

COMMITTEE SUBSTITUTE FOR ORDINANCE NO. 070404

Amending Article VIII of the Administrative Code of Kansas City, Missouri, relating to the Classification and Compensation Plan, by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1082, 2-1083, 2-1086, and 2-1099 and enacting in lieu thereof new sections of like numbers which provides for maintenance of the ordinance provisions.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Article VIII of the Administrative Code of Kansas City, Missouri, relating to the Classification and Compensation Plan is hereby amended by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079, 2-1080, 2-1082, 2-1083, 2-1086, and 2-1099 and enacting in lieu thereof new sections of like numbers which provides for maintenance of the ordinance provisions.

Sec. 2-1075. Salary schedules; pay grades therein.

The following salary schedules are hereby adopted:

- (1) For those classes of position within the managerial, professional, supervisory, and/or confidential group:

Pay Grade		Monthly	Annual	Bi-Weekly	Hourly
M-D	Minimum	\$1,984.00	\$23,808.00	\$915.69	\$11.45
	Maximum	\$2,728.00	\$32,736.00	\$1,259.08	\$15.74
M-E	Minimum	\$2,244.00	\$26,928.00	\$1,035.69	\$12.95
	Maximum	\$3,334.00	\$40,008.00	\$1,538.77	\$19.23
M-F	Minimum	\$2,355.00	\$28,260.00	\$1,086.92	\$13.59
	Maximum	\$3,528.00	\$42,336.00	\$1,628.31	\$20.35
M-G	Minimum	\$2,603.00	\$31,236.00	\$1,201.38	\$15.02
	Maximum	\$3,853.00	\$46,236.00	\$1,778.31	\$22.23
M-H	Minimum	\$2,851.00	\$34,212.00	\$1,315.85	\$16.45
	Maximum	\$4,269.00	\$51,228.00	\$1,970.31	\$24.63
M-Hb	Minimum	\$1,958.00	\$23,496.00	\$903.69	\$11.30
	Maximum	\$4,493.00	\$53,916.00	\$2,073.69	\$25.92
M-I	Minimum	\$3,025.00	\$36,300.00	\$1,396.15	\$17.45
	Maximum	\$4,505.00	\$54,060.00	\$2,079.23	\$25.99

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M-J	Minimum	\$3,421.00	\$41,052.00	\$1,578.92	\$19.74
	Maximum	\$5,098.00	\$61,176.00	\$2,352.92	\$29.41
M-K	Minimum	\$3,904.00	\$46,848.00	\$1,801.85	\$22.52
	Maximum	\$5,751.00	\$69,012.00	\$2,654.31	\$33.18
M-L	Minimum	\$4,529.00	\$54,348.00	\$2,090.31	\$26.13
	Maximum	\$6,777.00	\$81,324.00	\$3,127.85	\$39.10

Pay Grade		Monthly	Annual	Bi-Weekly
ME-A	Minimum	\$2,322.00	\$27,864.00	\$1,071.69
	Maximum	\$3,764.00	\$45,168.00	\$1,737.23
ME-B	Minimum	\$2,542.00	\$30,504.00	\$1,173.23
	Maximum	\$4,234.00	\$50,808.00	\$1,954.15
ME-C	Minimum	\$2,653.00	\$31,836.00	\$1,224.46
	Maximum	\$4,469.00	\$53,628.00	\$2,062.62
ME-D	Minimum	\$2,999.00	\$35,988.00	\$1,384.15
	Maximum	\$5,213.00	\$62,556.00	\$2,406.00
ME-E	Minimum	\$3,444.00	\$41,328.00	\$1,589.54
	Maximum	\$6,009.00	\$72,108.00	\$2,773.38
ME-F	Minimum	\$3,840.00	\$46,080.00	\$1,772.31
	Maximum	\$6,687.00	\$80,244.00	\$3,086.31
ME-G	Minimum	\$4,489.00	\$53,868.00	\$2,071.85
	Maximum	\$7,840.00	\$94,080.00	\$3,618.46
ME-H	Minimum	\$5,192.00	\$62,304.00	\$2,396.31
	Maximum	\$9,109.00	\$109,308.00	\$4,204.15
ME-I	Minimum	\$5,624.00	\$67,488.00	\$2,595.69
	Maximum	\$9,916.00	\$118,992.00	\$4,576.62
ME-J	Minimum	\$6,488.00	\$77,856.00	\$2,994.46
	Maximum	\$11,403.00	\$136,836.00	\$5,262.92

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County and Municipal Employees:

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Pay Grade		Monthly	Annual	Bi-Weekly	Hourly
L-A	Minimum	\$1,259.00	\$15,108.00	\$581.08	\$7.26
	Maximum	\$1,309.00	\$15,708.00	\$604.15	\$7.55
L-B	Minimum	\$1,549.00	\$18,588.00	\$714.92	\$8.94
	Maximum	\$2,046.00	\$24,552.00	\$944.31	\$11.80
L-C	Minimum	\$1,735.00	\$20,820.00	\$800.77	\$10.01
	Maximum	\$2,401.00	\$28,812.00	\$1,108.15	\$13.85
L-D	Minimum	\$1,984.00	\$23,808.00	\$915.69	\$11.45
	Maximum	\$2,728.00	\$32,736.00	\$1,259.08	\$15.74
L-E	Minimum	\$2,244.00	\$26,928.00	\$1,035.69	\$12.95
	Maximum	\$3,334.00	\$40,008.00	\$1,538.77	\$19.23
L-F	Minimum	\$2,355.00	\$28,260.00	\$1,086.92	\$13.59
	Maximum	\$3,528.00	\$42,336.00	\$1,628.31	\$20.35
L-G	Minimum	\$2,603.00	\$31,236.00	\$1,201.38	\$15.02
	Maximum	\$3,853.00	\$46,236.00	\$1,778.31	\$22.23
L-H	Minimum	\$2,851.00	\$34,212.00	\$1,315.85	\$16.45
	Maximum	\$4,269.00	\$51,228.00	\$1,970.31	\$24.63
L-I	Minimum	\$3,025.00	\$36,300.00	\$1,396.15	\$17.45
	Maximum	\$4,505.00	\$54,060.00	\$2,079.23	\$25.99
L-Ib	Minimum	\$1,958.00	\$23,496.00	\$903.69	\$11.30
	Maximum	\$4,274.00	\$51,288.00	\$1,972.62	\$24.66
L-K	Minimum	\$3,904.00	\$46,848.00	\$1,801.85	\$22.52
	Maximum	\$5,751.00	\$69,012.00	\$2,654.31	\$33.18

- (3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly x 80	Hourly x 99
FF	FF1 1 - Start	2485.00	\$29,820.00	\$1,146.92	\$14.33654	\$11.58508
	2 - 6 months	2672.00	\$32,064.00	\$1,233.23	\$15.41538	\$12.45688
	3 - 1 year	2864.00	\$34,368.00	\$1,321.85	\$16.52308	\$13.35198
	4 - 2 year	3065.00	\$36,780.00	\$1,414.62	\$17.68269	\$14.28904
	5 - 3 year	3270.00	\$39,240.00	\$1,509.23	\$18.86538	\$15.24476

