

Section 10A – Non-exempt & Professionals

ORDINANCE NO. 47-268

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 46-830

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

PAY RATES

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 17, 2005 – December 15, 2006

Range	A	B	C	D	E	F	G
312	\$8.6793	\$8.8963	\$9.1188	\$9.3467	\$9.5803	\$9.8198	\$10.0654
314	\$9.8580	\$10.1044	\$10.3571	\$10.6160	\$10.8814	\$11.1535	\$11.4323
315	\$9.8580	\$10.1044	\$10.3571	\$10.6160	\$10.8814	\$11.1535	\$11.4323
316	\$10.2987	\$10.5561	\$10.8199	\$11.0904	\$11.3677	\$11.6519	\$11.9432
317	\$11.0355	\$11.3115	\$11.5943	\$11.8841	\$12.1812	\$12.4858	\$12.7979
320	\$12.6562	\$12.9725	\$13.2970	\$13.6294	\$13.9701	\$14.3193	\$14.6774

Range	H	I	J	K	L	M	N	O
312	\$10.3170	\$10.5749	\$10.8393	\$11.1103	\$11.3880	\$11.6728	\$11.9645	\$12.2637
314	\$11.7181	\$12.0110	\$12.3113	\$12.6191	\$12.9345	\$13.2580	\$13.5893	\$13.9292
315	\$11.7181	\$12.0110	\$12.3113	\$12.6191	\$12.9345	\$13.2580	\$13.5893	\$13.9292
316	\$12.2418	\$12.5479	\$12.8615	\$13.1831	\$13.5127	\$13.8505	\$14.1967	\$14.5516
317	\$13.1179	\$13.4458	\$13.7820	\$14.1265	\$14.4796	\$14.8417	\$15.2127	\$15.5930
320	\$15.0443	\$15.4203	\$15.8059	\$16.2010	\$16.6061	\$17.0213	\$17.4468	\$17.8830

December 16, 2006 – December 14, 2007

Range	A	B	C	D	E	F	G
312	\$8.9397	\$9.1632	\$9.3924	\$9.6271	\$9.8677	\$10.1144	\$10.3673
314	\$10.1538	\$10.4075	\$10.6678	\$10.9345	\$11.2079	\$11.4881	\$11.7752
315	\$10.1538	\$10.4075	\$10.6678	\$10.9345	\$11.2079	\$11.4881	\$11.7752
316	\$10.6076	\$10.8727	\$11.1445	\$11.4231	\$11.7087	\$12.0014	\$12.3015
317	\$11.3666	\$11.6508	\$11.9421	\$12.2407	\$12.5466	\$12.8603	\$13.1818
320	\$13.0359	\$13.3617	\$13.6959	\$14.0383	\$14.3892	\$14.7488	\$15.1177

Range	H	I	J	K	L	M	N	O
312	\$10.6265	\$10.8922	\$11.1645	\$11.4436	\$11.7296	\$12.0230	\$12.3234	\$12.6316
314	\$12.0696	\$12.3714	\$12.6806	\$12.9977	\$13.3226	\$13.6557	\$13.9970	\$14.3471
315	\$12.0696	\$12.3714	\$12.6806	\$12.9977	\$13.3226	\$13.6557	\$13.9970	\$14.3471
316	\$12.6090	\$12.9243	\$13.2474	\$13.5786	\$13.9181	\$14.2660	\$14.6226	\$14.9882
317	\$13.5114	\$13.8492	\$14.1955	\$14.5502	\$14.9140	\$15.2869	\$15.6691	\$16.0608
320	\$15.4956	\$15.8829	\$16.2800	\$16.6870	\$17.1043	\$17.5319	\$17.9702	\$18.4195

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 15, 2007 – December 12, 2008

