

BILL NO. 28

ORDINANCE NO. 2024-28

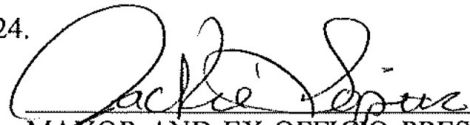
AN ORDINANCE OF THE CITY OF TRENTON, MISSOURI ADOPTING A GRADE SCALE AND MERIT/YEARS OF SERVICE TABLE FOR CITY EMPLOYEES.

BE IT ORDAINED, BY THE CITY COUNCIL OF THE CITY OF TRENTON, MISSOURI, AS FOLLOWS, TO WIT:

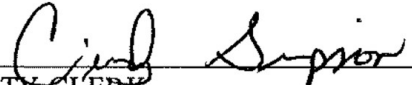
Section 1. The Grade Scale and Merit/Years of Service Table, applicable to employees of the City of Trenton, Missouri, as originally presented is hereby approved, attached hereto and made a part hereof, being labeled as Exhibit A.

Section 2. This Ordinance shall be in full force and effect immediately from and after its passage and approval.

PASSED this 10th day of June, 2024.


MAYOR AND EX OFFICIO PRESIDENT OF
THE CITY COUNCIL OF THE CITY OF
TRENTON, MISSOURI

ATTEST:


CITY CLERK

APPROVED this 10th day of June, 2024.


MAYOR OF THE CITY OF TRENTON,
MISSOURI

FILED this 10th day of June, 2024.


CITY CLERK

2024 GRADE AND POSITION TABLE

Revised: 6/10/2024

GRADE	POSITIONS
30	Animal Control Officer/Nuisance; Customer Service Rep.; Clerk
35	Comm. Officer; Street Worker; Utility Worker
40	Water/Sewer Plant Operator - D; Mechanic; Asphalt Plant Operator; Firefighter
45	Chief Comm. Officer; Water/Sewer Plant Operator - C; Utility Worker DS-1; Acct. Assistant; Billing Clerk
50	Police Officer; Fire Lt.; Field Foreman: Street, Utility; Water/Sewer Plant Operator - B; Utility Worker DS-2
55	Police Sergeant; Water/Sewer Plant Operator - A; Utility Worker DS-3
60	Asst. Sup.: Water, Sewer, Underground, Street; Asst. Sup. Park Electric Apprentice Lineman: 1-2 Years; Electric Generation Foreman
65	City Clerk; Codes Officer/Airport Manager; Park Sup.; Electric Apprentice Lineman: 3-4 Years
70	Sup.: Water, Sewer, Underground, Street; Electric Journeyman Lineman; Comptroller; Police Lt.; Fire Chief
75	Police Chief; Electric Journeyman Lineman Foreman/Asst. Sup.
80	Electric Sup.
85	City Admin; Utility Director

Exhibit A

MERIT/YEARS OF SERVICE PAY SCALE
 Revised: 6/10/2024

Grade	Minimum	Mid-Point				Maximum			
	Years 0-2 Step 1	Min+5% Years 3-4 Step 2	Min+7% Years 5-7 Step 3	Min+9% Years 8-10 Step 4	Min+11% Years 11-15 Step 5	Mld+5% Years 16-20 Step 6	Mld+7% Years 21-24 Step 7	Mld+9% Years 25-29 Step 8	Mld+11% Years 30+ Step 9
30	\$36,067	\$37,870	\$38,592	\$39,313	\$40,034	\$42,036	\$42,837	\$43,637	\$44,438
35	\$38,528	\$40,454	\$41,225	\$41,996	\$42,766	\$44,904	\$45,760	\$46,615	\$47,470
40	\$40,107	\$42,112	\$42,914	\$43,717	\$44,519	\$46,745	\$47,635	\$48,525	\$49,416
45	\$42,251	\$44,364	\$45,209	\$46,054	\$46,899	\$49,244	\$50,182	\$51,119	\$52,057
50	\$45,906	\$48,201	\$49,119	\$50,038	\$50,956	\$53,503	\$54,523	\$55,542	\$56,561
55	\$49,704	\$52,189	\$53,183	\$54,177	\$55,171	\$57,930	\$59,033	\$60,137	\$61,240
60	\$52,000	\$54,600	\$55,640	\$56,680	\$57,720	\$60,606	\$61,760	\$62,915	\$64,069
65	\$55,287	\$58,051	\$59,157	\$60,263	\$61,369	\$64,437	\$65,664	\$66,892	\$68,119
70	\$60,000	\$63,000	\$64,200	\$65,400	\$66,600	\$69,930	\$71,262	\$72,594	\$73,926
75	\$65,800	\$69,090	\$70,406	\$71,722	\$73,038	\$76,690	\$78,151	\$79,611	\$81,072
80	\$70,500	\$74,025	\$75,435	\$76,845	\$78,255	\$82,168	\$83,733	\$85,298	\$86,863
85	\$91,336	\$95,903	\$97,730	\$99,556	\$101,383	\$106,452	\$108,480	\$110,507	\$112,535

