

Non-exempt Salary

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 49-420

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WICHITA:

SECTION 1. A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 - December 19, 2014**

Range	A	B	C	D	E	F	G
312	10.9984	11.2733	11.5551	11.8440	12.1401	12.4436	12.7547
314	12.4917	12.8040	13.1241	13.4522	13.7885	14.1333	14.4866
315	12.4917	12.8040	13.1241	13.4522	13.7885	14.1333	14.4866
316	13.0501	13.3763	13.7107	14.0535	14.4049	14.7650	15.1341
317	13.9840	14.3336	14.6919	15.0592	15.4357	15.8216	16.2171
320	16.0376	16.4385	16.8495	17.2707	17.7025	18.1450	18.5987

Range	H	I	J	K	L	M	N	O
312	13.0736	13.4004	13.7354	14.0788	14.4308	14.7916	15.1614	15.5404
314	14.8487	15.2200	15.6005	15.9905	16.3902	16.8000	17.2200	17.6505
315	14.8487	15.2200	15.6005	15.9905	16.3902	16.8000	17.2200	17.6505
316	15.5124	15.9003	16.2978	16.7052	17.1228	17.5509	17.9897	18.4394
317	16.6226	17.0381	17.4641	17.9007	18.3482	18.8069	19.2771	19.7590
320	19.0636	19.5402	20.0287	20.5294	21.0427	21.5687	22.1080	22.6607

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 - December 18, 2015**

Range	A	B	C	D	E	F	G
312	11.3008	11.5833	11.8729	12.1697	12.4740	12.7858	13.1055
314	12.8353	13.1561	13.4850	13.8222	14.1677	14.5219	14.8850
315	12.8353	13.1561	13.4850	13.8222	14.1677	14.5219	14.8850
316	13.4090	13.7442	14.0878	14.4400	14.8010	15.1710	15.5503
317	14.3686	14.7278	15.0960	15.4734	15.8602	16.2567	16.6631
320	16.4786	16.8906	17.3128	17.7456	18.1893	18.6440	19.1101

Range	H	I	J	K	L	M	N	O
312	13.4331	13.7689	14.1132	14.4660	14.8276	15.1983	15.5783	15.9677
314	15.2571	15.6385	16.0295	16.4302	16.8410	17.2620	17.6935	18.1359
315	15.2571	15.6385	16.0295	16.4302	16.8410	17.2620	17.6935	18.1359
316	15.9390	16.3375	16.7460	17.1646	17.5937	18.0336	18.4844	18.9465
317	17.0797	17.5067	17.9444	18.3930	18.8528	19.3241	19.8072	20.3024
320	19.5879	20.0776	20.5795	21.0940	21.6213	22.1619	22.7159	23.2838

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SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 - December 23, 2016

Range	A	B	C	D	E	F	G
312	11.4421	11.7281	12.0213	12.3219	12.6299	12.9457	13.2693
314	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
315	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
316	13.5766	13.9160	14.2639	14.6205	14.9860	15.3606	15.7447
317	14.5482	14.9119	15.2847	15.6668	16.0584	16.4599	16.8714
320	16.6846	17.1017	17.5292	17.9675	18.4167	18.8771	19.3490

Range	H	I	J	K	L	M	N	O
312	13.6010	13.9410	14.2896	14.6468	15.0130	15.3883	15.7730	16.1673
314	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
315	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
316	16.1383	16.5417	16.9553	17.3792	17.8136	18.2590	18.7155	19.1833
317	17.2932	17.7255	18.1687	18.6229	19.0885	19.5657	20.0548	20.5562
320	19.8327	20.3285	20.8368	21.3577	21.8916	22.4389	22.9999	23.5749

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SECTION 2. A schedule of standard pay ranges established for classifications for *temporary, seasonal and/or intermittent* positions that are City employees and treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 - December 19, 2014**