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6 - 4 years	3478.00	\$41,736.00	\$1,605.23	\$20.06538	\$16.21445
7 - 5 years	3686.00	\$44,232.00	\$1,701.23	\$21.26538	\$17.18415
FF2 8 - 6 years	3912.00	\$46,944.00	\$1,805.54	\$22.56923	\$18.23776
9 - 7 years	4048.00	\$48,576.00	\$1,868.31	\$23.35385	\$18.87179
10 - 8 years	4186.00	\$50,232.00	\$1,932.00	\$24.15000	\$19.51515
11 - 9 years	4323.00	\$51,876.00	\$1,995.23	\$24.94038	\$20.15385
12 - 10 years	4465.00	\$53,580.00	\$2,060.77	\$25.75962	\$20.81585
13 11+ years	4554.00	\$54,648.00	\$2,101.85	\$26.27308	\$21.23077
FF3 14 - 11 years	4602.00	\$55,224.00	\$2,124.00	\$26.55000	\$21.45455
15 - 12 years	4739.00	\$56,868.00	\$2,187.23	\$27.34038	\$22.09324
16 - 13 years	4879.00	\$58,548.00	\$2,251.85	\$28.14808	\$22.74592
17 - Top + 15 years	4977.00	\$59,724.00	\$2,297.08	\$28.71346	\$23.20280
18 - Top + 16 years	5076.00	\$60,912.00	\$2,342.77	\$29.28462	\$23.66434
19 - Top + 17 years	5178.00	\$62,136.00	\$2,389.85	\$29.87308	\$24.13986

F-1

1	2485.00	\$29,820.00	\$1,146.92	\$14.33654	\$11.58508
2	2672.00	\$32,064.00	\$1,233.23	\$15.41538	\$12.45688
3	2864.00	\$34,368.00	\$1,321.85	\$16.52308	\$13.35198
4	3065.00	\$36,780.00	\$1,414.62	\$17.68269	\$14.28904
5	3270.00	\$39,240.00	\$1,509.23	\$18.86538	\$15.24476
6	3478.00	\$41,736.00	\$1,605.23	\$20.06538	\$16.21445
7	3686.00	\$44,232.00	\$1,701.23	\$21.26538	\$17.18415
8	3912.00	\$46,944.00	\$1,805.54	\$22.56923	\$18.23776
9	4048.00	\$48,576.00	\$1,868.31	\$23.35385	\$18.87179
10	4186.00	\$50,232.00	\$1,932.00	\$24.15000	\$19.51515
11	4323.00	\$51,876.00	\$1,995.23	\$24.94038	\$20.15385
12	4465.00	\$53,580.00	\$2,060.77	\$25.75962	\$20.81585
13 Top + 15	4554.00	\$54,648.00	\$2,101.85	\$26.27308	\$21.23077
14 Top + 16	4,646.00	\$55,752.00	\$2,144.31	\$26.80385	\$21.65967
15 Top + 17	4,739.00	\$56,868.00	\$2,187.23	\$27.34038	\$22.09324

F-2

1	3,912.00	\$46,944.00	\$1,805.54	\$22.56923	\$18.23776
2	4,048.00	\$48,576.00	\$1,868.31	\$23.35385	\$18.87179
3	4,186.00	\$50,232.00	\$1,932.00	\$24.15000	\$19.51515

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4	4,323.00	\$51,876.00	\$1,995.23	\$24.94038	\$20.15385
5	4,465.00	\$53,580.00	\$2,060.77	\$25.75962	\$20.81585
6	4,602.00	\$55,224.00	\$2,124.00	\$26.55000	\$21.45455
7	4,739.00	\$56,868.00	\$2,187.23	\$27.34038	\$22.09324
8	4,879.00	\$58,548.00	\$2,251.85	\$28.14808	\$22.74592
9 - Top + 15 years	4,977.00	\$59,724.00	\$2,297.08	\$28.71346	\$23.20280
10 - Top + 16 years	5,076.00	\$60,912.00	\$2,342.77	\$29.28462	\$23.66434
11 - Top + 17 years	5,178.00	\$62,136.00	\$2,389.85	\$29.87308	\$24.13986

F-4

1	4,739.00	\$56,868.00	\$2,187.23	\$27.34038	\$22.09324
2	4,879.00	\$58,548.00	\$2,251.85	\$28.14808	\$22.74592
3	4,991.00	\$59,892.00	\$2,303.54	\$28.79423	\$23.26807
4	5,104.00	\$61,248.00	\$2,355.69	\$29.44615	\$23.79487
5	5,217.00	\$62,604.00	\$2,407.85	\$30.09808	\$24.32168
6	5,332.00	\$63,984.00	\$2,460.92	\$30.76154	\$24.85781
7 - Top + 15 years	5,439.00	\$65,268.00	\$2,510.31	\$31.37885	\$25.35664
8 - Top + 16 years	5,547.00	\$66,564.00	\$2,560.15	\$32.00192	\$25.86014
9 - Top + 17 years	5,658.00	\$67,896.00	\$2,611.38	\$32.64231	\$26.37762

F-5

1					
2					
3	4,512.00	\$54,144.00	\$2,082.46	\$26.03077	\$21.03497
4	4,646.00	\$55,752.00	\$2,144.31	\$26.80385	\$21.65967
5	4,783.00	\$57,396.00	\$2,207.54	\$27.59423	\$22.29837
6	4,893.00	\$58,716.00	\$2,258.31	\$28.22885	\$22.81119
7	5,004.00	\$60,048.00	\$2,309.54	\$28.86923	\$23.32867
8	5,115.00	\$61,380.00	\$2,360.77	\$29.50962	\$23.84615
9	5,227.00	\$62,724.00	\$2,412.46	\$30.15577	\$24.36830

- (4) For those classes of positions within the managerial, professional, supervisory, and/or confidential group of the fire department, including an hourly wage to cover those employees working an average of 99 hours a pay period.

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Pay Grade		Monthly	Annual	Biweekly	Hourly 80 x	Hourly 99 x
FM-2	1	5,762.00	69,144.00	2,659.38	33.2423	26.86247
	2	5,975.00	71,700.00	2,757.69	34.4712	27.85548
	3	6,196.00	74,352.00	2,859.69	35.7462	28.88578
	4	6,426.00	77,112.00	2,965.85	37.0731	29.95804
	5	6,663.00	79,956.00	3,075.23	38.4404	31.06294
	6	6,912.00	82,944.00	3,190.15	39.8769	32.22378
	7	7,154.00	85,848.00	3,301.85	41.273	33.352

FME-1	1	3,738.00	44,856.00	1,725.23	21.5654	
	2	3,876.00	46,512.00	1,788.92	22.3615	
	3	4,019.00	48,228.00	1,854.92	23.1865	
	4	4,139.00	49,668.00	1,910.31	23.8789	
	5	4,291.00	51,492.00	1,980.46	24.7558	
	6	4,418.00	53,016.00	2,039.08	25.4885	
	7	4,550.00	54,600.00	2,100.00	26.25	
	8	4,684.00	56,208.00	2,161.85	27.0231	
	9	4,823.00	57,876.00	2,226.00	27.825	
	10	4,967.00	59,604.00	2,292.46	28.6558	

FME-2	1	5,762.00	69,144.00	2,659.38	33.2423	
	2	5,975.00	71,700.00	2,757.69	34.4712	
	3	6,196.00	74,352.00	2,859.69	35.7462	
	4	6,426.00	77,112.00	2,965.85	37.0731	
	5	6,663.00	79,956.00	3,075.23	38.4404	
	6	6,912.00	82,944.00	3,190.15	39.8769	
	7	7,154.00	85,848.00	3,301.85	41.2731	

