

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION AMENDING THE PAY PLAN FOR NON-REPRESENTED CITY EMPLOYEES AS ENUMERATED HEREIN ON AND AFTER THE 16TH DAY OF APRIL 2018; ADD ONE (1) POSITION TITLE; WELLNESS PROGRAM MANAGER.

WHEREAS, the City Council of the City of Independence, Missouri has determined the necessity to make certain changes to the Pay Plan;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI, AS FOLLOWS:

SECTION 1. That on and after the 16th day of APRIL 2018, officials and employees within the service of the City shall receive as compensation for their services such amounts as may be fixed by the City Manager in accordance with and not less than the lowest monthly amount and not more than the highest monthly amount set forth in Section 2 through 7 included herein.

SECTION 2. That classified employees assigned to the following position classifications shall receive compensation for their service in the amounts shown for the position classification.

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
200	Accountant I	B33
201	Accountant II	B37
201A	Accounting Supervisor	B37
515	Administrative Services Coordinator	B34
600	Administrative Specialist I	B26
601	Administrative Specialist II	B28
602	Administrative Specialist III	B31
102C	Animal Field Services Manager	B36
299	Animal Services Investigator/Community Affairs Specialist	B31
302	Assistant City Clerk	B35
240	Assistant City Counselor I	B35
241	Assistant City Counselor II	B38
202	Assistant City Counselor III	B41
105	Assistant Department Director	B41
103	Assistant Fire Chief	I40
311	Assistant Health Director, Disease Prevention & Control	B41
308B	Assistant Health Director, Environmental Health	B41
708A	Assistant Meter Reader Supervisor	F33
304	Assistant WPC Plant Superintendent	B36
338A	Battalion Chief	I37

CLASS ALLOCATION CHART

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE</u>
289A	Benefits Administrator	B38
251	Budget Analyst	B37
203	Budget Manager	B41
388	Building Inspector	B34
450	Building Inspection Manager	B38
306	Business License Compliance Officer	B31
814	Cemetery Sexton	B34
204	Chief Engineer	B41
380	Chief Fire Inspector	B37
828	CIP/Cyber Security Coordinator	F39
106PW	City Engineer	B41
109	City Prosecutor	B41
392	Chronic Disease & Epidemiology Supervisor	B37
344	Community Development Program Coordinator	B36
342	Community Development Program Specialist	B34
345	Community Liaison Specialist	B31
314	Computer Operations Supervisor	B39
376	Computer Support Specialist	B30
317	Construction Inspector	B33
318P	Contract & Bid Administrator	F34
100	Controller	B41
632	Court Bailiff	B34
630	Court Clerk	B29
801	Crew Leader	B32
415B	Crime Analyst I	B34
414	Crime Analyst Lead	B36
228A	Crime Lab Administrator	B39
504P	Customer Operations Supervisor	F36
238A	Customer Programs Administrator	F37
229	Customer Service Manager	B40
504W	Customer Service Field Supervisor I	B36
504	Customer Service Supervisor	B36
611	Customer Service Technician II	B32
258	Cyber Security Coordinator	F39
257	Cyber Security Specialist	B39
395	Dangerous Building Specialist	B34
159A	Deputy Chief of Police	P42
830	Deputy City Counselor	B43
424	Deputy Director	B43
425	Deputy Director – Power & Light	F43
427	Deputy Director – Water Pollution Control	B43
426	Deputy Finance Director	B43
378	Deputy Fire Chief	I41