Range	A	B	C	D	E	F	G
405	7.2500	7.4313	7.6170	7.8075	8.0026	8.2027	8.4078
406	8.1934	8.3982	8.6083	8.8234	9.0440	9.2701	9.5019
407	8.5051	8.7177	8.9357	9.1591	9.3881	9.6228	9.8634
408	8.8359	9.0568	9.2832	9.5154	9.7532	9.9970	10.2470
409	9.1966	9.4265	9.6622	9.9038	10.1513	10.4051	10.6652
410	9.5741	9.8135	10.0587	10.3103	10.5680	10.8322	11.1030
411	9.9562	10.2051	10.4602	10.7218	10.9898	11.2645	11.5462
412	10.3837	10.6433	10.9093	11.1820	11.4617	11.7481	12.0419
414	11.2868	11.5690	11.8582	12.1547	12.4586	12.7700	13.0893
415	11.7898	12.0845	12.3866	12.6963	13.0137	13.3390	13.6726
416	12.3154	12.6233	12.9389	13.2624	13.5939	13.9337	14.2820
417	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665	14.9307

Range	H	I	J	K	L	M	N	O
405	8.6180	8.8334	9.0543	9.2806	9.5126	9.7504	9.9942	10.2441
406	9.7394	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5771
407	10.1100	10.3626	10.6218	10.8873	11.1595	11.4385	11.7245	12.0175
408	10.5032	10.7658	11.0348	11.3108	11.5936	11.8833	12.1805	12.4849
409	10.9319	11.2052	11.4853	11.7724	12.0667	12.3685	12.6776	12.9945
410	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980	13.5280
411	11.8349	12.1307	12.4340	12.7449	13.0675	13.3900	13.7248	14.0679
412	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719
414	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480
415	14.0143	14.3648	14.7238	15.0919	15.4692	15.8559	16.2524	16.6587
416	14.6392	15.0051	15.3802	15.7647	16.1588	16.5629	16.9769	17.4013
417	15.3039	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915

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SECTION 3. A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 - December 19, 2014**

Range	A	B	C	D	E	F	G
602	7.8112	8.0066	8.2068	8.4119	8.6222	8.8378	9.0587
606	8.5243	8.7373	8.9559	9.1797	9.4092	9.6444	9.8855
607	8.8486	9.0697	9.2965	9.5289	9.7671	10.0114	10.2617
608	9.1927	9.4224	9.6580	9.8996	10.1470	10.4007	10.6607
609	9.5679	9.8071	10.0523	10.3036	10.5612	10.8252	11.0959
610	9.9607	10.2097	10.4649	10.7265	10.9947	11.2695	11.5513
611	10.3582	10.6171	10.8825	11.1547	11.4336	11.7194	12.0124
612	10.8029	11.0730	11.3497	11.6335	11.9244	12.2224	12.5281
613	11.2538	11.5351	11.8234	12.1190	12.4220	12.7326	13.0509
614	11.7425	12.0361	12.3370	12.6454	12.9616	13.2855	13.6177
615	12.2658	12.5725	12.8867	13.2089	13.5392	13.8776	14.2246
616	12.8126	13.1330	13.4613	13.7978	14.1427	14.4963	14.8587
617	13.3944	13.7293	14.0726	14.4244	14.7850	15.1546	15.5335
618	14.0124	14.3627	14.7218	15.0898	15.4671	15.8537	16.2499
619	14.6676	15.0342	15.4101	15.7954	16.1903	16.5949	17.0099
620	15.3453	15.7289	16.1222	16.5252	16.9383	17.3618	17.7958
621	16.0905	16.4928	16.9050	17.3277	17.7610	18.2048	18.6601
622	16.8685	17.2902	17.7224	18.1656	18.6197	19.0851	19.5623
623	17.6865	18.1286	18.5818	19.0464	19.5225	20.0106	20.5109
624	18.5671	19.0314	19.5072	19.9948	20.4947	21.0070	21.5322
625	19.4919	19.9792	20.4786	20.9906	21.5154	22.0532	22.6046
626	20.4732	20.9850	21.5097	22.0474	22.5986	23.1636	23.7428
627	21.5135	22.0514	22.6026	23.1678	23.7468	24.3405	24.9491
630	24.9241	25.5472	26.1859	26.8406	27.5116	28.1994	28.9044