FME-3	1	3,840.00	46,080.00	1,772.31	22.1538	
	2	4,083.00	48,996.00	1,884.46	23.5558	
	3	4,342.00	52,104.00	2,004.00	25.05	
	4	4,616.00	55,392.00	2,130.46	26.6308	
	5	4,909.00	58,908.00	2,265.69	28.3212	
	6	5,219.00	62,628.00	2,408.77	30.1096	
	7	5,550.00	66,600.00	2,561.54	32.0192	
	8	5,901.00	70,812.00	2,723.54	34.0442	
	9	6,273.00	75,276.00	2,895.23	36.1904	

FME-4	1	6,912.00	82,944.00	3,190.15	39.8769	
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2	7,161.00	85,932.00	3,305.08	41.3135
3	7,419.00	89,028.00	3,424.15	42.8019
4	7,946.00	95,352.00	3,667.38	45.8423
5	8,346.00	100,153.00	3852.04	48.1505
Extended Service A	8,680.00	104,160.00	4,006.15	50.0769
Extended Service B	8,897.00	106,764.00	4,106.31	51.3288

FME-5

1	3,519.00	42,228.00	1,624.15	20.3019
2	3,674.00	44,088.00	1,695.69	21.1962
3	3,837.00	46,044.00	1,770.92	22.1365
4	4,006.00	48,072.00	1,848.92	23.1115
5	4,183.00	50,196.00	1,930.62	24.1327
6	4,368.00	52,416.00	2,016.00	25.2
7	4,560.00	54,720.00	2,104.62	26.3077
8	4,761.00	57,132.00	2,197.38	27.4673
9	4,971.00	59,652.00	2,294.31	28.6789
10	5,190.00	62,280.00	2,395.38	29.9423
11	5,418.00	65,016.00	2,500.62	31.2577
12	5,637.00	67,644.00	2,601.69	32.5212

Sec. 2-1076. Salary schedules for occupational group classified as clerical, fiscal, and administrative with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1008	CUSTOMER SERVICE SPECIALIST	M-F	2355	3528
1010	CLERICAL SUPERVISOR	M-F	2355	3528
1012	CUSTOMER SERVICE SUPERVISOR	ME-A	2322	3764
1028	LEGAL SECRETARY	M-F	2355	3528
1030	PARALEGAL	M-F	2355	3528
1040U	ADMINISTRATIVE SECRETARY		2999	5213
1060U	ADMINISTRATIVE SECRETARY TO MUNICIPAL COURT		2999	5213
1070U	ADMINISTRATIVE SECRETARY TO CITY COUNCIL		2999	5213

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1071U	ASSISTANT TO ELECTED OFFICIAL		2653	8333
1121	ACCOUNTANT II	ME-C	2653	4469
1122	ACCOUNTANT III	ME-E	3444	6009
1123	INTERNAL AUDITOR	ME-G	4489	7840
1125	AUDITOR	ME-C	2653	4469
1126	SENIOR AUDITOR	ME-E	3444	6009
1127	AUDIT MANAGER	ME-F	3840	6687
1129U	CITY AUDITOR		7419	13455
1131	MUNICIPAL REVENUE AGENT II	ME-C	2653	4469
1133	LEAD TAX AUDITOR	ME-E	3444	6009
1134	SENIOR TAX AUDITOR	ME-F	3840	6687
1137	CHIEF REVENUE OFFICER	ME-C	2653	4469
1150	CITY TREASURER	ME-I	5624	9916
1139	TAXPAYER SPECIALIST SUPERVISOR	ME-D	2999	5213
1152	RETIREMENT SYSTEM EXECUTIVE OFFICER	ME-J	6488	11403
1155	ASSISTANT CONCESSION MANAGER	M-G	2603	3853
1156	CONCESSION MANAGER	ME-D	2999	5213
1158	MANAGER OF CONSUMER SERVICES	ME-F	3840	6687
1159	ASSISTANT MANAGER OF REVENUES	ME-F	3840	6687
1160	MANAGER OF REVENUES	ME-I	5624	9916
1163	ASSISTANT MANAGER OF ACCOUNTS	ME-F	3840	6687
1165	MANAGER OF ACCOUNTS	ME-G	4489	7840
1166	CITY CONTROLLER	ME-I	5624	9916
1167	MANAGER OF DEVELOPMENT FINANCE	ME-I	5624	9916
1168	DEPUTY CITY CONTROLLER-OPERATIONS	ME-G	4489	7840
1169	TAX COMPLIANCE OFFICER	ME-G	4489	7840
1200U	DIRECTOR OF FINANCE		7419	13455
1301U	DIRECTOR OF GENERAL SERVICES		7419	13455
1307	STORES MANAGER	M-F	2355	3528
1308	STORES SUPERVISOR	M-H	2851	4269
1311	BUYER II	ME-C	2653	4469
1312	ASSISTANT PURCHASING AGENT	ME-E	3444	6009
1313	PURCHASING AGENT	ME-G	4489	7840
1315	RIGHT-OF-WAY AGENT	M-H	2851	4269
1335	BUILDING MANAGER	ME-F	3840	6687
1413U	DIRECTOR OF AVIATION		7419	13455
1420U	DIRECTOR OF PARKS & RECREATION		7419	13455
1510	GRAPHIC DESIGN SPECIALIST	M-J	3421	5098
1517	DUPLICATING SERVICES SUPERVISOR	M-H	2851	4269
1518	DUPLICATING MANAGER	ME-F	3840	6687
1545	IT TECHNICIAN	M-I	3025	4505
1546	IT SENIOR TECHNICIAN	M-J	3421	5098
1548U	CHIEF INFORMATION OFFICER		7419	13455
1552	IT ANALYST	M-K	3904	5751
1553	IT SENIOR ANALYST	ME-E	3444	6009
1558	IT SPECIALIST	ME-F	3840	6687
1559	IT SENIOR SPECIALIST	ME-G	4489	7840
1561	IT ASSISTANT DIRECTOR	ME-H	5192	9109
1610	LEGAL INVESTIGATOR	M-I	3025	4505
1621	ASSISTANT CITY ATTORNEY I	ME-F	3840	6687