Range	A	B	C	D	E	F	G
312	\$9.1632	\$9.3923	\$9.6272	\$9.8678	\$10.1144	\$10.3673	\$10.6265
314	\$10.4076	\$10.6677	\$10.9345	\$11.2078	\$11.4881	\$11.7753	\$12.0696
315	\$10.4076	\$10.6677	\$10.9345	\$11.2078	\$11.4881	\$11.7753	\$12.0696
316	\$10.8728	\$11.1446	\$11.4232	\$11.7087	\$12.0014	\$12.3015	\$12.6090
317	\$11.6508	\$11.9421	\$12.2407	\$12.5467	\$12.8603	\$13.1818	\$13.5113
320	\$13.3618	\$13.6958	\$14.0383	\$14.3892	\$14.7489	\$15.1176	\$15.4957

Range	H	I	J	K	L	M	N	O
312	\$10.8922	\$11.1645	\$11.4436	\$11.7297	\$12.0229	\$12.3235	\$12.6315	\$12.9474
314	\$12.3714	\$12.6807	\$12.9976	\$13.3227	\$13.6556	\$13.9971	\$14.3469	\$14.7058
315	\$12.3714	\$12.6807	\$12.9976	\$13.3227	\$13.6556	\$13.9971	\$14.3469	\$14.7058
316	\$12.9242	\$13.2474	\$13.5785	\$13.9180	\$14.2660	\$14.6227	\$14.9882	\$15.3629
317	\$13.8492	\$14.1954	\$14.5504	\$14.9140	\$15.2869	\$15.6691	\$16.0608	\$16.4623
320	\$15.8830	\$16.2800	\$16.6870	\$17.1042	\$17.5319	\$17.9702	\$18.4194	\$18.8799

SECTION 2. A schedule of standard pay ranges established for *seasonal/limited* classifications for positions in which employees are treated as non-exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

Pay Range	A	B	C	D	E	F
410	5.50	5.75	6.00	6.25	6.50	*7.00
414	6.25	6.50	6.75	7.00	7.25	*8.00
415	6.50	6.75	7.00	7.25	7.50	*8.25
420	6.75	7.00	7.50	8.25	9.00	10.00

* These rates are established for supervisory positions only.

SECTION 3. A schedule of standard pay ranges established for *seasonal/limited* classifications for recreation positions in the Park Department in which employees are treated in accordance with the provisions of FLSA.

Pay Range	A	B	C	D	E	F
510	5.50	5.75	6.00	6.25	6.50	6.75
515	6.25	6.55	6.85	7.15	7.45	7.75
519	6.90	7.20	7.50	7.80	8.40	9.00
529	10.50	11.00	11.50	12.00	12.50	13.00

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

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 17, 2005 – December 15, 2006

Range	A	B	C	D	E	F	G
602	6.5751	6.7395	6.9080	7.0807	7.2577	7.4392	7.6252
606	7.1753	7.3546	7.5385	7.7270	7.9201	8.1182	8.3211
607	7.4482	7.6344	7.8253	8.0209	8.2215	8.4270	8.6377
608	7.7379	7.9314	8.1297	8.3329	8.5412	8.7548	8.9736
609	8.0538	8.2551	8.4615	8.6730	8.8899	9.1121	9.3399
610	8.3843	8.5939	8.8088	9.0290	9.2547	9.4861	9.7233
611	8.7190	8.9370	9.1604	9.3894	9.6242	9.8648	10.1114
612	9.0933	9.3207	9.5537	9.7925	10.0373	10.2883	10.5455
613	9.4728	9.7096	9.9524	10.2012	10.4562	10.7176	10.9855
614	9.8843	10.1314	10.3847	10.6443	10.9104	11.1831	11.4627
615	10.3247	10.5828	10.8474	11.1186	11.3966	11.6815	11.9735
616	10.7850	11.0546	11.3310	11.6143	11.9046	12.2022	12.5073
617	11.2747	11.5566	11.8455	12.1417	12.4452	12.7563	13.0752
618	11.7949	12.0898	12.3920	12.7018	13.0193	13.3448	13.6784
619	12.3464	12.6550	12.9714	13.2957	13.6281	13.9688	14.3180
620	12.9169	13.2398	13.5708	13.9101	14.2578	14.6143	14.9796
621	13.5442	13.8828	14.2298	14.5856	14.9502	15.3240	15.7071
622	14.1990	14.5540	14.9179	15.2908	15.6731	16.0649	16.4665
623	14.8876	15.2598	15.6412	16.0323	16.4331	16.8439	17.2650
624	15.6289	16.0196	16.4201	16.8306	17.2514	17.6826	18.1247
625	16.4073	16.8174	17.2379	17.6688	18.1105	18.5633	19.0274
626	17.2333	17.6641	18.1058	18.5584	19.0224	19.4979	19.9854
627	18.1090	18.5617	19.0257	19.5014	19.9889	20.4886	21.0009