Range	H	I	J	K	L	M	N	O
602	9.2852	9.5172	9.7553	9.9992	10.2492	10.5053	10.7679	11.0372
606	10.1326	10.3860	10.6456	10.9118	11.1846	11.4641	11.7507	12.0445
607	10.5181	10.7810	11.0506	11.3269	11.6101	11.9003	12.1979	12.5027
608	10.9273	11.2004	11.4804	11.7674	12.0617	12.3631	12.6723	12.9890
609	11.3733	11.6576	11.9491	12.2477	12.5539	12.8679	13.1895	13.5192
610	11.8401	12.1361	12.4394	12.7504	13.0691	13.3960	13.7309	14.0741
611	12.3127	12.6204	12.9360	13.2595	13.5909	13.9306	14.2789	14.6359
612	12.8413	13.1623	13.4914	13.8287	14.1744	14.5287	14.8920	15.2642
613	13.3772	13.7115	14.0543	14.4057	14.7659	15.1350	15.5134	15.9012
614	13.9582	14.3071	14.6648	15.0314	15.4072	15.7924	16.1872	16.5919
615	14.5802	14.9448	15.3183	15.7012	16.0937	16.4961	16.9086	17.3313
616	15.2302	15.6109	16.0012	16.4012	16.8112	17.2316	17.6623	18.1039
617	15.9218	16.3199	16.7278	17.1460	17.5746	18.0140	18.4644	18.9260
618	16.6563	17.0727	17.4995	17.9370	18.3854	18.8450	19.3162	19.7991
619	17.4351	17.8710	18.3177	18.7757	19.2451	19.7262	20.2194	20.7249
620	18.2408	18.6968	19.1642	19.6433	20.1345	20.6377	21.1536	21.6825
621	19.1266	19.6047	20.0949	20.5972	21.1122	21.6399	22.1809	22.7354
622	20.0513	20.5526	21.0664	21.5931	22.1329	22.6863	23.2534	23.8347
623	21.0237	21.5493	22.0880	22.6402	23.2062	23.7863	24.3809	24.9905
624	22.0706	22.6223	23.1879	23.7675	24.3617	24.9708	25.5951	26.2349
625	23.1697	23.7490	24.3426	24.9512	25.5750	26.2144	26.8698	27.5415
626	24.3362	24.9446	25.5683	26.2075	26.8627	27.5342	28.2226	28.9281
627	25.5728	26.2122	26.8675	27.5392	28.2277	28.9334	29.6567	30.3980
630	29.6270	30.3676	31.1268	31.9050	32.7026	33.5202	34.3582	35.2172

SECTION 4. A schedule of standard pay ranges established for *Airport Safety* positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 - December 19, 2014**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	12.8519	13.1730	13.5025	13.8401	14.1861	14.5407	14.9041
40 Hour Week	17.9926	18.4424	18.9034	19.3760	19.8603	20.3569	20.8658
692*							
24 Hour Shift	14.1370	14.4904	14.8527	15.2241	15.6045	15.9947	16.3945
40 Hour Week	19.7918	20.2865	20.7937	21.3136	21.8464	22.3926	22.9524

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.2768	15.6587	16.0502	16.4514	16.8626	17.2842	17.7163	18.1591
40 Hour Week	21.3874	21.9221	22.4702	23.0319	23.6077	24.1980	24.8028	25.4228
692*								
24 Hour Shift	16.8044	17.2246	17.6551	18.0965	18.5490	19.0127	19.4879	19.9753
40 Hour Week	23.5263	24.1144	24.7172	25.3352	25.9686	26.6176	27.2831	27.9653