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1622	ASSISTANT CITY ATTORNEY II	ME-G	4489	7840
1625	ASSOCIATE CITY ATTORNEY I	ME-H	5192	9109
1626	ASSOCIATE CITY ATTORNEY II	ME-J	6488	11403
1630U	CITY ATTORNEY		7419	13455
1650	ADMINISTRATOR OF MUNICIPAL COURT	ME-I	5624	9916
1652	EVENT COORDINATOR	M-I	3025	4505
1655	CHIEF OF EVENT COORDINATION	ME-E	3444	6009
1660U	DIRECTOR, CONVENTION AND ENTERTAINMENT CENTERS		7419	13455
1674	ANALYST	M-I	3025	4505
1676	ANALYST II	ME-E	3444	6009
1677	ANALYST III	ME-F	3840	6687
1679	ASSISTANT BUDGET OFFICER	ME-G	4489	7840
1680	BUDGET OFFICER	ME-J	6488	11403
1690	MANAGER OF CAPITAL IMPROVEMENTS	ME-J	6488	11403
1705	HUMAN RESOURCES SPECIALIST	ME-C	2653	4469
1706	SENIOR HUMAN RESOURCES SPECIALIST	ME-E	3444	6009
1707	HUMAN RESOURCES MANAGER	ME-G	4489	7840
1708	HUMAN RESOURCES CONSULTANT	ME-E	3444	6009
1710U	DIRECTOR OF HUMAN RESOURCES		7419	13455
1716	MUNICIPAL INTERN	M-D	1984	2728
1717	MUNICIPAL MANAGEMENT TRAINEE	M-F	2355	3528
1719	ADMINISTRATIVE ASSISTANT	M-F	2355	3528
1721	ADMINISTRATIVE ASSISTANT II	ME-C	2653	4469
1722	ADMINISTRATIVE ASSISTANT III	ME-D	2999	5213
1725	ASSISTANT TO UTILITY ENGINEERING MANAGER	ME-F	3840	6687
1726	EXECUTIVE AIDE TO CITY MANAGER	ME-E	3444	6009
1727	EXECUTIVE AIDE TO MAYOR	ME-E	3444	6009
1728U	EXECUTIVE SECRETARY TO CITY MANAGER		4489	7355
1729	ADMINISTRATIVE OFFICER	ME-E	3444	6009
1732U	CHIEF DEPUTY CITY CLERK		3444	5637
1733U	CITY CLERK		5257	9676
1734	ASST. TO DIRECTOR (ADMIN. SERV.)	ME-F	3840	6687
1735	ASST. TO DIRECTOR (BUSINESS AND SUPPORT)	ME-H	5192	9109
1736U	PRINCIPAL ASST. TO DEPT. HEAD		6243	11358
1738	ASSISTANT TO THE CITY MANAGER	ME-H	5192	9109
1739	CITY COMMUNICATIONS OFFICER	ME-F	3840	6687
1811U	ASSISTANT CITY MANAGER I		5002	8867
1741U	ASSISTANT CITY MANAGER II		5401	9781
1742U	ASSISTANT CITY MANAGER III		7419	13455
1745U	EXECUTIVE ASSISTANT TO MAYOR		7419	13455

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

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CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(1XXX) CLERICAL, FISCAL, AND ADMINISTRATIVE				
1007	CUSTOMER SERVICE REPRESENTATIVE	L-E	2244	3334
1020	INFORMATION PROCESSOR	L-D	1984	2728
1114	ACCOUNTING CLERK	L-D	1984	2728
1118	SENIOR ACCOUNTING CLERK	L-E	2244	3334
1119	ACCOUNTANT	L-G	2603	3853
1132	MUNICIPAL REVENUE AGENT	L-F	2355	3528
1138	TAXPAYER SPECIALIST	L-Ib	1958	4274
1145	PARKING METER COLLECTOR	L-C	1735	2401
1304	STOCK CLERK	L-E	2244	3334
1309	BUYER	L-F	2355	3528
1514	OFFSET PRESS OPERATOR	L-E	2244	3334
1528	COMPUTER OPERATOR	L-F	2355	3528
1556	DISPATCHER	L-E	2244	3334
1608	MUNICIPAL COURT BAILIFF	L-D	1984	2728

U = Unclassified position.

Sec. 2-1077. Salary schedules for occupational group classified as engineering and allied positions, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions as set out herein below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2008	CITY SURVEYOR	ME-F	3840	6687
2009	SENIOR RELOCATION SPECIALIST	ME-C	2653	4469
2013	SENIOR ENGINEERING TECHNICIAN	M-J	3421	5098
2014	PRINCIPAL ENGINEERING TECHNICIAN	ME-E	3444	6009
2016	GRADUATE ENGINEER	ME-E	3444	6009
2017	REGISTERED ENGINEER	ME-F	3840	6687
2018	SENIOR REGISTERED ENGINEER	ME-G	4489	7840
2019	ENGINEER SECTION HEAD	ME-G	4489	7840
2020	ENGINEER DIVISION HEAD	ME-H	5192	9109
2021	ASSISTANT ENGINEERING DIRECTOR	ME-I	5624	9916
2022U	DEPUTY DIRECTOR OF PUBLIC WORKS		6243	11358
2024U	DIRECTOR OF PUBLIC WORKS		7419	13455

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2026	ENGINEERING TECHNICIAN LEAD	M-H	2851	4269
2034	AVIATION MANAGER I	ME-E	3444	6009
2035	AVIATION MANAGER II	ME-F	3840	6687
2036	AVIATION MANAGER III	ME-G	4489	7840
2037	MANAGER OF AIRPORT OPERATIONS AND MAINTENANCE	ME-G	4489	7840
2040	AIRPORT ENGINEER	ME-F	3840	6687
2066U	DEPUTY DIRECTOR OF WATER SERVICES		6243	11358
2067U	DIRECTOR OF WATER SERVICES		7419	13455
2070	SUPERINTENDENT OF PARKS	ME-G	4489	7840
2073	LANDSCAPE TECHNICIAN	M-G	2603	3853
2075	LANDSCAPE ARCHITECT I	ME-E	3444	6009
2076	LANDSCAPE ARCHITECT II	ME-F	3840	6687
2077	LANDSCAPE ARCHITECT III	ME-H	5192	9109
2078	ARCHITECT I	ME-D	2999	5213
2079	ARCHITECT II	ME-E	3444	6009
2080	REGISTERED ARCHITECT	ME-F	3840	6687
2081	ARCHITECT SECTION HEAD	ME-G	4489	7840
2082	ARCHITECT DIVISION HEAD	ME-H	5192	9109
2108	SENIOR PLANNING TECHNICIAN	M-G	2603	3853
2110	PLANNER I	ME-C	2653	4469
2111	PLANNER II	ME-D	2999	5213
2112	PLANNER III	ME-F	3840	6687
2113	PLANNER IV	ME-I	5624	9916
2114	EMERGENCY PREPAREDNESS PROGRAM MANAGER	ME-G	4489	7840
2118	DEVELOPMENT SPECIALIST I	ME-D	2999	5213
2119	DEVELOPMENT SPECIALIST II	ME-F	3840	6687
2120	DEVELOPMENT SPECIALIST III	ME-G	4489	7840
2124U	DIRECTOR OF CITY DEVELOPMENT		7419	13455

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2004	RELOCATION SPECIALIST	L-F	2355	3528
2025	ENGINEERING TECHNICIAN	L-F	2355	3528
2104	PLANNING TECHNICIAN	L-E	2244	3334

U Unclassified positions

Sec. 2-1078. Salary schedules for occupational group classified as public safety and inspectional, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions set out below by class code number, class title, and pay grade therein:

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- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM	EXTENDED SERVICE A	EXTENDED SERVICE B
(3XXX)	PUBLIC SAFETY AND INSPECTIONAL					
3009	DEPUTY FIRE CHIEF	FME-4	6912	8346	8680	8897
3040U	FIRE CHIEF/DIRECTOR		7419	13455		
3050	SAFETY OFFICER	ME-C	2653	4469		
3051	SAFETY MANAGER	ME-F	3840	6687		
3055	CORPORATE SAFETY MANAGER	ME-G	4489	7840		
3150	PROPERTY CONSERVATION MANAGER	ME-F	3840	6687		
3219	MGR.OF LIQUOR CONTROL & COMMER. VEHICLES	ME-G	4489	7840		
3221	ANIMAL SHELTER SUPERVISOR	M-G	2603	3853		
3222	ASSISTANT MANAGER OF ANIMAL CONTROL	ME-A	2322	3764		
3300	AIRPORT OPERATIONS AGENT	ME-C	2653	4469		
3301	AIRPORT SECURITY COORDINATOR	ME-D	2999	5213		
3303	TRAFFIC CONTROL OFFICER	M-E	2244	3334		
3305	AIRPORT POLICE OFFICER	M-HB	1958	4493		
3307	AIRPORT POLICE SERGEANT	M-J	3421	5098		
3308	AIRPORT POLICE LIEUTENANT	ME-E	3444	6009		
3309	AIRPORT POLICE CAPTAIN	ME-F	3840	6687		
3311	SECURITY SPECIALIST	M-G	2603	3853		
3314	SUPERVISOR OF SECURITY	ME-D	2999	5213		
3315	MANAGER OF SECURITY	ME-F	3840	6687		
3503	TOW SERVICE COORDINATOR	M-F	2355	3528		
3608	SENIOR CONSTRUCTION CODE INSPECTOR	M-J	3421	5098		
3615	CONSTRUCTION CODE INSPECTOR SUPERVISOR	ME-E	3444	6009		

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(3XXX)	PUBLIC SAFETY AND INSPECTIONAL			
3214	SPECIAL INVESTIGATOR	L-H	2851	4269
3220	ANIMAL CONTROL OFFICER	L-E	2244	3334
3312	AIRPORT SECURITY DISPATCHER	L-E	2244	3334
3502	TOW TRUCK OPERATOR	L-D	1984	2728
3629	CONSTRUCTION CODE INSPECTOR	L-H	2851	4269

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- (3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

CLAS S CODE	CLASS TITLE	PAY GRAD E	MONTHL Y MINIMUM	MONTHL Y MAXIMUM	Extended Top 15yrs	Extended Top 16yrs	Extended Top 17yrs
(3XXX) PUBLIC SAFETY AND INSPECTIONAL							
3005	FIREFIGHTER	F-F	2485	4879	4977	5076	5178
3007	FIRE CAPTAIN	F-4	4739	5332	5439	5547	5658
3014	FIRE INVESTIGATOR	F-2	3912	4879	4977	5076	5178
3015	FIRE PREVENTION INSPECTOR	F-1	2485	4465	4554	4646	4739
3018	FIRE EDUCATION SPECIALIST	F-2	3912	4879	4977	5076	5178
3020	FIRE DISPATCHER I	F-1	2485	4465	4554	4646	4739
3021	FIRE DISPATCHER II	F-2	3912	4879	4977	5076	5178

- (4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3008	BATTALION CHIEF, ADMINISTRATIVE	FME-2	5762	7154
3023	BATTALION CHIEF, FIELD	FM-2	5975	7154
3022	FIRE DISPATCHER III	F-5	4512*	5227
3013	HAZMAT CHEMICAL ANALYST	FME-5	3519	5637
3016	ASSISTANT FIRE MARSHALL	FME-1	3738	4967
3019	EMERGENCY COMMUNICATIONS SUPERINTENDENT	FME-3	3840	6273

U Unclassified position

* These classifications have a higher minimum range.

Sec. 2-1079. Salary schedules for occupational group classified as health, welfare, and recreation, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

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- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(4XXX) HEALTH, WELFARE AND RECREATION				
4009	CHEMIST	M-H	2851	4269
4010	MICROBIOLOGIST	M-H	2851	4269
4012	CHEMIST II	ME-E	3444	6009
4013	MANAGER OF MICROBIOLOGY	ME-E	3444	6009
4015	MANAGER OF LABORATORY SERVICES	ME-G	4489	7840
4016	SENIOR ENVIRONMENTAL INSPECTOR	M-G	2603	3853
4018	PUBLIC HEALTH STATISTICIAN	ME-E	3519*	6009
4022	CODE ENFORCEMENT SUPERVISOR	M-J	3421	5098
4023	CODE ENFORCEMENT MANAGER	ME-E	3444	6009
4024	RISK COMMUNICATION OFFICER	ME-C	2653	4469
4025	MANAGER, ENVIRONMENTAL HEALTH	ME-G	4489	7840
4026	PUBLIC HEALTH EMERGENCY RESPONSE PLANNER	ME-E	3444	6009
4027	EPIDEMIOLOGIST SPECIALIST	ME-E	3444	6009
4031	EPIDEMIOLOGIST	ME-G	4489	7840
4032	PUBLIC HEALTH NURSE SUPERVISOR	M-L	4529	6777
4033	NURSE PRACTITIONER	ME-F	4364*	6687
4036	ASST. TO EMS MEDICAL DIRECTOR	ME-C	2653	4469
4041	PUBLIC HEALTH SPECIALIST	M-H	2851	4269
4039	PUBLIC HEALTH SPECIALIST II	ME-D	2999	5213
4040	PUBLIC HEALTH SPECIALIST III	ME-E	3444	6009
4043	PUBLIC HEALTH MANAGER	ME-G	4489	7840
4049	ENVIRONMENTAL OFFICER	M-J	3421	5098
4051	ENVIRONMENTAL OFFICER II	ME-E	3444	6009
4052	ENVIRONMENTAL MANAGER	ME-G	4489	7840
4095	ASSISTANT DIRECTOR OF HEALTH	ME-G	4489	7840
4100U	DIRECTOR OF HEALTH		7419	13455
4103	NEIGHBORHOOD DEVELOPMENT SPECIALIST II	ME-C	2653	4469
4104	NEIGHBORHOOD DEVELOPMENT SUPERVISOR	ME-E	3444	6009
4106	SOCIAL SERVICE WORKER II	ME-C	2653	4469
4107	SOCIAL SERVICE SUPERVISOR	ME-E	3444	6009
4123	ENERGY AUDITOR/INSPECTOR	M-H	2851	4269
4111	HUMAN RELATIONS SPECIALIST	ME-C	2653	4469
4112	SENIOR HUMAN RELATIONS SPECIALIST	ME-E	3444	6009
4113	HUMAN RELATIONS MANAGER	ME-F	3840	6687
4125	CORRECTIONAL SUPERVISOR	M-H	2851	4269
4126	ASST. SUPERINTENDENT- CORRECTIONS	ME-D	2999	5213
4136	SUPERINTENDENT OF CORRECTIONS	ME-F	3840	6687
4150U	DIRECTOR OF NEIGHBORHOOD/COMM. SERV.		7419	13455
4217	SENIOR RECREATION DIRECTOR	M-H	2851	4269

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4212	RECREATION DIRECTOR III	ME-C	2653	4469
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4215	RECREATION SUPERVISOR	ME-D	2999	5213
4221	SUPERINTENDENT OF RECREATION	ME-G	4489	7840

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(4XXX) HEALTH, WELFARE, AND RECREATION				
4014	ENVIRONMENTAL INSPECTOR	L-E	2244	3334
4017	CODE ENFORCEMENT OFFICER	L-H	2851	4269
4035	PUBLIC HEALTH NURSE	L-K	3904	5751
4116	SOCIAL SERVICE WORKER	L-F	2355	3528
4119	CORRECTIONAL OFFICER	L-E	2244	3334
4122	SENIOR CORRECTIONAL OFFICER	L-F	2355	3528
4204	LIFEGUARD	L-B	1549	2046
4209	RECREATION SPECIALIST	L-D	1984	2728
4216	RECREATION DIRECTOR	L-F	2355	3528
4203	RECREATION LEADER	L-C	1735	2401

U Unclassified position.

