

BILL NO. \_\_\_\_\_

ORDINANCE NO 23-46

AN ORDINANCE AMENDING THE CITY OF FREDERICKTOWN PERSONNEL RULES AND REGULATIONS PASSED AND APPROVED DECEMBER 11, 2006, AS AMENDED, AMENDING SECTION 1.205 ORGANIZATIONAL CHART, JOB TITLES AND PAY FOR CITY POSITIONS; ESTABLISHING THE EFFECTIVE DATE AND REPEALING ALL ORDINANCES IN CONFLICT HEREWITH.

WHEREAS, the Mayor and Board of Aldermen deem it advisable to modify and amend the Personnel Rules and Regulations for the City of Fredericktown.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF FREDERICKTOWN, MISSOURI, AS FOLLOWS;

Section 1. That Subsection 1.205 establishing the available job positions, job titles, organizational hierarchy and pay adopted by the City of Fredericktown is hereby repealed and replaced with title following:

"1.205 Organizational Chart, Job Titles and Pay

- a. The available job positions, job titles, and organizational hierarchy adopted by the City of Fredericktown is attached hereto as Exhibit A and incorporated herein by reference.
- b. Pay shall be determined based on the applicant's education, training, service evaluations, and experience related to the position held or for which applying within the minimum and maximum ranges set forth in Exhibit B and incorporated herein by reference."

Section 2. It is the intent of the Mayor and Board of Aldermen of the City of Fredericktown, Missouri, that this ordinance become and be made a part of the "Personnel Rules and Regulations," of the City of Fredericktown, Missouri, and the City Clerk is directed to amend said Rules in accordance herewith.

Section 3. The City Clerk shall provide a copy of this ordinance to all City employees for their reference and abidance thereto pursuant to Section 6.4 of the Personnel Rules and Regulations.

Section 4. This ordinance shall not be codified in the Code of Ordinances of the City of Fredericktown, Missouri, but kept on file in the office of the City Clerk.

Section 5. If any section, subsection, sentence, clause, phrase or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any Court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision and such holding shall

not affect the validity of the remaining portions hereof.

Section 6. That this Ordinance shall take effect and be in full force from and after its passage and approval.

Section 7. All Ordinances or parts of ordinances in conflict herewith are hereby repealed.

THIS ORDINANCE having been read by title only this 11th day of December 2023, the

Board of Aldermen voted as follows:

Brown	<u>absent</u>	Long	<u>aye</u>
Jones	<u>aye</u>	Polete	<u>aye</u>
Shankle	<u>aye</u>	Miller	<u>aye</u>

THIS ORDINANCE having been read by title only the second time on this 11th day of


December 2023, the Board of Aldermen voted as follows:

Brown	<u>absent</u>	Long	<u>aye</u>
Jones	<u>aye</u>	Polete	<u>aye</u>
Shankle	<u>aye</u>	Miller	<u>aye</u>

PASSED AND APPROVED this 11th day of December 2023, by \_\_\_ ayes, \_\_\_ nays, abstentions and \_\_\_ absentees.

