

Bill No. 2024-31

ORDINANCE NO. 4176

AN ORDINANCE REVISING THE GENERAL AND FIRE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2024-2025.

WHEREAS; the General FY 2024-2025 Hourly Pay Plan and the Fire FY 2024-2025 Hourly Pay Plan were approved by Ordinance 4164; and

WHEREAS, the Clinton City Council desires to revise the General FY 2024-2025 Hourly Pay Plan and the Fire FY 2024-2025 Hourly Pay Plan, as approved by Ordinance 4164;

NOW, THEREFORE BE IT HEREBY ORDAINED by the City Council of Clinton, Missouri as follows:

SECTION 1: The General FY 2024-2025 Hourly Pay Plan (Exhibit A) and Fire FY 2024-2025 Hourly Pay Plan (Exhibit B) are hereby approved.

SECTION 2: All ordinance or parts of ordinances in conflict herewith are hereby repealed.

SECTION 3: This ordinance shall be effective January 1, 2025.

Read both times and passed this 17th day of December, 2024.



Carla Moberly, Presiding Officer

Ayes 8: Gene Henry, Roger House, Cameron Jackson, Austin Jones,
Gary Mount, Shelley Nelson, Greg Shannon and Stacia Wilson

Nays 0

Absent 0



Wendee Seaton, City Clerk



Carla Moberly, Mayor



GENERAL HOURLY

FY 2024-2025 HOURLY PAY PLAN (REVISED)

EXHIBIT A

STEP:	1	2	3	4	5	6	7	8	9	10
Administration / Court										
Administrative Assistant I	14.11	15.04	15.49	15.87	16.35	16.59	16.80	17.02	17.20	17.46
Administrative Assistant II	15.84	16.81	17.20	17.69	18.13	18.35	18.55	18.83	19.00	19.25
Administrative Assistant III	17.92	18.89	19.33	19.77	20.26	20.46	20.69	20.91	21.13	21.37
Administrative Manager	21.91	22.41	23.07	23.72	24.38	25.04	25.70	26.53	27.37	28.21
Maintenance										
Maintenance I	14.11	15.04	15.49	15.87	16.35	16.59	16.80	17.02	17.20	17.46
Maintenance II	15.84	16.81	17.20	17.69	18.13	18.35	18.55	18.83	19.00	19.25
Maintenance III	17.92	18.89	19.33	19.77	20.26	20.46	20.69	20.91	21.13	21.37
Asst. Director/Asst. Superintendent	18.91	19.89	20.33	20.78	21.21	21.44	21.70	21.87	22.14	22.31
Maintenance Superintendent	21.91	22.41	23.07	23.72	24.38	25.04	25.70	26.53	27.37	28.21
Programs										
Program Assistant I	14.11	15.04	15.49	15.87	16.35	16.59	16.80	17.02	17.20	17.46
Program Assistant II	15.84	16.81	17.20	17.69	18.13	18.35	18.55	18.83	19.00	19.25
Program Assistant III	17.92	18.89	19.33	19.77	20.26	20.46	20.69	20.91	21.13	21.37
Program Supervisor	18.28	19.25	19.70	20.12	20.58	20.81	21.02	21.21	21.44	21.70
Asst. Director/Asst. Superintendent	18.91	19.89	20.33	20.78	21.21	21.44	21.70	21.87	22.14	22.31
Regular Part Time	Park & Rec PT Hourly: \$13.75						ATS PT Hourly: \$13.79			

After Step 10 increases will be COLA only.

Revised and Approved: _____

FIRE

FY 2024-2025 HOURLY PAY PLAN (REVISED)

EXHIBIT B

STEP:	1	2	3	4	5	6	7	8	9	10
Firefighter	14.45	14.89	15.22	15.56	15.85	16.07	16.24	16.39	16.57	16.79
High OT Rate	30.01	30.93	31.61	32.32	32.92	33.38	33.73	34.04	34.41	34.87
Engineer	15.37	16.10	16.35	16.72	17.01	17.23	17.39	17.55	17.74	17.93
High OT Rate	31.92	33.44	33.96	34.73	35.33	35.79	36.12	36.45	36.84	37.24
Lieutenant	16.47	17.16	17.52	17.86	18.17	18.38	18.55	18.72	18.90	19.11
High OT Rate	34.21	35.64	36.39	37.09	37.74	38.17	38.53	38.88	39.25	39.69
Captain	17.63	18.38	18.89	19.03	19.34	19.54	19.70	19.91	20.09	20.26
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 2,880 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 FFI Certification: \$14.00 per call
 Part-time with FFI/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	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.

Revised and Approved: _____