* These classifications have a higher minimum range.

** Starting salary for classified full time employees is at least the living wage minimum (\$9.79 per hour)

Sec. 2-1080. Salary schedules for occupational group classified as labor, labor supervision, and trades, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(5XXX) LABOR AND LABOR SUPERVISION				
5115	GENERAL SUPERVISOR	M-H	2851	4269
5118	AREA SUPERINTENDENT	ME-E	3444	6009

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5211	MAINTENANCE SUPERVISOR	M-J	3421	5098
5215	MAINTENANCE SUPERINTENDENT	ME-E	3444	6009
5235	GARAGE SUPERVISOR	M-J	3421	5098
5236	GARAGE SUPERINTENDENT	ME-E	3444	6009
5239	ASST. SUPERINTENDENT OF MOTOR EQUIPMENT	ME-F	3840	6687
5240	SUPERINTENDENT OF MOTOR EQUIPMENT	ME-G	4489	7840
5263	ELECTRICAL MAINTENANCE SUPERVISOR	M-J	3421	5098
5268	VIDEOGRAPHER	M-J	3421	5098
5221	SENIOR ELECTRONICS TECHNICIAN	M-J	3421	5098
5297	BUILDING MAINTENANCE SUPERVISOR	M-H	2851	4269
5315	TRANSPORTATION SUPERVISOR	M-H	2851	4269
5407	METER READER SUPERVISOR	M-G	2603	3853
5427	CHIEF PLANT OPERATOR	M-J	3421	5098
5428	UTILITY REPAIRER SUPERVISOR	M-G	2603	3853
5430	TREATMENT PLANT SUPERINTENDENT	ME-E	3444	6009
5506	SENIOR SECURITY OFFICER	M-E	2244	3334
5712	ANIMAL TECHNICIAN	M-G	2603	3853
5714	ZOO AREA SUPERVISOR	M-G	2603	3853
5715	VETERINARIAN	ME-E	3444	6009
5729	AGRONOMIST	ME-E	3444	6009
5730	FORESTER	ME-B	2542	4234
5731	CITY FORESTER	ME-E	3444	6009
5742	SUPERVISOR OF FLORICULTURE	ME-C	2653	4469
5743	SENIOR FLORIST	M-G	2603	3853
5746	GOLF SUPERINTENDENT	ME-D	2999	5213
5747	GOLF SERVICES MANAGER	ME-E	3444	6009
5752	HISTORICAL ARCHIVIST	M-H	2851	4269

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(5XXX) LABOR AND TRADES				
5105	SEASONAL WORKER	L-B	1549	2046
5108	MAINTENANCE WORKER	L-D	1984	2728
5111	LABOR LEADER	L-E	2244	3334
5204	MAINTENANCE REPAIRER	L-E	2244	3334
5210	MAINTENANCE MECHANIC	L-G	2603	3853
5224	FLEET MAINTENANCE TECHNICIAN	L-F	2355	3528
5230	SENIOR FLEET MAINTENANCE TECHNICIAN	L-G	2603	3853
5229	BODY REPAIRER	L-H	2851	4269
5243	SIGN FABRICATOR	L-D	1984	2728
5260	MAINTENANCE ELECTRICIAN	L-H	2851	4269
5220	ELECTRONICS TECHNICIAN	L-H	2851	4269

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5286	CRAFTS PERSON	L-G	2603	3853
5294	BUILDING MAINTENANCE WORKER	L-E	2244	3334
5304	EQUIPMENT OPERATOR	L-E	2244	3334
5308	SENIOR EQUIPMENT OPERATOR	L-F	2355	3528
5309	BUS OPERATOR	L-E	2244	3334
5404	METER READER	L-F	2355	3528
5415	WATER SERVICER	L-F	2355	3528
5416	WATER SERVICER INSPECTOR	L-G	2603	3853
5424	UTILITY REPAIRER	L-D	1984	2728
5422	PLANT OPERATOR	L-F	2355	3528
5426	SENIOR PLANT OPERATOR	L-G	2603	3853
5507	SECURITY OFFICER	L-D	1984	2728
5544	FACILITIES ATTENDANT	L-D	1984	2728
5548	SENIOR FACILITIES ATTENDANT	L-F	2355	3528
5604	CONCESSION CLERK TRAINEE	L-A	1259	1309
5605	CONCESSION CLERK	L-B	1549	2046
5609	INSTITUTIONAL COOK	L-F	2355	3528
5711	ZOOKEEPER	L-E	2244	3334
5724	TREE TRIMMER	L-F	2355	3528
5739	FLORIST	L-D	1984	2728
5744	PRO SHOP ATTENDANT	L-D	1984	2728

U Unclassified position.

** Starting salary for classified full time employees is at least the minimum living wage (\$9.79 per hour)

Sec. 2-1082. Salary schedule for council members.

(a) The following schedule for council members in the City service is hereby adopted as the standard annual salary schedule for the following positions in the city service as set out herein below:

Class Code	Position Title	Annual Salary
0001	Elective Council Member	\$ 54,735.00

(b) This annual salary will be increased by four percent at the beginning of each new fiscal year.

(c) The council members shall also receive a monthly automobile allowance which will be adjusted at the beginning of each fiscal year according to the prior year's Kansas City Consumer Price Index.

Sec. 2-1083. Salary schedule for mayor.

(a) The following schedule for mayor in the City service is hereby adopted as the standard annual salary schedule for the following positions in the city service as set out herein below:

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Class Code	Position Title	Annual Salary
0003	Elective Mayor	\$ 109,485.00

(b) This annual salary will be increased by four percent at the beginning of each new fiscal year.

(c) In lieu of a vehicle leased at the City's expense for the exclusive use of the mayor, the mayor may opt to receive a monthly automobile allowance which will be adjusted at the beginning of each fiscal year according to the prior year's Kansas City Consumer Price Index.

Sec. 2-1086. Interpretation and application of compensation plan.

(a) *Rates.* All rates prescribed in the grades of pay for city officers and employees represent the total remuneration, including pay in every form authorized for full-time employment except as otherwise set forth in this Section. Where employment in a position is on a part-time basis, that is, where the week's work is less than an ordinary workweek or where the day's work on a continuing basis consists of less than the ordinary number of working hours of an ordinary working day, such service shall be compensated on the basis of the equivalent hourly rate for full-time employment.

(b) *Equivalent compensation.* It shall be permissible, in the interest of the service, to pay equivalent compensation on any other time basis than that specified in the salary range; provided that, in determining the equivalent rate on a different time basis, the relative earnings for full-time employment during a given period of time shall be taken as determining equivalency.

(c) *Minimum and maximum rates.* Under each salary schedule there is set forth a minimum and maximum salary rate. Advancement to the maximum rate for the class shall be made on the basis of an annual evaluation report and efficiency.

(d) *Beginning salary.* Original appointment above the minimum salary rate for a class may be made upon the approval of the department director, subject to the following conditions:

- (1) A full reference check must be made by the department and fully documented.
- (2) The applicant must exceed the educational and experience requirements for the position as set out in the official class specifications.
- (3) The department is responsible for ensuring internal equity within that job class and among other relevant job classes and complying with applicable employment laws.

