

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION REPEALING AND REPLACING THE PAY PLAN FOR NON-REPRESENTED CITY EMPLOYEES AS ENUMERATED HEREIN ON AND AFTER THE 4TH DAY OF SEPTEMBER 2018.

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 That on and after the 4th day of September 2018, the Pay Plan for Non-Represented City Employees is hereby entirely repealed and replaced as set forth herein.

SECTION 2. 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 amount and not more than the highest amount set forth in herein, except as follows:

- A. Any employee whose individual salary is above the maximum of the employee's range at the time of adoption of the Pay Plan will continue to be eligible for annual across-the-board increases pursuant to Section 12 but will not be eligible for merit raises outside of the adopted pay range.
- B. Regular part-time employees will be compensated within a pro rata portion of the salary range based on the part-time hours worked compared to regular full-time hours.

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

<u>CLASS ALLOCATION CHART</u>		
<u>CLASS CODE</u>	<u>GRADE</u>	<u>TITLE</u>
200	Level 9	Accountant I
201	Level 10	Accountant II
201A	Level 11	Accounting Supervisor
173	Level 10	Acquisition Specialist
600	Level 4	Administrative Assistant I
601	Level 5	Administrative Assistant II
602	Level 7	Administrative Assistant III
102C	Level 11	Animal Field Services Manager
302	Level 9	Assistant City Clerk
240	Level 11	Assistant City Counselor I
241	Level 13	Assistant City Counselor II
141A	Level 14	Assistant Community Development Director

105	Level 14	Assistant Department Director
103	Level 16	Assistant Fire Chief
701	Level 15	Assistant Operations Superintendent
703	Level 16	Assistant Public Works Director
304	Level 13	Assistant Superintendent
338A	Level 15	Battalion Chief
289A	Level 12	Benefits Administrator
251	Level 9	Budget Analyst
203	Level 11	Budget Manager
450	Level 11	Building Inspections Manager
388	Level 6	Building Inspector I
388A	Level 8	Building Inspector II
388B	Level 10	Building Inspector III
306	Level 5	Business License Compliance Officer I
306A	Level 6	Business License Compliance Officer II
306B	Level 7	Business License Compliance Officer III
800	Level 1	Center Attendant
828	Level 13	CIP/Cyber Security Coordinator I
828A	Level 14	CIP/Cyber Security Coordinator II
828B	Level 15	CIP/Cyber Security Coordinator III
106PW	Level 16	City Engineer
109	Level 13	City Prosecutor
134M	Level 14	Collection System Manager
342	Level 8	Community Development Program Specialist
345	Level 8	Community Liaison Specialist
314	Level 11	Computer Operations Supervisor
317	Level 6	Construction Inspector I
317A	Level 8	Construction Inspector II
317B	Level 10	Construction Inspector III
318P	Level 12	Contract & Bid Administrator
100	Level 14	Controller
633	Level 11	Court Administrator
632	Level 8	Court Bailiff
630	Level 5	Court Clerk
415B	Level 7	Crime Analyst
414	Level 8	Crime Analyst Senior
504P	Level 14	Customer Operations Supervisor
238A	Level 14	Customer Programs Administrator
504W	Level 11	Customer Service Field Supervisor
229	Level 13	Customer Service Manager
504	Level 9	Customer Service Supervisor
258	Level 13	Cyber Security Coordinator I
258A	Level 14	Cyber Security Coordinator II
258B	Level 15	Cyber Security Coordinator III
257	Level 13	Cyber Security Specialist

