

ORDINANCE NO. S-1011

AN ORDINANCE AMENDING ORDINANCE S-995 FIXING THE SALARY AND COMPENSATION OF THE OFFICERS AND EMPLOYEES OF THE CITY OF PITTSBURG, KANSAS.

BE IT HEREBY ORDAINED BY THE GOVERNING BODY OF THE CITY OF PITTSBURG, KANSAS:

Section 1. Salary and Compensation of Officers and Employees. Officers and employees of the City of Pittsburg, Kansas, shall receive salary and hourly wages, payable in bi-weekly installments, not to exceed the amount set opposite the respective classification of the officer or employee.

Section 2. City Commission. City Commissioners shall serve without compensation. Provided, however, each Commissioner shall be entitled to receive and be reimbursed for any reasonable expenses incurred as the result of trips outside of the City on any City business or expenses incurred by such Commissioners in the performance of any official act for or on behalf of the City.

Section 3. City Manager's Authority. The City Manager is hereby empowered to employ qualified persons to fill any department head position at an annual salary at no more than the maximum amount allowed herein, and to employ qualified persons to fill any position other than department head on an annual salary or hourly wage at no more than the maximum amount allowed herein. Employees' salaries and wages may be increased by the City Manager at reasonable intervals until the maximum amount is reached and as may be allowed and paid from time to time. The City Manager is further empowered to allow salary incentive payments in addition to the base salary amounts contained herein, as authorized by the City Commission, for such items as Fire Department First Responder and EMT certificates, Public Works licenses and operator certificates, and Police education and special assignment duties, provided that such incentive payments do not increase employee pay more than 5% above the maximum amounts shown herein.

Section 4. City Manager and Legal Officers. The City Manager and the following legal officers shall receive annual salary as herein enumerated:

| <u>CLASSIFICATION</u> | <u>ANNUAL SALARY</u> |
|--------------------------------------------|----------------------|
| City Manager | \$110,000 |
| City Attorney | \$56,014 |
| Legal Advisor / Municipal Court Prosecutor | \$44,782 |
| Municipal Court Judge | \$30,617 |

Section 5. Department Heads and Exempt Employees. Amounts listed below are for exempt department heads and employees who are paid on a salary rate basis. Exempt employees are not eligible for overtime compensation.

| GRADE | JOB CODE | CLASSIFICATION | MINIMUM ANNUAL SALARY | MAXIMUM ANNUAL SALARY |
|--------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------------|
| 17E | 730 | Assistant City Manager | \$62,095 | \$102,473 |
| 16E | 700 701 702 703 704 705 706 707 708 709 710 | City Engineer Director Of Economic Development Director Of Finance & Budget Director Of Human Resources Director Of Parks & Recreation Director Of Public Utilities Director Of Public Works Fire Chief Police Chief Director of Innovation Director of Planning and Community Services | \$56,450 | \$93,563 |
| 14E | 650 651 652 653 654 | Assistant Director Of Public Utilities Assistant Director Finance & Admin Assistant Director Of Public Works Deputy Chief Of Police Information Technology Manager | \$47,442 | \$78,605 |
| 13E | 600 601 602 603 605 606 607 608 609 610 611 612 613 614 | Admin Support Services Coordinator Battalion Fire Chief Building Official City Clerk Golf Course Superintendent Network Administrator II Operations Superintendent Park Maintenance Superintendent Police Lieutenant Recreation Superintendent Street Superintendent Water Distribution Superintendent WTP Superintendent WWTP Superintendent | \$44,381 | \$72,453 |
| 12E | 502 550 551 552 553 554 555 557 | Accounting Manager Airport Manager Fire Marshal/Safety Coordinator Memorial Auditorium Manager Network Administrator I Office Manager Public Relations Manager Downtown District Coordinator | \$40,687 | \$65,239 |

Section 5. Department Heads and Exempt Employees. Amounts listed below are for exempt department heads and employees who are paid on a salary rate basis. Exempt employees are not eligible for overtime compensation.

| GRADE | JOB CODE | CLASSIFICATION | MINIMUM ANNUAL SALARY | MAXIMUM ANNUAL SALARY |
|-------|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
| 11E | 500 501 505 506 | Stormwater Collection Foreman Utilities Foreman City Planner Public Works Foreman | \$38,071 | \$58,874 |
| 10E | 430 | Technical Director | \$34,900 | \$53,995 |
| 9E | 413 414 415 604 | Assistant Golf Course Superintendent Clubhouse Manager Parks & Recreation Operations Manager Community Development Specialist | \$32,002 | \$49,645 |

Section 6. Non-Exempt Employees. Amounts listed below are for non-exempt employees who are paid on a hourly rate basis. Overtime, based on 1.5 times the appropriate hourly rate, is paid for all hours in excess of 40 hours in a 7-day work cycle.

