

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION AMENDING THE PAY PLAN FOR NON-REPRESENTED CITY EMPLOYEES AS ENUMERATED HEREIN ON AND AFTER THE 21st DAY OF MARCH, 2022; ADD FINANCE OPERATIONS MANAGER (LEVEL 13); ADD FINANCE TREASURY/DEBT MANAGER (LEVEL 13); ADD FINANCE ANALYST (LEVEL 10); ADD CUSTOMER SERVICES ASSISTANT (LEVEL 5); RECLASSIFY ACCOUNTING SUPERVISOR (LEVEL 12) TO ACCOUNTING MANAGER (LEVEL 13).

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 21st day of March 2022, the Pay Plan for Non-Represented City Employees is hereby amended 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.

| CLASS ALLOCATION CHART | | |
|------------------------|------------------------|--|
| CLASS CODE | GRADE | TITLE |
| 200 | Level 9 | Accountant I |
| 201 | Level 10 | Accountant II |
| 144 | Level 13 | Accounting Administrator |
| 201A-7048 | Level 12-13 | Accounting Supervisor Accounting Manager |
| 173 | Level 10 | Acquisition Specialist |
| 600 | Level 4 | Administrative Assistant I |
| 601 | Level 5 | Administrative Assistant II |
| 602 | Level 7 | Administrative Assistant III |
| 938 | Level 3 | Admissions & Adoptions Counselor |
| 102B | Level 11 | Animal Care Manager |
| 271 | Level 4 | Animal Care Technician |
| 102C | Level 11 | Animal Field Services Manager |
| 302 | Level 9 | Assistant City Clerk |
| 241 | Level 13 | Assistant City Counselor II |
| 105 | Level 15 | Assistant Department Director |

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|--------------------|-----------------------|--|
| 399 | Level 8 | Assistant Emergency Preparedness Manager |
| 103 | Level 16 | Assistant Fire Chief |
| 701 | Level 15 | Assistant Operations Superintendent |
| 304 | Level 13 | Assistant Superintendent |
| 203 | Level 13 | Assistant to the City Manager |
| 636 | Level 11 | Assistant to the Director |
| 338A | Level 15 | Battalion Chief |
| 937 | Level 8 | Behavior Enrichment Specialist & Rescue Coordinator |
| 289A | Level 12 | Benefits Administrator |
| 251 | Level 13 | 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 |
| 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 |
| 392 | Level 13 | Communicable Disease and Epidemiologist Supervisor |
| 634 | Level 8 | Communications and Public Education Outreach Coordinator |
| 296A | Level 9 | Community Development Program Administrator |
| 342 | Level 8 | Community Development Program Specialist |
| 314 | Level 11 | Computer Operations Supervisor |
| 334 | Level 10 | Constituent Services and Legislative Affairs Officer |
| 317 | Level 6 | Construction Inspector I |
| 317A | Level 8 | Construction Inspector II |
| 317B | Level 10 | Construction Inspector III |
| 635 | Level 13 | Construction Manager |
| 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 |
| <u>7185</u> | <u>Level 5</u> | <u>Customer Services Assistant</u> |
| 258 | Level 13 | Cyber Security Coordinator I |
| 258A | Level 14 | Cyber Security Coordinator II |
| 258B | Level 15 | Cyber Security Coordinator III |

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| 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 |
| 7500 | Executive 1 | Deputy City Manager |
| 422 | Level 16 | Deputy Department Director |
| 424 | Level 17 | Deputy Director of Power & Light |
| 427 | Level 17 | Deputy Director of Water Pollution Control |
| 423 | Level 17 | Deputy Director of Water Systems |
| 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 |
| 141A | Level 13 | Development Manager |
| 168 | Level 7 | Digital Content Specialist |
| 514 | Level 12 | Digital Production Manager |
| 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 |
| 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 Health & Safety Specialist I |
| 840 | Level 11 | Environmental Health & Safety Specialist II |
| 841 | Level 13 | Environmental Health & Safety 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 |
| 615A | Level 12 | Executive Assistant |

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|--------------------|------------------------|---|
| 262 | Level 13 | Facilities/Fleet Manager |
| 236 | Level 11 | Facilities Supervisor |
| 336P | Level 14 | Facility Maintenance Supervisor |
| <u>7641</u> | <u>Level 13</u> | <u>Finance Operations Manager</u> |
| 199 | Level 9 | Finance Specialist |
| <u>7642</u> | <u>Level 13</u> | <u>Finance Treasury/Debt Manager</u> |
| 228 | Level 10 | Fiscal Administrator |
| <u>7643</u> | <u>Level 10</u> | <u>Finance Analyst</u> |
| 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 |
| 208A | Level 10 | Historic Sites and Museum Administrator |
| 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 |
| 7184 | Level 14 | Information Technology Supervisor |
| 146 | Level 15 | Information Technology Systems Manager |
| 617 | Level 6 | Inventory Technician |
| 269 | Level 6 | Laboratory Assistant |
| 348 | Level 10 | Laboratory Supervisor |
| 349 | Level 8 | Laboratory Technician |
| 297 | Level 11 | Lead Maintenance Supervisor |
| 501 | Level 6 | Legal Secretary |
| 351 | Level 10 | Maintenance Supervisor |
| 351A | Level 11 | Maintenance Supervisor-Water |
| 220 | Level 5 | Management Fellow |
| 711 | Level 12 | Meter Reader Supervisor |
| 275 | Level 8 | Multimedia Communications Coordinator |
| 799 | Level 1 | Museum Attendant |
| 789 | Level 8 | Museum Collections Manager |
| 239B | Level 8 | Museum Curator and Education Manager |
| 798 | Level 4 | Museum Services Assistant |
| 607B | Level 6 | Museum Services Coordinator |
| 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 |