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
384D	Desktop Support Technician	B32
411	Detention Administrator	B38
111A	District Engineering Planning Supervisor	F41
715	Document Management Specialist	F33
901	Economic Development Projects Coordinator	B37
210	Economic Planning & Rates Analyst	B35
112	Economic Planning & Rates Manager	F42
126	Electric Distribution Manager	F42
551	Electric Systems Operations Engineer	F40
695	Electronics Fleet Technician	B35
250	Emergency Communications Administrator	B39
405	Emergency Communications Supervisor	B35
390	Emergency Preparedness Manager	B37
399	Emergency Preparedness Planner	B37
290A	Employment & Volunteer Services Administrator	B38
211	Energy Applications Specialist	F35
826	Energy Management Systems Coordinator	F38
834	Energy Management Systems Coordinator II	F39
835	Energy Markets Coordinator	F40
212	Engineer I	B35
213	Engineer II	B38
235	Engineer III	B40
212P	Engineer I (Power & Light)	F35
213P	Engineer II (Power & Light)	F38
235P	Engineer III (Power & Light)	F40
214	Engineering Administrator	B35
214P	Engineering Administrator (Power & Light)	F35
326	Engineering Inspections Supervisor	B39
237	Engineering Supervisor	F41
327	Engineering Technician I	B28
328	Engineering Technician II	B31
329	Engineering Technician III	B33
330A	Engineering Technician Supervisor	B36
216	Environmental Compliance Manager	B40
331	Environmental Compliance Supervisor	B36
831	Environmental Program Supervisor	F41
832	Environmental Program Specialist	F38
332	Environmental Specialist	B33
239B	Events/Education Program Manager	B34
400A	Executive Assistant	B35
336	Facility Maintenance Supervisor	B35
336P	Facilities Maintenance Supervisor (Power & Light)	F35
262	Facilities/Fleet Manager	B39
199	Financial Specialist	B32
705	Fire Apparatus Mechanic	B33
228	Fiscal Administrator	B37

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
606	Fiscal Technician II	B29
339	Fleet Administrator	F37
279	Fleet Coordinator	B31
151	Foods & Institutions Manager	B36
707	Garage Supervisor	B36
440A	GIS Coordinator	B33
330PR	GIS Supervisor (Power & Light)	F40
340	GIS Technician	B32
751	Grant Project Coordinator	B34
379A	Historic Preservation Manager	B36
333	Historic Preservation Specialist	B32
222	Human Resources Administrator	B38
253	Human Resources Analyst	B36
292	Human Resources Assistant	B32
365	Human Resources Clerk	B28
294	Human Resources Generalist	B35
357	Human Resources Technician	B31
146	Information Technology Systems Manager	B41
617	Inventory Technician	B29
346	Inventory Control Technician II	B31
348	Lab Supervisor	B36
269	Laboratory Assistant	B28
349	Laboratory Technician	B29
347	Laboratory Technician II	B33
297	Lead Maintenance Supervisor	B38
622	Legal Assistant	B32
523	Leisure Sales & Marketing Manager	B34
351	Maintenance Supervisor	B36
702	Maintenance Technician	B29
220	Management Fellow	B33
298	Marketing and Promotions Specialist	B32
711	Meter Reader Supervisor	F34
354	Mosquito Control Specialist	B30
208A	Museum Administrator Curator	B35
789	Museum Collections Manager	B33
798	Museum Coordinator	B29
799	Museum Service Assistant	B25
386A	Neighborhood Services Manager	B36
344A	Neighborhood Services Coordinator	B36
836	NERC Compliance Analyst	F38
827A	NERC Compliance Supervisor	F41
367	Network Systems Engineer	B38
356	Network Systems Specialist	B35
608	Nutrition Center Attendant	B22
709	Operations Shift Supervisor	F36
359	P&L Operations Supervisor	F41

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
316	Parks Contract Manager	B36
120	Parks & Grounds Manager	B38
704	Parks Horticulturalist	B31
313	Parks & Recreation Technician	B31
520	Payroll Specialist	B32
358	Performance & Contract Engineer	F38
375A	Permits & Zoning Technician	B29
223	Planner	B33
210	Planning & Rates Analyst	F38
604P	Planning & Rates Supervisor	F41
153	Planning Manager	B41
371	Planning Technician	B31
319	Plans Examiner	B35
145	Plant Maintenance Superintendent	F38
225	Police Accreditation Administrator	B33
225	Police Captain	P39
513B	Police Grant Project Coordinator	B35
124	Police Major	P41
124B	Police Major – Executive Officer	P41
409	Police Officer Recruit	B34P
260	Police Professional Standards Assistant	B30
243	Police Records & Property Administrator	B38
312	Police Records Supervisor	B31
295	Police Technology Coordinator	B37
518	Pollution Prevention Specialist	B36
127	Power Engineering Manager	F42
323	Power Plant Electrical/Electronics Supervisor	F38
383A	Power Plant Instrument Control Supervisor	F36
128	Power Production Manager	F42
307	Procurement Specialist	B32
717	Production Maintenance Supervisor	B36
180	Production Operations Superintendent	F38
154	Program Manager	B38
362	Programmer/Analyst	B36
273	Public Health Nutritionist	B34
205	Public Health Educator	B34
387	Public Health Epidemiologist	B36
207A	Public Health Manager	B37
206	Public Health Nurse	B35
750	Public Health Program Coordinator	B36
389	Public Health Response Planner	B36
752	Public Health Specialist	B34
608	Public Information Assistant	B28
156A	Public Information Officer	B39
129	Public Works Administrator	B38
131	Purchasing Manager (Purchasing Agent)	B40
230	Recreation Program Manager	B37
231A	Recreation Program and Facility Supervisor	B35