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 - December 18, 2015**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.0446	13.3706	13.7050	14.0477	14.3989	14.7588	15.1277
40 Hour Week	18.2625	18.7190	19.1869	19.6666	20.1582	20.6622	21.1788
692*							
24 Hour Shift	14.3490	14.7077	15.0755	15.4525	15.8386	16.2346	16.6404
40 Hour Week	20.0887	20.5908	21.1057	21.6333	22.1741	22.7285	23.2967

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.5060	15.8936	16.2909	16.6982	17.1156	17.5434	17.9820	18.4315
40 Hour Week	21.7082	22.2509	22.8073	23.3774	23.9618	24.5609	25.1749	25.8042
692*								
24 Hour Shift	17.0565	17.4829	17.9199	18.3680	18.8272	19.2979	19.7802	20.2749
40 Hour Week	23.8791	24.4761	25.0879	25.7152	26.3581	27.0169	27.6924	28.3848

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 - December 23, 2016

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.2077	13.5378	13.8763	14.2233	14.5789	14.9433	15.3168
40 Hour Week	18.4907	18.9530	19.4268	19.9125	20.4102	20.9205	21.4436
692*							
24 Hour Shift	14.5284	14.8916	15.2639	15.6456	16.0366	16.4376	16.8484
40 Hour Week	20.3398	20.8482	21.3695	21.9037	22.4512	23.0126	23.5879

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.6998	16.0922	16.4945	16.9069	17.3295	17.7627	18.2068	18.6619
40 Hour Week	21.9796	22.5291	23.0924	23.6696	24.2614	24.8679	25.4895	26.1267
692*								
24 Hour Shift	17.2697	17.7015	18.1439	18.5976	19.0626	19.5391	20.0274	20.5284
40 Hour Week	24.1776	24.7820	25.4015	26.0366	26.6876	27.3546	28.0385	28.7396

Hourly rates in this pay range that are designated "24-Hour Shift" are for **Airport Safety** positions assigned to work 24-hour shifts with schedules based on a 27-day work period. The rates designated "40-Hour Week" are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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SECTION 5. A schedule of standard pay ranges established for commissioned and non-commissioned positions in the *Police Department* that are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 – December 19, 2014**

Range	A	B	C	D	E	F	G
710	15.6679	16.0596	16.4612	16.8726	17.2945	17.7269	18.1700
711	16.6069	17.0221	17.4476	17.8838	18.3308	18.7892	19.2589
712	17.6776	18.1195	18.5725	19.0369	19.5128	20.0006	20.5006
714	18.9436	19.4172	19.9026	20.4001	20.9102	21.4330	21.9688
722	19.9484						
723	20.8884	21.4106	21.9458	22.4944	23.0568	23.6333	24.2241
724	22.9486	23.5222	24.1103	24.7130	25.3308	25.9642	26.6132
725*	25.2365	25.8674	26.5140	27.1769	27.8563	28.5528	29.2666
727*	---	---	---	---	---	30.4592	31.2207

Range	H	I	J	K	L	M	N	O
710	18.6243	19.0899	19.5672	20.0563	20.5577	21.0717	21.5985	22.1384
711	19.7404	20.2339	20.7398	21.2582	21.7896	22.3344	22.8928	23.4651
712	21.0131	21.5385	22.0769	22.6288	23.1945	23.7744	24.3688	24.9780
714	22.5180	23.0809	23.6580	24.2494	24.8557	25.4770	26.1139	26.7669
722								
723	24.8296	25.4505	26.0866	26.7388	27.4073	28.0925	28.7948	29.5147
724	27.2786	27.9605	28.6595	29.3760	30.1104	30.8632	31.6348	32.4256
725*	29.9982	30.7482	31.5169	32.3048	33.1125	33.9402	34.7888	35.6585
727*	32.0012	32.8013	33.6212	34.4617	35.3232	36.2063	37.1115	38.0393