843	Level 16	Cyber/Physical Security Supervisor
395	Level 6	Dangerous Building Specialist
159A	Level 17	Deputy Chief of Police
830	Level 16	Deputy City Counselor
427	Level 17	Deputy Director of Water Pollution Control
423	Level 17	Deputy Director of Water Systems
426	Level 15	Deputy Finance Director
378	Level 17	Deputy Fire Chief
398	Level 8	Desktop Support Technician I
398A	Level 9	Desktop Support Technician II
411	Level 10	Detention Administrator
137	Level 14	Distribution & Engineering Manager
126	Executive 3	Electric Distribution Manager
551	Level 15	Electric System Operations Engineer
695	Level 10	Electronics Fleet Technician
250	Level 11	Emergency Communications Administrator
405	Level 10	Emergency Communications Supervisor
390	Level 12	Emergency Preparedness Manager
399	Level 8	Emergency Preparedness Planner
211	Level 13	Energy Application Specialist
826	Level 13	Energy Management System Coordinator I
834	Level 14	Energy Management System Coordinator II
839	Level 15	Energy Management System Coordinator III
835	Level 15	Energy Markets Coordinator
212	Level 10	Engineer I
213	Level 12	Engineer II
235	Level 15	Engineer III
261	Level 16	Engineer IV
111A	Level 17	Engineering Planning Supervisor
214	Level 10	Engineering Administrator
237	Level 17	Engineering Supervisor
330A	Level 11	Engineering Technician Supervisor
327	Level 7	Engineering Technician I
328	Level 8	Engineering Technician II
329	Level 9	Engineering Technician III
216	Level 14	Environmental Compliance Manager
331	Level 12	Environmental Compliance Supervisor
832	Level 10	Environmental Program Specialist I
840	Level 11	Environmental Program Specialist II
841	Level 13	Environmental Program Specialist III
332	Level 9	Environmental Specialist
240D	Level 9	Environmental Technician
245	Executive 3	Environmental, Health & Safety Manager
245A	Level 17	Environmental, Health & Safety Supervisor
239B	Level 7	Events/Education Program Manager

262	Level 13	Facilities/Fleet Manager
236	Level 11	Facilities Supervisor
336P	Level 14	Facility Maintenance Supervisor
199	Level 9	Finance Specialist
228	Level 10	Fiscal Administrator
606A	Level 4	Fiscal Technician I
606	Level 6	Fiscal Technician II
339	Level 15	Fleet Administrator
278	Level 11	Fleet Supervisor
277	Level 15	Fuel Facilities Maintenance Supervisor
441	Level 9	GIS Analyst I
442	Level 10	GIS Analyst II
445	Level 12	GIS Analyst III
330PR	Level 15	GIS Supervisor
340	Level 7	GIS Technician
440A	Level 9	GIS Coordinator
379A	Level 10	Historic Preservation Manager
704	Level 9	Horticulturalist
253	Level 14	Human Resources Analyst
292	Level 8	Human Resources Assistant
294	Level 9	Human Resources Generalist
287	Level 15	Human Resources Manager
166	Level 15	Information Technology Manager
146	Level 15	Information Technology Systems Manager
617	Level 6	Inventory Technician
269	Level 1	Laboratory Assistant
348	Level 10	Laboratory Supervisor
349	Level 8	Laboratory Technician
297	Level 11	Lead Maintenance Supervisor
622	Level 8	Legal Assistant
501	Level 6	Legal Secretary
351	Level 10	Maintenance Supervisor
351A	Level 11	Maintenance Supervisor-Water
220	Level 5	Management Fellow
275	Level 7	Multimedia Communications Coordinator
208A	Level 9	Museum Administrator/Curator
789	Level 7	Museum Collections Manager
798	Level 4	Museum Coordinator
799	Level 1	Museum Service Assistant
386A	Level 11	Neighborhood Services Manager
276	Level 10	Neighborhood Services Supervisor
827A	Level 16	NERC Reliability Program Administrator
367	Level 11	Network Systems Engineer
356	Level 8	Network Systems Specialist
709	Level 15	Operations Shift Supervisor