CITY		COST PROJECTIONS		6/10/2024		
Grade	Name	Job Title	Hourly	Current Wage Salary	Run 4 (Final)	
	Mikela Smith	Court Clerk (Part-Time)	\$15.98	\$0	0	\$0 Note: 1
30	Horna Simpson	Clerk	\$15.98	\$33,238	35067	\$36,067 Raise
30	Ashley Connell	Animal Control Ofc./Influence	\$17.34	\$36,067	36067	\$36,067
35	Derek Eckert	Street Worker	\$18.87	\$39,250	38528	\$39,250
35	Dustin Whorton	Street Worker	\$18.87	\$39,250	38528	\$39,250
35	Monte May	Street Worker	\$19.14	\$39,811	41225	\$41,225 Raise
35	Robert Taylor	Street Worker	\$19.40	\$40,352	40154	\$40,451 Raise
35	Rebecca Burkes	Comm. Officer	\$18.03	\$37,502	38528	\$38,528 Raise
35	George Jackson	Comm. Officer	\$18.03	\$37,502	38528	\$38,528 Raise
35	Unrey Bainter	Comm. Officer	\$18.03	\$37,502	38528	\$38,528 Raise
35	Rebekah Bingham	Comm. Officer	\$18.03	\$37,502	38528	\$38,528 Raise
35	Darcy Sinden	Comm. Officer	\$18.03	\$37,502	38528	\$38,528 Raise
40	Ethan Wyatt	Firefighter, PT since 6/12/12	\$16.65	\$38,095	40107	\$40,107 Raise
40	James Knight	Firefighter (Note: 3)	\$16.65	\$38,095	40107	\$40,107 Raise
40	Robert Grouse	Asst. Asphalt Plant Op.	\$19.14	\$39,811	42112	\$42,112 Raise
40	Steve McLain	Asphalt Plant Operator	\$19.67	\$40,914	42112	\$42,112 Raise
40	Brad Bove	Mechanic	\$20.73	\$43,118	42112	\$43,118
40	Jimmy White	Mechanic	\$21.54	\$44,803	41519	\$44,803
45	Amanda Floyd	Asst. Chief Comm. Ofc.	\$19.63	\$40,810	42251	\$42,251 Raise
45	Sacha Souffler	Chief Comm. Officer	\$21.30	\$44,304	42251	\$44,304
50	Derek Hirt	Fire Lieutenant	\$18.24	\$41,733	45906	\$45,906 Raise
50	Alec Lovell	Fire Lieutenant	\$18.24	\$41,733	45906	\$45,906 Raise
50	Jeremy Summers	Fire Lieutenant	\$18.78	\$42,569	48201	\$48,201 Raise
50	Bryan Roberts	Police Officer	\$22.07	\$45,906	45906	\$45,906
50	Mikhael Williams	Police Officer	\$22.07	\$45,906	45906	\$45,906
50	Laura Andri	Police Officer	\$22.07	\$45,906	45906	\$45,906
50	Jon Chandler	Police Officer	\$22.28	\$46,312	45906	\$46,312
50	Tina Findley	Police Officer	\$22.07	\$45,906	45906	\$45,906
55	Jared Hogan	Police Sergeant	\$25.31	\$52,707	49701	\$52,707
55	Job Walter	Police Sergeant	\$26.89	\$55,931	50033	\$59,033 Raise
60	John Untermann	Asst. Street Supervisor	\$24.36	\$50,669	51600	\$51,600 Raise
60	Shawn McCutough	Asst. Park Supervisor	\$20.00	\$0	0	\$0
65	Wes Barone	Code Off./Airport Mgr.		\$49,293	50551	\$58,051 Raise
65	David Shockley	Supervisor - Parks	\$17,000	\$0	0	\$0
65	Cindy Simpson	City Clerk		\$61,223	68119	\$68,119 Raise
70	Gary Dyer	Supervisor - Street		\$60,798	63000	\$63,000 Raise
70	Brandon Gbler	Fire Chief		\$58,322	61200	\$61,200 Raise
70	Larry Smith	Police Lieutenant/Asst. Chief		\$67,322	61200	\$61,200 Raise
75	Rec Ross	Police Chief		\$70,438	70106	\$70,438
85	Ron Urton	City Admin/Utility Dir.		\$97,729	97730	\$97,730
Current Total Salary				\$1,721,783		\$1,785,925
w/Avg Benefits				\$2,530,216		\$2,615,309

