

ORDINANCE NO. 4135

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2023-2024.

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SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.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 13, 2023 payroll.

Read the first time this 5th day of September, 2023.

Read a second time and passed this 19th day of September, 2023.



Carla Moberly, Presiding Officer

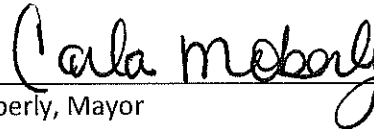
ATTEST:

Ayes 8 - Gene Henry, Roger House, Cameron Jackson, Austin Jones, Shelley Nelson, Martha Nichols, Debbie Smith, Daniel Wilson

Nays 0



Wendee Seaton, City Clerk



Carla Moberly, Mayor



FY 2023-2024 CLINTON GENERAL HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Administration / Court											
Administrative Assistant I	13.77	14.68	15.12	15.49	15.95	16.19	16.39	16.61	16.78	17.04	0.13
Administrative Assistant II	15.46	16.40	16.78	17.26	17.69	17.91	18.10	18.37	18.54	18.78	0.13
Administrative Assistant III	17.49	18.43	18.86	19.29	19.77	19.96	20.19	20.40	20.62	20.85	0.13
Administrative Supervisor	17.84	18.78	19.22	19.63	20.08	20.31	20.51	20.70	20.92	21.17	0.13
Maintenance											
Maintenance I	13.77	14.68	15.12	15.49	15.95	16.19	16.39	16.61	16.78	17.04	0.13
Maintenance II	15.46	16.40	16.78	17.26	17.69	17.91	18.10	18.37	18.54	18.78	0.13
Maintenance III	17.49	18.43	18.86	19.29	19.77	19.96	20.19	20.40	20.62	20.85	0.13
Maintenance Supervisor	17.84	18.78	19.22	19.63	20.08	20.31	20.51	20.70	20.92	21.17	0.13
Assistant Director/Superintendent	18.45	19.41	19.84	20.28	20.70	20.92	21.17	21.34	21.60	21.77	0.13
Programs											
Program Assistant I	13.77	14.68	15.12	15.49	15.95	16.19	16.39	16.61	16.78	17.04	0.13
Program Assistant II	15.46	16.40	16.78	17.26	17.69	17.91	18.10	18.37	18.54	18.78	0.13
Program Assistant III	17.49	18.43	18.86	19.29	19.77	19.96	20.19	20.40	20.62	20.85	0.13
Program Supervisor	17.84	18.78	19.22	19.63	20.08	20.31	20.51	20.70	20.92	21.17	0.13
Assistant Director/Superintendent	18.45	19.41	19.84	20.28	20.70	20.92	21.17	21.34	21.60	21.77	0.13

COLA = 2.41%.

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 19, 2023

FY 2023-2024 POLICE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Police Officer	20.07	21.06	21.50	21.92	23.26	23.47	23.70	23.96	24.13	24.38	0.13
Police Sergeant	22.85	23.87	24.33	24.72	26.20	26.36	26.66	26.83	27.11	27.29	0.13

COLA = 2.41%

There are 26 pay periods annually. Police Employee Annual Salary = Hourly rate "x" 2,132 hours.

RESERVE OFFICER PAY: Police Officer STEP 1

CADET POLICE OFFICER PAY: 80% of Police Officer STEP 1 - \$16.06 / HR.

SPECIAL ASSIGNMENT PAY: \$40 / HR.

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FY 2023-24 FIRE HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10	11+
Firefighter	12.62	13.02	13.32	13.64	13.91	14.11	14.28	14.40	14.56	14.77	0.10
Firefighter / EMT	13.38	13.79	14.09	14.41	14.68	14.88	15.04	15.18	15.34	15.55	0.10
High OT Rate	26.20	27.04	27.66	28.32	28.89	29.30	29.66	29.89	30.25	30.67	
Engineer	13.46	14.14	14.37	14.72	14.98	15.18	15.33	15.47	15.66	15.82	0.10
Engineer / EMT	14.23	14.91	15.14	15.48	15.75	15.95	16.10	16.25	16.43	16.60	0.10
High OT Rate	27.95	29.36	29.84	30.56	31.12	31.51	31.84	32.14	32.53	32.85	
Lieutenants	14.20	14.83	15.16	15.46	15.74	15.93	16.08	16.25	16.41	16.60	0.10
Lieutenants / EMT	14.97	15.60	15.93	16.24	16.52	16.71	16.86	17.02	17.18	17.37	0.10
High OT Rate	29.49	30.79	31.48	32.11	32.70	33.09	33.39	33.74	34.08	34.46	
Captains	14.96	15.63	16.09	16.21	16.50	16.67	16.83	17.00	17.16	17.32	0.10
Captains / EMT	15.74	16.41	16.87	16.99	17.27	17.45	17.59	17.78	17.94	18.09	0.10
High OT Rate	31.07	32.46	33.42	33.68	34.26	34.64	34.94	35.30	35.66	35.96	

