

ORDINANCE NO. S-1103

AN ORDINANCE AMENDING ORDINANCE NO. S-1099 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 classification below. 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 to any City business or expenses incurred by such Commissioners in the performance of any official act for or on behalf of the City.

CLASSIFICATION

City Commissioner

ANNUAL STIPEND

\$3,000

Section 3. City Manager's Authority. The City Manager is hereby empowered to employ qualified people to fill any department head position at an annual salary at no more than the maximum amount allowed herein, and to employ qualified people 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 an annual stipend as herein enumerated:

CLASSIFICATION

City Attorney

Legal Advisor/ Municipal Court Prosecutor

Municipal Court Judge

ANNUAL STIPEND

\$71,251

\$54,783

\$38,204

Section 5. Pay Grade Structure. Amounts listed below are for all employees regardless of non-exempt or exempt status. Non-Exempt employees are paid on an hourly basis. Overtime, based on 1.5 times the appropriate hourly rate, is paid for all hours in excess of 40 hours worked in a 7-day work cycle. Exempt employees are employees who are paid on a salary rate basis. Exempt employees are not eligible for overtime compensation.

| GENERAL | | | | |
|--------------------------------|---|----------|----------|----------|
| Grade | Titles | Min | Mid | Max |
| 1 Part Time/ Seasonal | Cashier/Concessions Worker | \$9.93 | \$12.14 | \$14.34 |
| | Clubhouse Worker | | | |
| | Event Worker | | | |
| | Intern | | | |
| | Lifeguard | | | |
| | Parks Maintenance Worker | | | |
| | Recreation Worker | | | |
| | Utilities Maintenance Worker | | | |
| 2 Part Time/ Seasonal | Aquatic Center Maintenance Manager | \$12.14 | \$15.45 | \$18.75 |
| | Aquatic Center Manager | | | |
| | Aquatic Center Program Manager | | | |
| | Concession Manager | | | |
| | Farmer's Market Manager | | | |
| | Instructor | | | |
| | Lead Event Worker | | | |
| | Recreation Leader | | | |
| 3 | Building Maintenance Worker | \$28,984 | \$34,782 | \$40,579 |
| | Custodian | | | |
| | Mechanic Apprentice | | | |
| | Parks Heavy Equipment Operator Apprentice | | | |
| | Streets Heavy Equipment Operator Apprentice | | | |
| | Utilities Heavy Equipment Operator Apprentice | | | |
| | Water Treatment Plant Operator Apprentice | | | |

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|---|---|----------|----------|----------|
| 4 | Administrative Assistant I | \$30,887 | \$38,609 | \$46,328 |
| | Airport Attendant I | | | |
| | Animal Control Technician | | | |
| | Cemetery Caretaker | | | |
| | Communications Technician I | | | |
| | Customer Service Representative I | | | |
| | Event Manager | | | |
| | Facility Maintenance Technician | | | |
| | Housing Specialist I | | | |
| | Mechanic I | | | |
| | Municipal Court Clerk | | | |
| | Parks Heavy Equipment Operator I | | | |
| | Police Records Clerk | | | |
| | Prosecution Clerk | | | |
| | Stormwater Collection Operator I | | | |
| | Sanitation Worker I | | | |
| | Streets Heavy Equipment Operator I | | | |
| | Traffic & Communications Technician | | | |
| | Wastewater Collection System Operator I | | | |
| | Wastewater Treatment Plant Operator I | | | |
| | Water Distribution Operator I | | | |
| | Water Service Representative I | | | |
| | Water Treatment Plant Operator I | | | |
| 5 | Animal Control Officer | \$34,285 | \$42,886 | \$51,426 |
| | Assistant Technical Director | | | |
| | Codes Enforcement Inspector | | | |
| | Communications Technician II | | | |
| | Customer Service Representative II | | | |
| | Evidence Technician | | | |
| | Facility Maintenance Technician II | | | |
| | Homeless Services Coordinator (ESG) | | | |
| | Housing Specialist II | | | |
| | Information Technology Specialist | | | |
| | Multimedia Production Specialist | | | |
| | Parks Facilities Coordinator | | | |
| | Parks Heavy Equipment Operator II | | | |
| | Parks Security Officer | | | |
| | Section 8 HQS Compliance Inspector | | | |
| | Staff Accountant I | | | |
| | Stormwater Collection Operator II | | | |
| | Sanitation Worker II | | | |
| | Street Sweeper Operator | | | |
| | Streets Heavy Equipment Operator II | | | |
| | Utility Location Specialist | | | |
| | Wastewater Collection Operator II | | | |
| | Water Distribution Operator II | | | |
| | Water Treatment Plant Operator II | | | |

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|---|---|----------|----------|----------|
| 6 | Administrative Assistant II | \$38,741 | \$48,426 | \$58,112 |
| | Clubhouse Manager | | | |
| | Communications Technician III | | | |
| | Deputy City Clerk | | | |
| | Engineering Technician | | | |
| | Facility Maintenance Supervisor | | | |
| | Family Response Advocate | | | |
| | GIS Specialist | | | |
| | Housing Specialist III | | | |
| | Information Technology Specialist II | | | |
| | Mechanic II | | | |
| | Parks Maintenance/Vegetation Coordinator | | | |
| | Permit Technician | | | |
| | Project Coordinator | | | |
| | Staff Accountant II | | | |
| | Stormwater Collection Supervisor | | | |
| | Streets Supervisor | | | |
| | Wastewater Collection Supervisor | | | |
| | Water Distribution Supervisor | | | |
| | Water Treatment Plant Maintenance Technician | | | |
| | Water Treatment Plant Lead Operator | | | |
| | Wastewater Plant Maintenance Technician | | | |
| | Wastewater Treatment Plant Supervisor | | | |
| 7 | Assistant Golf Course Superintendent | \$43,777 | \$54,721 | \$65,666 |
| | Building Inspector | | | |
| | Community Development Specialist | | | |
| | Communications Supervisor | | | |
| | Crime Analyst | | | |
| | Investigative Analyst | | | |
| | Municipal Court Administrator | | | |
| | Neighborhood Redevelopment Manager | | | |
| | Network Administrator I | | | |
| | Payroll/Purchasing Manager | | | |
| | Records Administrator | | | |
| | Recreation Manager - Athletics | | | |
| | Recreation Manager - Operations | | | |
| | Technical Director | | | |
| | Technical Security Specialist | | | |
| | Wastewater Treatment Plant Quality Controller | | | |

