

ORDINANCE NO. 4204

AN ORDINANCE APPROVING THE PAY PLANS FOR THE CITY OF CLINTON, MISSOURI FOR FISCAL YEAR 2026-2027.

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SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.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 9, 2026 payroll.

Read the first time this 1st day of September, 2026.

Read a second time and passed this 15th day of September, 2026.



Carla Moberly, Presiding Officer

ATTEST:

Ayes 7: Brenda Elliott, Gene Henry, Rob Hills, Roger House,
Austin Jones, Gary Mount and Christy Staashelm

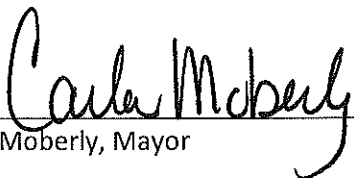
Nays 0

Abstain 1: Bill Thole

Absent 0



Wendee Seaton, City Clerk



Carla Moberly, Mayor



GENERAL HOURLY

FY 2026-2027 HOURLY PAY PLAN

COLA:
3.81%

STEP:	1	2	3	4	5	6	7	8	9	10
Administration / Court										
Administrative Assistant I	15.57	16.54	17.00	17.40	17.90	18.15	18.36	18.59	18.78	19.05
Administrative Assistant II	17.37	18.37	18.78	19.29	19.74	19.97	20.18	20.47	20.65	20.91
Administrative Assistant III	19.53	20.53	20.99	21.45	21.96	22.16	22.40	22.63	22.86	23.11
Administration Supervisor	19.90	20.91	21.37	21.81	22.29	22.53	22.74	22.94	23.18	23.45
Administrative Manager	23.67	24.19	24.87	25.55	26.23	26.92	27.60	28.46	29.34	30.21
Maintenance										
Maintenance I	15.57	16.54	17.00	17.40	17.90	18.15	18.36	18.59	18.78	19.05
Maintenance II	17.37	18.37	18.78	19.29	19.74	19.97	20.18	20.47	20.65	20.91
Maintenance III	19.53	20.53	20.99	21.45	21.96	22.16	22.40	22.63	22.86	23.11
Asst. Director/Asst. Superintendent	20.55	21.57	22.03	22.50	22.94	23.18	23.45	23.63	23.91	24.08
Maintenance Superintendent	23.67	24.19	24.87	25.55	26.23	26.92	27.60	28.46	29.34	30.21
Programs										
Program Assistant I	15.57	16.54	17.00	17.40	17.90	18.15	18.36	18.59	18.78	19.05
Program Assistant II	17.37	18.37	18.78	19.29	19.74	19.97	20.18	20.47	20.65	20.91
Program Assistant III	19.53	20.53	20.99	21.45	21.96	22.16	22.40	22.63	22.86	23.11
Program Supervisor	19.90	20.91	21.37	21.81	22.29	22.53	22.74	22.94	23.18	23.45
Asst. Director/Asst. Superintendent	20.55	21.57	22.03	22.50	22.94	23.18	23.45	23.63	23.91	24.08
Regular Part Time										
ATS, Park/Rec, Cemetery	15.57	16.54	17.00	17.40	17.90	18.15	18.36	18.59	18.78	19.05
	Part Time Hourly: \$15.00									

Missouri Minimum Wage on January 1, 2027 will remain at \$15.00/hour.
After Step 10 increases will be COLA only.

Approved: 9/15/2026

GENERAL SALARY

FY 2026-2027 SALARY SCHEDULE

COLA:
3.81%

STEP ANNUALLY														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B 63,335	65,140	66,946	68,752	70,558	72,364	74,170	76,440	77,782	79,588	81,394	83,200	85,005	86,811	88,617
D 107,671	109,475	111,279	113,083	114,887	116,691	118,495	120,299	122,103	123,907	125,711	127,515	129,319	131,123	132,928

POSITION	EMPLOYEE	FISCAL YEAR					NEW STEP 26-27	OCTOBER 1 SALARY	
		21-22	22-23	23-24	24-25	25-26			
B	Community Development Director	Chuck Bailey	B11	B11	B11	B10	B11	B12	83,200
	Parks & Recreation Director	Brad Combs	B10	B11	B11	B9	B10	B11	81,394
	Street Superintendent	TJ Williams	B9	B10	B10	B8	B9	B10	79,588
	City Clerk/Finance Officer II	Wendee Seaton	B4	C1	C2	B5	B6	B7	74,170
D	City Administrator	Christy Maggi	D11	D11	D12	D10	D11	D12	127,515