COLA =2.41%

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 "y" 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 FFII CERTIFICATION: \$16.00 per call
- PART-TIME WITH FF/II CERTIFICATIONS: Pay commensurate with Classification and experience

Approved: _____ September 19, 2023

FY 2023-2024
Regular Part-Time Employees
Wage Schedule
(2.41% C.O.L.A.)

Park & Rec Regular Part-time:
\$12.50 hour
ATS Part-time:
\$13.46 hour

* Minimum Wage will be \$12/hr on January 1, 2024

Approved: _____ September 19, 2023

FY 23-24 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	40,937	42,454	43,465	44,476	45,486	46,822	48,156	49,491	50,824	52,158	53,857	55,554	57,253	58,951	60,649
B	47,980	50,510	52,196	53,882	55,569	57,794	60,020	62,247	64,473	66,700	69,531	72,366	75,199	78,032	80,865
C	61,155	62,671	63,682	64,693	65,703	67,038	68,372	69,705	71,040	72,374	74,072	75,770	77,469	79,167	80,865
D	68,231	70,758	72,443	74,127	75,811	78,036	80,260	82,484	84,707	86,932	89,761	92,592	95,422	98,252	101,082
E	88,447	90,974	92,659	94,343	96,029	98,252	100,475	102,699	104,924	107,147	109,978	112,808	115,637	118,468	121,299

	APPROVED RANGE
A Cemetery Sexton	40,937 - 60,649
B City Clerk/Finance Officer, Community Dev. Dir, P&R Dir, Street Supt.	47,980 - 80,865
C Asst. Police Chief, Asst. Fire Chief, City Clerk/Finance Officer II	61,155 - 80,865
D Police Chief, Fire Chief	68,231 - 101,082
E City Administrator	88,447 - 121,299

	HOURLY RATES
A	19.68 - 29.16
B	23.07 - 38.88
C	29.40 - 38.88
D	32.80 - 48.60
E	42.52 - 58.32

COLA: 2.41%

Salary rates are calculated based on 2,080 hours.

Approved: _____ September 19, 2023

**SALARY RATES FOR SALARIED EMPLOYEES
FISCAL YEAR 2023-2024**

SALARY TITLE	NAME	SALARY STEP	SALARY
Cemetery Sexton	John Wilson	A12	\$55,554
City Clerk	Wendee Seaton	C2	\$62,671
Community Dev. Director	Chuck Bailey	B11	\$69,531
Parks & Rec. Director	Brad Combs	B11	\$69,531
Street Superintendent	TJ Williams	B10	\$66,700
Deputy Police Chief	Paul Abbott	C11	\$74,072
Deputy Police Chief	John Scott	C6	\$67,038
Assistant Fire Chief	Matt Willings	C6	\$67,038
Police Chief	Kevin Miller	D12	\$92,592
Fire Chief	Mark Manual	D6	\$78,036
City Administrator	Christy Maggi	E12	\$112,808

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PROPOSED SALARY SCHEDULE

LEVEL	POSITION	EMPLOYEE	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
A	Cemetery Sexton	John Wilson	A10	A11	A11	A11	A12	A12	A12
	Community Development Director	Chuck Bailey	B9	B9	B10	B10	B11	B11	B11
B	Parks & Recreation Director	Brad Combs	B8	B9	B9	B10	B10	B11	B11
	Street Superintendent	TJ Williams	B7	B8	B8	B9	B9	B10	B10
	Deputy Police Chief	Paul Abbott		C9	C9	C10	C10	C11	C11
C	City Clerk/Finance Officer II	Wendee Seaton		B2	B2	B3	B4	C1	C2
	Deputy Police Chief	John Scott						C5	C6
	Assistant Fire Chief	Matt Willings			C3	C4	C5	C6	C6
	Police Chief	Kevin Miller	D9	D10	D10	D11	D11	D11	D12
D	Fire Chief	Mark Manual			D3	D4	D5	D6	D6
	City Administrator	Christy Maggi	E9	E10	E10	E11	E11	E11	E12

Approved: _____ September 19, 2023