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|----|---|-----------|-----------|-----------|
| 8 | Customer Service Manager | \$50,344 | \$62,930 | \$75,516 |
| | Engineering Supervisor | | | |
| | Housing Program Manager | | | |
| | Human Resources Manager | | | |
| | Network Administrator II | | | |
| | Public Information Manager | | | |
| | Senior Building Inspector | | | |
| | Special Projects Engineer | | | |
| | Water Treatment Plant Assistant Superintendent | | | |
| 9 | Airport Manager | \$57,680 | \$72,368 | \$86,841 |
| | Assistant Director of Housing | | | |
| | Assistant Director of Human Resources | | | |
| | Assistant Director of Property and Sanitation | | | |
| | Controller | | | |
| | Fleet Manager/Asset Management Support | | | |
| | Golf Course Superintendent | | | |
| | Memorial Auditorium Manager | | | |
| | Parks Maintenance Superintendent | | | |
| | Recreation Superintendent | | | |
| | Stormwater Collections Superintendent | | | |
| | Street Superintendent | | | |
| | Technical Facilities Manager | | | |
| | Wastewater Collections Superintendent | | | |
| | Wastewater Treatment Plant Superintendent | | | |
| | Water Distribution Superintendent | | | |
| | Water Treatment Plant Superintendent | | | |
| 10 | Assistant Public Utilities Director | \$72,368 | \$94,080 | \$115,790 |
| | Building Official | | | |
| | City Clerk | | | |
| | Deputy Chief of Police | | | |
| | Deputy Finance Director | | | |
| | Deputy Fire Chief/Fire Marshal/Safety Coordinator | | | |
| | Information Technology Manager | | | |
| 11 | Director of Community Development & Housing | \$86,841 | \$112,895 | \$138,948 |
| | Director of Finance & Budget | | | |
| | Director of Human Resources | | | |
| | Director of Information Technology | | | |
| | Director of Parks & Recreation | | | |
| | Director of Property and Sanitation | | | |
| | Director of Public Works & Utilities | | | |
| | Fire Chief | | | |
| | Police Chief | | | |
| 12 | Deputy City Manager | \$99,761 | \$129,829 | \$159,789 |
| 13 | City Manager | \$129,829 | \$168,779 | \$207,727 |

Section 6. Hourly Wages for Full Time Firefighters: Grades F1-F5 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. Grade F6 is exempt and not eligible for overtime compensation.

| FIRE | | | | |
|------|----------------------|----------|----------|----------|
| | Titles | Min | Mid | Max |
| F1 | Firefighter I | \$12.59 | \$15.11 | \$17.63 |
| F2 | Firefighter II | \$14.47 | \$17.38 | \$20.27 |
| F3 | Master Firefighter | \$15.35 | \$18.24 | \$21.48 |
| F4 | Fire Lieutenant | \$17.19 | \$20.62 | \$24.08 |
| F5 | Fire Captain | \$19.25 | \$23.10 | \$26.95 |
| F6 | Battalion Fire Chief | \$66,219 | \$79,463 | \$92,707 |

Section 7. Hourly Wages for Full Time Police Officers: Grades P1-P4 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. Grade P5 is exempt and not eligible for overtime compensation.

| POLICE | | | | |
|--------|-----------------------------|----------|----------|----------|
| Grade | Titles | Min | Mid | Max |
| P1 | Patrol Officer Recruit | \$20.74 | \$21.57 | \$22.39 |
| | Patrol Officer I | \$22.39 | \$24.57 | \$26.74 |
| | Patrol Officer II | \$24.13 | \$27.64 | \$31.09 |
| P2 | Police Officer III | \$25.39 | \$29.01 | \$32.66 |
| | Detective I | | | |
| | Evidence Technician | | | |
| P3 | Master Patrol Officer | \$26.66 | \$31.29 | \$35.91 |
| | Detective II | | | |
| | Police Corporal | | | |
| | Evidence Control Specialist | | | |
| P4 | Detective III | \$27.99 | \$34.65 | \$41.40 |
| | Police Sergeant | | | |
| P5 | Lieutenant | \$63,489 | \$81,140 | \$98,799 |

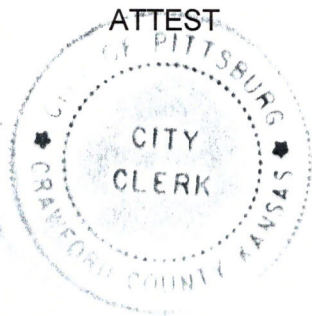
Section 8. Additional Employees. The City Manager, may, when necessary, employ additional personnel who shall receive for their services an amount based on the rate being paid for similar work as herein provided, the rate of pay for such work to be determined by the City Manager.

Section 9. Repealed. That Ordinance No. S-1099 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 10. Effective Date. This Ordinance shall take effect after its passage and publication in the official City paper with any changes being reflected on the January 12, 2025 pay date.

Passed on this 17th day of December 2024

Dawn Mcray
Mayor



Tammy Nagel
Tammy Nagel, City Clerk