

SUBSTITUTE BILL NO. 18-20

AN ORDINANCE APPROVING AMENDMENT NO. 9 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED EXPENDITURES FOR THE CITY OF LEE'S SUMMIT, MISSOURI, AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN.

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 establishes the pay and classification plan that contains the authorized list of positions; and,

WHEREAS, on January 11, 2018, the Mayor and City Council approved a Compensation Philosophy through adoption of Resolution No. 17-17, attached hereto as Exhibit C and incorporated by reference as though fully set forth; and,

WHEREAS, the Compensation Philosophy requires that the City maintain salaries of its employees at market level; and,

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

WHEREAS, in order to provide for equity among employee groups the Council wishes to make substantially similar pay available to represented groups.

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

SECTION 1. That the Fiscal Year 2017-2018 Pay and Classification Plan, as adopted by Ordinance No. 8162, is hereby repealed and replaced by Exhibit A.

SECTION 2. That the authorized expenditures for the Fiscal Year 2017-2018 of the City of Lee's Summit, Missouri, are amended in the manner shown in Exhibit B.

SECTION 3. That the City Manager is directed to earmark the total sum of \$2,000,000 for Core General employees, inclusive of the previously allocated amounts remaining from the FY2018 Budget for Wage Adjustments, and is further directed to bring forth a Budget Amendment which identifies allocations of that amount for further adjustments to be made to the salaries of Core General employees which is consistent with the Compensation Philosophy, attached hereto as Exhibit C.

SECTION 4. 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. 8284), Amendment No. 6 (Ordinance No. 8286), and Amendment No. 8 (Ordinance No. 8285).

SECTION 5. That the City Manager is hereby directed to offer an annualized sum for salary adjustments to represented employee groups in the following amounts: 1. The Fraternal Order

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of Police - \$1,800,000; 2. International Association of Fire Fighters - \$1,250,000; and, 3. International Association of Machinists - \$500,000.

SECTION 5(a) The future allocation of Appendix A and step plans and other increases are prepared and evaluated in advance of the adoption of the FY 2019/2020 Budget.

SECTION 6. 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 7. 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 _____, 2018.

Mayor Randall L. Rhoads

ATTEST:

City Clerk Trisha Fowler Arcuri

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

Mayor Randall L. Rhoads

ATTEST:

City Clerk Trisha Fowler Arcuri

APPROVED AS TO FORM:

City Attorney Brian W. Head

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EXHIBIT A:

Pay and Classification Plan

Exempt Structure					
Title	Grade	Min	Mid	Max	
Assistant City Manager, Operations	E18	95,718.48	122,519.65	149,320.83	
Assistant City Manager, Development Services & Comm.	E18	95,718.48	122,519.65	149,320.83	
Finance Director	E18	95,718.48	122,519.65	149,320.83	
Fire Chief	E18	95,718.48	122,519.65	149,320.83	
Police Chief	E18	95,718.48	122,519.65	149,320.83	
Director of Development Services	E17	90,300.45	115,584.58	140,868.71	
Director of Public Works	E17	90,300.45	115,584.58	140,868.71	
Director of Water Utilities	E17	90,300.45	115,584.58	140,868.71	
Assistant Director of Engineering Services	E16	85,189.11	109,042.06	132,895.01	
Chief Technology Officer	E16	85,189.11	109,042.06	132,895.01	
Deputy Director of Public Works/City Engineer	E16	85,189.11	109,042.06	132,895.01	
Assistant City Manager, Administrative Services	E16	85,189.11	109,042.06	132,895.01	
Director of Human Resources	E16	85,189.11	109,042.06	132,895.01	
Assistant Director of Support Services	E15	80,367.08	102,869.86	125,372.65	
Assistant Director of Application Management Services	E15	80,367.08	102,869.86	125,372.65	
Assistant Director of Operations	E15	80,367.08	102,869.86	125,372.65	
Chief Counsel of Infrastructure and Planning	E15	80,367.08	102,869.86	125,372.65	
Chief Counsel of Management and Operations	E15	80,367.08	102,869.86	125,372.65	
Chief Counsel of Public Safety	E15	80,367.08	102,869.86	125,372.65	
Chief of Litigation	E15	80,367.08	102,869.86	125,372.65	
Deputy Director of Public Works, Administration	E15	80,367.08	102,869.86	125,372.65	
Deputy Director of Finance	E15	80,367.08	102,869.86	125,372.65	
Director of Planning & Special Projects	E15	80,367.08	102,869.86	125,372.65	
Assistant Director of Field Services	E14	75,818.00	97,047.04	118,276.08	
Assistant Director of Plan Services	E14	75,818.00	97,047.04	118,276.08	
Assistant Administrator of Parks and Rec	E14	75,818.00	97,047.04	118,276.08	
Assistant Director of Planning & Special Projects	E13	71,526.42	91,553.81	111,581.21	
Assistant Director of Public Works Operations	E13	71,526.42	91,553.81	111,581.21	
Assistant Prosecuting Attorney PTR	E13	71,526.42	91,553.81	111,581.21	
City Architect	E13	71,526.42	91,553.81	111,581.21	
City Traffic Engineer	E13	71,526.42	91,553.81	111,581.21	
Controller	E13	71,526.42	91,553.81	111,581.21	

