

BILL NO. 18-198

AN ORDINANCE APPROVING AMENDMENT NO. 6 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2019, AS ADOPTED BY ORDINANCE NO. 8405, BY REVISING THE AUTHORIZED EXPENDITURES FOR THE CITY OF LEE'S SUMMIT, MISSOURI, AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN.

WHEREAS, Ordinance No. 8405, passed by the City Council on June 28, 2018, adopted the City's Budget for the Fiscal Year ending June 30, 2019; and,

WHEREAS, the Fiscal Year 2018-2019 Pay and Classification Plan, attached as Exhibit A to Ordinance No. 8405, established the pay and classification plan that contains the authorized list of City positions and pay rates for such positions; and,

WHEREAS, on January 11, 2018, pursuant to Resolution No. 17-17, the City Council approved a Compensation Philosophy which requires the City to maintain employee salaries at a market competitive level; and,

WHEREAS, a comprehensive analysis of the City's existing pay and classification plan was undertaken and adjustments were proposed in the form of a new pay and classification plan in order to ensure all unrepresented positions within the City were in pay ranges that provided market competitiveness, which will bring the City's pay for unrepresented employees into compliance with the City Council's adopted Compensation Philosophy; and,

WHEREAS, it is necessary to adopt the new Pay and Classification Plan and to adjust the pay of unrepresented employees to in order to comply with the Compensation Philosophy; and,

WHEREAS, the Council has expressed its desire to make additional wage adjustments to account for longevity and cost of living for all unrepresented City employees; and,

WHEREAS, the City Manager will develop and present to the City Council for approval a plan to fund such wage adjustments and new Pay and Classification Plan before any funds are allocated.

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

SECTION 1. The Fiscal Year 2018-2019 Pay and Classification Plan, as adopted by Ordinance No. 8405, is hereby repealed and replaced by the pay and classification plan, attached hereto as Exhibit A and incorporated herein by reference.

SECTION 2. The amended funds and amounts as set forth in Exhibit B, attached and incorporated herein by reference, are hereby approved and authorized, subject to the presentation by the City Manager and approval by the City Council of a funding plan to fund the same.

SECTION 3. All other provisions of Ordinance No. 8405 shall remain in full force and effect, subject to Amendment No. 1 (Ordinance No. 8457), Amendment No. 2 (Ordinance No. 8435), Amendment No. 3 (Ordinance No. 8488), Amendment No. 4 (Ordinance No. 8489), and Amendment No. 5 (Ordinance No. 8510).

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SECTION 4. This Ordinance shall be in full force and effect from and after the effective date of the adoption and approval of the City Manager's funding plan referenced herein by the City Council.

SECTION 5. 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 _____, 2018.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED by the Mayor of said city this _____ day of _____, 2018.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*