



REQUEST FOR COMMISSION ACTION
CITY OF INDEPENDENCE
May 23, 2019

Department Administration

Director Approval Craig Whitehead

AGENDA ITEM Consider adopting the 2019 Pay Plan Resolution as budgeted.

SUMMARY RECOMMENDATION City staff recommends approval of the 2019 Pay Plan Resolution.

BACKGROUND The City's pay plan is updated each year to keep pace with inflation and the labor market. The attached plan increases the pay ranges by two percent, which is the current rate of inflation per the latest Urban Wage Earners CPI index (2.11%).

BUDGET IMPACT The pay plan does not affect the budget significantly. It merely sets the pay ranges for each position. An employee's pay rate is determined through a merit evaluation system. It would, however, affect any current employee's pay rate if they are at the minimum rate; they would be kept at the minimum rate. Also, the updated pay plan would affect the starting wage rate for new hires, which would be minimal.

SUGGESTED MOTION I move to authorize the Mayor to sign the 2019 pay plan resolution.

SUPPORTING DOCUMENTS

1. 2019 Pay Plan Resolution
2. Proposed Pay Plan

RESOLUTION NO. 2019-012

WHEREAS, Ordinance No. 3061 of the City of Independence, Kansas, provides that the Governing Body of said City shall determine compensation of City officers and employees by appropriate resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF INDEPENDENCE, KANSAS;

SECTION 1 The attached pay grade and pay ranges are established for employees of the City of Independence, for the following:

1. Personnel who work 40 hours in a seven-day work period,
2. Personnel in the Fire/EMS Department who are assigned to fire suppression and emergency medical activities are assigned to a 21-day duty cycle, and
3. Sworn personnel in the Police Department who are assigned to a 14-day duty cycle which contains 86 scheduled hours of work.

SECTION 2 The City Manager shall have the following salary range effective as of May 25, 2019: \$3,155 and \$4,575 per pay period.

SECTION 3 All employees, upon initial employment, shall be placed at the minimum of their assigned pay grade. Starting rates above minimum must be approved by the City Manager.

SECTION 4 Merit salary increases may be granted at the discretion of the City Manager and based on employee performance evaluations.

SECTION 5 Part time employees, seasonal employees or employees hired under a training program shall have their rate of pay established by the City Manager.

SECTION 6 The City Manager is authorized to establish new classifications and assign the new classification and pay grade provided in SECTION 1 as needed.

SECTION 7 USE OF PERSONAL AUTOMOBILE: Any employee using his personal automobile for official City business shall be entitled to reimbursement at the rate paid for use of a personal vehicle by the IRS.

RESOLUTION NO. 2019-012

SECTION 8 This resolution shall take effect and be in force from and after May 26, 2019.

SECTION 9 If there is a conflict between this resolution and any other resolution or any employment policy, this resolution shall prevail.

PASSED AND APPROVED THIS 23rd DAY OF MAY 2019.

THE CITY OF INDEPENDENCE

Mayor Louis Ysusi

ATTEST:

David Schwenker, City Clerk



City of Independence

2019 Pay Plan



Hourly Pay Rates

Annual Pay Rates

Position	Grade	Pay Range			Grade	Pay Range		
		Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
1. 40 Hour/Seven-day Work Period								
	36	\$39.44	\$48.32	\$57.19	36	\$82,042	\$100,502	\$118,961
	35	\$37.57	\$46.02	\$54.47	35	\$78,139	\$95,720	\$113,301
	34	\$36.00	\$44.09	\$52.19	34	\$74,871	\$91,717	\$108,563
	33	\$34.28	\$42.00	\$49.71	33	\$71,307	\$87,351	\$103,395
	32	\$32.66	\$40.01	\$47.36	32	\$67,934	\$83,219	\$98,504
	31	\$31.18	\$38.20	\$45.21	31	\$64,857	\$79,450	\$94,043
	30	\$29.79	\$36.50	\$43.20	30	\$61,972	\$75,916	\$89,859
Police Chief	29	\$28.40	\$34.79	\$41.18	29	\$59,065	\$72,355	\$85,645
Safety and Code Enforcement Director	29	\$28.40	\$34.79	\$41.18	29	\$59,065	\$72,355	\$85,645
Assistant City Mgr/Zoning Administrator	28	\$27.11	\$33.21	\$39.31	28	\$56,392	\$69,080	\$81,769
Finance Director	28	\$27.11	\$33.21	\$39.31	28	\$56,392	\$69,080	\$81,769
Fire/EMS Chief	28	\$27.11	\$33.21	\$39.31	28	\$56,392	\$69,080	\$81,769
Public Works Director	28	\$27.11	\$33.21	\$39.31	28	\$56,392	\$69,080	\$81,769
Water/Sewer Utilities Director	28	\$27.11	\$33.21	\$39.31	28	\$56,392	\$69,080	\$81,769
Park & Zoo Director	27	\$25.81	\$31.61	\$37.42	27	\$53,676	\$65,754	\$77,831
	26	\$24.57	\$30.10	\$35.63	26	\$51,109	\$62,609	\$74,109
	25	\$23.48	\$28.76	\$34.05	25	\$48,839	\$59,828	\$70,817
	24	\$22.41	\$27.45	\$32.49	24	\$46,612	\$57,099	\$67,587
	23	\$21.37	\$26.18	\$30.99	23	\$44,448	\$54,448	\$64,449
Assistant Director of Utilities	22	\$20.40	\$24.99	\$29.58	22	\$42,432	\$51,979	\$61,526
Assistant Public Works Director	22	\$20.40	\$24.99	\$29.58	22	\$42,432	\$51,979	\$61,526
Cemetery Sexton	22	\$20.40	\$24.99	\$29.58	22	\$42,432	\$51,979	\$61,526
Chief Water Plant Operator	22	\$20.40	\$24.99	\$29.58	22	\$42,432	\$51,979	\$61,526
Chief Wastewater Plant Operator	22	\$20.40	\$24.99	\$29.58	22	\$42,432	\$51,979	\$61,526
	21	\$19.40	\$23.77	\$28.13	21	\$40,353	\$49,432	\$58,512
Airport Supervisor	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
City Clerk/Treasurer	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
Dispatch/Records Supervisor	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
Sanitation Supervisor	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
Street Supervisor	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
Water/Sewer Supervisor	20	\$18.57	\$22.75	\$26.93	20	\$38,634	\$47,327	\$56,020
Building Inspector	19	\$17.85	\$21.87	\$25.88	19	\$37,128	\$45,482	\$53,836
Water Plant Operator II	19	\$17.85	\$21.87	\$25.88	19	\$37,128	\$45,482	\$53,836
Wastewater Plant Operator II	19	\$17.85	\$21.87	\$25.88	19	\$37,128	\$45,482	\$53,836
Administrative Aide	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Deputy City Clerk	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Events Coord/Memorial Hall Supervisor	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Lead Dispatcher	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Parks Supervisor	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Zoo Supervisor	18	\$17.02	\$20.85	\$24.68	18	\$35,410	\$43,377	\$51,344
Clerk III	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Code Enforcement Officer	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Court Clerk III	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Maintenance III	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Public Service Worker III	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Water Plant Operator I	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Wastewater Plant Operator I	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Zookeeper III	17	\$16.34	\$20.02	\$23.69	17	\$33,988	\$41,635	\$49,283
Dispatcher/Clerk II	16	\$15.73	\$19.27	\$22.81	16	\$32,715	\$40,076	\$47,437
	15	\$15.15	\$18.56	\$21.96	15	\$31,506	\$38,595	\$45,683



