

ORDINANCE NO. 4186

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2025-2026.

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SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.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 10, 2025 payroll.

Read the first time this 2nd day of September, 2025.

Read a second time and approved this 16th day of September, 2025.



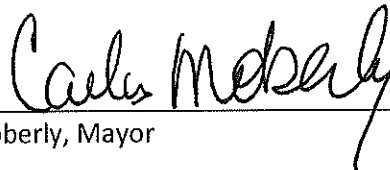
Carla Moberly, Presiding Officer

ATTEST:

Ayes 7: Brenda Elliott, Gene Henry, Rob Hills, Roger House, Austin Jones, Gary Mount and Greg Shannon
Nays 1: Cameron Jackson



Wendee Seaton, City Clerk



Carla Moberly, Mayor



GENERAL HOURLY

FY 2025-2026 HOURLY PAY PLAN

STEP:	1	2	3	4	5	6	7	8	9	10
Administration / Court										
Administrative Assistant I	15.00	15.93	16.38	16.76	17.24	17.48	17.69	17.91	18.09	18.35
Administrative Assistant II	16.73	17.70	18.09	18.58	19.02	19.24	19.44	19.72	19.89	20.14
Administrative Assistant III	18.81	19.78	20.22	20.66	21.15	21.35	21.58	21.80	22.02	22.26
Administration Supervisor	19.17	20.14	20.59	21.01	21.47	21.70	21.91	22.10	22.33	22.59
Administrative Manager	22.80	23.30	23.96	24.61	25.27	25.93	26.59	27.42	28.26	29.10
Maintenance										
Maintenance I	15.00	15.93	16.38	16.76	17.24	17.48	17.69	17.91	18.09	18.35
Maintenance II	16.73	17.70	18.09	18.58	19.02	19.24	19.44	19.72	19.89	20.14
Maintenance III	18.81	19.78	20.22	20.66	21.15	21.35	21.58	21.80	22.02	22.26
Asst. Director/Asst. Superintendent	19.80	20.78	21.22	21.67	22.10	22.33	22.59	22.76	23.03	23.20
Maintenance Superintendent	22.80	23.30	23.96	24.61	25.27	25.93	26.59	27.42	28.26	29.10
Programs										
Program Assistant I	15.00	15.93	16.38	16.76	17.24	17.48	17.69	17.91	18.09	18.35
Program Assistant II	16.73	17.70	18.09	18.58	19.02	19.24	19.44	19.72	19.89	20.14
Program Assistant III	18.81	19.78	20.22	20.66	21.15	21.35	21.58	21.80	22.02	22.26
Program Supervisor	19.17	20.14	20.59	21.01	21.47	21.70	21.91	22.10	22.33	22.59
Asst. Director/Asst. Superintendent	19.80	20.78	21.22	21.67	22.10	22.33	22.59	22.76	23.03	23.20
Regular Part Time	Park & Rec PT Hourly: \$15.00						ATS PT Hourly: \$15.00			

Minimum Wage on January 1, 2026 will be \$15.00/hour.
 After Step 10 increases will be COLA only.

All Steps and Classification Levels Increased \$0.89/hour

Approved: 9/16/2025

GENERAL SALARY

FY 2025-2026 SALARY SCHEDULE

COLA:
3.01%

		STEP ANNUALLY														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B		61,010	62,750	64,489	66,229	67,969	69,708	71,448	73,634	74,927	76,667	78,406	80,146	81,886	83,625	85,365
D		103,719	105,457	107,195	108,933	110,671	112,408	114,146	115,884	117,622	119,360	121,098	122,835	124,573	126,311	128,049

	POSITION	EMPLOYEE	FISCAL YEAR					NEW STEP 25-26	OCT 1 SALARY NEW SCHEDULE
			20-21	21-22	22-23	23-24	24-25		
B	Community Development Director	Chuck Bailey	B10	B11	B11	B11	B10	B11	78,406
	Parks & Recreation Director	Brad Combs	B10	B10	B11	B11	B9	B10	76,667
	Street Superintendent	TJ Williams	B9	B9	B10	B10	B8	B9	74,927
	City Clerk/Finance Officer II	Wendee Seaton	B3	B4	C1	C2	B5	B6	69,708
D	City Administrator	Christy Maggi	D11	D11	D11	D12	D10	D11	121,098

