

INTRODUCED BY ALDERMAN SCHULTZ

BILL NO. 2483.1

ORDINANCE NO. 2401

AN ORDINANCE UPDATING THE PAY PLAN AND COMPENSATION FOR CERTAIN EMPLOYEES IN THE CLASSIFIED SERVICE OF THE CITY OF BELLEFONTAINE NEIGHBORS, MISSOURI, AND REPEALING OTHER ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH.

WHEREAS, the Mayor and Board of Aldermen previously implemented a comprehensive compensation plan for City employees that takes into account length of service, experience and training of employees, as well as the complexity, technical demands and educational requirements necessary to properly discharge various positions in the classified service of the City; and

WHEREAS, the Mayor and Board of Aldermen now wish to update and enhance the compensation schedule in order to reflect current economic conditions and keep employment with the City competitive with alternative employment opportunities in order to retain and attract a work force best able to efficiently and effectively serve the residents of the City;

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF BELLEFONTAINE NEIGHBORS, MISSOURI, AS FOLLOWS:

Section One. Adoption of Revised Compensation Schedule

The starting and progressive compensation rates for the positions in the classified service of the City reflected on Exhibit A, attached hereto and incorporated herein by reference, are hereby adopted to govern the compensation of employees in the positions listed, as hereinafter provided, effective for services performed by employees in the listed positions on and after the start of the first pay period that begins in the month of July, 2017.

Section Two. Administration of Pay Plan

Employee evaluations shall be completed, and each department head will make recommendations to the Mayor as to advancement of

each of his or her covered subordinate employee to the next "step" for the employee's position, each year hereafter on or before the 15th day of May. On or before June 1 of each year the Mayor will assign each employee to that "step" for his or her position to which the employee's tenure in that position and employee evaluation entitle the employee.

It is the intent of the Board of Aldermen, and shall be the policy of the City, that advancement of an employee to the next compensation "step" for that employee's position shall be based on achieving at least a "satisfactory" employee evaluation and not on longevity alone.

The effective date of advancement to a new step shall be the start of the first pay period that begins in the month of July.

Section Three. New Employees; Re-evaluation Process

Employees newly hired or transferred to covered positions shall normally be assigned to "Step 1" for the respective position. However, the Mayor is authorized to initially assign a new or transferred employee to a higher "step" upon recommendation of the department head if the experience or specialized training of new employee or transferee, or market conditions for similar positions with other public or private employers, so warrant. If a new or transferred employee is assigned to any "step" other than the "Step 1" the Mayor shall so report to the Board of Aldermen, together with an explanation for such assignment. Thereafter, advancement through the various "steps" for an employee's position shall be as his or her length of service and annual evaluation warrant.

Employees who are not advanced to the next "step" for their position in a given calendar year will be re-evaluated and reconsidered for advancement after six (6) months.

Section Four. Annual Review

It is the intent of the Mayor and Board of Aldermen to review the rates of compensation for each "step" and each position on an annual basis in the course of the City's budgeting process. Adjustments to the rates of pay may be made as market conditions and budgetary considerations permit from time to time as may be determined by the Board of Aldermen.

Section Five. Repeal of Prior Ordinances

Ordinance #2287, as adopted on June 14, 2014, and any Ordinances of the City of Bellefontaine Neighbors, or parts thereof, in conflict with the provisions of this Ordinance are hereby repealed to the extent of such conflict as of the effective date of the compensation rates provided hereby.

Section Six. Effective Date

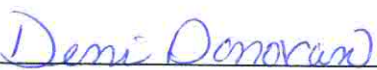
This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor. The rates of pay for the several positions specified herein shall be effective for services performed by employees in the listed positions on and after the start of the first pay period that begins in the month of July, 2017.

PASSED BY THE BOARD OF ALDERMEN FOR THE CITY OF BELLEFONTAINE NEIGHBORS THIS 20th DAY OF July, 2017.



Presiding Officer

Attest:



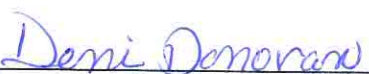
Denise Donovan, City Clerk

APPROVED THIS 20th DAY OF July, 2017.



