

BY: Councilmember Patel
FIRST READING: December 6, 2023
SECOND READING: December 20, 2023

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BRIDGETON, MISSOURI REPEALING ORDINANCE NO 23-24 AND ADOPTING A NEW ORDINANCE FIXING THE SALARIES AND OTHER COMPENSATION OF THE CLASSIFIED EMPLOYEES OF THE CITY, AS PROVIDED FOR IN SECTION 8.04 OF THE CHARTER AND SECTION 115 OF THE CODE OF THE CITY OF BRIDGETON, MISSOURI FOR THE FISCAL YEAR 2024.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BRIDGETON, MISSOURI, AS FOLLOWS:

Section 1 **REPEALER** Ordinance No 23-24, relating to salaries and wages for classified employees, is hereby repealed.

Section 2 **ESTABLISHMENT** there is hereby established a basic compensation plan for all classified employees of the City of Bridgeton

Section 3 **PAY PLAN CLASSIFICATION** The illustrated compensation schedule in sections that follow in this ordinance shall constitute the basic compensation plan

1. A pay rate number designates the salary and wage range for each job title. This shall be known as a pay level. Each pay level shall consist of an entry or starting rate and the end or top of the range. Advancement within the pay level for any given employee is dependent upon merit. Merit increases shall be considered in July of each year.

Section 4 **POSITION CLASSIFICATIONS – FULL TIME EMPLOYEES** The following positions of employment or job titles shall fall within the classified group of employees of the City and shall be assigned compensation rates as indicated.

FULL TIME POSITIONS

Administrative, Finance, and Clerical		
LEVEL	POSITION	PAY RANGE
67	Police Records Clerk	\$17.98 - \$24.48
69	Assistant Court Clerk	\$17.94 - \$25.20
69	Assistant Prosecutor Clerk	\$17.94 - \$25.20
71	Police Records Coordinator	\$18.88 - \$25.73
71	Secretary	\$18.88 - \$25.73
71	Recreation Specialist	\$18.88 - \$25.73

75	Prosecutor Clerk	\$19.67 - \$27.66
81	Administrative Aide	\$21.70 - \$29.57
81	Finance Clerk I	\$21.70 - \$29.57
93	Executive Assistant for Administration	\$24.45 - \$34.36
97	Finance Clerk II	\$24.80 - \$35.96
115	Information Technology Technician	\$29.83 - \$41.90
122	HR Coordinator	\$31.78 - \$44.03
160	Finance Officer (S)	\$42.19 - \$59.28

Engineering, Public Works, and Streets		
LEVEL	POSITION	PAY RANGE
86	Code Enforcement Inspector	\$22.12 - \$31.09
86	Maintenance Man II	\$22.12 - \$31.09
96	Mechanic I	\$24.43 - \$34.34
99	Mechanic II	\$25.65 - \$36.05
99	Maintenance Man III	\$25.65 - \$36.05
104	Foreman	\$26.98 - \$37.92
110	Public Works Inspector	\$28.34 - \$39.81
113	Civil Engineer	\$29.21 - \$41.05
115	Building Inspector	\$29.83 - \$41.90
120	Chief Building Inspector	\$31.29 - \$43.97
126	Assistant Public Works Supervisor (S)	\$32.62 - \$45.84
134	Planning & Zoning Officer (S)	\$34.58 - \$48.60
147	Project Manager / P&Z Assistant (S)	\$37.85 - \$53.16
147	Assistant City Engineer (S)	\$37.85 - \$53.16
147	Deputy Code Official (S)	\$37.85 - \$53.16
147	Public Works Superintendent (S)	\$37.85 - \$53.16

Police		
LEVEL	POSITION	PAY RANGE
85	Police Dispatcher	\$23.22 - \$31.04
85	Animal Control Officer	\$23.22 - \$31.04
114	Police Officer	\$30.11 - \$41.20
124	Sergeant	\$43.26 - \$44.99
135	Lieutenant	\$47.24 - \$49.13
148	Captain (S)	\$51.58 - \$53.65

