

**AN ORDINANCE OF THE CITY OF FRONTENAC, MISSOURI
APPROVING A COST-OF-LIVING ADJUSTMENT FOR CITY
EMPLOYEES IN PERMANENT POSITIONS EFFECTIVE JULY 8, 2024.**

WHEREAS, the City's Compensation Policy provides that, on an annual basis, the City will evaluate the appropriateness and affordability of salary increases to ensure that salaries remain competitive in the market based upon a variety of factors including budget; the short-and long-term implications of salary increases; salary trends as measured through third-party surveying firms; wage inflation as measured by the federal Bureau of Labor Statistics Employment Cost Index; wages of comparators including the contiguous municipalities plus Brentwood and a comparator group of the broader metropolitan area; overall inflation as measured by the Consumer Price Index; and the underlying goal of remaining competitive with wages at least at the 60-70th percentile of comparable cities; and

WHEREAS, in keeping with the above, the Frontenac Ways & Means Committee, at their meeting held May 9, 2024, recommended in approving the proposed budget for FY24-25, approving a cost-of-living adjustment in the amount of two percent (2.0%) for all permanent employees with an effective date coinciding with the first full pay period in July 2024; and

WHEREAS, getting back on schedule with the fiscal year, July 1 to June 30, the Ways & Means has recommended this additional compensation, unless otherwise determined by the Board of Alderpersons; and

WHEREAS, the Board of Alderpersons has determined that a two percent (2.0%) cost-of-living adjustment, applied equally to base salary for all permanent employees, is consistent with the Compensation Policy adopted on October 26, 2022; and

WHEREAS, the 2024-2025 Budget includes an appropriation of \$120,000.00 for purposes of extending a two percent (2.0%) cost-of-living adjustment to all City employees effective at mid-year; and

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERPERSONS OF THE CITY OF FRONTENAC, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

Section One: All salary ranges will be adjusted as follows effective for the pay period beginning July 8, 2024:

Salary Ranges - Effective 7/8/2024				
Grade	Job Title	Minimum	Maximum	Annual Step Amount
POLICE DEPARTMENT				
PF-9	Chief	119,636	170,481	7,264
PF-8	Deputy Chief	99,426	139,196	5,682
PF-7	Lieutenant	95,631	114,756	2,732
PF-5	Corporal	82,494	105,178	3,241
PF-4*	Officer/Detective	74,074	94,446	6,790
PF-4a**	Officer/Detective	74,074	94,446	2,910
PF-3	IT Coordinator & Comm/Records Mgr.	63,660	86,555	3,271
FIRE DEPARTMENT				
PF-9	Chief	119,636	170,481	7,264
PF-8	Asst. Chief	99,426	139,196	5,682
PF-7	Capt./Medical Officer	95,631	114,756	2,732
PF-5	Lieutenant	82,494	105,178	3,241
PF-4*	Firefighter/Paramedic	74,074	94,446	6,790
PF-4a**	Firefighter/Paramedic	74,074	94,446	2,910
PUBLIC WORKS				
PW-4	Operations Foreman	58,935	82,508	3,368
PW-3	Skilled Maint Worker	53,072	74,302	3,033
BUILDING DEPARTMENT				
BD-5	Building Comm.	78,699	106,244	3,935
BD-4	Building Inspector	63,191	88,468	3,611
PARKS & STORM WATER				
PS-5	PW/Stormwater Director	81,206	109,629	4,060
MUNICIPAL COURT				
C-3	Court Administrator	59,925	83,896	3,424
ADMINISTRATION				
A-6	City Administrator	144,480	187,824	6,192
A-5	Finance Officer	111,012	144,315	4,758
A-4	City Clerk	84,019	117,627	4,801
A-3	Administrative Clerk	46,290	64,807	2,645

*Hired before January 1, 2023

**Hired on or after January 1, 2023

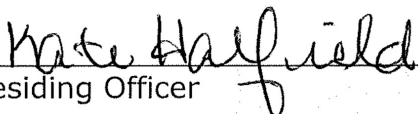
Section Two: Premium pay for a Fire Department captain or Fire Department lieutenant assigned the additional duty and appointment of Medical Officer shall be paid in the amount of \$5,000 per year and shall be in addition to all other regular pay and payable in equal installments throughout the year in conjunction with the officer's regular pay.

Section Three: Additional compensation in the form of a "Longevity Pay Plan" is adopted for employees hired prior to July 1, 2011. The Plan is frozen at the amount the eligible employee received as of June 30, 2011. Under this Plan the annual compensation for those employees is Eighty Dollars (\$80.00) for each completed year of past service, beginning on the first anniversary date of service with the City and concluding June 30, 2011.

Section Four: Additional compensation in the form of a "Time in Rank Pay Plan" is adopted for employees hired prior to July 1, 2011. The Plan applies only to those employees who have met the qualifications prior to June 30, 2011. This plan was applicable to permanent employees of the city based upon the employee's length of service in rank or position. Under this Plan the annual compensation of permanent employees who completed at least ten (10) years of service with the City of Frontenac in their current rank or position would receive additional pay equal to two (2) percent of that employee's base salary, all beginning on the tenth anniversary of the employee's employment in the applicable rank or position.

Section Five: The above pay structure shall be in full effect as of July 8, 2024.

PASSED BY THE BOARD OF ALDERPERSONS OF THE CITY OF FRONTENAC, MISSOURI, THIS 18th DAY OF JUNE 2024.

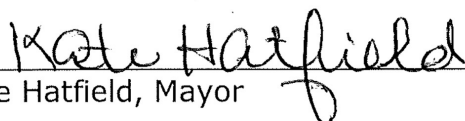


Presiding Officer

Attest:


Leesa Ross, City Clerk

APPROVED THIS 18th DAY OF JUNE 2024.



Kate Hatfield, Mayor

Attest:



Leesa Ross, City Clerk