City of Independence

2019 Pay Plan



Hourly Pay Rates

Annual Pay Rates

Position	Grade	Pay Range			Grade	Pay Range		
		Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
Clerk II	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Court Clerk II	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Maintenance II	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Public Service Worker II	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Water Plant Operator Trainee	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Wastewater Plant Operator Trainee	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Zookeeper II	14	\$14.58	\$17.86	\$21.13	14	\$30,318	\$37,139	\$43,961
Animal Control Officer	13	\$14.03	\$17.18	\$20.34	13	\$29,172	\$35,736	\$42,299
Dispatcher/Clerk I	13	\$14.03	\$17.18	\$20.34	13	\$29,172	\$35,736	\$42,299
Secretary	13	\$14.03	\$17.18	\$20.34	13	\$29,172	\$35,736	\$42,299
	12	\$13.48	\$16.52	\$19.55	12	\$28,048	\$34,358	\$40,669
Clerk I	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
Court Clerk I	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
Guest Services Coordinator	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
Maintenance I	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
Public Service Worker I	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
Zookeeper I	11	\$12.97	\$15.89	\$18.81	11	\$26,987	\$33,059	\$39,131
	10	\$12.50	\$15.31	\$18.12	10	\$25,990	\$31,837	\$37,685
	9	\$12.16	\$14.89	\$17.63	9	\$25,289	\$30,980	\$36,670
Laborer	8	\$11.73	\$14.37	\$17.01	8	\$24,398	\$29,888	\$35,378
Office Worker	8	\$11.73	\$14.37	\$17.01	8	\$24,398	\$29,888	\$35,378
2. Fire/EMS (21-day duty cycle)								
Captain / MICT	18	\$17.02	\$20.85	\$24.68	18	\$49,573	\$60,727	\$71,881
FF II/MICT	15	\$15.15	\$18.56	\$21.96	15	\$44,108	\$54,032	\$63,957
FF I /MICT	14	\$14.58	\$17.86	\$21.13	14	\$42,445	\$51,995	\$61,545
Captain / EMT A	14	\$14.58	\$17.86	\$21.13	14	\$42,445	\$51,995	\$61,545
Captain / EMT	12	\$13.48	\$16.52	\$19.55	12	\$39,267	\$48,102	\$56,937
FF II/EMT A	11	\$12.97	\$15.89	\$18.81	11	\$37,781	\$46,282	\$54,783
FF I/EMT-A	10	\$12.50	\$15.31	\$18.12	10	\$36,385	\$44,572	\$52,759
FF II/EMT	9	\$12.16	\$14.89	\$17.63	9	\$35,405	\$43,371	\$51,338
FF I/EMT	8	\$11.73	\$14.37	\$17.01	8	\$34,158	\$41,843	\$49,529
3. Police (14-day duty cycle)								
Police Captain	23	\$21.37	\$26.18	\$30.99	23	\$44,448	\$54,448	\$64,449
Lead Detective	21	\$19.40	\$23.77	\$28.13	21	\$42,370	\$51,904	\$61,437
Police Sergeant	21	\$19.40	\$23.77	\$28.13	21	\$42,370	\$51,904	\$61,437
Police Detective	20	\$18.57	\$22.75	\$26.93	20	\$40,566	\$49,693	\$58,821
Police Officer II	19	\$17.85	\$21.87	\$25.88	19	\$38,984	\$47,756	\$56,527
Police Officer I	17	\$16.34	\$20.02	\$23.69	17	\$35,687	\$43,717	\$51,747