Note 3: Fixmen @ 2288 hrs/yr

Cost Increase - CITY	
Salary only	\$64,612
Salary w/Benefits, excls (Note 2)	\$78,539

TMU		COST PROJECTIONS		6/10/2024		
Grade	Name	Job Title	Hourly	Current Wage Salary	Run 4 (Final)	
30	Alan McFins	Clerk	\$15.98	\$33,238	37870	\$37,870 Raise
30	Verissa Burchett	Customer Service Rep	\$16.50	\$34,320	38592	\$38,592 Raise
30	Monica Burchett	Customer Service Rep	\$16.77	\$34,892	39313	\$39,313 Raise
35	Cassyn Vonburg	Utility Worker	\$18.84	\$39,187	38528	\$39,187
35	Erik Smith	Utility Worker	\$19.07	\$39,666	38528	\$39,666
35	Brody Polk	Utility Worker	\$18.57	\$38,626	38528	\$38,626
35	Josh Matthews	Utility Worker	\$17.16	\$35,693	38528	\$38,528 Raise
40	Martin Russett	Water Operator - D	\$18.66	\$38,813	42112	\$42,112 Raise
45	Lisa McCutough	Acct. Assistant	\$19.70	\$40,976	42251	\$42,251 Raise
45	Trey Mayberry	Billing Clerk	\$20.50	\$42,610	45209	\$45,209 Raise
45	Tim Southers	Water Operator - C	\$18.81	\$39,187	42251	\$42,251 Raise
45	Doug Stoles	Water Operator - C	\$19.22	\$39,978	45209	\$45,209 Raise
55	Gunner Golden	Water Operator - A	\$21.35	\$44,403	49701	\$49,701 Raise
55	Dustin Gott	Senior Operator - A	\$24.26	\$50,461	55171	\$55,171 Raise
55	John Simpson	Senior Operator - A	\$24.26	\$50,461	55171	\$55,171 Raise
55	Jill Bonden	Senior Operator - A	\$24.40	\$50,752	57930	\$57,930 Raise
60	Adam Souffler	Asst. U/G Supervisor - DS3	\$26.03	\$54,216	55610	\$55,610 Raise
60	Shawn Overton	Asst. Water Supervisor - A	\$24.86	\$51,709	55610	\$55,610 Raise
60	Kyle Sharp	Electric Generation Foreman	\$21.57	\$44,866	52000	\$52,000 Raise
60	Payden McCutough	Appl. Lineman - 1 YR	\$26.01	\$54,101	52000	\$54,101
60	Deen Rorebeck	Appl. Lineman - 2 YR	\$27.10	\$56,368	52000	\$56,368
70	Rosetta Marsh	Comptroller		\$61,023	69330	\$69,930 Raise
70	Bob Hutchison	Senior Supervisor Senior - A		\$62,396	71262	\$71,262 Raise
70	Steve Reid	Water Supervisor Water - A & (DS3)		\$62,303	66600	\$66,600 Raise
70	Kenny Rickells	Supervisor U/G - DS3 (D Val)		\$66,114	69330	\$69,930 Raise
70	Drew Patus	Journeyman Lineman	\$29.23	\$60,798	60000	\$60,798
70	Adam McClure	Journeyman Lineman	\$31.42	\$65,354	65100	\$65,400 Raise
75	Danny Shuler	J.L. Foreman/Asst. Electric Sup.	\$33.02	\$68,682	65090	\$69,090 Raise
80	Brad Griffin	Electric Supervisor		\$74,023	74025	\$74,023
Current Total Salary				\$1,435,249		\$1,527,617
w/Avg Benefits				\$2,109,816	Note: 2	\$2,245,611

Note 1: If a position is part-time it is not included. If position is vacant and does not result in a wage increase, it is not included.

Note 2: Avg All Benefits includes Insurance. Since insurance is already paid, increases in wages will only affect FICA & LAGEAS.

