BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION AMENDING THE PAY PLAN FOR NON-REPRESENTED CITY
EMPLOYEES AS ENUMERATED HEREIN ON AND AFTER THE 19th DAY OF
DECEMBER 2022; REMOVE DIRECTOR OF PUBLIC WORKS (EXECUTIVE 2);
RECLASSIFY MUSEUM SERVICES ASSISTANT TO LEVEL 5 (CURRENTLY LEVEL 4);
ADD PROGRAM SPECIALIST (LEVEL 6); ADD LICENSED CLINICAL SOCIAL WORKER
(LEVEL 11).

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 19th day of December 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
7048	Level 13	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
7312	Level 13	Assistant Communications Manager

105	Level 15	Assistant Department Director
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
156A	Level 15	Communications Manager
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
7185	Level 5	Customer Services Assistant
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
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
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
262	Level 13	Facilities/Fleet Manager
236	Level 11	Facilities Supervisor
336P	Level 14	Facility Maintenance Supervisor
7641	Level 13	Finance Operations Manager
199	Level 9	Finance Specialist
7642	Level 13	Finance Treasury/Debt Manager
228	Level 10	Fiscal Administrator
7643	Level 10	Finance Analyst
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
7172	**Level 11**	**Licensed Clinical Social Worker**
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
789	Level 8	Museum Collections Manager
239B	Level 8	Museum Curator and Education Manager
798	~~Level 4~~ **Level 5**	Museum Services Assistant
607B	Level 6	Museum Services Coordinator
7060	Level 11	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
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 6**	**Program Specialist**
174	Level 14	Project Engineer
7313	Level 8	Promotion Services Representative
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
131	Level 13	Purchasing Manager
056S	Level 5	Recreation Coordinator
230	Level 11	Recreation Manager
7062	Level 10	Recreation Services Supervisor
7169	Level 11	Recreation Services Supervisor II
7736	Level 11	Regulated Industries Supervisor
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
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
7118	Level 7	Senior Services Specialist
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
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

CLASS CODE	TITLE	GRADE
149	Assistant City Manager	Executive 1
107	City Counselor	Executive 1
7507	Chief Information Officer	Executive 2
7500	Deputy City Manager	Executive 1
7503	Director of Power & Light	Executive 2
141	Director of Community Development	Executive 2
7516	Director of Finance	Executive 2
7506	Director of Human Resources	Executive 2
139	Director of Municipal Services	Executive 2
150	Director of Parks, Recreation & Tourism	Executive 2
7170	Director of Health and Animal Services	Executive 2
~~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:

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
U68P	Presiding Judge	Executive 3
108	City Clerk	Level 13
118	Court Administrator	Level 11
8040	Executive Assistant to the Mayor	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:

CLASS CODE	TITLE
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
818	Seasonal Maintenance Worker
813	Seasonal Recreation Worker
7171	Senior Services Attendant
161	Substation Analyst

SECTION 7.
a. 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.
b. Police Cadet (Class Code 7311) earn an hourly rate of pay of $15/hour

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 19th day of December 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.