

(Published in the Morning Sun on December 18, 2019)

ORDINANCE NO. S-1066

AN ORDINANCE AMENDING ORDINANCE NO. S-1058 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 receive wages, payable in bi-weekly installments, not to exceed the amount set opposite the below classification. Additionally, 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. Legal Officers. The following legal officers shall receive annual salary as herein enumerated:

<u>CLASSIFICATION</u>	<u>ANNUAL SALARY</u>
City Attorney	\$58,563
Legal Advisor/ Municipal Court Prosecutor	\$46,820
Municipal Court Judge	\$32,011
City Commissioner	\$3,000

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
18E	900	City Manager	\$110,061	\$179,999
17E	730	Deputy City Manager	\$62,716	\$108,673
16E	702 703 704 705 706 707 708 709 710	Director of Finance & Budget Director of Human Resources Director of Parks & Recreation Director of Public Utilities Director of Engineering/Public Works Fire Chief Police Chief Director of Innovation Director of Community Development & Housing	\$57,015	\$99,223
14E	650 652 653 654 656	Assistant Director of Community Development Assistant Director of Public Works/City Inspections Official Deputy Chief of Police Information Technology (IT) Manager Deputy Finance Director	\$48,875	\$85,028
13E	600 601 603 605 606 607 608 609 610 611 612 613 614 615 616	Administrative Lieutenant Battalion Fire Chief City Clerk Golf Course Superintendent Network Administrator II Stormwater Collection (SWC) Superintendent Parks Maintenance Superintendent Police Lieutenant Recreation Superintendent Streets Superintendent Water Distribution (WD)Superintendent Water Treatment Plant (WTP) Superintendent Wastewater Treatment Plant (WWTP) Superintendent/ Assistant Director of Public Utilities Wastewater Collection (WWC) Superintendent Special Projects Engineer	\$44,825	\$76,837

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
12E	502	Accounting Manager	\$41,094	\$69,186
	505	City Planner		
	507	Human Resources Manager		
	550	Airport Manager		
	551	Fire Marshal/Safety Coordinator		
	552	Memorial Auditorium Manager		
	553	Network Administrator I		
	554	Office Manager		
	555	Public Information Manager		
	5558	Customer Service Manager		
	559	Neighborhood Redevelopment Manager		
	560	Fleet Manager/Asset Management Support		
	604	Housing Program Manager		
11E	455	Technical Facilities Manager	\$38,482	\$62,436
	501	Stormwater Collections Supervisor		
	272	Assistant City Planner		
	506	Public Works Foreman		
	508	Human Resources Representative		
10E	415	Recreation Program Manager - Operations	\$35,568	\$57,262
	433	Recreation Program Manager - Athletics		
	430	Technical Director		
	451	Communications Supervisor		
9E	413	Assistant Golf Course Superintendent	\$32,322	\$52,648
	414	Clubhouse Manager		

Section 6. Non-Exempt Employees. Amounts listed below are for non-exempt employees 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.

FULL TIME NON-EXEMPT POSITIONS

GRADE	JOB CODE	CLASSIFICATION	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
10	307	Municipal Court Administrator	\$17.29	\$28.08
	343	Geographic Information System (GIS) Specialist		
	360	Staff Accountant II		
	388	Records Administrator		
	402	Field Supervisor		
	406	Wastewater Treatment Plant (WWTP) Supervisor		
	428	Assistant Communications Supervisor		
	452	Engineering Supervisor		
	453	Facility Maintenance Supervisor		
	456	Water Distribution Supervisor		
	458	Wastewater (WW) Collection System Supervisor		
	459	Wastewater Treatment Plant (WWTP) Maintenance Tech		
	460	Mechanic Supervisor		
	461	Housing Supervisor		
	462	Payroll/Purchasing Manager		
	464	Stormwater Collections (SWC) Supervisor		
	465	Water Treatment Plant Supervisor/Maintenance Tech		
	466	Streets Supervisor		
	467	Wastewater Treatment Plant (WWTP) Supervisor		
9	350	Building Inspector	\$15.54	\$25.31
	356	Staff Accountant I		
	358	Parks Maintenance/ Vegetation Coordinator		
	362	Administrative Support Assistant I		
	401	Engineering Technician		
	404	Project Coordinator		
	426	Benefits Manager		
	427	Office Manager		
	431	Event Manager		
	418	Family Response Advocate		
	423	Communications Technician III		
	434	Dance Coordinator		
	435	Homeless Services Coordinator (ESG Grant)		