Robert J. Doerr, Mayor

Attest:



Denise Donovan, City Clerk

City of Bellefontaine Neighbors Proposed Pay Scale

ADMINISTRATION

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Court Clerk										
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$34,290.37	\$34,976.18	\$35,675.70	\$36,389.22	\$37,117.00	\$37,859.34	\$38,616.53	\$39,388.86	\$40,176.63	\$40,980.17
Monthly	\$2,857.53	\$2,914.68	\$2,972.98	\$3,032.43	\$3,093.08	\$3,154.94	\$3,218.04	\$3,282.40	\$3,348.05	\$3,415.01
Bi-weekly	\$1,318.86	\$1,345.24	\$1,372.14	\$1,399.59	\$1,427.58	\$1,456.13	\$1,485.25	\$1,514.96	\$1,545.26	\$1,576.16
Hourly	\$16.49	\$16.82	\$17.15	\$17.49	\$17.84	\$18.20	\$18.57	\$18.94	\$19.32	\$19.70
Finance Clerk										
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months		
Annual	\$32,466.99	\$33,116.33	\$33,778.65	\$34,454.23	\$35,143.31	\$35,846.18	\$36,563.10	\$37,294.36		
Monthly	\$2,705.58	\$2,759.69	\$2,814.89	\$2,871.19	\$2,928.61	\$2,987.18	\$3,046.93	\$3,107.86		
Bi-weekly	\$1,248.73	\$1,273.70	\$1,299.18	\$1,325.16	\$1,351.67	\$1,378.70	\$1,406.27	\$1,434.40		
Hourly	\$15.61	\$15.92	\$16.24	\$16.56	\$16.90	\$17.23	\$17.58	\$17.93		
Building Inspector										
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.05	\$44,523.05	\$45,413.51	\$46,321.78	\$47,248.22	\$48,193.18	\$49,157.05
Monthly	\$3,427.70	\$3,496.26	\$3,566.18	\$3,637.50	\$3,710.25	\$3,784.46	\$3,860.15	\$3,937.35	\$4,016.10	\$4,096.42
Bi-weekly	\$1,582.02	\$1,613.66	\$1,645.93	\$1,678.85	\$1,712.43	\$1,746.67	\$1,781.61	\$1,817.24	\$1,853.58	\$1,890.66
Hourly	\$19.78	\$20.17	\$20.57	\$20.99	\$21.41	\$21.83	\$22.27	\$22.72	\$23.17	\$23.63
Administrative Assistant										
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$28,264.46	\$28,829.75	\$29,406.35	\$29,994.47	\$30,594.36	\$31,206.25	\$31,830.38	\$32,466.98	\$33,116.32	\$33,778.65
Monthly	\$2,355.37	\$2,402.48	\$2,450.53	\$2,499.54	\$2,549.53	\$2,600.52	\$2,652.53	\$2,705.58	\$2,759.69	\$2,814.89
Bi-weekly	\$1,087.09	\$1,108.84	\$1,131.01	\$1,153.63	\$1,176.71	\$1,200.24	\$1,224.25	\$1,248.73	\$1,273.70	\$1,299.18
Hourly	\$13.59	\$13.86	\$14.14	\$14.42	\$14.71	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24

City of Bellefontaine Neighbors Proposed Pay Scale

STREET DEPARTMENT

Assistant Forman	Step 1	Step 2	Step 3	Step 4	Step 5					
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months					
Annual	\$46,414.37	\$47,342.66	\$48,289.51	\$49,255.30	\$50,240.41					
Monthly	\$3,867.86	\$3,945.22	\$4,024.13	\$4,104.61	\$4,186.70					
Bi-weekly	\$1,785.17	\$1,820.87	\$1,857.29	\$1,894.43	\$1,932.32					
Hourly	\$22.32	\$22.77	\$23.22	\$23.68	\$24.15					
Prob. Street Dept. Employee	Step 1	Step 2								
2.50%	12 Months	12 Months								
Annual	\$29,225.67	\$29,956.31								
Monthly	\$2,435.47	\$2,496.36								
Bi-weekly	\$1,124.06	\$1,152.17								
Hourly	\$14.05	\$14.40								
Street Dept. Employees	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$33,891.77	\$34,739.07	\$35,607.55	\$36,497.73	\$37,410.18	\$38,345.43	\$39,304.07	\$40,286.67	\$41,293.84	\$42,326.18
Monthly	\$2,824.31	\$2,894.92	\$2,967.30	\$3,041.48	\$3,117.51	\$3,195.45	\$3,275.34	\$3,357.22	\$3,441.15	\$3,527.18
Bi-weekly	\$1,303.53	\$1,336.12	\$1,369.52	\$1,403.76	\$1,438.85	\$1,474.82	\$1,511.69	\$1,549.49	\$1,588.22	\$1,627.93
Hourly	\$16.29	\$16.70	\$17.12	\$17.55	\$17.99	\$18.44	\$18.90	\$19.37	\$19.85	\$20.35

