



**REQUEST FOR COMMISSION ACTION**  
**CITY OF INDEPENDENCE**  
**January 14, 2021**

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**Department** Administration

**Director Approval** *Kelly Passauer*

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**AGENDA ITEM** Consider adopting the 2021 Pay Plan Resolution as budgeted.

**SUMMARY RECOMMENDATION** City staff recommends approval of the 2021 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 one percent. The current rate of inflation per the latest Urban Wage Earners CPI index is 1.2%.

**BUDGET IMPACT** 1% was included in the budget for salary increases in 2021.

**SUGGESTED MOTION** I move to authorize the Mayor to sign the 2021 pay plan resolution.

**SUPPORTING DOCUMENTS**

1. 2021 Pay Plan Resolution
2. 2021 Pay Plan

**RESOLUTION NO. 2021-001**

**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 January 17, 2021: \$3,250 and \$4,713 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. 2021-001**

**SECTION 8** This resolution shall take effect and be in force from and after January 17, 2021.

**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 14<sup>TH</sup> DAY OF JANUARY 2021.

THE CITY OF INDEPENDENCE

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Mayor Leonhard Caflisch

ATTEST:

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David Schwenker, City Clerk



# City of Independence

## 2021 Pay Plan



### Hourly Pay Rates

### Annual Pay Rates

Position	Grade	Pay Range			Grade	Pay Range		
		Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
<b>1. 40 Hour/Seven-day Work Period</b>								
	<b>36</b>	\$40.63	\$49.77	\$58.91	<b>36</b>	\$84,510	\$103,522	\$122,533
	<b>35</b>	\$38.70	\$47.41	\$56.12	<b>35</b>	\$80,496	\$98,613	\$116,730
	<b>34</b>	\$37.09	\$45.44	\$53.78	<b>34</b>	\$77,147	\$94,515	\$111,862
	<b>33</b>	\$35.32	\$43.27	\$51.21	<b>33</b>	\$73,466	\$90,002	\$106,517
Assistant City Manager	<b>32</b>	\$33.64	\$41.21	\$48.78	<b>32</b>	\$69,971	\$85,717	\$101,462
City Engineer/Dir of Pub Works & Utilities	<b>31</b>	\$32.12	\$39.35	\$46.57	<b>31</b>	\$66,810	\$81,848	\$96,866
	<b>30</b>	\$30.69	\$37.60	\$44.50	<b>30</b>	\$63,835	\$78,208	\$92,560
Police Chief	<b>29</b>	\$29.26	\$35.85	\$42.43	<b>29</b>	\$60,861	\$74,568	\$88,254
Safety and Code Enforcement Director	<b>29</b>	\$29.26	\$35.85	\$42.43	<b>29</b>	\$60,861	\$74,568	\$88,254
	<b>28</b>	\$27.93	\$34.22	\$40.50	<b>28</b>	\$58,094	\$71,178	\$84,240
Finance Director	<b>28</b>	\$27.93	\$34.22	\$40.50	<b>28</b>	\$58,094	\$71,178	\$84,240
Fire/EMS Chief	<b>28</b>	\$27.93	\$34.22	\$40.50	<b>28</b>	\$58,094	\$71,178	\$84,240
Public Works Director	<b>28</b>	\$27.93	\$34.22	\$40.50	<b>28</b>	\$58,094	\$71,178	\$84,240
Water/Sewer Utilities Director	<b>28</b>	\$27.93	\$34.22	\$40.50	<b>28</b>	\$58,094	\$71,178	\$84,240
Park & Zoo Director	<b>27</b>	\$26.59	\$32.58	\$38.56	<b>27</b>	\$55,307	\$67,766	\$80,205
	<b>26</b>	\$25.31	\$31.01	\$36.70	<b>26</b>	\$52,645	\$64,501	\$76,336
	<b>25</b>	\$24.19	\$29.64	\$35.08	<b>25</b>	\$50,315	\$61,651	\$72,966
	<b>24</b>	\$23.09	\$28.29	\$33.48	<b>24</b>	\$48,027	\$58,843	\$69,638
	<b>23</b>	\$22.02	\$26.98	\$31.93	<b>23</b>	\$45,802	\$56,118	\$66,414
Assistant Director of Utilities	<b>22</b>	\$21.02	\$25.75	\$30.48	<b>22</b>	\$43,722	\$53,560	\$63,398
Assistant Public Works Director	<b>22</b>	\$21.02	\$25.75	\$30.48	<b>22</b>	\$43,722	\$53,560	\$63,398
Cemetery Sexton	<b>22</b>	\$21.02	\$25.75	\$30.48	<b>22</b>	\$43,722	\$53,560	\$63,398
Chief Water Plant Operator	<b>22</b>	\$21.02	\$25.75	\$30.48	<b>22</b>	\$43,722	\$53,560	\$63,398
Chief Wastewater Plant Operator	<b>22</b>	\$21.02	\$25.75	\$30.48	<b>22</b>	\$43,722	\$53,560	\$63,398
	<b>21</b>	\$19.99	\$24.49	\$28.99	<b>21</b>	\$41,579	\$50,939	\$60,299
Airport Supervisor	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
City Clerk/Treasurer	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
Dispatch/Records Supervisor	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
Sanitation Supervisor	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
Street Supervisor	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
Water/Sewer Supervisor	<b>20</b>	\$19.13	\$23.44	\$27.74	<b>20</b>	\$39,790	\$48,755	\$57,699
Building Inspector	<b>19</b>	\$18.39	\$22.53	\$26.67	<b>19</b>	\$38,251	\$46,862	\$55,474
Water Plant Operator II	<b>19</b>	\$18.39	\$22.53	\$26.67	<b>19</b>	\$38,251	\$46,862	\$55,474
Wastewater Plant Operator II	<b>19</b>	\$18.39	\$22.53	\$26.67	<b>19</b>	\$38,251	\$46,862	\$55,474
Administrative Aide	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Deputy City Clerk	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Events Coord/Memorial Hall Supervisor	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Lead Dispatcher	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Parks Supervisor	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Zoo Supervisor	<b>18</b>	\$17.53	\$21.48	\$25.42	<b>18</b>	\$36,462	\$44,678	\$52,874
Clerk III	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Code Enforcement Officer	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Court Clerk III	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Maintenance III	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Public Service Worker III	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Water Plant Operator I	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Wastewater Plant Operator I	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Zookeeper III	<b>17</b>	\$16.84	\$20.63	\$24.42	<b>17</b>	\$35,027	\$42,910	\$50,794
Dispatcher/Clerk II	<b>16</b>	\$16.21	\$19.86	\$23.50	<b>16</b>	\$33,717	\$41,309	\$48,880
	<b>15</b>	\$15.61	\$19.12	\$22.63	<b>15</b>	\$32,469	\$39,770	\$47,070