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Development Engineering Manager	E13	71,526.42	91,553.81	111,581.21
Manager, Enterprise Technology Services	E13	71,526.42	91,553.81	111,581.21
Supervisory Engineer	E13	71,526.42	91,553.81	111,581.21
Codes Administration Manager	E12	67,477.75	86,371.52	105,265.29
Construction Manager	E12	67,477.75	86,371.52	105,265.29
Planning Division Manager	E12	67,477.75	86,371.52	105,265.29
Public Works Operations Manager	E12	67,477.75	86,371.52	105,265.29
Staff Attorney	E12	67,477.75	86,371.52	105,265.29
Administrative Supervisor	E11	63,658.26	81,482.57	99,306.88
Airport Manager	E11	63,658.26	81,482.57	99,306.88
IT Operations Supervisor	E11	63,658.26	81,482.57	99,306.88
Management Analyst III	E11	63,658.26	81,482.57	99,306.88
Network Administrator	E11	63,658.26	81,482.57	99,306.88
Procurement & Contract Services Manager	E11	63,658.26	81,482.57	99,306.88
Senior Staff Engineer II	E11	63,658.26	81,482.57	99,306.88
Solid Waste Superintendent	E11	63,658.26	81,482.57	99,306.88
Superintendent II, Administration	E11	63,658.26	81,482.57	99,306.88
Superintendent of Recreation II	E11	63,658.26	81,482.57	99,306.88
Systems Analyst	E11	63,658.26	81,482.57	99,306.88
Utility Engineer	E11	63,658.26	81,482.57	99,306.88
Utility Operations and Maintenance Manager	E11	63,658.26	81,482.57	99,306.88
Account Services Manager	E10	60,054.96	76,870.35	93,685.73
Animal Control Manager	E10	60,054.96	76,870.35	93,685.73
Applications Administrator	E10	60,054.96	76,870.35	93,685.73
Court Administrator	E10	60,054.96	76,870.35	93,685.73
Creative Services Manager	E10	60,054.96	76,870.35	93,685.73
Database Administrator	E10	60,054.96	76,870.35	93,685.73
Fleet Manager	E10	60,054.96	76,870.35	93,685.73
ITS Project Manager	E10	60,054.96	76,870.35	93,685.73
Project Manager - Development Center	E10	60,054.96	76,870.35	93,685.73
Safety & Wellness Specialist	E10	60,054.96	76,870.35	93,685.73
Senior Staff Engineer I	E10	60,054.96	76,870.35	93,685.73
Staff Engineer II	E10	60,054.96	76,870.35	93,685.73
Superintendent of Park Operations	E10	60,054.96	76,870.35	93,685.73
Superintendent of Recreation Services	E10	60,054.96	76,870.35	93,685.73
Superintendent of Park Planning & Construction	E10	60,054.96	76,870.35	93,685.73
Cultural Arts Manager	E09	56,655.62	72,519.19	88,382.77
ITS Support Services Supervisor	E09	56,655.62	72,519.19	88,382.77