All Benefits = Average 47% of Salary
W/O Insurance, Benefits = Average 21% of Salary

Cost Increase - TMU	
Salary only	\$97,331
Salary w/Benefits, excls (Note 2)	\$111,617



City of Trenton
Trenton Municipal Utilities
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Trenton MO 64683
660-359-4310 ~ 660-359-2281 ~ Fax: 660-359-2284
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POLICY for IMPLEMENTATION of 2024 GRADE & YEARS OF SERVICE TABLES

Adopted: **DATE**

Purpose:

To establish a minimum starting wage for each position within the City & TMU and to provide guidance on future wage increases due to promotion or years of service.

Methodology:

Any employee hired after the adoption date of this policy will begin employment in Step 1 of the Grade level they are entering. Adjustments in starting Grade-Step may be made by the City Administrator.

Existing employees as of the date of adoption of this policy will be incorporated into the Grade-Step Table on an individual basis. No employee will receive a reduction in pay. Promotions and raises for existing employees will be evaluated on an individual basis and be approved by the City Administrator. This policy provides guidance for some typical situations, but is not all inclusive, that may arise as the Grade & Years of Service tables are implemented. See Attachment A for Case 1 and 2.

A. Example Situations

Case 1. Change in Grade:

If an employee moves from one grade to a higher grade, their current salary at the lower grade will be used to place them horizontally in the higher grade. For example, if the employee's existing pay is higher than Step 1 in the higher grade (Example: Existing pay is \$50,182, Grade 45 Step 7) they will go to Grade 50 and move to the right in that grade until their existing salary is at or between two steps (example Grade 50 between Step 4 and Step 5). Their time at that grade would start counting at the beginning of the lower step (Step 4) and in year 11 they would jump to Step 5.

Case 2. Years of Service in same grade:

At the date of adoption of the Grade & Years of Service tables, some employees' pay will not synchronize with years of service and salary. Most employees will see a pay increase with their next step increase. For those employees who do not, to get them in sync on the Grade/Step table, at their next scheduled step increase, instead of moving them 1 step to the right, they will be moved 2 or more steps. Typically, these employees have several years of experience, so the horizontal move will reflect that experience and then everyone should be in the proper step at their next step increase. Example: An employee is in Grade 40, with 5-7 years of time (Step 3), but currently is paid \$44,000/year, (between Steps 4 and 5). At that employee's next scheduled step increase, (from Step 3 to Step 4) they will be advanced to Step 5, receive a pay increase, and their time will start at year 11.

B. Licensing Increases:

When an employee obtains a new/additional license/advancement in a program, that allows them to move to a higher grade level, with approval of the supervisor and City Administrator, they would advance immediately, and their salary increase would start at the beginning of the next pay period.

C. Incentive (Step) Increase Adders:

For departments that have incentive increases (step increases) for additional tasks learned/responsibilities/training, these increases will continue and be added to the employee's salary, above what is shown in the grade-step table, or their original salary. Each department supervisor will maintain a summary of incentive increases. Any anticipated incentive increases will be shown in the department's next fiscal year budget. Incentive increases will be approved by the supervisor and City Administrator and, after approval, would start at the beginning of the next pay period.

D. Step increase (years of service) in a grade will be calculated as of May 1st of each year. If, as of May 1st, an employee has 4.9 years of service, they must wait 1 more year to advance to the next step. With Council approval, the salary increases will begin with the first pay period beginning after May 1st of each year.

MERIT/YEARS OF SERVICE PAY SCALE
 Revised: 5/13/2024

Grade	Minimum		Mid-Point						Maximum	
	Years 0-2	Mln+5%	Mln+7%	Mln+9%	Mln+11%	Mld+5%	Mld+7%	Mld+9%	Mld+11%	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
30	\$36,067	\$37,870	\$38,592	\$39,313	\$40,034	\$42,036	\$42,837	\$43,637	\$44,438	
35	\$38,528	\$40,454	\$41,225	\$41,996	\$42,766	\$44,904	\$45,760	\$46,615	\$47,470	
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65	\$55,287	\$58,051	\$59,157	\$60,263	\$61,369	\$64,437	\$65,664	\$66,892	\$68,119	
70	\$60,000	\$63,000	\$64,200	\$65,400	\$66,600	\$69,930	\$71,262	\$72,594	\$73,926	
75	\$65,800	\$69,090	\$70,406	\$71,722	\$73,038	\$76,690	\$78,151	\$79,611	\$81,072	
80	\$70,500	\$74,025	\$75,435	\$76,845	\$78,255	\$82,168	\$83,733	\$85,298	\$86,863	
85	\$91,336	\$95,903	\$97,730	\$99,556	\$101,383	\$106,452	\$108,480	\$110,507	\$112,535	

ATTACHMENT A