Range	H	I	J	K	L	M	N	O
602	7.8158	8.0112	8.2115	8.4167	8.6272	8.8428	9.0639	9.2905
606	8.5291	8.7424	8.9609	9.1849	9.4146	9.6499	9.8912	10.1385
607	8.8536	9.0750	9.3018	9.5344	9.7727	10.0171	10.2675	10.5242
608	9.1980	9.4279	9.6636	9.9052	10.1528	10.4067	10.6668	10.9335
609	9.5734	9.8128	10.0581	10.3095	10.5673	10.8314	11.1022	11.3798
610	9.9663	10.2155	10.4709	10.7327	11.0010	11.2760	11.5579	11.8468
611	10.3642	10.6233	10.8888	11.1611	11.4401	11.7261	12.0193	12.3197
612	10.8091	11.0793	11.3563	11.6402	11.9312	12.2295	12.5352	12.8486
613	11.2602	11.5417	11.8302	12.1260	12.4291	12.7399	13.0584	13.3848
614	11.7493	12.0430	12.3441	12.6527	12.9690	13.2932	13.6256	13.9662
615	12.2728	12.5797	12.8942	13.2165	13.5469	13.8856	14.2327	14.5886
616	12.8200	13.1405	13.4690	13.8057	14.1509	14.5046	14.8672	15.2389
617	13.4021	13.7372	14.0806	14.4326	14.7934	15.1633	15.5424	15.9309
618	14.0204	14.3709	14.7302	15.0984	15.4759	15.8628	16.2594	16.6659
619	14.6760	15.0429	15.4189	15.8044	16.1995	16.6045	17.0196	17.4451
620	15.3541	15.7380	16.1314	16.5347	16.9481	17.3718	17.8061	18.2512
621	16.0997	16.5022	16.9148	17.3377	17.7711	18.2154	18.6708	19.1375
622	16.8782	17.3002	17.7327	18.1760	18.6304	19.0961	19.5735	20.0629
623	17.6966	18.1391	18.5925	19.0573	19.5338	20.0221	20.5227	21.0357
624	18.5778	19.0423	19.5183	20.0063	20.5064	21.0191	21.5446	22.0832
625	19.5031	19.9907	20.4904	21.0027	21.5278	22.0659	22.6176	23.1830
626	20.4850	20.9971	21.5220	22.0601	22.6116	23.1769	23.7563	24.3502
627	21.5259	22.0640	22.6156	23.1810	23.7606	24.3546	24.9634	25.5875

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

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 16, 2006 - December 14, 2007