**City of Independence**  
**2021 Pay Plan**



**Hourly Pay Rates**

**Annual Pay Rates**

Position	Grade	Pay Range			Grade	Pay Range		
		Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
Clerk II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Court Clerk II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Maintenance II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Public Service Worker II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Water Plant Operator Trainee	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Wastewater Plant Operator Trainee	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Zookeeper II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Guest Services Coordinator II	14	\$15.03	\$18.41	\$21.79	14	\$31,262	\$38,293	\$45,323
Animal Control Officer	13	\$14.46	\$17.72	\$20.97	13	\$30,077	\$36,858	\$43,618
Dispatcher/Clerk I	13	\$14.46	\$17.72	\$20.97	13	\$30,077	\$36,858	\$43,618
Secretary	13	\$14.46	\$17.72	\$20.97	13	\$30,077	\$36,858	\$43,618
	12	\$13.89	\$17.02	\$20.14	12	\$28,891	\$35,402	\$41,891
Clerk I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Court Clerk I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Guest Services Coordinator I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Maintenance I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Public Service Worker I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Records Clerk I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
Zookeeper I	11	\$13.35	\$16.36	\$19.36	11	\$27,768	\$34,029	\$40,269
	10	\$12.88	\$15.78	\$18.68	10	\$26,790	\$32,822	\$38,854
	9	\$12.52	\$15.34	\$18.15	9	\$26,042	\$31,907	\$37,752
Laborer	8	\$12.08	\$14.80	\$17.52	8	\$25,126	\$30,784	\$36,442
Office Worker	8	\$12.08	\$14.80	\$17.52	8	\$25,126	\$30,784	\$36,442
<b>2. Fire/EMS (21-day duty cycle)</b>								
Captain / MICT	18	\$17.53	\$21.48	\$25.42	18	\$51,047	\$62,550	\$74,023
FF II/MICT	15	\$15.61	\$19.12	\$22.63	15	\$45,456	\$55,677	\$65,899
FF I /MICT	14	\$15.03	\$18.41	\$21.79	14	\$43,767	\$53,610	\$63,452
Captain / EMT A	14	\$15.03	\$18.41	\$21.79	14	\$43,767	\$53,610	\$63,452
Captain / EMT	12	\$13.89	\$17.02	\$20.14	12	\$40,448	\$49,562	\$58,648
FF II/EMT A	11	\$13.35	\$16.36	\$19.36	11	\$38,875	\$47,640	\$56,376
FF I/EMT-A	10	\$12.88	\$15.78	\$18.68	10	\$37,507	\$45,951	\$54,396
FF II/EMT	9	\$12.52	\$15.34	\$18.15	9	\$36,458	\$44,670	\$52,853
FF I/EMT	8	\$12.08	\$14.80	\$17.52	8	\$35,177	\$43,098	\$51,018
<b>3. Police (14-day duty cycle)</b>								
Police Captain	23	\$22.02	\$26.98	\$31.93	23	\$45,802	\$56,118	\$66,414
Lead Detective	21	\$19.99	\$24.48	\$28.98	21	\$43,654	\$53,464	\$63,292
Police Sergeant	21	\$19.99	\$24.48	\$28.98	21	\$43,654	\$53,464	\$63,292
Police Detective	20	\$19.13	\$23.43	\$27.74	20	\$41,779	\$51,171	\$60,584
Police Officer II	19	\$18.39	\$22.53	\$26.67	19	\$40,168	\$49,206	\$58,247
Police Officer I	17	\$16.84	\$20.62	\$24.41	17	\$36,771	\$45,034	\$53,311