B	City Clerk/Finance Officer I/II, Comm Dev. Dir, P&R Director, Street Supt.
D	City Administrator

LOW	PER HR
61,010	29.33
103,719	49.87

HIGH	PER HR
85,365	41.04
128,049	61.56

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

Approved: 9/16/2025

POLICE

FY 2025-2026 HOURLY PAY PLAN

COLA:
3.01%

STEP:	1	2	3	4	5	6	7	8	9	10
Police Officer	23.69	24.72	24.98	25.24	25.75	26.27	26.53	26.78	27.30	27.56
Police Sergeant	28.07	28.84	29.10	29.36	29.87	30.39	30.65	30.90	32.45	32.96

RESERVE OFFICER PAY: Police Officer STEP 1 \$23.69
 CADET POLICE OFFICER PAY: 80% of Police Officer STEP 1: \$18.95
 SPECIAL ASSIGNMENT PAY: \$47.39 / HR.

FY 2025-2026 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Police Chief	72,445	74,240	75,438	76,635	77,832	79,413	80,994	82,573	84,155	85,735	87,746	89,758	91,771	93,782	95,793
Police Chief	80,827	83,820	85,817	87,812	89,806	92,442	95,077	97,712	100,347	102,982	106,332	109,685	113,038	116,390	119,743

	LOW	PER HR	HIGH	PER HR
Deputy Police Chief	72,445	34.83	95,793	46.05
Police Chief	80,827	38.86	119,743	57.57

POSITION	EMPLOYEE	FISCAL YEAR						PROPOSED SALARY
		20-21	21-22	22-23	23-24	24-25	25-26	
Deputy Police Chief	Paul Abbott	DPC10	DPC10	DPC11	DPC11	DPC12	DPC13	91,771
Deputy Police Chief	John Scott			DPC5	DPC6	DPC7	DPC8	82,573
Police Chief	Kevin Miller	PC11	PC11	PC11	PC12	PC13	PC14	116,390

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

Approved: 9/16/2025

FIRE

FY 2025-2026 HOURLY PAY PLAN

COLA:
3.01%

STEP:	1	2	3	4	5	6	7	8	9	10
Firefighter	15.09	15.34	15.68	16.03	16.33	16.55	16.73	16.88	17.07	17.30
Firefighter - High OT Rate	31.34	31.86	32.56	33.29	33.91	34.38	34.74	35.07	35.45	35.92
Engineer	15.83	16.58	16.84	17.22	17.52	17.75	17.91	18.08	18.27	18.47
Engineer - High OT Rate	32.88	34.44	34.98	35.77	36.39	36.86	37.20	37.55	37.95	38.36
Lieutenant	16.97	17.68	18.05	18.40	18.72	18.93	19.11	19.28	19.47	19.69
Lieutenant - High OT Rate	35.24	36.71	37.48	38.21	38.87	39.32	39.69	40.05	40.44	40.88
Captain	18.16	18.93	19.46	19.60	19.92	20.13	20.29	20.51	20.69	20.87
Captain - High OT Rate	37.72	39.32	40.41	40.71	41.38	41.80	42.15	42.60	42.98	43.35

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: \$20.00 per call

Part-time with FFII Certification: Pay commensurate with Classification and experience

FY 2025-2026 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Fire Chief	70,556	72,305	73,471	74,637	75,802	77,343	78,882	80,420	81,960	83,499	85,458	87,416	89,377	91,336	93,295
Fire Chief	78,719	81,634	83,578	85,521	87,464	90,031	92,597	95,163	97,728	100,295	103,558	106,824	110,090	113,354	116,620

	LOW	PER HR	HIGH	PER HR
Deputy Fire Chief	70,556	33.92	93,295	44.85
Fire Chief	78,719	37.85	116,620	56.07

POSITION	EMPLOYEE	FISCAL YEAR						PROPOSED SALARY
		20-21	21-22	22-23	23-24	24-25	25-26	
Deputy Fire Chief	Matt Willings	DFC10	DFC10	DFC11	DFC11	DFC12	DFC13	89,377
Fire Chief	Mark Manuel	FC11	FC11	FC11	FC12	FC13	FC14	113,354

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

Approved: 9/16/2025