Range	A	B	C	D	E	F	G
602	6.7724	6.9417	7.1153	7.2931	7.4755	7.6623	7.8539
606	7.3905	7.5753	7.7647	7.9588	8.1578	8.3617	8.5707
607	7.6717	7.8635	8.0601	8.2616	8.4681	8.6798	8.8968
608	7.9701	8.1693	8.3736	8.5829	8.7975	9.0174	9.2428
609	8.2954	8.5028	8.7154	8.9332	9.1566	9.3855	9.6201
610	8.6359	8.8518	9.0731	9.2999	9.5324	9.7707	10.0150
611	8.9806	9.2051	9.4352	9.6711	9.9129	10.1607	10.4147
612	9.3661	9.6003	9.8403	10.0863	10.3384	10.5969	10.8618
613	9.7570	10.0009	10.2509	10.5072	10.7699	11.0391	11.3151
614	10.1808	10.4353	10.6962	10.9636	11.2377	11.5186	11.8066
615	10.6345	10.9003	11.1728	11.4522	11.7385	12.0319	12.3327
616	11.1086	11.3863	11.6709	11.9627	12.2618	12.5683	12.8825
617	11.6130	11.9033	12.2009	12.5059	12.8186	13.1390	13.4675
618	12.1487	12.4524	12.7638	13.0829	13.4099	13.7452	14.0888
619	12.7168	13.0347	13.3606	13.6946	14.0369	14.3879	14.7476
620	13.3044	13.6370	13.9779	14.3274	14.6856	15.0527	15.4290
621	13.9505	14.2992	14.6567	15.0231	15.3987	15.7837	16.1783
622	14.6250	14.9906	15.3654	15.7495	16.1433	16.5469	16.9605
623	15.3342	15.7175	16.1105	16.5132	16.9261	17.3492	17.7830
624	16.0977	16.5002	16.9127	17.3355	17.7689	18.2131	18.6685
625	16.8995	17.3220	17.7550	18.1989	18.6539	19.1202	19.5982
626	17.7503	18.1941	18.6489	19.1151	19.5930	20.0829	20.5849
627	18.6522	19.1186	19.5965	20.0864	20.5886	21.1033	21.6309

Range	H	I	J	K	L	M	N	O
602	8.0503	8.2515	8.4578	8.6692	8.8860	9.1081	9.3358	9.5692
606	8.7850	9.0046	9.2297	9.4605	9.6970	9.9394	10.1879	10.4426
607	9.1192	9.3472	9.5809	9.8204	10.0659	10.3176	10.5755	10.8399
608	9.4739	9.7108	9.9535	10.2024	10.4574	10.7189	10.9868	11.2615
609	9.8606	10.1071	10.3598	10.6188	10.8843	11.1564	11.4353	11.7212
610	10.2653	10.5220	10.7850	11.0546	11.3310	11.6143	11.9046	12.2023
611	10.6751	10.9420	11.2155	11.4959	11.7833	12.0779	12.3798	12.6893
612	11.1334	11.4117	11.6970	11.9894	12.2892	12.5964	12.9113	13.2341
613	11.5980	11.8879	12.1851	12.4898	12.8020	13.1221	13.4501	13.7864
614	12.1018	12.4043	12.7144	13.0323	13.3581	13.6920	14.0343	14.3852
615	12.6410	12.9571	13.2810	13.6130	13.9533	14.3022	14.6597	15.0262
616	13.2046	13.5347	13.8731	14.2199	14.5754	14.9398	15.3133	15.6961
617	13.8042	14.1493	14.5030	14.8656	15.2372	15.6182	16.0086	16.4088
618	14.4410	14.8020	15.1721	15.5514	15.9402	16.3387	16.7472	17.1658
619	15.1163	15.4942	15.8815	16.2786	16.6855	17.1027	17.5302	17.9685
620	15.8148	16.2101	16.6154	17.0308	17.4565	17.8929	18.3403	18.7988
621	16.5827	16.9973	17.4222	17.8578	18.3042	18.7618	19.2309	19.7117
622	17.3846	17.8192	18.2646	18.7213	19.1893	19.6690	20.1608	20.6648
623	18.2275	18.6832	19.1503	19.6291	20.1198	20.6228	21.1384	21.6668
624	19.1352	19.6135	20.1039	20.6065	21.1216	21.6497	22.1909	22.7457
625	20.0882	20.5904	21.1051	21.6328	22.1736	22.7279	23.2961	23.8785
626	21.0995	21.6270	22.1677	22.7219	23.2900	23.8722	24.4690	25.0807
627	22.1717	22.7260	23.2941	23.8765	24.4734	25.0852	25.7123	26.3551

SECTION 5. A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
November 4, 2006 – December 15, 2006