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Manager of Accreditation and Information Management	E09	56,655.62	72,519.19	88,382.77
Senior Planner	E09	56,655.62	72,519.19	88,382.77
Web Administrator	E09	56,655.62	72,519.19	88,382.77
Assistant Airport Manager	E08	53,448.70	68,414.33	83,379.97
Assistant Superintendent of Park Construction	E08	53,448.70	68,414.33	83,379.97
Central Building Services Supervisor	E08	53,448.70	68,414.33	83,379.97
GIS Coordinator	E08	53,448.70	68,414.33	83,379.97
LPCC Manager II	E08	53,448.70	68,414.33	83,379.97
Senior Field Building Inspector	E08	53,448.70	68,414.33	83,379.97
Aquatics Manager	E07	50,423.30	64,541.83	78,660.35
City Clerk	E07	50,423.30	64,541.83	78,660.35
Environmental Specialist	E07	50,423.30	64,541.83	78,660.35
Gamber Center Manager	E07	50,423.30	64,541.83	78,660.35
Harris Park Community Center Manager	E07	50,423.30	64,541.83	78,660.35
Strategic Communications & Administration Manager	E07	50,423.30	64,541.83	78,660.35
Planner	E06	47,569.15	60,888.51	74,207.88
Staff Engineer I	E06	47,569.15	60,888.51	74,207.88
Cash Management Officer	E05	44,876.56	57,441.99	70,007.43
Legacy Park Supervisor II	E05	44,876.56	57,441.99	70,007.43
Financial Analyst	E04	42,336.38	54,190.56	66,044.75
LPCC Assistant Manager	E04	42,336.38	54,190.56	66,044.75
LPCC Maintenance Supervisor	E04	42,336.38	54,190.56	66,044.75
Park Maintenance Supervisor	E04	42,336.38	54,190.56	66,044.75
Recreation Supervisor II	E04	42,336.38	54,190.56	66,044.75
Recreation Supervisor I	E03	39,939.98	51,123.17	62,306.36
Recreation Coordinator	E02	37,679.22	48,229.41	58,779.59
Recreation Specialist	E01	35,546.44	45,499.44	55,452.44

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Non-Exempt Structure					
Title	Grade	Min	Mid	Max	
Construction Project Manager	N15	61,743.56	76,870.73	91,997.91	
Control System Supervisor	N15	61,743.56	76,870.73	91,997.91	
Project Manager	N15	61,743.56	76,870.73	91,997.91	
Applications Analyst	N14	58,248.64	72,519.56	86,790.48	
Communications Systems Admin.	N14	58,248.64	72,519.56	86,790.48	
Communications Supervisor - Police	N13	54,951.55	68,414.68	81,877.81	
Plans Examiner	N13	54,951.55	68,414.68	81,877.81	
Right-of-Way Agent	N13	54,951.55	68,414.68	81,877.81	
Senior Procurement Officer	N13	54,951.55	68,414.68	81,877.81	
Utility System Manager	N13	54,951.55	68,414.68	81,877.81	
Communications Supervisor - Fire	N12	51,841.09	64,542.15	77,243.22	
Lead Engineering Technician	N12	51,841.09	64,542.15	77,243.22	
Lead Traffic Operations Technician	N12	51,841.09	64,542.15	77,243.22	
Street Operations Supervisor	N12	51,841.09	64,542.15	77,243.22	
Utility System Supervisor	N12	51,841.09	64,542.15	77,243.22	
Accounts Payable Supervisor	N11	48,906.68	60,888.82	72,870.96	
Community Relations Specialist	N11	48,906.68	60,888.82	72,870.96	
Creative Services Specialist	N11	48,906.68	60,888.82	72,870.96	
Maintenance Shop Supervisor	N11	48,906.68	60,888.82	72,870.96	
Management Analyst II	N11	48,906.68	60,888.82	72,870.96	
Marketing Specialist	N11	48,906.68	60,888.82	72,870.96	
Media Services Supervisor	N11	48,906.68	60,888.82	72,870.96	
Public Communications Coord.	N11	48,906.68	60,888.82	72,870.96	
Senior GIS Technician	N11	48,906.68	60,888.82	72,870.96	
Senior Traffic Operations Technician	N11	48,906.68	60,888.82	72,870.96	
System Support Specialist	N11	48,906.68	60,888.82	72,870.96	
Animal Control Field Supervisor	N10	46,138.38	57,442.28	68,746.19	
CIP Resident Inspector	N10	46,138.38	57,442.28	68,746.19	
Customer Service Supervisor	N10	46,138.38	57,442.28	68,746.19	
Recruitment Specialist	N10	46,138.38	57,442.28	68,746.19	
Classification & Compensation Specialist	N10	46,138.38	57,442.28	68,746.19	
Workforce Development Specialist	N10	46,138.38	57,442.28	68,746.19	
Lead Communication Specialist - Police	N10	46,138.38	57,442.28	68,746.19	
Lead Detention Officer	N10	46,138.38	57,442.28	68,746.19	
Metered Services Supervisor	N10	46,138.38	57,442.28	68,746.19	

