

BILL NO. 17-249

AN ORDINANCE APPROVING AMENDMENT NO. 6 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY AMENDING THE PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS WITHIN THE ADMINISTRATION AND HUMAN RESOURCES DEPARTMENT FOR THE PURPOSE OF REORGANIZATION.

WHEREAS, Ordinance No. 8162, passed by the City Council on June 1, 2017, adopted the City's Budget for the Fiscal Year ending June 30, 2018; and,

WHEREAS, Exhibit A to Ordinance No. 8162 established the pay and classification plan that contains the authorized list of positions, which was amended previously by the adoption of Ordinance No. ; and,

WHEREAS, on October 19, 2017, the Mayor and City Council was presented the HR Assessment study conducted by the Novak Group Inc.; and,

WHEREAS, the HR Assessment included recommendations to reclassify certain existing positions and to create new positions within the Human Resources Department; and,

WHEREAS, the HR Assessment further recommended reorganizing the reporting structure of the organization to assign the reporting responsibility of the Director of Human Resources from the Director of Administration to the City Manager; and,

WHEREAS, the City Manager is recommending to the City Council that the recommendations for reclassification and creation of new positions and reporting structure modifications be initiated in order to begin the process of implementing the recommendations contained in the HR Assessment presented by the Novak Group, Inc.; and,

WHEREAS, the City Council of the City of Lee's Summit desires and intends to implement the changes described to the pay and classification plan and authorized allocation of full time equivalents for certain positions within the Administration and Human Resources Departments in order to allow for the efficient implementation of the recommendations presented by the Novak Group, Inc.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LEE'S SUMMIT, MISSOURI, as follows:

SECTION 1. That the FY18 Pay and Classification Plan, as adopted by Ordinance No. 8162 and amended by Ordinance No. 8254 is hereby amended to authorize the reclassification and/or inclusion of the following positions:

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Administration	Human Resources Generalist	13	39,339.27	51,750.82	64,162.36
Administration	Recruitment Specialist	13	39,339.27	51,750.82	64,162.36
Administration	Classification & Compensation Specialist	13	39,339.27	51,750.82	64,162.36
Administration	Workforce Development Specialist	13	39,339.27	51,750.82	64,162.36
Administration	Risk Management Officer	15	47,476.00	61,781.62	76,794.44

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Administration	Safety and Wellness Specialist	15	47,476.00	61,781.62	76,794.41
Administration	Director of Human Resources	19	70,545.93	93,649.72	116,753.51
Administration	Director of Administration	20	74,711.04	99,216.27	123,721.49
Administration	Asst. City Mgr., Administrative Services	20	74,711.04	99,216.27	123,721.49
Administration	Director of Human Resources	21	80,141.96	106,428.52	132,715.08

A true and accurate copy of the FY18 Pay and Classification Plan, as amended by Ordinance No. 8254 and further amended herein, being attached hereto as Exhibit A and incorporated herein by reference be and is hereby approved and adopted.

SECTION 2. All other provisions of Ordinance No. 8162 shall remain in full force and effect, subject to Amendment No. 1 (Ordinance No. 8203), Amendment No. 2 (Ordinance No. 8240), and Amendment No. 3 (Ordinance No. 8244), Amendment No. 4 (Ordinance No. 8254), Amendment No. 5 (Ordinance No. _____).

SECTION 3. That this ordinance shall be in full force and effect from and after the date of its passage and adoption, and approval by the Mayor.

SECTION 4. That should any section, sentence, or clause of this ordinance be declared invalid or unconstitutional, such declaration shall not affect the validity of the remaining sections, sentences or clauses.

PASSED by the City Council of the City of Lee's Summit, Missouri, this ____ day of _____, 2017.

Mayor *Randall L. Rhoads*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED by the Mayor of said city this _____ day of _____, 2017.

Mayor *Randall L. Rhoads*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

Chief Counsel of Management and Operations/Deputy City Attorney
Jackie McCormick Heanue