CLASS ALLOCATION CHART

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE</u>
822	Recycling Site Operator	B25
296A	Redevelopment Coordinator	B36
829	Reliability Compliance Coordinator	F39
837	Revenue Protection/Electrical Inspector	F37
129A	Right-of-Way Manager	B38
218A	Risk Manager	B38
232	Safety & Training Officer	B34
232S	Safety & Training Specialist	F36
516A	Sales Manager-Meetings Market	B34
521A	Sales Manager-Sports Market	B34
321S	SCADA Analyst	B35
255	Security Administrator	F36
200A	Senior Accountant	B35
631	Senior Court Clerk	B31
455P	Senior Engineer	F41
356A	Senior Network Systems Specialist	B38
227	Senior Planner	B38
506	Senior Program Specialist	B28
166A	Software Engineer	B40
171	Special Projects Manager	B41
513	Staff Assistant	B32
519	Staff Assistant-Volunteer Coordinator	B32
157	Storm Water Manager	B40
618	Support Services Supervisor	B36
233A	Support Services Manager	F42
170	System Operations Manager	F42
833	System Programs Coordinator	F39
838	System Programs Supervisor	F41
435	System Protection Engineer	F40
341	Systems Administrator	B39
363	Senior Programmer Analyst	B39
550	Telecommunications Coordinator	F38
550A	Telecommunications Supervisor	F39
499	Tourism Manager	B38
522A	Tourism Sales and Services Representative	B34
507B	Tourism Specialist	B32
507A	Tourism & Volunteer Services Coordinator	B34
382	Transmission & Distribution Superintendent	F38
135A	Treatment Plant Manager	B40
369A	Tree Trimming Superintendent	F38
144	Utility Accounting Administrator	B39
143	Utility Accounting Administrator-P&L	F39
202A	Utility Counselor	B43
443	Utility Finance Manager	F42
274	Utility Project Development Manager	F41
514	Video Production Specialist	B32
613B	Visitor Experience Specialist	B25

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
607B	Visitor Services Coordinator	B32
508	Volunteer Coordinator	B30
370	Warehouse Superintendent	F35
377	Warehouse Supervisor	B33
381	Water Distribution Supervisor	B37
137	Water Distribution/Engineer Manager	B40
372	Water Operations Supervisor	B35
138	Water Plant Superintendent	B38
373	Water Pollution Control Operations Supervisor	B35
140	Water Production Manager	B40
517	Water Shed Technical Analyst	B35
394	Web Developer/Administrator	B37
616	Wellness Program Manager	B38
254	Worker's Compensation Coordinator	B36
134M	WPC Collection System Manager	B40
134	WPC Collection System Superintendent	B38
374	Zoning Technician	B31

SECTION 3. That unclassified employees assigned to the following position classifications shall receive compensation for their service in the amounts shown for the position classification:

CLASS ALLOCATION CHART

CLASS CODE	CLASS TITLE	GRADE
149	Assistant City Manager	B45
107	City Counselor	B47
141	Community Development Director	B45
110A	Public Health Director (Director of Health)	B44
393	Deputy City Manager	B46
114A	Finance Director	B45
115	Fire Chief	B45
122	Human Resources Director (Personnel Director)	B44
117	Information Technology Director	B44
150	Parks, Recreation, Tourism Director	B45
142	Planning Director	B41
123	Police Chief	B46
125	Power & Light Director	F47
130	Public Works Director	B45
139	Water Pollution Control Director	B45
136	Water Systems Director	B45