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Public Works Inspector	N10	46,138.38	57,442.28	68,746.19
Senior Engineering Technician	N10	46,138.38	57,442.28	68,746.19
Technical Services Specialist	N10	46,138.38	57,442.28	68,746.19
Executive Assistant	N09	43,526.77	54,190.83	64,854.89
Field Engineering Inspector	N09	43,526.77	54,190.83	64,854.89
GIS Technician	N09	43,526.77	54,190.83	64,854.89
Operations Technician	N09	43,526.77	54,190.83	64,854.89
Procurement Officer II	N09	43,526.77	54,190.83	64,854.89
Purchasing and Supply Officer	N09	43,526.77	54,190.83	64,854.89
Signs and Markings Technician	N09	43,526.77	54,190.83	64,854.89
Web Specialist	N09	43,526.77	54,190.83	64,854.89
Accountant	N08	41,063.00	51,123.43	61,183.86
Administrative Assistant III	N08	41,063.00	51,123.43	61,183.86
Benefits Specialist	N08	41,063.00	51,123.43	61,183.86
Contract Compliance Coordinator/Paralegal	N08	41,063.00	51,123.43	61,183.86
Court Security Officer	N08	41,063.00	51,123.43	61,183.86
Detention Officer	N08	41,063.00	51,123.43	61,183.86
Engineering Technician II	N08	41,063.00	51,123.43	61,183.86
Field Building Inspector	N08	41,063.00	51,123.43	61,183.86
Human Resources Assistant	N08	41,063.00	51,123.43	61,183.86
Instrumentation & Controls Technician	N08	41,063.00	51,123.43	61,183.86
Legal Assistant	N08	41,063.00	51,123.43	61,183.86
Office Manager/Paralegal	N08	41,063.00	51,123.43	61,183.86
Probation/Compliance Officer	N08	41,063.00	51,123.43	61,183.86
System Support Analyst	N08	41,063.00	51,123.43	61,183.86
Traffic Operations Technician II	N08	41,063.00	51,123.43	61,183.86
Water Utilities Analyst	N08	41,063.00	51,123.43	61,183.86
Communications Specialist - Police	N07	38,738.67	48,229.65	57,720.63
Deputy City Clerk	N07	38,738.67	48,229.65	57,720.63
Engineering Technician I	N07	38,738.67	48,229.65	57,720.63
Equipment Technician	N07	38,738.67	48,229.65	57,720.63
Facilities Maintenance Worker II	N07	38,738.67	48,229.65	57,720.63
ITS Help Desk Support Specialist	N07	38,738.67	48,229.65	57,720.63
Management Analyst I	N07	38,738.67	48,229.65	57,720.63
Marketing Coordinator	N07	38,738.67	48,229.65	57,720.63
Master Park Specialist	N07	38,738.67	48,229.65	57,720.63
Traffic Operations Technician I	N07	38,738.67	48,229.65	57,720.63
Community Standards Officer	N06	36,545.92	45,499.67	54,453.42

