



REQUEST FOR COMMISSION ACTION
CITY OF INDEPENDENCE
January 14, 2021

Department Administration

Director Approval Kelly Passauer

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 14TH DAY OF JANUARY 2021.

THE CITY OF INDEPENDENCE

Mayor Leonhard Caflisch

ATTEST:

David Schwenker, City Clerk



City of Independence

2021 Pay Plan



Hourly Pay Rates

Annual Pay Rates

Position	Grade	Pay Range		
		Minimum	Midpoint	Maximum
1. 40 Hour/Seven-day Work Period				
	36	\$40.63	\$49.77	\$58.91
	35	\$38.70	\$47.41	\$56.12
	34	\$37.09	\$45.44	\$53.78
	33	\$35.32	\$43.27	\$51.21
Assistant City Manager	32	\$33.64	\$41.21	\$48.78
City Engineer/Dir of Pub Works & Utilities	31	\$32.12	\$39.35	\$46.57
	30	\$30.69	\$37.60	\$44.50
Police Chief	29	\$29.26	\$35.85	\$42.43
Safety and Code Enforcement Director	29	\$29.26	\$35.85	\$42.43
	28	\$27.93	\$34.22	\$40.50
Finance Director	28	\$27.93	\$34.22	\$40.50
Fire/EMS Chief	28	\$27.93	\$34.22	\$40.50
Public Works Director	28	\$27.93	\$34.22	\$40.50
Water/Sewer Utilities Director	28	\$27.93	\$34.22	\$40.50
Park & Zoo Director	27	\$26.59	\$32.58	\$38.56
	26	\$25.31	\$31.01	\$36.70
	25	\$24.19	\$29.64	\$35.08
	24	\$23.09	\$28.29	\$33.48
	23	\$22.02	\$26.98	\$31.93
Assistant Director of Utilities	22	\$21.02	\$25.75	\$30.48
Assistant Public Works Director	22	\$21.02	\$25.75	\$30.48
Cemetery Sexton	22	\$21.02	\$25.75	\$30.48
Chief Water Plant Operator	22	\$21.02	\$25.75	\$30.48
Chief Wastewater Plant Operator	22	\$21.02	\$25.75	\$30.48
	21	\$19.99	\$24.49	\$28.99
Airport Supervisor	20	\$19.13	\$23.44	\$27.74
City Clerk/Treasurer	20	\$19.13	\$23.44	\$27.74
Dispatch/Records Supervisor	20	\$19.13	\$23.44	\$27.74
Sanitation Supervisor	20	\$19.13	\$23.44	\$27.74
Street Supervisor	20	\$19.13	\$23.44	\$27.74
Water/Sewer Supervisor	20	\$19.13	\$23.44	\$27.74
Building Inspector	19	\$18.39	\$22.53	\$26.67
Water Plant Operator II	19	\$18.39	\$22.53	\$26.67
Wastewater Plant Operator II	19	\$18.39	\$22.53	\$26.67
Administrative Aide	18	\$17.53	\$21.48	\$25.42
Deputy City Clerk	18	\$17.53	\$21.48	\$25.42
Events Coord/Memorial Hall Supervisor	18	\$17.53	\$21.48	\$25.42
Lead Dispatcher	18	\$17.53	\$21.48	\$25.42
Parks Supervisor	18	\$17.53	\$21.48	\$25.42
Zoo Supervisor	18	\$17.53	\$21.48	\$25.42
Clerk III	17	\$16.84	\$20.63	\$24.42
Code Enforcement Officer	17	\$16.84	\$20.63	\$24.42
Court Clerk III	17	\$16.84	\$20.63	\$24.42
Maintenance III	17	\$16.84	\$20.63	\$24.42
Public Service Worker III	17	\$16.84	\$20.63	\$24.42
Water Plant Operator I	17	\$16.84	\$20.63	\$24.42
Wastewater Plant Operator I	17	\$16.84	\$20.63	\$24.42
Zookeeper III	17	\$16.84	\$20.63	\$24.42
Dispatcher/Clerk II	16	\$16.21	\$19.86	\$23.50
	15	\$15.61	\$19.12	\$22.63

Grade	Pay Range		
	Minimum	Midpoint	Maximum
36	\$84,510	\$103,522	\$122,533
35	\$80,496	\$98,613	\$116,730
34	\$77,147	\$94,515	\$111,862
33	\$73,466	\$90,002	\$106,517
32	\$69,971	\$85,717	\$101,462
31	\$66,810	\$81,848	\$96,866
30	\$63,835	\$78,208	\$92,560
29	\$60,861	\$74,568	\$88,254
29	\$60,861	\$74,568	\$88,254
28	\$58,094	\$71,178	\$84,240
28	\$58,094	\$71,178	\$84,240
28	\$58,094	\$71,178	\$84,240
28	\$58,094	\$71,178	\$84,240
28	\$58,094	\$71,178	\$84,240
27	\$55,307	\$67,766	\$80,205
26	\$52,645	\$64,501	\$76,336
25	\$50,315	\$61,651	\$72,966
24	\$48,027	\$58,843	\$69,638
23	\$45,802	\$56,118	\$66,414
22	\$43,722	\$53,560	\$63,398
22	\$43,722	\$53,560	\$63,398
22	\$43,722	\$53,560	\$63,398
22	\$43,722	\$53,560	\$63,398
22	\$43,722	\$53,560	\$63,398
21	\$41,579	\$50,939	\$60,299
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
20	\$39,790	\$48,755	\$57,699
19	\$38,251	\$46,862	\$55,474
19	\$38,251	\$46,862	\$55,474
19	\$38,251	\$46,862	\$55,474
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
18	\$36,462	\$44,678	\$52,874
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
17	\$35,027	\$42,910	\$50,794
16	\$33,717	\$41,309	\$48,880
15	\$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
2. Fire/EMS (21-day duty cycle)								
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
3. Police (14-day duty cycle)								
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