Range	A	B	C	D	E	F	G
926	17.2333	17.6641	18.1058	18.5584	19.0224	19.4979	19.9854
927	18.1090	18.5617	19.0257	19.5014	19.9889	20.4886	21.0009
928	19.0145	19.4899	19.9771	20.4766	20.9885	21.5132	22.0510
929	19.9652	20.4643	20.9759	21.5003	22.0378	22.5888	23.1535

Range	H	I	J	K	L	M	N	O
926	20.4850	20.9971	21.5220	22.0601	22.6116	23.1769	23.7563	24.3502
927	21.5259	22.0640	22.6156	23.1810	23.7606	24.3546	24.9634	25.5875
928	22.6023	23.1673	23.7465	24.3402	24.9487	25.5724	26.2117	28.8670
929	23.7323	24.3257	24.9338	25.5571	26.1961	26.8510	27.5222	28.2103

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

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 17, 2005 – December 15, 2006

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.6541	10.9204	11.1934	11.4733	11.7602	12.0542	12.3555
40 Hour Week	14.9157	15.2886	15.6708	16.0626	16.4641	16.8757	17.2977
692*							
24 Hour Shift	11.7194	12.0125	12.3128	12.6207	12.9361	13.2596	13.5910
40 Hour Week	16.4072	16.8174	17.2379	17.6689	18.1105	18.5633	19.0275
693*							
24 Hour Shift	11.9510	12.2498	12.5560	12.8699	13.1916	13.5214	13.8595
40 Hour Week	16.7313	17.1497	17.5784	18.0179	18.4683	18.9301	19.4032
694*							
24 Hour Shift	12.5583	12.8721	13.1940	13.5239	13.8619	14.2085	14.5637
40 Hour Week	17.5816	18.0211	18.4716	18.9334	19.4066	19.8919	20.3892

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	12.6644	12.9810	13.3055	13.6382	13.9791	14.3285	14.6867	15.0539
40 Hour Week	17.7301	18.1733	18.6277	19.0933	19.5706	20.0600	20.5614	21.0754
692*								
24 Hour Shift	13.9308	14.2791	14.6360	15.0020	15.3770	15.7614	16.1554	16.5594
40 Hour Week	19.5032	19.9906	20.4904	21.0027	21.5278	22.0659	22.6175	23.1831
693*								
24 Hour Shift	14.2060	14.5611	14.9251	15.2983	15.6807	16.0727	16.4745	16.8864
40 Hour Week	19.8884	20.3856	20.8952	21.4175	21.9530	22.5019	23.0644	23.6410
694*								
24 Hour Shift	14.9278	15.3011	15.6836	16.0756	16.4775	16.8894	17.3117	17.7444
40 Hour Week	20.8989	21.4214	21.9569	22.5058	23.0684	23.6452	24.2363	24.8423

* 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 prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule. Ranges 693 & 694 subject to negotiations.

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

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 16, 2006 – December 14, 2007

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.9737	11.2480	11.5293	11.8175	12.1130	12.4158	12.7261
40 Hour Week	15.3632	15.7473	16.1409	16.5444	16.9580	17.3820	17.8166
692*							
24 Hour Shift	12.0710	12.3728	12.6822	12.9993	13.3242	13.6573	13.9987
40 Hour Week	16.8995	17.3219	17.7551	18.1989	18.6538	19.1202	19.5983
693*	11.9510	12.2498	12.5560	12.8699	13.1916	13.5214	13.8595
24 Hour Shift	16.7313	17.1497	17.5784	18.0179	18.4683	18.9301	19.4032
40 Hour Week							
694*	12.5583	12.8721	13.1940	13.5239	13.8619	14.2085	14.5637
24 Hour Shift	17.5816	18.0211	18.4716	18.9334	19.4066	19.8919	20.3892
40 Hour Week							