City of Bellefontaine Neighbors Proposed Pay Scale

POLICE DEPARTMENT

Major	Step 1	Step 2	Step 3	Step 4						
1.50%	12 Months	12 Months	12 Months	12 Months						
Annual	\$64,264.86	\$65,228.83	\$66,207.26	\$67,200.37						
Monthly	\$5,355.40	\$5,435.74	\$5,517.27	\$5,600.03						
Bi-weekly	\$2,471.73	\$2,508.80	\$2,546.43	\$2,584.63						
Hourly	\$30.90	\$31.36	\$31.83	\$32.31						
Lieutenant	Step 1	Step 2	Step 3	Step 4						
1.50%	12 Months	12 Months	12 Months	12 Months						
Annual	\$60,252.52	\$61,156.31	\$62,073.65	\$63,004.76						
Monthly	\$5,021.04	\$5,096.36	\$5,172.80	\$5,250.40						
Bi-weekly	\$2,317.40	\$2,352.17	\$2,387.45	\$2,423.26						
Hourly	\$28.97	\$29.40	\$29.84	\$30.29						
Sergeant	Step 1	Step 2	Step 3	Step 4	Step 5					
1.50%	12 Months	12 Months	12 Months	12 Months	12 Months					
Annual	\$52,429.26	\$53,215.70	\$54,013.94	\$54,824.15	\$55,646.51					
Monthly	\$4,369.11	\$4,434.64	\$4,501.16	\$4,568.68	\$4,637.21					
Bi-weekly	\$2,016.51	\$2,046.76	\$2,077.46	\$2,108.62	\$2,140.25					
Hourly	\$25.21	\$25.58	\$25.97	\$26.36	\$26.75					
Corporal	Step 1	Step 2	Step 3	Step 4	Step 5					
1.50%	12 Months	12 Months	12 Months	12 Months	12 Months					
Annual	\$48,429.44	\$49,155.88	\$49,893.22	\$50,641.61	\$51,401.24					
Monthly	\$4,035.79	\$4,096.32	\$4,157.77	\$4,220.13	\$4,283.44					
Bi-weekly	\$1,862.67	\$1,890.61	\$1,918.97	\$1,947.75	\$1,976.97					
Hourly	\$23.28	\$23.63	\$23.99	\$24.35	\$24.71					
Police Officer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
1.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months			
Annual	\$41,461.48	\$43,111.65	\$44,736.96	\$45,408.01	\$46,089.13	\$46,780.47	\$47,482.17			
Monthly	\$3,455.12	\$3,592.64	\$3,728.08	\$3,784.00	\$3,840.76	\$3,898.37	\$3,956.85			
Bi-weekly	\$1,594.67	\$1,658.14	\$1,720.65	\$1,746.46	\$1,772.66	\$1,799.25	\$1,826.24			
Hourly	\$19.93	\$20.73	\$21.51	\$21.83	\$22.16	\$22.49	\$22.83			
		4.0%	3.8%							
Prob. Police Officer										
1.50%	12 Months									
Annual	\$39,941.75									
Monthly	\$3,328.48									
Bi-weekly	\$1,536.22									
Hourly	\$19.20									
Administrative Assistant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2.00%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$28,264.46	\$28,829.75	\$29,406.35	\$29,994.47	\$30,594.36	\$31,206.25	\$31,830.38	\$32,466.98	\$33,116.32	\$33,778.65
Monthly	\$2,355.37	\$2,402.48	\$2,450.53	\$2,499.54	\$2,549.53	\$2,600.52	\$2,652.53	\$2,705.58	\$2,759.69	\$2,814.89
Bi-weekly	\$1,087.09	\$1,108.84	\$1,131.01	\$1,153.63	\$1,176.71	\$1,200.24	\$1,224.25	\$1,248.73	\$1,273.70	\$1,299.18
Hourly	\$13.59	\$13.86	\$14.14	\$14.42	\$14.71	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24