106	Level 11	Operations Supervisor
359	Level 17	P&L Operations Supervisor
313A	Level 9	Park Maintenance Supervisor
313	Level 5	Parks & Recreation Technician
120	Level 11	Parks and Grounds Manager
520	Level 9	Payroll Specialist
375A	Level 6	Permits and Zoning Technician I
375B	Level 7	Permits and Zoning Technician II
375C	Level 8	Permits and Zoning Technician III
223	Level 9	Planner
210	Level 14	Planning & Rates Analyst
172	Executive 3	Planning & Rates Manager
604P	Level 17	Planning & Rates Supervisor
319	Level 9	Plans Examiner
145	Level 16	Plant Maintenance Superintendent
225	Level 15	Police Captain
513B	Level 6	Police Grant Project Coordinator
124	Level 16	Police Major
260	Level 5	Police Professional Standard Assistant
243	Level 11	Police Records & Property Administrator
312	Level 7	Police Records Supervisor
295	Level 11	Police Technology Coordinator
323	Level 15	Power Production Electrical/ Electronics Supervisor
383A	Level 15	Power Production Instrument Control Supervisor
127	Executive 3	Power Engineering Manager
128	Executive 3	Power Production Manager
307	Level 8	Procurement Specialist I
307A	Level 10	Procurement Specialist II
717	Level 11	Production Maintenance Supervisor
154	Level 15	Production Manager
180	Level 17	Production Operations Superintendent
506	Level 5	Program Specialist
174	Level 14	Project Engineer
362	Level 10	Programmer Analyst
156A	Level 13	Public Information Officer
131	Level 13	Purchasing Manager
056S	Level 5	Recreation Coordinator
230	Level 11	Recreation Manager
231A	Level 10	Recreation Program & Facility Supervisor
296A	Level 9	Redevelopment Coordinator
903	Level 11	Regulated Industries Manager
837	Level 12	Revenue Protection/Electrical Inspector
129A	Level 12	Right-of-Way Manager
218A	Level 11	Risk Manager
263	Level 8	Right-of-Way Specialist

232S	Level 14	Safety and Training Specialist
524	Level 9	Sales & Service Representative
516A	Level 7	Sales Manager-Meetings Market
842	Level 16	SCADA/EMS Supervisor
255	Level 13	Security Administrator
836	Level 17	Security/NERC Compliance Manager
631	Level 8	Senior Court Clerk
227	Level 11	Senior Planner
363A	Level 13	Senior Programmer Analyst
166A	Level 10	Software Engineer I
166B	Level 13	Software Engineer II
171	Level 14	Special Projects Manager
513	Level 10	Staff Assistant
132	Level 13	Superintendent
618	Level 10	Support Service Supervisor
233A	Executive 3	Support Services Manager
170	Executive 3	System Operations Manager
833	Level 11	System Programs Coordinator
838	Level 13	System Programs Supervisor
435	Level 16	System Protection Engineer
341	Level 10	Systems Administrator I
341A	Level 12	Systems Administrator II
341B	Level 13	Systems Administrator III
517	Level 8	Technical Analyst
550	Level 15	Telecommunications Coordinator
550A	Level 16	Telecommunications Supervisor
507A	Level 9	Tourism Volunteer and Historic Site Manager
499	Level 11	Tourism Manager
507B	Level 4	Tourism Specialist
382	Level 17	Transmission & Distribution Superintendent
135A	Level 14	Treatment Plant Manager
369A	Level 13	Tree Trimming Superintendent
144	Level 14	Utility Accounting Administrator
443	Executive 3	Utility Finance Manager
274	Executive 3	Utility Project Development Manager
514	Level 12	Video Production Specialist
613B	Level 1	Visitor Experience Specialist
607B	Level 4	Visitor Services Coordinator
370	Level 14	Warehouse Superintendent
616	Level 11	Wellness Manager
265	Level 9	Wellness Specialist
254	Level 10	Worker's Compensation Coordinator