Parks & Recreation		
LEVEL	POSITION	PAY RANGE
67	Custodian	\$17.98 - \$24.48
81	Recreation Supervisor	\$21.70 - \$29.57
81	Fitness Manager	\$21.70 - \$29.57*

86	Assistant Golf Course Superintendent	\$22.12 - \$31.09
86	Maintenance Man II	\$22.12 - \$31.09
87	Senior Citizen Coordinator	\$22.41 - \$31.47
96	Aquatics Supervisor	\$24.43 - \$34.34
99	Golf Course Superintendent	\$25.65 - \$36.05
99	Horticulturist / Arborist	\$25.65 - \$36.05
99	Maintenance Man III	\$25.65 - \$36.05
99	Facilities Maintenance Supervisor	\$25.65 - \$36.05
99	Athletic Recreation Coordinator (S)	\$25.65 - \$36.05
104	Park Foreman	\$26.98 - \$37.92
118	Golf Manager/Golf Professional (S)	\$31.03 - \$43.64*
126	Assistant Director Parks & Recreation (S)	\$32.62 - \$45.84
134	Parks Superintendent (S)	\$34.58 - \$48.60
149	Director of Parks & Recreation (S)	\$41.50 - \$59.28

(*) Indicates that professional is eligible for income received from lessons. The Golf Course Manager/Golf Professional shall receive compensation, in addition to the regular pay rate, of one hundred percent of the golf lesson fee revenue received by the City. The Fitness Manager shall receive fifty (50) percent of revenue received for classes and training done beyond forty (40) hours.

(S) Indicates salaried, not eligible for overtime compensation

Section 5 **EMPLOYEES NOT ENTITLED TO FRINGE BENEFITS** None of the employees or positions listed or referred to in Section 5 are entitled to any of the employee benefits normally referred to as "fringe" benefits given to full time/regular employees: to wit, vacation, sick leave, or participation in group health plans, retirement/pension plan, etc.

Part Time Positions		
LEVEL	POSITION	PAY RANGE
23	Golf Course Ranger Golf Cart Transporter Concession Worker Day Camp Counselor Child Care Worker (Bee Hive) Swimming Pool Cashier Fitness Attendant I	\$12.00 - \$13.58
44	Lifeguard Golf / Concession Worker II Seasonal Maintenance Worker Park Ranger Day Camp Assistant Director	\$12.40 - \$14.03

	Fitness Center Attendant II	
50	Day Camp Director Part Time Maintenance Worker Part Time Custodian Van Driver Head Lifeguard	\$12.80 - \$14.48
55	Golf Course Assistant Manager** Clerical Aide Recreation Aide Senior Citizen Aide	\$13.20 - \$14.93
65	Day Camp Coordinator Maintenance Lead Worker Pool Supervisor	\$13.60 - \$15.39
66	Part Time Receptionist – City Hall Accounting Clerical Concession Crew Chief (BMAC) Information Technology Intern	\$15.00 - \$18.24

(**) Indicates the Assistant Golf Manager/Golf Professional shall receive compensation for golf lesson fee revenue received by the City for golf instruction given, as directed by the Golf Manager/Golf Professional, at the rate of \$40.00 per lesson.

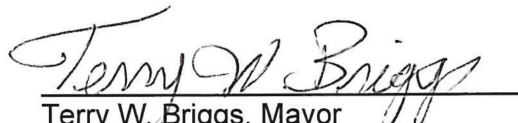
Season Positions Paid by "Unit/Game" as Contracted	
POSITION	Units as Contracted
Volleyball Officials	\$19 - \$23 / game
Softball Officials	\$22 - \$27 / game
Sports Coordinator	\$12 - \$17 / hour
Program Instructor	N/A***


(***) There is no set program instructor pay range due to the wide variety of programs offered

Section 6 This ordinance shall be in full force and effect upon its passage and approval

PASSED THIS 20th DAY OF DECEMBER, 2023

APPROVED THIS 20th DAY OF DECEMBER, 2023


Terry W. Briggs, Mayor

ATTEST:


Karen E. Robinson, MRCC-S/CMC
City Clerk