SECTION 4. That on and after the effective date of this resolution, the officials and employees assigned to the following positions shall receive monthly compensation within the ranges indicated:

CLASS CODE	POSITION TITLE	MONTHLY SALARY	GRADE
U56M	Mayor	\$ 1,791.67(2)	U56
U40C	Councilmember	\$ 958.33(2)	U40
152	City Manager (2)		U49
U64M	Municipal Judge	\$ 3,124.24(1)	U64
U68P	Presiding Judge	\$ 4,660.00(1)	U68
118	Municipal Court Administrator (Municipal Court Clerk)		B35
616	Administrative Specialist I (Mayor's Staff)		B26
615A	Executive Assistant to Mayor		B33
108	City Clerk		B42
500E	Executive Assistant to City Council		B33
219	Management Analyst (City Management Analyst)		B38

- (1) Compensation for the Presiding Judge and Municipal Judge specified in Section 4 is for court sessions held on Tuesday, Wednesday, and Thursday of each week, for arraignment hearings and administrative duties. The Presiding Judge, or a Municipal Judge, who conducts a court session on Wednesday evenings or Fridays will be compensated at the rate of \$428.056 per day.
- (2) Approved by separate City Council action; ordinance no. 14337 effective April 17, 2006, and every four (4) years thereafter.

SECTION 5. That on and after the effective date of this resolution, seasonal and temporary employees of the City who are employed in these classifications may be employed and paid in accordance with the following rates:

CLASS CODE	POSITION TITLE	PAY RATE	GRADE
614	Administrative Intern	\$7.85- 10.000 Hr	T72
621	Administrative Support	\$7.85-10.000 Hr	T10
163	Asset Management/Substation Coordinator		T10
911	Call Taker/Dispatcher	\$18.00 Hr	T10
800	Center Attendant	\$10.137 – 11.525 Hr	T25
802	Center Attendant – Sub	\$10.137 Hr	T25
315	Construction Inspector-Contract	\$20.961-30.000	T33
825	Day Care Center Inspector	\$ 41.60 per inspection	T90
160	Distribution Plng Analyst		T10
396	Emergency Preparedness Spec	\$20.000 – 30.000	T10
328T	Engineer Tech II Intern		B31T
610	Intern	\$9.610 - 15.771 Hr	T10
610E	Engineer Intern		T10
815	Kitchen Aide	\$8.75 - 11.750 Hr	T20
T27L	Laborer	\$19.589Hr	T27
620	Legal Intern	\$15.000 Hr	T32

CLASS CODE	POSITION TITLE	PAY RATE	GRADE
147	Municipal Judge Pro Tem	\$176.090 Day	T16
164	NERC Internal Compliance Program Specialist		T10
603	Public Management Intern I		T10
605	Public Management Intern II		T10
366	Programmer Analyst		T10
391	Property Acquisition Negotiator	\$42.000-45.000	T45
619	Records Staff Assistant		T10
510	Recreation Assistant	\$7.85- 10.000 Hr	T40
167	Renewables Program Specialist		T10
165	SCADA/EMS Coordinator		T10
818	Seasonal Maintenance Worker	\$10.137-11.750 Hr	T20
813	Seasonal Recreation Worker	\$10.137-11.750 Hr	T20
259	Security System Installer		T10
162	SPP Transmission Specialist		T10
161	Substation Analyst		T10

T10 is used for temporary employees to create simplicity in the job grade system table.