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

LOW	PER HR
63,335	30.45
107,671	51.76

HIGH	PER HR
88,617	42.60
132,928	63.91

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

Approved: 9/15/2026

POLICE FY 2026-2027 HOURLY PAY PLAN

COLA:
3.81%

STEP:	1	2	3	4	5	6	7	8	9	10
Police Officer	24.59	25.66	25.93	26.20	26.73	27.27	27.54	27.80	28.34	28.61
Police Sergeant	29.14	29.94	30.21	30.48	31.01	31.55	31.81	32.08	33.68	34.22

RESERVE OFFICER PAY:

Police Officer STEP 1

\$24.59

CADET POLICE OFFICER PAY:

80% of Police Officer STEP 1:

\$19.68

SPECIAL ASSIGNMENT PAY:

\$47.39 / HR.

FY 2026-2027 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Police Chief	75,205	77,069	78,313	79,555	80,798	82,439	84,080	85,719	87,361	89,002	91,089	93,178	95,267	97,355	99,443
Police Chief	83,906	87,014	89,086	91,158	93,228	95,964	98,700	101,435	104,170	106,906	110,383	113,864	117,345	120,824	124,305

	LOW	PER HR
Deputy Police Chief	75,205	36.16
Police Chief	83,906	40.34

	HIGH	PER HR
	99,443	47.81
	124,305	59.76

POSITION	EMPLOYEE	FISCAL YEAR						PROPOSED SALARY
		21-22	22-23	23-24	24-25	25-26	26-27	
Deputy Police Chief	Paul Abbott	DPC10	DPC11	DPC11	DPC12	DPC13	DPC14	97,355
Deputy Police Chief	John Scott		DPC5	DPC6	DPC7	DPC8	DPC9	87,361
Police Chief	Kevin Miller	PC11	PC11	PC12	PC13	PC14	PC15	124,305

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

Approved: 9/15/2026

FIRE

FY 2026-2027 HOURLY PAY PLAN

COLA:
3.81%

STEP:	1	2	3	4	5	6	7	8	9	10
Firefighter	15.67	15.92	16.28	16.64	16.95	17.18	17.37	17.53	17.72	17.95
Firefighter - High OT Rate	32.54	33.07	33.80	34.56	35.20	35.69	36.07	36.40	36.80	37.29
Engineer	16.44	17.22	17.48	17.88	18.19	18.42	18.60	18.77	18.97	19.17
Engineer - High OT Rate	34.14	35.76	36.31	37.13	37.78	38.27	38.62	38.98	39.40	39.82
Lieutenant	17.61	18.35	18.73	19.10	19.43	19.65	19.84	20.02	20.21	20.44
Lieutenant - High OT Rate	36.58	38.11	38.91	39.67	40.35	40.82	41.20	41.58	41.98	42.44
Captain	18.85	19.65	20.20	20.35	20.68	20.90	21.07	21.29	21.48	21.66
Captain - High OT Rate	39.16	40.82	41.95	42.26	42.95	43.40	43.75	44.22	44.62	45.00

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 FFI Certification: \$20.00 per call

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

FY 2026-2027 SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Deputy Fire Chief	73,244	75,060	76,270	77,481	78,690	80,290	81,887	83,484	85,083	86,680	88,714	90,747	92,782	94,816	96,850
Fire Chief	81,718	84,745	86,763	88,779	90,796	93,461	96,125	98,788	101,451	104,116	107,504	110,894	114,284	117,673	121,063

	LOW	PER HR	HIGH	PER HR
Deputy Fire Chief	73,244	35.21	96,850	46.56
Fire Chief	81,718	39.29	121,063	58.20

POSITION	EMPLOYEE	FISCAL YEAR						PROPOSED SALARY
		21-22	22-23	23-24	24-25	25-26	26-27	
Deputy Fire Chief	Matt Willings	DFC10	DFC11	DFC11	DFC12	DFC13	DFC14	94,816
Fire Chief	Mark Manuel	FC11	FC11	FC12	FC13	FC14	FC15	121,063

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

Approved: 9/15/2026