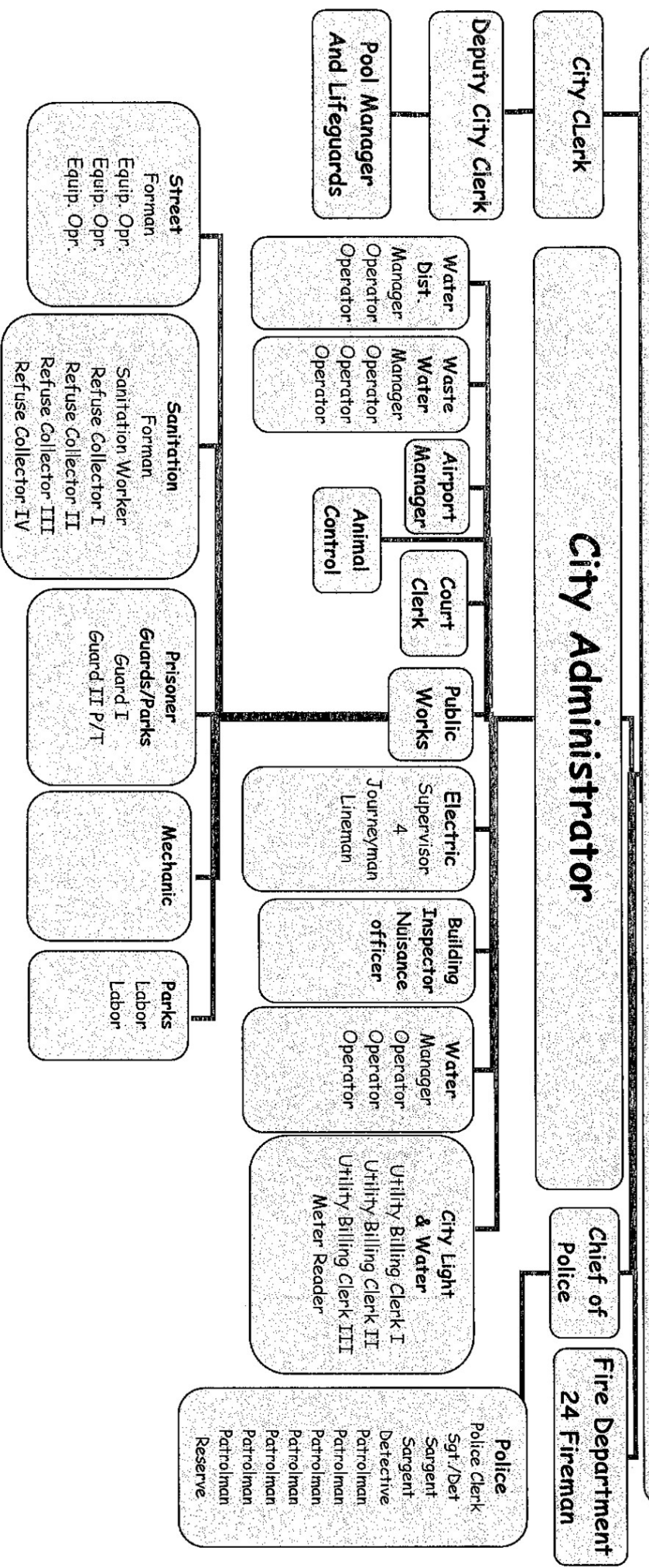
  
Travis Parker, Mayor

ATTEST:

  
Theresa Harbison, City Clerk

# Personnel Flow Chart

## MAYOR AND BOARD OF ALDERMEN



City of Fredericktown  
Preliminary Compensation Study Results  
Exhibit 4-Jobs by Grade  
Data Effective October 1, 2023

Grade	Proposed Title	Minimum	Midpoint	Maximum
12	City Administrator/Public Works Director	95,837	119,797	143,756
11		81,494	99,831	118,167
10	Chief of Police	72,763	89,135	105,506
9	Contracted/Seasonal Electric Supervisor	64,967	79,584	94,202
8	Deputy Clerk w/ Certification Water Plant Supervisor City Clerk w/ Certification	58,006	71,058	84,109
7	Water Distribution Supervisor Waste Water Supervisor Journeyman Lineman	49,325	60,423	71,521
6	Deputy City Clerk - Non Certification City Clerk - Non Certification Building Inspector/Code Enforcement/Flood Plain Water Plant Operator A Waster Water Laborer A Utility Billing Specialist/Collector	46,242	56,647	67,051
5	Transfer Station Attendant/Foreman Street Maintenance Foreman Water Plant Operator B Water Distribution Laborer DS3 Waste Water Laborer B 3rd year Apprentice Lineman	41,288	50,577	59,867
4	Street Labor/Equipment Operator/Mechanic Street Labor/Equipment Operator Sanitation Crew Leader Airport Manager 2nd year Apprentice Lineman Water Plant Operator C Water Distribution Laborer DS2 Waste Water Laborer C Court Clerk-Certified Utility Billing Clerk/Collector-Certified	37,534	45,979	54,425
3	Water Plant Operator D Water Distribution Labor DS1 Waste Water Labor D Utility Billing Clerk/Collector Sanitation Refuge Collector/Parks Sanitation Refuge Collector Refuge Collector Police Clerk Parks Foreman Animal Control Meter Reader 1st year Apprentice Lineman Court Clerk	35,574	41,799	48,025
2	Parks Labor	32,340	38,000	43,659
1	Water Plant Trainee Water Plant Operator Trainee Water Distribution Labor Trainee Waste Water Plant Operator Trainee	29,400	34,545	39,690

City of Fredericktown  
 Preliminary Compensation Study Results  
 Exhibit 4-Jobs by Grade  
 Data Effective October 1, 2023

Grade	Proposed Title	Minimum	Midpoint	Maximum
L4	Lieutenant	65,625	77,109	88,594
L3	Sargeant	57,750	67,856	77,963
L2	Detective	50,400	59,220	68,040
L1	Patrolman School Resource Officer	42,000	49,350	56,700