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	13.0443	13.3704	13.7047	14.0473	14.3984	14.7584	15.1273	15.5055
40 Hour Week	18.2620	18.7185	19.1865	19.6661	20.1578	20.6618	21.1783	21.7077
692*								
24 Hour Shift	14.3487	14.7074	15.0750	15.4520	15.8383	16.2342	16.6400	17.0562
40 Hour Week	20.0883	20.5904	21.1051	21.6328	22.1736	22.7278	23.2961	23.8786
693*	14.2060	14.5611	14.9251	15.2983	15.6807	16.0727	16.4745	16.8864
24 Hour Shift	19.8884	20.3856	20.8952	21.4175	21.9530	22.5019	23.0644	23.6410
40 Hour Week								
694*	14.9278	15.3011	15.6836	16.0756	16.4775	16.8894	17.3117	17.7444
24 Hour Shift	20.8989	21.4214	21.9569	22.5058	23.0684	23.6452	24.2363	24.8423
40 Hour Week								

* 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 prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule. Ranges 693 & 694 subject to negotiations.

SECTION 7. 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.

December 17, 2005 – December 15, 2006

Range	A	B	C	D	E	F	G
710	13.3203	13.6533	13.9946	14.3445	14.7031	15.0707	15.4475
711	14.1186	14.4715	14.8333	15.2041	15.5842	15.9738	16.3732
712	15.0288	15.4046	15.7897	16.1844	16.5890	17.0037	17.4288
714	16.1051	16.5078	16.9205	17.3435	17.7771	18.2215	18.6770
722	16.9593	---	---	---	---	---	---
723	17.7585	18.2024	18.6575	19.1239	19.6020	20.0921	20.5944
724	19.5100	19.9977	20.4977	21.0101	21.5354	22.0737	22.6256
725*	19.9232	20.4213	20.9318	21.4551	21.9915	22.5412	23.1048
727*	---	---	---	---	---	---	---

Range	H	I	J	K	L	M	N	O
710	15.8336	16.2295	16.6352	17.0511	17.4774	17.9143	18.3622	18.8212
711	16.7825	17.2021	17.6321	18.0729	18.5248	18.9879	19.4626	19.9491
712	17.8646	18.3112	18.7690	19.2382	19.7191	20.2121	20.7174	21.2354
714	19.1439	19.6225	20.1131	20.6159	21.1313	21.6596	22.2011	22.7561
722	---	---	---	---	---	---	---	---
723	21.1092	21.6370	22.1779	22.7323	23.3007	23.8832	24.4802	25.0923
724	23.1912	23.7710	24.3653	24.9744	25.5988	26.2387	26.8947	27.5671
725*	23.6824	24.2745	24.8813	25.5034	26.1409	26.7945	27.4643	28.1509
727*	---	25.6327	26.2736	26.9303	27.6036	28.2938	29.0011	29.7261

*Hourly rates in this pay range are for law enforcement positions assigned to work 42.5-hour schedules based on a 7-day work period.

SECTION 8. 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 FLSA.

December 17, 2005 – December 15, 2006

Range	A	B	C	D	E	F	G
821	14.4704	---	---	---	---	---	---
824	18.2524	18.7087	19.1764	19.6558	20.1472	20.6509	21.1672
827* 24 Hr.	14.4553	14.8166	15.1870	15.5667	15.9559	16.3548	16.7637
827* 40 Hr.	20.2374	20.7433	21.2619	21.7934	22.3383	22.8967	23.4691
891* 24 Hr	11.7963	12.0912	12.3934	12.7033	13.0209	13.3464	13.6800
891* 40 Hr	16.5148	16.9276	17.3508	17.7846	18.2292	18.6849	19.1521
892* 24 Hr	13.0374	13.3634	13.6975	14.0399	14.3909	14.7507	15.1194
892* 40 Hr.	18.2524	18.7087	19.1764	19.6558	20.1472	20.6509	21.1672
893* 24 Hr.	14.4553	14.8166	15.1870	15.5667	15.9559	16.3548	16.7637
893* 40 Hr.	20.2374	20.7433	21.2619	21.7934	22.3383	22.8967	23.4691

Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	21.6964	22.2388	22.7948	23.3646	23.9487	24.5475	25.1611	25.7902
827* 24 Hr.	17.1828	17.6123	18.0526	18.5039	18.9665	19.4407	19.9267	20.4249
827* 40 Hr.	24.0559	24.6572	25.2737	25.9055	26.5532	27.2170	27.8974	28.5948
891* 24 Hr	14.0220	14.3726	14.7319	15.1002	15.4777	15.8647	16.2613	16.6678
891* 40 Hr	19.6309	20.1216	20.6247	21.1403	21.6688	22.2105	22.7658	23.3349
892* 24 Hr	15.4974	15.8848	16.2820	16.6890	17.1062	17.5339	17.9722	18.4216
892 *40 Hr.	21.6964	22.2388	22.7948	23.3646	23.9487	24.5475	25.1611	25.7902
893* 24 Hr.	17.1828	17.6123	18.0526	18.5039	18.9665	19.4407	19.9267	20.4249
893* 40 Hr.	24.0559	24.6572	25.2737	25.9055	26.5532	27.2170	27.8974	28.5948

*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 prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

SECTION 9. 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 may, at the discretion of the City Manager, during their first year of employment, be issued a complete uniform as prescribed in accordance with a uniform allowance program promulgated and administered by the City Manager, which program may be revised and amended. 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 \$500.00 annually in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. This provision does not apply to positions in the Management Pay Plan or to those 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 may, at the discretion of the City Manager, be paid up to but not exceeding the additional sum of \$450.00 per year, in accordance with the uniform maintenance and allowance program promulgated, administered, and subject to revision and amendment by the City Manager. This provision will not apply to positions in the Management Pay Plan.

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 which 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 in the Police Department shall be allowed up to a maximum of \$375.00 annually 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 \$100.00, 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 \$100.00 per month for a bachelor's degree or \$125 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved by the Department Director and the City Manager. This provision does not apply to Management Pay Plan positions.
- (8) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Hazardous Duty pay not to exceed \$100.00 per month for each month in which at least twenty (20) flight hours are logged, under a special allowance program promulgated and administered by the City Manager, which program may be revised and amended at his/her discretion. Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine and SWAT duty, shall be compensated in addition to their regular pay, \$50.00 per pay period.
- (9) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$0.60 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the eleven week training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are designated as a Police Field Training Sergeant shall be entitled to an additional \$0.50 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 eleven week training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police).
- (10) Airport Safety Personnel will receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician course.
- (11) Shift differential will be paid at a rate of \$.55 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' Union or by Employees' Council.

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

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

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

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

Employees represented by the Fraternal Order of Police shall receive \$0.55 per hour shift differential

for 2nd and 3rd 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.

- (12) An employee who is put on standby status shall be compensated at the rate of \$0.75 per hour for every hour on standby status.
- (13) Allowance for traveling expenses or for the use of personally owned automobiles or trucks 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.

- (14) 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 municipal employment, the payment shall be \$5.00 times the total years of service per month, e.g. \$5.00 times 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.
- (15) The Appointing Authority 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 (4) weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.
- (16) If an employee moves into a new classification due to 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. Compensation for Outreach Workers assigned, as facilitators for the Weekend Intervention Program will be a minimum of \$50.00 to a maximum of \$200.00 per presentation. The amount of compensation shall be based upon the employee's education and experience and approved by the City Manager.
- c. 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.
- d. 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.
- e. 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.
- f. The Human Resources Director shall keep permanent records of the certification of classification and

payment as is provided for in this Ordinance.

- g. 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.
- h. 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.
- i. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- j. 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.
- k. 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 11. A listing of the position classifications and their pay ranges, as reflected in the current salary ordinance, is provided by appendix to this Section.

SECTION 12. Ordinance No. 46-830 is hereby repealed.

SECTION 13. This ordinance shall take effect upon adoption and publication in the official city newspaper.

ADOPTED at Wichita, Kansas, this 24th day of October, 2006.

Carlos Mayans, Mayor

Attest: _____

Karen Sublett, City Clerk

Approved as to form:

Gary E. Rebenstorf, Director of Law