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| 356 | Level 8 | Network Systems Specialist |
| 709 | Level 15 | Operations Shift Supervisor |
| 106 | Level 11 | Operations Supervisor |
| 169 | Level 13 | Payroll Manager |
| 359 | Level 17 | P&L Operations Supervisor |
| 313A | Level 9 | Park Maintenance Supervisor |
| 313 | Level 3 | Parks 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 |
| 175 | Level 9 | Planner/Scheduler |
| 210 | Level 14 | Planning & Rates Analyst |
| 604P | Level 16 | Planning & Rates Administrator |
| 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 |
| 387 | Level 9 | Public Health Epidemiologist |
| 207A | Level 13 | Public Health Manager |
| 265 | Level 9 | Public Health Nurse |
| 389 | Level 9 | Public Health Response Planner |
| 752 | Level 8 | Public Health Specialist |
| 156A | Level 13 15 | Communications Manager |
| 131 | Level 13 | Purchasing Manager |
| 056S | Level 5 | Recreation Coordinator |
| 230 | Level 11 | Recreation Manager |
| 231A | Level 10 | Recreation Program & Facility Supervisor |
| 903 | Level 11 | Regulated Industries Manager |
| 837 | Level 12 | Revenue Protection/Electrical Inspector |

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| 129A | Level 12 | Right-of-Way Manager |
| 218A | Level 11 | Risk Manager |
| 263 | Level 8 | Right-of-Way Specialist |
| 232A | Level 10 | Safety and Training Specialist I |
| 232B | Level 12 | Safety and Training Specialist II |
| 232S | Level 14 | Safety and Training Specialist III |
| 524 | Level 9 | Sales & Service Representative |
| 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 |
| 005 | Level 10 | Shelter Veterinarian |
| 936 | Level 11 | Shelter Veterinarian/Clinic Supervisor |
| 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 8 | Tourism Volunteer and Historic Events Manager |
| 499 | Level 11 | Tourism Manager |
| 613B | Level 3 | Tourism Sales and Services Assistant |
| 516A | Level 8 | Tourism Sales Manager |
| 507B | Level 4 | Tourism Specialist |
| 382 | Level 17 | Transmission & Distribution Superintendent |
| 135A | Level 14 | Treatment Plant Manager |
| 369A | Level 13 | Tree Trimming Superintendent |
| 637 | Level 15 | Utility Data Scientist |
| 443 | Executive 3 | Utility Finance Manager |
| 274 | Executive 3 | Utility Project Development Manager |
| 395A | Level 6 | Vacant Building Specialist |
| 935 | Level 5 | Veterinary Technician |
| 508 | Level 8 | Volunteer & Events Coordinator |
| 370 | Level 14 | Warehouse Superintendent |
| 616 | Level 11 | Wellness Manager |

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

| <u>CLASS CODE</u> | <u>TITLE</u> | <u>GRADE</u> |
|-----------------------|---|--------------|
| 149 | Assistant City Manager | Executive 1 |
| 107 | City Counselor | Executive 1 |
| 7500 | Deputy City Manager | Executive 1 |
| 425 | General Manager/Director of Power & Light | Executive 2 |
| 002 | Director of Animal Services | Executive 3 |
| 141 | Director of Community Development | Executive 2 |
| 114 | Director of Finance & Administration | Executive 2 |
| 139 | Director of Municipal Services | Executive 2 |
| 150 | Director of Parks, Recreation & Tourism | Executive 2 |
| 110 | Director of Public Health | Executive 3 |
| 130 | Director of Public Works | 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:

| <u>CLASS CODE</u> | <u>TITLE</u> | <u>GRADE</u> |
|-----------------------|---|--------------------|
| U56M | Mayor | N/A ⁽¹⁾ |
| U40C | Councilmember | N/A ⁽¹⁾ |
| 152 | City Manager | N/A ⁽¹⁾ |
| U64M | Municipal Judge | Level 13 |
| U68P | Presiding Judge | Executive 3 |
| 108 | City Clerk | Level 13 |
| 118 | Court Administrator | Level 11 |
| 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.

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:

| <u>CLASS CODE</u> | <u>TITLE</u> |
|-----------------------|---|
| 911 | 911 Call Taker/Dispatcher |
| 800 | Center Attendant |
| 802 | Center Attendant - substitute |
| 610 | Intern |
| T27L | Laborer (in accordance with United Steelworkers work agreement) |
| 619 | Records Staff Assistant |

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| 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 21st day of March, 2022.

PASSED THIS _____ DAY OF _____, 2022, 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.