| GRADE | JOB CODE | CLASSIFICATION | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|-------|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|
| 10 | 450 451 452 453 454 455 456 457 458 459 307 460 | Administrative Assistant to the City Manager Communications Supervisor Engineering Supervisor Facility Maintenance Supervisor Public Works Supervisor Traffic & Communication Supervisor Water Distribution Supervisor WTP Maintenance Technician WW Collect System Supervisor WWTP Maintenance Technician Municipal Court Administrator Mechanic Supervisor | \$16.78 | \$25.96 |

| GRADE | JOB CODE | CLASSIFICATION | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|-------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|
| 9 | 401 402 403 404 405 406 418 350 | Engineering Technician Field Supervisor Park Forester Project Coordinator Utility Compliance Coordinator WWTP Quality Controller Family Response Advocate Building Inspector | \$15.39 | \$23.87 |
| 8 | 351 352 353 354 355 356 | Codes Enforcement Inspector Housing Rehab Specialist Information Technology Specialist WTP Operator II WWTP Operator II Staff Accountant I | \$14.11 | \$21.82 |
| 7 | 301 302 303 304 305 306 308 309 310 311 312 313 314 | Administrative Assistant Cemetery Caretaker Communications Technician Heavy Equipment Operator Housing Assistant Mechanic Stormwater Collection Operator II Street Sweeper Operator Utility Location Specialist Water Specialist WTP Operator I WW Collection System Operator WWTP Operator I | \$12.93 | \$19.99 |
| 6 | 230 260 261 262 263 264 265 266 267 269 271 | Animal Control Officer Airport Attendant Facility Maintenance Technician Light Equipment Operator Municipal Court Clerk Police Records Clerk Prosecution Clerk Stormwater Collection Operator I Traffic & Communications Technician Water Service Representative Customer Service Specialist | \$11.85 | \$18.34 |

| GRADE | JOB CODE | CLASSIFICATION | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|-------|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|
| 5 | 231 232 233 234 235 236 238 239 | Aquatic Center Maintenance Manager Aquatic Center Manager Assistant Clubhouse Manager Building Maintenance Worker Housing Coordinator Maintenance Worker III Umpire Animal Control Technician | \$10.87 | \$16.82 |
| 4 | 200 201 202 203 204 205 | Clerk Typist Custodian Customer Service Representative GIS Clerk Laborer I Park Maintenance Worker | \$9.97 | \$15.42 |
| 3 | 145 146 147 148 149 150 151 | Aquatic Center Assistant Manager Assistant Technical Director Instructor Maintenance Worker II Parking Enforcement Officer Recreation Program Leader Security Guard | \$8.12 | \$11.67 |
| 2 | 125 126 127 128 | Lead Event Worker Maintenance Worker I Park Custodian Scorekeeper | \$7.25 | \$9.74 |
| 1 | 100 101 102 103 104 105 106 107 108 | Cashier/Concession Worker Clubhouse Worker Event Worker Intern Laborer Lifeguard Maintenance Worker Receptionist Recreation Program Worker | \$7.25 | \$7.79 |

Section 7. Hourly Wages for Full Time Firefighters: Amounts listed below are for non-exempt firefighters who are paid on an hourly rate basis. Overtime, based on 1.5 times the appropriate hourly rate, is paid for all hours in excess of 106 hours in a 14-day work cycle, based upon 2,912 hours worked in a year.

| | | | | |
|----|-----|----------------------|---------|---------|
| F4 | 315 | Fire Captain | \$12.68 | \$21.02 |
| F3 | 237 | Fire Lieutenant | \$10.74 | \$17.79 |
| F2 | 160 | Fire Driver/Operator | \$ 9.09 | \$15.06 |
| F1 | 157 | Firefighter I | \$ 7.71 | \$12.76 |

Section 8. Hourly Wages for Full Time Police Officers. Amounts listed below are for non-exempt police officers who are paid on an hourly rate basis. Overtime, based on 1.5 times the appropriate hourly rate, is paid for all hours in excess of 40 hours in a 7-day work cycle.

| | | | | |
|----|-----|------------------------|---------|---------|
| P4 | 504 | Police Sergeant | \$18.31 | \$30.31 |
| P3 | 419 | Crime Analyst | \$15.94 | \$26.40 |
| | 420 | Criminal Investigator | | |
| | 421 | Narcotics Investigator | | |
| P2 | 317 | Police Officer II | \$13.89 | \$23.01 |
| P1 | 316 | Police Officer I | \$12.10 | \$20.04 |

Section 9. Additional Employees. The City Manager may, when necessary, employ additional personnel who shall receive for their services an amount based on the rate being paid for similar work as herein provided, the rate of pay for such work to be determined by the City Manager.

Section 10. Repealed. That Ordinance No. S-995 of the City of Pittsburg, Kansas, and all other ordinances, or parts of Ordinances, in conflict herewith be, and the same are, hereby repealed.

Section 11. Effective Date. This Ordinance shall take effect as of January 1st, 2014, after its passage and publication in the official City paper.

PASSED THIS 17th DAY OF DECEMBER, 2013.



[Handwritten Signature]
 MICHAEL GRAY, Mayor
 Monica Murnan
 President of the Board

ATTEST: *[Handwritten Signature]*
 TAMMY NAGEL, City Clerk