

**A BILL TO CREATE AN ORDINANCE ENTITLED:**

**“AN ORDINANCE AMENDING CHAPTER 22 SECTIONS 22-2, 22-40, 22-44, AND 22-45 OF THE CENTRALIA CITY CODE CONCERNING EMPLOYEES.”**

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF CENTRALIA, MISSOURI, as follows:

SECTION 1. Section 22-2 of the Centralia City Code is hereby changed, altered and amended so as to read as follows:

Section 22-2 Definitions.

Unless otherwise expressly stated, the following terms shall have the meanings indicated in this Section. Where terms are not defined by this Section or by other Sections, they shall have ascribed to them their ordinarily accepted meanings or such as the context herein may imply.

...

CERTIFICATION

- a. Endorsement as meeting required minimum standards for a vacant position.
- b. A professional certification that requires specific knowledge skills and/or ability as proven by examination.

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UNION

Laborers’ International Union of North America – Local Union #773.

SECTION 2. Section 22-40 of the Centralia City Code is hereby changed, altered and amended so as to read as follows:

Section 22-40 Compensation Plan.

The Compensation Plan is a listing of all classified positions in City service with their corresponding levels of pay. The Compensation Plan will show the assignment of each position to a pay range and each pay range will be assigned eight (8) steps. Each step in each range shall show the corresponding hourly wage associated with the step. Bi-weekly wages will be calculated by multiplying hourly wages by eighty (80). Annual wages will be calculated by multiplying hourly wages by two thousand eighty (2080).

SECTION 3. Section 22-44 of the Centralia City Code is hereby changed, altered and amended so as to read as follows:

Section 22-44 **Advancement within salary ranges.**

Individuals with either probationary or regular status hired for a classified position at the minimum pay step shall be advanced to the second (2nd) step of the pay range for the employee's position upon completion of six (6) months of service. Upon completion of two (2) years of service, an employee shall be advanced to the third (3rd) step of the pay range for the employee's position. Upon completion of **four (4)** years of service, an employee shall be advanced to the fourth (4th) step of the pay range for the employee's position. Advancement to steps beyond step four (4) in a pay range or advancement to a step prior to completion of the standard length of service shall be based solely on merit. **Employees may be advanced through the steps and grades of the pay range faster than specified above for documented performance of exceptional level, or for achieving documented professional certifications according to a policy adopted by the Board of Aldermen or through a collective bargaining agreement.** Each scheduled step increase to the second (2nd), third (3rd) or fourth (4th) step shall be effective the first (1st) day of the pay period following the anniversary date of the employee's first (1st) day of work in a classified position.

SECTION 4. Section 22-45 of the Centralia City Code is hereby changed, altered and amended so as to read as follows:

Section 22-45 Standard work week — overtime.

Except as hereinafter provided in Subsections (B), (C), (D), (E), and (K), and (L) the regular work week for all City employees shall begin at 7:00 A.M. on Monday and shall end at 7:00 A.M. on the next Monday. Each full-time employee shall be scheduled to work forty (40) hours during a work week and normally be scheduled at least one (1) full day off during that week. Employees working more than forty (40) hours during a regular work week shall receive overtime pay at the rate of one and one-half (1 1/2) times their regular hourly rate for all hours in excess of forty (40) hours worked during that work week. The regular hours of work shall be consecutive except for interruptions for lunch or other appropriate meal, which shall consist of one (1) hour of uncompensated time during each work shift. An employee unable to take the full hour of meal time shall so note on his or her timecard or time sheet and shall be paid for that time. The department head shall assign to each employee regular work duties and responsibilities which can normally be accomplished within the established work day and work week.

SECTION 5. Section 22-45 of the Centralia City Code is hereby changed, altered and amended to add Subsection K:

- L. An alternate regular schedule may be allowed for members of a Union recognized by the City of Centralia in a Collective Bargaining Agreement or if allowed by the Board of Aldermen.**

SECTION 6. This ordinance shall take effect and be in full force and effect from and after April 30, 2018.

**PASSED** by the Board of Aldermen this 16<sup>th</sup> day of April, 2018.

Alderman Wilkins – yes  
Alderman Hudson – yes  
Alderman Lee – yes

Alderman Bormann - yes  
Alderman Rodgers - yes  
Alderman Magley - yes

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Presiding Officer

ATTEST:

\_\_\_\_\_  
City Clerk, Heather Russell

This ordinance approved by the Mayor this 16<sup>th</sup> day of April, 2018.

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Mayor, Tim Grenke

ATTEST:

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City Clerk, Heather Russell