/hr on January 1, 2023

Approved: September 20, 2022

FY 22-23 BUDGET SALARY SCHEDULE

	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	39,974	41,455	42,442	43,429	44,416	45,720	47,023	48,326	49,628	50,931	52,590	54,247	55,906	57,564	59,222
B	46,851	49,321	50,968	52,614	54,261	56,434	58,608	60,782	62,956	65,130	67,895	70,663	73,429	76,196	78,962
C	59,716	61,196	62,183	63,171	64,157	65,460	66,763	68,065	69,368	70,671	72,329	73,987	75,646	77,304	78,962
D	66,625	69,093	70,738	72,383	74,027	76,200	78,371	80,543	82,714	84,886	87,649	90,413	93,176	95,940	98,703
E	86,366	88,833	90,478	92,123	93,769	95,940	98,111	100,282	102,455	104,626	107,390	110,153	112,916	115,680	118,444

	APPROVED RANGE	HOURLY RATES
A Cemetery Sexton	39,974 - 59,222	19.22 - 28.47
B City Clerk/Finance Officer, Community Dev. Dir, P&R Dir, Street Supr.	46,851 - 78,962	22.52 - 37.96
C Asst. Police Chief, Asst. Fire Chief, City Clerk/Finance Officer II	59,716 - 78,962	28.71 - 37.96
D Police Chief, Fire Chief	66,625 - 98,703	32.03 - 47.45
E City Administrator	86,366 - 118,444	41.52 - 56.94

COLA: 9.5%

Salary rates are calculated based on 2,080 hours.

Approved: September 20, 2022

**SALARY RATES FOR SALARIED EMPLOYEES
FISCAL YEAR 2022-2023**

SALARY TITLE	NAME	SALARY STEP	SALARY
Cemetery Sexton	John Wilson	A12	\$54,247
City Clerk	Wendee Seaton	C1	\$59,716
Community Dev. Director	Chuck Bailey	B11	\$67,895
Parks & Rec. Director	Brad Combs	B11	\$67,895
Street Superintendent	TJ Williams	B10	\$65,130
Deputy Police Chief	Paul Abbott	C11	\$72,329
Deputy Police Chief	Chad Nepple	C7	\$66,763
Assistant Fire Chief	Matt Willings	C6	\$65,460
Police Chief	Kevin Miller	D11	\$87,649
Fire Chief	Mark Manual	D6	\$76,200
City Administrator	Christy Maggi	E11	\$107,390

Approved: September 20, 2022

PROPOSED SALARY SCHEDULE

LEVEL	POSITION	EMPLOYEE	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
A	Cemetery Sexton	John Wilson	A10	A11	A11	A11	A12	A12
	Community Development Director	Chuck Bailey	B9	B9	B10	B10	B11	B11
B	Parks & Recreation Director	Brad Combs	B8	B9	B9	B10	B10	B11
	Street Superintendent	TJ Williams	B7	B8	B8	B9	B9	B10
C	Deputy Police Chief	Paul Abbott		C9	C9	C10	C10	C11
	City Clerk/Finance Officer II	Wendee Seaton		B2	B2	B3	B4	C1
	Deputy Police Chief	Chad Nepple		C5	C6	C6	C7	C7
	Assistant Fire Chief	Matt Willings			C3	C4	C5	C6
D	Police Chief	Kevin Miller	D9	D10	D10	D11	D11	D11
	Fire Chief	Mark Manual			D3	D4	D5	D6
E	City Administrator	Christy Maggi	E9	E10	E10	E11	E11	E11

Approved: September 20, 2022