

AN ORDINANCE OF THE CITY OF PARK HILLS, MISSOURI AMENDING THE BUDGET FOR FISCAL YEAR 2023-2024 BY REPEALING THE EMPLOYEE PAY MATRIX ADOPTED THEREIN AND ADOPTING A NEW PAY MATRIX IN LIEU THEREOF

WHEREAS, Missouri’s minimum wage starting January 1, 2024 is \$12.30 per hour.

WHEREAS, Missouri’s minimum wage requirement does not apply to “public employers”, including the City of Park Hills; however, the City may choose to follow the minimum wage.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PARK HILLS, MISSOURI, AS FOLLOWS:

Section 1. The previous employee pay matrix adopted in the City’s original 2023-2024 budget, and as attached hereto as Exhibit A, is hereby repealed.

Section 2. The employee pay matrix as shown on Exhibit B hereto is hereby adopted and shall replace the previous employee pay matrix in the city’s 2023-2024 budget, with the only changes being moving Level 1 Step 1 and Seasonal/Subs up to the 2024 minimum wage of \$12.30.

Section 3. Conflict. All portions of any ordinance or resolution in conflict herewith are hereby repealed.

Section 4. Effective Date. This Ordinance shall take effect January 1, 2024.

DULY READ TWO TIMES AND PASSED THIS 12 DAY OF December, 2023.

Stacy Easter
Presiding Officer

ATTEST:

Brandy Mauler
City Clerk

APPROVED THIS 12 DAY OF December 2023.

Stacy Easter
Mayor

ATTEST:

Brandy Mauler
City Clerk



REGULAR EMPLOYEES

2023-2024
1%

STEPS	Starting Pay (per hour)	1st Review (1 year)	2nd Review (2 years)	3rd Review (3 years)
	1	2	3	4
Level 1	\$12.27	\$12.42	\$12.57	\$12.73
Level 2	\$12.73	\$12.98	\$13.23	\$13.48
Level 3	\$13.48	\$14.37	\$15.43	\$16.50
Level 4	\$14.11	\$14.75	\$16.85	\$18.73
Level 5	\$14.47	\$15.30	\$17.40	\$19.49
Level 6	\$15.02	\$15.87	\$18.05	\$20.23
Level 7	\$15.54	\$16.41	\$18.71	\$21.02
Level 8	\$15.57	\$16.97	\$19.39	\$21.77
Level 9	\$16.04	\$17.39	\$19.97	\$22.54
Level 10				\$23.19

*Increase \$.50/hr for required state of Missouri Certificate (Water/Wastewater)
(Certificates 10 CSR20,MO0103560 and MO4010279)

Level 7 (Police Officer)	\$16.35	\$17.97	\$20.66	\$23.35
Level 8 (Police Corporal)				\$23.65
Level 9 (Police Sergeant)				\$24.12
Level 10 (Police Lieutenant)				\$25.00

*differential per hour \$.30 (12 hour shifts)

SEASONAL/SUBS

	Start	2nd Year	3rd Year
Lifeguard, Parks Worker, Booth Worker, Sub, etc.	\$12.00	n/a	n/a
Pool Manager / Assistant Pool Manager	\$12.70	n/a	n/a

** certain employees will have an hourly rate not listed on scale.

2023-2024
1%

REGULAR EMPLOYEES
minimum wage increase 1.1.2024

STEPS	Starting Pay	1st	2nd	3rd
	(per hour)	Review (1 year)	Review (2 years)	Review (3 years)
	1	2	3	4
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