

ORDINANCE NO. 4164

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2024-2025.

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SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.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 11, 2024 payroll.

Read the first time this 3rd day of September, 2024.

Read a second time and passed this 17th day of September, 2024.



Carla Moberly, Presiding Officer

ATTEST:

Ayes 6: Gene Henry, Roger House, Cameron Jackson, Austin Jones, Gary Mount and Stacia Wilson

Nays 0

Absent 2: Shelley Nelson and Greg Shannon



Wendee Seaton, City Clerk



Carla Moberly, Mayor



GENERAL SALARY

FY 2024-2025 SALARY SCHEDULE

COLA: 1.0248

	STEP ANNUALLY														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B	59,227	60,916	62,605	64,294	65,982	67,671	69,360	71,049	72,738	74,426	76,115	77,804	79,493	81,182	82,870
D	100,689	102,376	104,063	105,750	107,437	109,124	110,811	112,498	114,185	115,872	117,559	119,246	120,933	122,620	124,307

POSITION	EMPLOYEE	FISCAL YEAR										NEW STEP 24-25	OCT 1 SALARY NEW SCHEDULE
		19-20	20-21	21-22	22-23	23-24							
Community Development Director	Chuck Bailey	B10	B10	B11	B11	B11	B10	74,426					
	Brad Combs	B9	B10	B10	B11	B11	B9	72,738					
Parks & Recreation Director	TJ Williams	B8	B9	B9	B10	B10	B8	71,269					
	Wendee Seaton	B2	B3	B4	C1	C2	B5	65,982					
Street Superintendent	Christy Maggi	D10	D11	D11	D11	D12	D10	115,872					
City Clerk/Finance Officer II													
City Administrator													

LOW	PER HR
59,227	28.47
100,689	48.41

HIGH	PER HR
82,870	39.84
124,307	59.76

Salary rates are calculated based on 2,080 hours.
After Step 15 increases will be COLA only.

Approved: 9/17/2024

FIRE

FY 2024-2025 HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10
Firefighter	13.63	14.06	14.38	14.73	15.02	15.24	15.42	15.55	15.72	15.95
Firefighter - High OT Rate	28.31	29.20	29.87	30.59	31.20	31.65	32.03	32.30	32.65	33.13
Firefighter / EMT	14.45	14.89	15.22	15.56	15.85	16.07	16.24	16.39	16.57	16.79
Firefighter / EMT - High OT Rate	30.01	30.93	31.61	32.32	32.92	33.38	33.73	34.04	34.41	34.87
Engineer	14.54	15.27	15.52	15.90	16.18	16.39	16.56	16.71	16.91	17.09
Engineer - High OT Rate	30.20	31.71	32.23	33.02	33.60	34.04	34.39	34.71	35.12	35.49
Engineer / EMT	15.37	16.10	16.35	16.72	17.01	17.23	17.39	17.55	17.74	17.93
Engineer / EMT - High OT Rate	31.92	33.44	33.96	34.73	35.33	35.79	36.12	36.45	36.84	37.24
Lieutenant	15.34	16.02	16.37	16.70	17.00	17.20	17.37	17.55	17.72	17.93
Lieutenant - High OT Rate	31.86	33.27	34.00	34.68	35.31	35.72	36.08	36.45	36.80	37.24
Lieutenant / EMT	16.47	17.16	17.52	17.86	18.17	18.38	18.55	18.72	18.90	19.11
Lieutenant / EMT - High OT Rate	34.21	35.64	36.39	37.09	37.74	38.17	38.53	38.88	39.25	39.69
Captain	16.46	17.19	17.70	17.83	18.15	18.34	18.51	18.70	18.88	19.05
Captain - High OT Rate	34.19	35.70	36.76	37.03	37.70	38.09	38.44	38.84	39.21	39.57
Captain / EMT	17.63	18.38	18.89	19.03	19.34	19.54	19.70	19.91	20.09	20.26
Captain / EMT - High OT Rate	36.62	38.17	39.23	39.52	40.17	40.58	40.92	41.35	41.73	42.08

Annual Salary = Hourly rate x 2,080 hours. There are 26 pay periods annually. High Overtime Rate (Extra Duty Pay) = hourly rate x 2,880 / 2,080 x 1.5.

Basic Volunteer Firefighter: \$12.00 per call
 Volunteer with FFII Certification: \$16.00 per call
 Volunteer with FFII Certification: \$14.00 per call

Part-time with FF/II Certification: Pay commensurate with Classification and experience

FY 2024-2025 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Fire Chief	68,494	70,192	71,324	72,456	73,587	75,083	76,577	78,070	79,565	81,059	82,961	84,862	86,765	88,667	90,569
Fire Chief	76,419	79,249	81,136	83,022	84,908	87,400	89,891	92,382	94,872	97,364	100,532	103,703	106,873	110,042	113,212

	LOW	PER HR	HIGH	PER HR
Deputy Fire Chief	68,494	32.93	90,569	43.54
Fire Chief	76,419	36.74	113,212	54.43

POSITION	EMPLOYEE	FISCAL YEAR										PROPOSED SALARY				
		19-20	20-21	21-22	22-23	23-24	24-25									
Deputy Fire Chief	Matt Willings	DFC9	DFC10	DFC10	DFC11	DFC11	DFC12	DFC12								84,862
Fire Chief	Mark Manuel	FC10	FC11	FC11	FC11	FC12	FC13									106,873

After step 10 hourly and step 15 salary, increases will be COLA only.

Approved: 9/17/2024

POLICE FY 2024-2025 HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10
Police Officer	23.00	23.40	23.81	24.23	24.65	25.08	25.52	25.97	26.42	26.89
Police Sergeant	27.25	27.75	28.26	28.77	29.30	29.84	30.38	30.94	31.50	32.08

RESERVE OFFICER PAY: Police Officer STEP 1 \$23.00
 CADET POLICE OFFICER PAY: 80% of Police Officer STEP 1: \$18.40
 SPECIAL ASSIGNMENT PAY: \$46 / HR.

FY 2024-2025 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Police Chief	70,328	72,071	73,234	74,396	75,558	77,093	78,627	80,160	81,696	83,230	85,182	87,135	89,089	91,042	92,994
Police Chief	78,465	81,371	83,309	85,246	87,182	89,741	92,299	94,857	97,415	99,973	103,225	106,480	109,735	112,989	116,244

	LOW	PER HR.	HIGH	PER HR.
Deputy Police Chief	70,328	33.81	92,994	44.71
Police Chief	78,465	37.72	116,244	55.89

POSITION	EMPLOYEE	FISCAL YEAR				PROPOSED SALARY
		19-20	20-21	21-22	22-23	
Deputy Police Chief	Paul Abbott	DPC9	DPC10	DPC10	DPC11	87,135
Deputy Police Chief	John Scott				DPC5	78,627
Police Chief	Kevin Miller	PC10	PC11	PC11	PC11	106,480

After step 10 hourly and step 15 salary, increases will be COLA only.

Approved: 9/17/2024