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

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SECTION 6. A schedule of standard pay ranges established for commissioned positions in the *Fire Department* in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 – December 19, 2014**

Range	A	B	C	D	E	F	G	
821	17.3578	---	---	---	---	---	---	
824	21.8945	22.4418	23.0029	23.5780	24.1674	24.7716	25.3908	
827* 24 Hr.	17.3396	17.7731	18.2174	18.6728	19.1397	19.6182	20.1087	
827* 40 Hr.	24.2755	24.8824	25.5044	26.1420	26.7956	27.4655	28.1521	
891* 24 Hr	14.1501	14.5038	14.8664	15.2381	15.6190	16.0095	16.4097	
891* 40 Hr	19.5173	20.0052	20.5054	21.0180	21.5435	22.0820	22.6341	
892* 24 Hr	15.6388	16.0299	16.4306	16.8414	17.2624	17.6940	18.1363	
892* 40 Hr.	21.8945	22.4418	23.0029	23.5780	24.1674	24.7716	25.3908	
893* 24 Hr.	17.3396	17.7731	18.2174	18.6728	19.1397	19.6182	20.1087	
893* 40 Hr.	24.2755	24.8824	25.5044	26.1420	26.7956	27.4655	28.1521	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.0256	26.6762	27.3432	28.0267	28.7274	29.4456	30.1818	30.9362
827* 24 Hr.	20.6114	21.1267	21.6548	22.1962	22.7511	23.3199	23.9028	24.5004
827* 40 Hr.	28.8559	29.5773	30.3168	31.0747	31.8515	32.6478	33.4640	34.3006
891* 24 Hr	16.8200	17.2404	17.6715	18.1133	18.5661	19.0303	19.5060	19.9936
891* 40 Hr	23.2000	23.7800	24.3745	24.9838	25.6084	26.2486	26.9048	27.5775
892* 24 Hr	18.5897	19.0545	19.5308	20.0191	20.5196	21.0326	21.5583	22.0973
892* 40 Hr.	26.0256	26.6762	27.3432	28.0267	28.7274	29.4456	30.1818	30.9362
893* 24 Hr.	20.6114	21.1267	21.6548	22.1962	22.7511	23.3199	23.9028	24.5004
893* 40 Hr.	28.8559	29.5773	30.3168	31.0747	31.8515	32.6478	33.4640	34.3006

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 – December 18, 2015**

Range	A	B	C	D	E	F	G	
821	17.5747	---	---	---	---	---	---	
824	22.1682	22.7224	23.2904	23.8727	24.4695	25.0812	25.7082	
827* 24 Hr.	17.5564	17.9953	18.4451	18.9062	19.3789	19.8634	20.3600	
827* 40 Hr.	24.5789	25.1934	25.8232	26.4688	27.1305	27.8088	28.5040	
891* 24 Hr	14.3269	14.6851	15.0523	15.4286	15.8142	16.2096	16.6149	
891* 40 Hr	20.0577	20.5592	21.0731	21.6000	22.1400	22.6934	23.2607	
892* 24 Hr	15.8343	16.2303	16.6360	17.0519	17.4782	17.9152	18.3630	
892* 40 Hr.	22.1682	22.7224	23.2904	23.8727	24.4695	25.0812	25.7082	
893* 24 Hr.	17.5564	17.9953	18.4451	18.9062	19.3789	19.8634	20.3600	
893* 40 Hr.	24.5789	25.1934	25.8232	26.4688	27.1305	27.8088	28.5040	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.3510	27.0097	27.6850	28.3770	29.0865	29.8137	30.5590	31.3229
827* 24 Hr.	20.8690	21.3908	21.9255	22.4736	23.0355	23.6114	24.2016	24.8066
827* 40 Hr.	29.2166	29.9471	30.6957	31.4631	32.2497	33.0559	33.8823	34.7293
891* 24 Hr	17.0302	17.4560	17.8924	18.3397	18.7981	19.2681	19.7498	20.2436
891* 40 Hr	23.8422	24.4384	25.0494	25.6756	26.3174	26.9754	27.6498	28.3410
892* 24 Hr	18.8221	19.2927	19.7750	20.2694	20.7761	21.2955	21.8278	22.3735
892* 40 Hr.	26.3510	27.0097	27.6850	28.3770	29.0865	29.8137	30.5590	31.3229
893* 24 Hr.	20.8690	21.3908	21.9255	22.4736	23.0355	23.6114	24.2016	24.8066
893* 40 Hr.	29.2166	29.9471	30.6957	31.4631	32.2497	33.0559	33.8823	34.7293