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Development Technician	N06	36,545.92	45,499.67	54,453.42
Neighborhood Services Officer	N06	36,545.92	45,499.67	54,453.42
Payroll Specialist	N06	36,545.92	45,499.67	54,453.42
Permit Technician	N06	36,545.92	45,499.67	54,453.42
Senior Park Specialist	N06	36,545.92	45,499.67	54,453.42
Utility Technician	N06	36,545.92	45,499.67	54,453.42
Account Technician	N05	34,477.28	42,924.22	51,371.15
Administrative Assistant II	N05	34,477.28	42,924.22	51,371.15
Airport Attendant	N05	34,477.28	42,924.22	51,371.15
Animal Control Officer	N05	34,477.28	42,924.22	51,371.15
Crime Scene Technician	N05	34,477.28	42,924.22	51,371.15
Customer Service Representative	N05	34,477.28	42,924.22	51,371.15
Facilities Maintenance Worker	N05	34,477.28	42,924.22	51,371.15
ITS Support PTT	N05	34,477.28	42,924.22	51,371.15
Skilled Park Specialist	N05	34,477.28	42,924.22	51,371.15
Bond Clerk	N04	32,525.74	40,494.54	48,463.35
Evidence & Property Technician	N04	32,525.74	40,494.54	48,463.35
Facility Maintenance Specialist	N04	32,525.74	40,494.54	48,463.35
Park Specialist	N04	32,525.74	40,494.54	48,463.35
Police Services Officer	N04	32,525.74	40,494.54	48,463.35
Records Management Clerk	N04	32,525.74	40,494.54	48,463.35
Warrant Clerk	N04	32,525.74	40,494.54	48,463.35
Police Records Clerk	N03	30,684.66	38,202.40	45,720.14
Procurement Officer I	N03	30,684.66	38,202.40	45,720.14
Shelter Attendant	N03	30,684.66	38,202.40	45,720.14
Treasury Cashier	N03	30,684.66	38,202.40	45,720.14
Deputy Court Clerk	N02	28,947.79	36,040.00	43,132.21
Parking Control Officer	N02	28,947.79	36,040.00	43,132.21
Service Attendant	N02	28,947.79	36,040.00	43,132.21
Accounting Clerk	N01	27,309.24	34,000.00	40,690.76
Administrative Assistant I	N01	27,309.24	34,000.00	40,690.76
Audio Visual Evening	N01	27,309.24	34,000.00	40,690.76
Cash Receipts Clerk	N01	27,309.24	34,000.00	40,690.76
EMS Billing Specialist	N01	27,309.24	34,000.00	40,690.76
Payroll Support	N01	27,309.24	34,000.00	40,690.76
Service Representative I	N01	27,309.24	34,000.00	40,690.76

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Public Safety, Non-represented					
Title	Grade	Min	Mid	Max	
Battalion Chief	F07	86,933.44	103,609.05	120,284.65	
Assistant Fire Chief	F08	89,307.84	107,525.99	125,744.14	
Police Captain	P07	80,794.03	93,246.27	105,012.90	
Police Major	P08	82,250.20	103,800.03	125,349.86	

Represented Employees					
Job Title	Grade	Min	Mid	Max	
Firefighter	F1	37,626.54	44,982.53	52,338.51	
Firefighter Paramedic	F1P	43,626.54	50,982.53	58,338.51	
Fire Engineer	F2	40,941.09	48,617.55	56,294.00	
Fire Engineer Paramedic	F2P	46,941.09	54,617.55	62,294.00	
Fire Specialist	F3	44,605.37	55,779.02	66,952.67	
Fire Specialist Paramedic	F3P	50,605.37	61,779.02	72,952.67	
Fire Captain I	F4	53,153.26	63,597.88	74,042.49	
Fire Captain I Paramedic	F4P	59,153.26	69,597.88	80,042.49	
Fire Captain II	F5	58,134.06	71,940.59	85,747.12	
Fire Captain II Paramedic	F5P	64,134.06	77,940.59	91,747.12	
Communications Specialist	F11	36,587.64	47,929.75	59,271.85	
Lead Communications Specialist	F12	39,764.52	50,864.49	61,964.45	
Police Officer I	P1	38,629.42	46,077.33	53,778.27	
Police Officer II	P2	42,032.31	49,798.30	57,826.85	
Master Police Officer I	P3	45,794.26	57,400.16	69,006.06	
Master Police Officer II	P4	57,201.54	63,103.80	69,006.06	
Police Sergeant I	P5	57,500.00	72,073.54	86,647.08	
Police Sergeant II	P6	72,073.00	79,360.00	86,647.00	
Mechanic	UN0	33,473.65	41,713.36	49,953.07	
Custodian	UN1	28,268.71	36,904.80	45,540.98	
Maintenance Worker	UN2	28,443.17	36,418.62	44,394.06	
Equipment Operator	UN4	35,075.25	42,514.16	49,953.07	
Equipment Operator Sewer	UN4	35,075.25	42,514.16	49,953.07	
Equipment Operator Water	UN4	35,075.25	42,514.16	49,953.07	
Meter Service Technician	UN6	26,111.70	37,815.86	49,520.22	
Metered Services Specialist	UN7	33,261.49	43,572.46	53,883.44	