SECTION 4. 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	TITLE	GRADE
149	Assistant City Manager	Executive 1
107	City Counselor	Executive 1
425	General Manager/Deputy Director of Power & Light	Executive 2
141	Director of Community Development	Executive 2
114	Director of Finance & Administration	Executive 2
122	Director of Human Resources	Executive 3
117	Director of Information Technology	Executive 3
150	Director of Parks, Recreation & Tourism	Executive 2
110	Director of Public Health	Executive 3
101	Director of Public Utilities	Executive 1
130	Director of Public Works	Executive 2
139	Director of Water Pollution Control	Executive 2
136	Director of Water Systems	Executive 2
115	Fire Chief	Executive 2
123	Police Chief	Executive 2

SECTION 5. 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	TITLE	GRADE
U56M	Mayor	N/A ⁽¹⁾
U40C	Councilmember	N/A ⁽¹⁾
152	City Manager	N/A ⁽¹⁾
U64M	Municipal Judge	Level 13 ⁽²⁾
U68P	Presiding Judge	Executive 3 ⁽²⁾
108	City Clerk	Level 13
118	Court Administrator	Level 11
615A	Executive Assistant to Mayor	Level 12
500E	Executive Assistant to the City Council	Level 12
219	Management Analyst	Level 12

⁽¹⁾Compensation for these positions is set by City Council by adoption of an ordinance.

⁽²⁾Compensation for the Presiding Judge and Municipal Judge specified in Section 5 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.

SECTION 6. That on and after the effective date of this resolution, seasonal and temporary employees of the City who are employed in these classifications will be paid an hourly rate commensurate with market pay but not less than the minimum hourly wage in accordance with applicable state and federal laws:

CLASS

<u>CODE</u>	<u>TITLE</u>
911	911 Call Taker/Dispatcher
802	Center Attendant - substitute
610	Intern
T27L	Laborer (in accordance with United Steelworkers work agreement)
619	Records Staff Assistant
818	Seasonal Maintenance Worker
813	Seasonal Recreation Worker
161	Substation Analyst

SECTION 7. Police Officer Recruits (Class Code 409) are classified employees and earn an hourly rate of pay that is ten percent (10%) less than the starting pay for Police Officer.

SECTION 8. 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

Pay Grade	Minimum	Maximum
Level 1	\$21,600	\$32,400
Level 2	\$23,760	\$35,640
Level 3	\$26,140	\$39,210
Level 4	\$28,750	\$43,130
Level 5	\$31,630	\$47,450
Level 6	\$34,790	\$52,190
Level 7	\$38,270	\$57,410
Level 8	\$42,110	\$63,170
Level 9	\$46,320	\$69,480
Level 10	\$50,950	\$76,430
Level 11	\$56,050	\$84,070
Level 12	\$61,660	\$92,480
Level 13	\$67,820	\$101,740
Level 14	\$74,610	\$111,920
Level 15	\$82,070	\$123,108
Level 16	\$90,280	\$135,420
Level 17	\$99,300	\$148,960
Executive 3	\$104,800	\$157,200
Executive 2	\$114,960	\$172,440
Executive 1	\$125,890	\$188,830

SECTION 9. That employees shall receive longevity in accordance with the City's Personnel Policies and Procedures.

SECTION 10. 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.

SECTION 11. An in-line progression structure is created for certain positions based on levels of complexity. Levels are identified as I, II, III, etc. or with a senior designation. Incumbents may advance to the next level job by having the necessary requirements as indicated in the job description, such as increased knowledge, skills, experience, certifications, training, etc. Levels of complexity are established to ensure progression for incumbents while avoiding compression issues. In-line progression adjustments require approval on a Department, Human Resources and City Manager level.

SECTION 12. That the City Manager may recommend and Council may approve an across-the-board increase for employees.

SECTION 13. That the provisions of this resolution shall be effective on and after the 4th day of September 2018.

PASSED THIS _____ DAY OF _____, 2018, 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