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- (4) If the applicant chosen by the department director cannot be hired in the lower fifty percent of the pay range for a class, the department director shall refer the application to the director of human resources for a determination.
- (5) If the applicant chosen by the department director cannot be hired in the lower seventy percent of the pay range for a class, the department director shall refer the application to the human resources committee for a determination.
- (6) When any former employee is considered for reemployment in a class in which he was previously employed, the department director may authorize an appointment above the minimum salary rate of pay for the class subject to the conditions set forth in this subsection.
- (7) The department director shall keep a record of all cases of employment above the minimum rate.

(e) *Salary advancements.* If funds are available, salary increases within the appropriate pay grade may be given on an employee's pay anniversary date if the employee has received a "met overall expectations" or higher evaluation rating on the last annual employee appraisal report.

- (1) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by the Memorandum of Understanding with Local Union 500, AFSCME AFL-CIO, who receive an overall performance appraisal mark of at least a "Meets Expectations" on their annual employee appraisal report shall receive an increase in accordance with the Memorandum of Understanding in effect at the time. In addition to any other pay agreements in effect.
- (2) Classified employees considered non-exempt under the Fair Labor Standards Act who receive at least a "meets expectations" overall rating on their employee appraisal report shall receive an increase within their salary schedule in accordance with the Pay for Performance Compensation Plan for Non-Exempt Employees.
- (3) Classified employees considered exempt from certain overtime provisions of the Fair Labor Standards Act, except for fire management, who receive at least a "met overall expectations" evaluation rating on their annual appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or in accordance with the Compensation Plan for Exempt Employees. Employees who have been at the maximum of their salary schedule for one year shall be eligible for a cash bonus commensurate to the percent of the base pay

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increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.

- (4) Fire Management job classes not covered by a work agreement who receive at least a “met overall expectations” overall rating on their employee appraisal report shall receive a one step increase within their pay grade on their pay anniversary date. Employees who are at the maximum of their salary schedule and have been at the maximum for one year and who receive at least a “meets expectations” overall rating on their employee appraisal report shall be eligible to advance to the Extended Service Salary A. Employees who have been at the Extended Service Salary A for one year and who receive at least a “meets expectations” overall rating on their employee appraisal report shall be eligible to advance to the Extended Service Salary B.
- (5) Unclassified employees who receive at least a “meets overall expectations” evaluation rating on their employee appraisal report shall receive an increase within their salary schedule as determined by the pay provisions in effect at that time or as determined by the City Manager. Employees who have been at the maximum of their salary schedule for one year shall be eligible for a cash bonus commensurate to the percent of the base pay increase that they would have been eligible for on their annual performance appraisal had they not been at the maximum of the pay grade.
- (6) Classified employees considered non-exempt under the Fair Labor Standards Act and covered by the Memorandum of Understanding with Local Union 42, IAFF, and who receive an overall performance appraisal mark of at least a “Meets Expectations” on their annual employee appraisal report shall receive an increase in accordance with the Memorandum of Understanding in effect at the time, in addition to any other pay agreements in effect.
- (7) Classified employees covered by the Memorandum of Understanding with Local Union 3808, IAFF, and who receive an overall performance appraisal mark of at least a “Meets Expectations” on their annual employee appraisal report shall receive an increase in accordance with the Memorandum of Understanding in effect at the time, in addition to any other pay agreements in effect.

For employees considered non-exempt under the FLSA, an increase may be delayed not to exceed 90 calendar days from the pay anniversary date provided the department head furnishes full justification for the action to the concerned employee and the human resources director. Employees considered exempt under FLSA receiving an evaluation rating of “failed to meet overall expectations” on their annual employee appraisal report will not receive an increase for that year of service. Employees receiving two

consecutive overall “failed to meet expectations” evaluation ratings will be recommended for termination. Salary increases shall take effect at the beginning of the pay period nearest to the pay anniversary date and shall constitute a new pay anniversary date.

(f) *Pay increases for exceptional service.*

- (1) Additional pay increases within the pay grade may be granted to recognize exceptional service rendered by employees considered non-exempt under FLSA and employees in fire management. The department head concerned shall make increases for exceptional service only after written justification and documentation has been provided to the director of human resources.
- (2) Each department shall prepare specific criteria for granting pay increases for exceptional service applicable to the department's work. After completion of the initial probationary period all regular employees covered by the FLSA and employees in fire management are eligible for consideration for a pay increase to recognize exceptional service rendered. A pay increase for exceptional service work shall not constitute a new pay anniversary date for the employee concerned. An employee may receive only one pay increase for exceptional service within the pay grade in any 12-month period from award.
- (3) Pay increases for exceptional service may not exceed five percent of the total average number of regular employees eligible for exceptional services increases assigned to a department in any fiscal year, except that in a department with less than 10 employees covered by the FLSA not more than one exceptional service pay increase may be granted in any fiscal year.
- (4) Department heads shall maintain appropriate records to demonstrate adherence with this subsection (f). Pay increases for exceptional service shall be funded out of existing departmental budgets.

(g) *Payments by other agencies.* In any case in which part of the compensation for services in a position, exclusive of overtime services, is paid by another department or division or an outside agency such as the county, the state or the federal government, or from a different fund or account, any such payments shall be deducted from the compensation of the employee concerned, to the end that the total compensation paid to any employee from all sources combined, for any period, shall not exceed the amount payable at the rate prescribed for the class of position to which the employee is certified and assigned.

(h) *Salary decreases.* A department head may reduce for cause the salary of an employee within the pay grade prescribed for the class. In the case of a permanent employee, notice of intention to effect a reduction in pay and the reasons for such action shall be given to an employee and the director of human resources not less than ten

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working days prior to the effective date of reduction. A permanent status employee whose salary is reduced shall be entitled to a hearing before the human resources board, in accordance with provisions of section 125 of the Charter.

(i) *Salary rate upon promotion, transfer or demotion.*

(1) *Definition of promotion and demotion.*

A. *Promotion.* When an employee moves from one position to a vacant position having a higher maximum rate.

B. *Demotion.* When an employee moves from one position to a vacant position having a lower maximum rate than the position previously vacated.

(2) In the case of promotion, the rate of pay of the promoted employee shall be increased by 4 percent for each higher pay grade up to a maximum of three grades totaling a 12 percent.

(3) Employees who are within six months of their next pay anniversary date when promoted shall receive a pay increase according to the following:

A. With a one-grade increase, the employee will receive a 6 percent increase.

B. With a two-grade increase, the employee will receive a 10 percent increase.

C. With a three-grade increase, the employee will receive a 14 percent increase.

This shall not apply to employees in “F” and “FME” pay grades.

(4) In all cases the new rate of shall be at least the minimum and not more than the maximum of the new pay grade.

(5) In the case of a promotion in which the employee moves from a non-exempt position to an exempt position, the rate of pay of the promoted employee shall be increased by 8 percent. Employees within six months of their next pay anniversary date when promoted shall receive a 10 percent pay increase. In all cases the new rate shall be at least the minimum and not more than the maximum of the new pay grade.

(6) In the case of transfer, the employee’s pay rate will remain unchanged at the time of transfer.