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Exhibit B

Amended Fund	Amended Department	Added/ (Reduced)	New Amended budget
F100 General Fund	Administration	\$8,049	\$5,364,887
F100 General Fund	Development Services	\$14,225	\$3,644,282
F100 General Fund	Finance	\$4,653	\$8,608,508
F100 General Fund	Law	\$4,355	\$1,416,626
F100 General Fund	Municipal Court	\$1,800	\$884,203
F100 General Fund	Planning & Special Projects	\$1,872	\$641,920
F100 General Fund	Police	\$63,979	\$20,135,039
F100 General Fund	Public Works Engineering	\$5,190	\$5,638,792
F200 Parks & Recreation		\$9,639	\$3,349,664
F201 Gamber Center		\$1,314	\$496,039
F202 Legacy Park		\$12,229	\$1,948,782
F203 Summit Waves		\$642	\$640,144

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F204 Cemetery Trust Fund	\$752	\$227,228
F500 Water/Sewer Fund	\$11,477	\$40,896,358
F510 Airport	\$7,697	\$11,474,424
F530 Harris Park	\$8,733	\$1,566,249
F620 ITS Fund	\$32,318	\$4,140,846



LEE'S SUMMIT
MISSOURI

Compensation Philosophy

Adopted: January 11, 2018

Purpose Statement

It is vital for Lee's Summit to competitively acquire, retain, and motivate capable, performance-driven employees who seek continuous improvement, foster technological self-sufficiency, and promote fiscal responsibility and accountability now and in the future.

Objectives

To that end, the Lee's Summit classification, compensation, and total rewards system should:

- Allow employees to play a meaningful role in total compensation administration;
- Establish a consistent, objective framework that recognizes job qualifications and the numerous ways positions contribute to the City's mission, vision, and goals;
- Provide total compensation offerings that are maintained at market or above, while mindful of the City's need for responsible budgeting and sustainable revenue sources to fund the services provided to residents;
- Afford flexibility in the definition of total rewards to reflect changing financial conditions and support the evolving needs of the workforce;
- Promote the positive work culture and safe working environment valued by employees; and
- Incentivize individuals who exceed identified performance objectives.

Intent

To accomplish the objectives, the City will endeavor to achieve the following:

- Solicit employee input to assist in evaluating all elements of compensation to include benefits during future compensation studies to ensure competitiveness, relevancy, and effectiveness of the total reward system.
- Maintain a position classification system that recognizes the position's impact to the organization, qualifications, required skills and abilities, and other compensable factors.
- Maintain a classification system where the approved pay plan of pay ranges are maintained at market levels or above as determined by future compensation studies initiated by the City.
- Maintain a merit based system for core employees and a step system for represented groups where all future compensation adjustments reflect the employees performance to include their contribution to a positive work culture and safe working environment.

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- Make personnel and human resources decisions on merit; and remain subject to annual appropriation and periodic review.

Responsibilities

Our employees are the most important resource to achieve our mission:

Our mission is to create positive community relationships and a progressive organization delivering valued programs and services.

It is our shared responsibility to maintain a culture which supports those who have chosen public service for the City of Lee's Summit in a fiscally responsible manner that ensures sustainable quality services.