SECTION 6 . That on and after the effective date of this resolution, the following pay grade table shall be observed in determining annual compensation for eligible employees within the appropriate pay range:

SALARY RANGES - NON-REPRESENTED

	B-Grades Minimum	Maximum	F-Grades Maximum
20	\$ 16,943	\$30,231	
21	\$ 17,871	\$31,890	
22	\$ 18,855	\$33,643	
23	\$ 19,893	\$35,496	
24	\$ 20,988	\$37,445	
25	\$ 22,139	\$39,503	
26	\$ 24,173	\$44,212	
27	\$25,624	\$46,865	
28	\$27,707	\$50,921	
29	\$29,368	\$53,971	
30	\$31,128	\$57,212	

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31	\$33,152	\$61,575	
32	\$35,307	\$64,889	
33	\$37,604	\$69,106	\$79,618
34	\$40,047	\$73,599	\$89,451
35	\$42,647	\$78,383	\$108,884
36	\$45,421	\$83,480	\$118,762
37	\$48,376	\$88,905	\$129,450
38	\$51,520	\$94,683	\$141,100
39	\$54,867	\$100,920	\$153,799
40	\$58,434	\$107,394	\$167,641
41	\$62,524	\$114,911	\$182,729
42	\$66,902	\$122,956	\$199,174
43	\$71,586	\$131,562	\$217,100
44	\$76,593	\$154,846	
45	\$81,957	\$165,688	
46	\$87,691	\$177,287	
47	\$93,832	\$189,696	\$241,480
48	\$100,404	\$202,979	

B34P -Grades Minimum Maximum
34P \$19.27

The B34P-Grade compensation structure is a fixed amount that is ten percent (10%) less than the starting pay for an entry level Police Officer.

P-Grades Minimum Maximum
39 I \$93,076,- \$95,867
II \$95,868 -\$98,743
III \$98,744 - n/a

41	I	\$105,656 - \$108,825	
	II	\$108,826	n/a
42		\$116,444	n/a

The P-Grade compensation structure is modified to grades I, II, and III for the positions of Police Captain and to grades I and II for Police Major to create differentials above the Police Sergeant. A new P-Grade 42 was created for the position of Deputy Chief of Police.

I-Grades	Minimum	Maximum
37	\$88,338	n/a
40	\$94,521	n/a
41	\$101,138	n/a

I-Grade minimum is a fixed amount that is seven percent (7 %) above the highest paid Fire Captain base and longevity rate.

SECTION 7. That employees shall receive longevity in accordance with the City's Personnel Policies and Procedures.

SECTION 8. That the City Manager is hereby granted the authority to make adjustments to individual salaries in conformance with the provisions of this resolution in order to eliminate any inequity due to the implementation of this pay plan, including the adjustment of the base pay of a supervisor up to seven percent (7%) greater than the base pay of employees supervised by the supervisory employee.

SECTION 9. That "Engineer Progression" is a structure created for engineer work group by revising the minimum qualifications for each classification. (Engineer I, II, and III). Engineer incumbents would advance to the next level engineer job by having the necessary requirements. Upon reclassification, a zero to seven percent (0-7%) pay adjustment will be provided to the incumbent for passing the appropriate requirements. Seven percent (7%) is added to the employee's base, or the minimum of the new pay grade, whichever is greater. The pay adjustment will ensure that the incumbents progress through the Engineer series while maintaining satisfactory work performance but avoid salary compression issues. The adjustment will need approval on a Department, Human Resources and City Manager level.

SECTION 10. That an in-line progression structure was created for the Municipal Court Clerk positions by revising the minimum qualifications for the classifications. The Court Clerk incumbents would advance to the Senior Court Clerk level by demonstrating the necessary requirements, such as increased knowledge and skills in all facets of the Municipal Court functions, the ability to handle greater responsibility and more complex assignments. This typically takes 2 -3 years at the Court Clerk level. Upon reclassification, a zero to seven percent (0-7%) pay adjustment will be provided to the incumbent. The pay adjustment will reduce salary compression issues. The adjustment will require approval from the Department, Human Resources and City Manager.

SECTION 11. That the City Manager may recommend and Council may approve an across-the-board increase for employees.

SECTION 12 . That the provisions of this resolution shall be effective on and after the 16th day of April 2018.

PASSED THIS _____ DAY OF _____, 2017, BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI.

Presiding Officer of the City Council
of the City of Independence, Missouri

ATTEST:

City Clerk

APPROVED AS TO FORM AND LEGALITY:

City Counselor

REVIEWED BY:

City Manager

NOTE: Text being eliminated by this resolution is lined through and bolded and text being added by this resolution is underlined and bolded.