GRADE	JOB CODE	CLASSIFICATION	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
8	230 308 319 331 351 353 354 355 370 323 352 359 332 371 372	Animal Control Officer Stormwater Collection (SWC) Operator II Housing Specialist II Mechanic II Codes Enforcement Inspector Information Technology (IT) Specialist Water Treatment Plant (WTP) Operator II Wastewater Treatment Plant (WWTP) Operator II Heavy Equipment Operator II (Streets) Heavy Equipment Operator II (Parks) Section 8 Housing Quality Standards (HQS) Compliance Inspector Communications Technician II Facility Maintenance Technician II Wastewater Collection (WWC) Operator II Water Distribution (WD) Operator II	\$14.25	\$23.14
7	302 303 320 324 304 305 318 306 309 310 311 312 313 314 333 266 361 273 325	Cemetery Caretaker Communications Technician I Evidence Technician Heavy Equipment Operator I (Streets) Heavy Equipment Operator I (Parks) Housing Assistant Housing Specialist I Mechanic I Street Sweeper Operator Utility Location Specialist Water Service Representative II Water Treatment Plant (WTP) Operator I Wastewater Collection (WWC) System Operator I Wastewater Treatment Plant (WWTP) Operator I Water Distribution (WD) Operator I Stormwater Collection (SWC) Operator I Customer Service Specialist II Airport Attendant II Dance Head Instructor	\$13.06	\$21.20

GRADE	JOB CODE	CLASSIFICATION	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
6	201	Custodian	\$12.00	\$19.45
	234	Building Maintenance Worker		
	242	Apprentice		
	250	FT Assistant Technical Director		
	260	Airport Attendant I		
	261	Facility Maintenance Technician I		
	262	Parks Facilities Coordinator		
	263	Municipal Court Clerk		
	264	Police Records Clerk		
	265	Prosecution Clerk		
	267	Traffic & Communications Technician		
	268	Animal Control Technician		
	269	Water Service Representative I		
	271	Customer Service Specialist		
PART TIME AND SEASONAL POSITIONS				
5	146	PT Assistant Technical Director	\$10.98	\$17.84
	231	Aquatic Center Maintenance Manager		
	232	Aquatic Center Manager		
	233	Assistant Clubhouse Manager		
	236	PT Parks Maintenance Worker III		
	238	Sports Official		
	240	Farmers Market Manager		
	243	Dance Instructor		
4	201	PT Parks Custodian	\$10.07	\$16.35
	204	PT Parks Laborer I		
	125	PT Lead Event Worker		
	205	PT Parks Maintenance Worker II		
	103	Intern (College Student)		
	145	Assistant Aquatic Center Manager		
	150	Recreation Program Leader		
	199	PT Customer Service Representative		
3	206	PT Administrative Assistant	\$8.33	\$12.37
	100	Cashier/Concession Worker		
	101	Clubhouse Worker		
	102	Event Worker		
	105	Lifeguard		
	106	Maintenance Worker – Parks & Clubhouse		
	108	Recreation Worker		
	147	Instructor		
	148	PT Parks Maintenance Worker I		

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	\$12.81	\$22.29
F3	237	Fire Lieutenant	\$10.85	\$18.87
F2	158	Firefighter II	\$ 9.64	\$16.77
F2	160	Fire Driver/Operator	\$ 9.64	\$16.77
FI	157	Firefighter I	\$ 8.25	\$13.53

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	504 425	Police Sergeant Criminal Investigator II	\$18.49	\$32.15
P3	419 420 422 421 423	Crime Analyst Criminal Investigator Evidence Control Specialist Narcotics Investigator Police Corporal	\$17.17	\$29.74
P2	317	Police Officer II	\$16.52	\$28.80
PI	316	Police Officer I	\$14.36	\$25.04

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-1058 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 after its passage and publication in the official City paper with any changes being reflected on the first full pay period in 2020.

Passed this 10th day of December, 2019.




Dawn McNay, Mayor

ATTEST: 
Tammy Nagel, City Clerk