Evidence Manager	Step 1
(Part-Time 24 hours/week)	12 Months
	\$31,824.00
	\$2,652.00
	\$1,224.00
	\$15.30

City of Bellefontaine Neighbors Proposed Pay Scale

PARKS & RECREATION

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Recreation Supervisor										
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$33,014.18	\$33,839.53	\$34,685.52	\$35,552.66	\$36,441.47	\$37,352.51	\$38,286.32	\$39,243.48	\$40,224.57	\$41,230.18
Monthly	\$2,751.18	\$2,819.96	\$2,890.46	\$2,962.72	\$3,036.79	\$3,112.71	\$3,190.53	\$3,270.29	\$3,352.05	\$3,435.85
Bi-weekly	\$1,269.78	\$1,301.52	\$1,334.06	\$1,367.41	\$1,401.60	\$1,436.64	\$1,472.55	\$1,509.36	\$1,547.10	\$1,585.78
Hourly	\$15.87	\$16.27	\$16.68	\$17.09	\$17.52	\$17.96	\$18.41	\$18.87	\$19.34	\$19.82
Office Supervisor										
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$29,225.67	\$29,956.31	\$30,705.22	\$31,472.85	\$32,259.67	\$33,066.17	\$33,892.82	\$34,740.14	\$35,608.64	\$36,498.86
Monthly	\$2,435.47	\$2,496.36	\$2,558.77	\$2,622.74	\$2,688.31	\$2,755.51	\$2,824.40	\$2,895.01	\$2,967.39	\$3,041.57
Bi-weekly	\$1,124.06	\$1,152.17	\$1,180.97	\$1,210.49	\$1,240.76	\$1,271.78	\$1,303.57	\$1,336.16	\$1,369.56	\$1,403.80
Hourly	\$14.05	\$14.40	\$14.76	\$15.13	\$15.51	\$15.90	\$16.29	\$16.70	\$17.12	\$17.55
Parks & Recreation Maint.										
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$30,308.10	\$31,065.80	\$31,842.44	\$32,638.50	\$33,454.47	\$34,290.83	\$35,148.10	\$36,026.80	\$36,927.47	\$37,850.66
Monthly	\$2,525.67	\$2,588.82	\$2,653.54	\$2,719.88	\$2,787.87	\$2,857.57	\$2,929.01	\$3,002.23	\$3,077.29	\$3,154.22
Bi-weekly	\$1,165.70	\$1,194.84	\$1,224.71	\$1,255.33	\$1,286.71	\$1,318.88	\$1,351.85	\$1,385.65	\$1,420.29	\$1,455.79
Hourly	\$14.57	\$14.94	\$15.31	\$15.69	\$16.08	\$16.49	\$16.90	\$17.32	\$17.75	\$18.20
Custodian										
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$25,978.38	\$26,627.84	\$27,293.54	\$27,975.87	\$28,675.27	\$29,392.15	\$30,126.96	\$30,880.13	\$31,652.13	\$32,443.44
Monthly	\$2,164.87	\$2,218.99	\$2,274.46	\$2,331.32	\$2,389.61	\$2,449.35	\$2,510.58	\$2,573.34	\$2,637.68	\$2,703.62
Bi-weekly	\$999.17	\$1,024.15	\$1,049.75	\$1,076.00	\$1,102.90	\$1,130.47	\$1,158.73	\$1,187.70	\$1,217.39	\$1,247.82
Hourly	\$12.49	\$12.80	\$13.12	\$13.45	\$13.79	\$14.13	\$14.48	\$14.85	\$15.22	\$15.60
Aquatics Director										
2.50%	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
Annual	\$31,390.53	\$32,175.29	\$32,979.68	\$33,804.17	\$34,649.27	\$35,515.50	\$36,403.39	\$37,313.48	\$38,246.31	\$39,202.47
Monthly	\$2,615.88	\$2,681.27	\$2,748.31	\$2,817.01	\$2,887.44	\$2,959.63	\$3,033.62	\$3,109.46	\$3,187.19	\$3,266.87
Bi-weekly	\$1,207.33	\$1,237.51	\$1,268.45	\$1,300.16	\$1,332.66	\$1,365.98	\$1,400.13	\$1,435.13	\$1,471.01	\$1,507.79
Hourly	\$15.09	\$15.47	\$15.86	\$16.25	\$16.66	\$17.07	\$17.50	\$17.94	\$18.39	\$18.85