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- (7) In the case of demotion, the rate of the demoted employee shall be reduced by 4 percent per grade for a maximum of three grades, totaling 12 percent. In all cases, the new rate shall be at least the minimum and not more than the maximum of the new pay grade.
- (8) In the case of demotion in which the employee moves from an exempt position to a non-exempt position, the rate of pay of the demoted employee shall be decreased by eight percent. In all cases, the new rate shall be at least the minimum and not more than the maximum of the new pay grade.
- (9) An employee who is demoted involuntarily shall not be eligible for promotion or a merit increase for a period of one year from the time of demotion.
- (10) *Fire Management:*
 - A. For promotions within fire management, the rate of pay of the promoted employee shall be increased to the minimum of the new range or the next higher step in the new pay grade, whichever is greater. For promotions to fire management, the rate of pay of the promoted employee shall be increased by eight percent.
 - B. For transfers within fire management, the employee's pay rate will remain unchanged.
 - C. For demotions within fire management, the rate of pay of the demoted employee shall be moved to the step closest to a four percent decrease for a one grade change, an eight percent decrease for a two grade change, and a twelve percent decrease for a three grade change. For demotions outside of fire management, the rate of pay of the demoted employee shall be decreased by eight percent and then moved to the step closest to an eight percent decrease.
 - D. The new rate shall be at least the minimum and not more than the maximum of the new pay grade.
 - E. If the salary change does not place the employee on a step, the employee will move to the next higher step except as specifically provided otherwise in this section.

(j) *Salary rate upon promotion, transfer or demotion for employees covered under the Memorandum of Understanding with Local 42 - International Association of Fire Fighters and in the classifications of Field Battalion Chief and Fire Dispatcher III.* In the case of promotion, the rate of pay of the promoted employee shall be increased to the

minimum of the new range or the next higher step in the new pay grade, whichever is greater. In the case of transfer, the employee's pay rate will remain unchanged. In the case of demotion, the rate of pay for the demoted employee shall be moved to the step closest to a four percent decrease for a one grade change, an eight percent decrease for a two grade change, and a twelve percent decrease for a three grade change.

(k) *Part-time and temporary employment.* Part-time or temporary employees shall be compensated on the basis of the equivalent hourly rate paid for full-time employment and shall be paid for only those hours which they actually work.

(l) *Total remuneration.* Any salary rate established for an officer or employee shall be the total remuneration for the officer or employee, not including reimbursement for official travel. Except as otherwise provided in this article, no officer or employee shall receive pay from the city in addition to the salary authorized under the schedules provided in the pay plan for services rendered by him, either in the discharge of his ordinary duties or any additional duties which may be imposed upon him or which he may undertake or volunteer to perform. Nothing contained in this subsection shall be deemed to prohibit payments to employees pursuant to section 2-981 or payments or awards to employees made pursuant to an approved safety incentive program of the city manager's employee safety board, nor shall there be any prohibition to provide for the eligibility for a top performance executive bonus program or other incentive plans for managers as executed by the city manager. Upon attainment of goals/incentives, employees allocated to classes covered by the provisions of the work agreement between the city and Local 500 - American Federation of State, County and Municipal Employees are eligible to receive bonus/incentive payments in accordance with the provisions of the work agreement in effect.

(m) *Accelerated salary advancements.* An increase in compensation, within the limits provided in the pay grade for a class, may be granted at any time by the city manager after a certification by the human resources director that the accelerated increase is justified on the basis of a need to retain qualified employees in the class. The city manager, in any given fiscal quarter, shall not grant accelerated salary increases in excess of \$20,000.00, and he shall keep a record of the increases he has granted pursuant to this subsection.

(n) *Incentive programs.* The department director, with the approval of the human resources director, may establish incentive plans for performance and achievement levels. These plans may include monetary awards and salary increases.

Sec. 2-1099. Vacation leave.

(a) *Generally.*

(1) *Amount.*

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- a. Vacation leave for all full-time regular employees in the classified or unclassified service, except employees specifically covered elsewhere in this section, allocated to classes within the managerial, professional, supervisory or confidential group shall receive vacation leave annually as follows:

After 6 months of service	1 calendar week
After 1 year of service	2 calendar weeks
After 5 years of service	3 calendar weeks
After 10 years of service	3 calendar weeks and 2 days
After 15 years of service	4 calendar weeks

- b. Employees in a department director, assistant city manager III, city clerk or city auditor classification shall receive vacation leave annually as follows:

After 6 months of service	3 calendar weeks
After 5 years of service	4 calendar weeks
After 10 years of service	5 calendar weeks and 2 days
After 15 years of service	6 calendar weeks

- c. A regular employee appointed to the classified or unclassified service on or prior to the fifteenth day of the month shall receive vacation leave credit beginning on the first day of that month; such employee appointed to the classified or unclassified service subsequent to the fifteenth day of the month shall receive vacation leave credit beginning on the first day of the succeeding month.
- d. An employee who is compensated for 41 hours or more in a pay period will be credited with the proportionate amount for the pay period.
- e. A full-time contract employee appointed as a full-time regular employee after June 1, 2002, who has been a resident of Kansas City, Missouri and a full-time contract employee for at least five consecutive years immediately preceding appointment and whose contracts during such period provided vacation leave for the employee
1. Shall be credited with five years of services for purposes of calculating annual vacation leave under this section;

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2. Shall not be considered a new employee for purposes of subsection (a)(2) of this section; and
 3. Shall be credited with any vacation leave credited and unused as a contract employee.
- (2) *New employees; scheduling.* No annual leave may be taken by an employee until the employee has been in the service of the city continuously for a period of six full months. Each department head shall keep records of vacation leave credit and use, and shall schedule vacation leaves with particular regard to the seniority of employees, to accord with operating requirements, and insofar as possible with the requests of employees.
- (3) *Accrual.* Employees with less than 15 years of service may accrue vacation leave to a maximum of twice the amount earned in a year. Employees with 15 consecutive years or more of service may accrue vacation leave to a maximum of two and half times the amount earned in a year.
- (4) *Terminal leave.* Any permanent employee leaving the municipal service shall be compensated for vacation leave credited and unused to the date of the employee's separation or resignation, provided the employee has been in the service of the city for at least six full months.
- (5) *Holidays occurring during vacation period.* Any official holiday as set forth in this article that shall occur during an employee's scheduled vacation period shall not be counted as a day of vacation.
- (6) *Extra vacation day.* Each full-time regular employee in the classified and unclassified service, shall receive, in addition to the employee's regular vacation leave credit provided for in this section, one additional day of vacation, which may be taken at the employee's option, with the approval of the employee's department head.
- (7) *City manager.* The city manager shall be entitled to annual leave of six full five-day workweeks.
- (b) *Local 500--AFSCME.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 500--American Federation of State, County and Municipal Employees shall receive vacation leave in accordance with the provisions of the work agreement in effect.
- (c) *Local 42--IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 42--International Association of Fire

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Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(d) *Local 3808--IAFF*. Employees allocated to classes covered by the provisions of the work agreement between the city and Local 3808--International Association of Fire Fighters shall receive vacation leave in accordance with the provisions of the work agreement in effect.

(e) *Waiving vacation*. As vacation leave is granted to employees for a period of recreation, no employee shall be ordinarily permitted to waive such leave for the purpose of receiving double pay, excepting, however, that employees in pay range M-K and below with ten years or more of service, and having at least four weeks of accumulated vacation, may cash in 40 hours of vacation per year. The number of employees who may exercise this option during any pay period is limited to five percent of the M-class department employees.

(f) *Prerequisites for usage*. Generally, vacation time must be earned and recorded prior to usage.

Section 2: That this ordinance will become effective April 29, 2007, as of 7:01 a.m. for all affected classes.

Approved as to form and legality:

Lana K. Torczon
Assistant City Attorney