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 18, 2015 – December 23, 2016

Range	A	B	C	D	E	F	G	
821	17.7944	---	---	---	---	---	---	
824	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
827* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
827* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
891* 24 Hr	14.5060	14.8686	15.2404	15.6214	16.0119	16.4123	16.8225	
891* 40 Hr	20.3085	20.8162	21.3365	21.8700	22.4167	22.9771	23.5515	
892* 24 Hr	16.0323	16.4331	16.8440	17.2651	17.6967	18.1391	18.5926	
892* 40 Hr.	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
893* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
893* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
827* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
827* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634
891* 24 Hr	17.2431	17.6742	18.1160	18.5689	19.0331	19.5090	19.9967	20.4966
891* 40 Hr	24.1403	24.7438	25.3625	25.9965	26.6464	27.3126	27.9954	28.6952
892* 24 Hr	19.0574	19.5338	20.0222	20.5227	21.0358	21.5617	22.1007	22.6532
892 *40 Hr.	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
893* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
893* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634

*Hourly rates in this pay range that are designated “24-Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27-day work period. The rates designated “40-Hour Week” are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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SECTION 7. A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 21, 2013 – December 20, 2014**

Range	A	B	C	D	E	F	G
925	18.3002	18.7577	19.2266	19.7073	20.2000	20.7050	21.2226
926	20.4732	20.9850	21.5098	22.0475	22.5987	23.1635	23.7428
927	21.5135	22.0514	22.6026	23.1678	23.7468	24.3405	24.9490
928	22.5892	23.1541	23.7329	24.3263	24.9344	25.5577	26.1965
929	23.7188	24.3117	24.9195	25.5424	26.1810	26.8357	27.5064

Range	H	I	J	K	L	M	N	O
925	21.7532	22.2970	22.8545	23.4258	24.0114	24.6117	25.2270	25.8577
926	24.3369	24.9446	25.5683	26.2075	26.8627	27.5342	28.2226	28.9281
927	25.5728	26.2122	26.8675	27.5392	28.2277	28.9333	29.6566	30.3980
928	26.8516	27.5228	28.2109	28.9162	29.6392	30.3802	31.1396	31.9181
929	28.1942	28.8989	29.6215	30.3620	31.1211	31.8991	32.6965	33.5140

SECTION 8. Other Provisions

- a. Unless otherwise indicated in the schedule contained in Sections 1 through 8 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty will be issued a complete uniform. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
 - (2) Commissioned Police Department Personnel, as well as Traffic Safety Officers, Warrant Officers, Station Clerks, and Crime Scene Investigators shall be allowed up to a maximum of \$700.00 in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. Uniformed employees may expend up to \$350.00 of the allowance for civilian attire each year. This provision applies below the rank of Deputy Police Chief. It does not apply to civilianized positions that are not required to be in uniform.
 - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.
 - (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty will be paid up to but not exceeding the additional sum of \$650.00. This provision applies to positions below the rank of Deputy Fire Chief.

Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items that the City Manager may authorize.
 - (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.
 - (6) Service Officers, Security Screeners and Security Officers in the Police Department shall be allowed up to a maximum of \$450.00 in department credit or vouchers for replacement of

uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$150.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year College or university will receive \$110.00 per month for a bachelor's degree or \$135.00 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved the Department Director and the City Manager. These employees are not eligible for the Tuition Reimbursement program.
- (8) Commissioned members of the Fire Department shall receive education pay of \$25.00 per month for associate's degree or \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree in Fire Science from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (9) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive education pay of \$110.00 per month for a bachelor's degree in the fields of Fire Science or Administrative Justice, or as approved by Airport Management. Employees hired before January 1, 2014 will receive \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department, if earned prior to January 1, 2014. These employees are not eligible for the Tuition Reimbursement program.
- (10) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Special Duty Pay, not to exceed \$60.00 per pay period in which at least ten (10) flight hours are logged. Special Duty Pay also applies to Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine or SWAT duty; they shall be compensated \$60.00 per pay period in addition to their regular pay. An employee may receive only one category of Special Duty Pay.
- (11) IAFF-represented Fire Department personnel who are certified as, and members of, the team assigned to Arson Investigation, Haz-Mat or Technical Rescue, will receive an additional \$35.00 per pay period. This provision also applies to Fire Battalion Chiefs who qualify. Credentialed Paramedics will receive \$86.10 per pay period. An employee may receive only one category of Special Duty Pay.
- (12) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician (EMT) course.
- (13) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$1.25 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the training cycle or remedial training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are assigned to a Police Field Training Sergeant duty shall be entitled to an additional \$1.15 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the training cycle or remedial training cycle established for such new officers (or such Training cycle as may be approved by the Chief of Police).

- (14) FOP-represented employees who opt to take and pass an annual fitness test will receive a \$100.00 bonus for each year in which they pass the test.
- (15) Sports Officials, if City employees, will be paid on a per game basis with pay ranging from \$18.00 to \$60.00 per game. Individual rates depend on the specific sport and/or certification level of the official.
- (16) Shift differential will be paid at a rate of \$0.75 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' International Union or by Employees' Council.

The following work time will be used to differentiate between shifts for employees in the Fire Department represented by the International Association of Fire fighters:

1 st Shift: From	4:00 a.m. to 2:59 p.m.
2 nd Shift: From	3:00 p.m. to 9:59 p.m.
3 rd Shift: From	10:00 p.m. to 3:59 a.m.

The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:

1 st Shift: From:	6:00 a.m.	To: 10:00 a.m.
2 nd Shift: From:	10:00 a.m.	To: 5:00 p.m.
3 rd Shift: From:	5:00 p.m.	To: 11:00 pm.
4 th Shift: From:	11:00 p.m.	To: 6:00 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.75 per hour shift differential for 2nd, 3rd and 4th shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2nd shift and \$0.25 per hour for 3rd shift.

- (17) An employee who is put on standby status shall be compensated at the rate of \$1.00 per hour for every hour on standby status.
- (18) Allowance for travel expenses or for the use of personally owned vehicles may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager. Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.
- (19) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00 times the total years of service, per month, e.g., \$2.00 X 10 years of service = \$20.00 per month payment. For employees with over eleven years accumulative City employment, the payment shall be \$5.00 times the total years of service per month, e.g., \$5.00 X 12 years of service = \$60.00 per month in payment. Refer to the Memorandum of Agreement for longevity pay for Teamsters Union Local #795 (Transit) positions.
- (20) The City Manager may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.

- (21) If an employee moves into a new classification because of a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- b. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- c. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- d. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- e. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- f. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- g. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- h. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- i. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- j. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Human Resources Director as provided herein.

SECTION 10. This ordinance shall take effect on December 21, 2013 and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 17th day of December, 2013.

Carl Brewer, Mayor

Attest: _____

Karen Sublett, City Clerk

Approved as to form:

Gary E. Rebenstorf, Director of Law