

**ORDINANCE NO. 52-008
Non-Exempt Salary Ordinance**

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 51-695, 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 Fair Labor Standards Act, 29 U.S.C. § 201-219 ("FLSA").

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 10, 2022- December 08, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
5312	15.0000	15.3750	15.7594	16.1534	16.5572	16.9711	17.3954	17.8303
5314	15.7971	16.1921	16.5969	17.0118	17.4371	17.8730	18.3198	18.7778
5315	15.7971	16.1921	16.5969	17.0118	17.4371	17.8730	18.3198	18.7778
5316	17.3387	17.7721	18.2164	18.6717	19.1386	19.6169	20.1075	20.6102
5317	18.1264	18.5795	19.0440	19.5201	20.0081	20.5083	21.0210	21.5466
5320	20.7882	21.3079	21.8406	22.3866	22.9462	23.5199	24.1079	24.7106

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
5312	18.2760	18.7329	19.2013	19.6813	20.1733	20.6777	21.1946
5314	19.2473	19.7284	20.2217	20.7272	21.2454	21.7765	22.3209
5315	19.2473	19.7284	20.2217	20.7272	21.2454	21.7765	22.3209
5316	21.1254	21.6535	22.1948	22.7496	23.3183	23.9012	24.4987
5317	22.0852	22.6374	23.2033	23.7834	24.3780	24.9874	25.6121
5320	25.3284	25.9616	26.6106	27.2759	27.9578	28.6567	29.3731

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SECTION 2. A schedule of standard pay ranges established for classifications for *variable, 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 24, 2022 - December 22, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
8405	8.5112	8.7238	8.9420	9.1655	9.3945	9.6296	9.8702	10.1171
8406	9.6186	9.8590	10.1057	10.3582	10.6172	10.8827	11.1546	11.4334
8408	10.3728	10.6323	10.8980	11.1705	11.4497	11.7360	12.0295	12.3302
8409	10.7963	11.0662	11.3430	11.6265	11.9169	12.2150	12.5204	12.8334
8410	11.2395	11.5206	11.8084	12.1037	12.4063	12.7164	13.0342	13.3602
8411	11.6879	11.9803	12.2797	12.5868	12.9014	13.2240	13.5546	13.8935
8412	12.1899	12.4947	12.8069	13.1271	13.4553	13.7915	14.1366	14.4899
8414	13.2500	13.5815	13.9208	14.2690	14.6257	14.9913	15.3662	15.7503
8415	13.8405	14.1864	14.5413	14.9049	15.2773	15.6593	16.0509	16.4520
8417	15.1142	15.4919	15.8793	16.2763	16.6832	17.1002	17.5278	17.9659

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
8405	10.3699	10.6291	10.8949	11.1673	11.4463	11.7327	12.0259
8406	11.7193	12.0124	12.3128	12.6204	12.9361	13.2594	13.5908
8408	12.6384	12.9543	13.2782	13.6104	13.9504	14.2993	14.6566
8409	13.1542	13.4830	13.8201	14.1657	14.5201	14.8829	15.2549
8410	13.6942	14.0365	14.3874	14.7471	15.1158	15.4937	15.8812
8411	14.2408	14.5968	14.9619	15.3359	15.7192	16.1122	16.5149
8412	14.8521	15.2234	15.6042	15.9943	16.3940	16.8039	17.2240
8414	16.1439	16.5476	16.9613	17.3853	17.8200	18.2654	18.7221
8415	16.8634	17.2850	17.7170	18.1600	18.6139	19.0795	19.5564
8417	18.4151	18.8756	19.3474	19.8310	20.3267	20.8349	21.3559

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SECTION 3. A schedule of standard pay ranges established for positions represented by *Service Employees International Union (SEIU)* in which employees are treated as non-exempt from the overtime provisions of the FLSA. New pay ranges in this section are marked with an asterisk (*).

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2022 - December 22, 2023**

Range	Step 1	Step 2	Step3	Step 4	Step 5	Step 6	Step 7	Step 8
2609	11.0171	11.2925	11.5749	11.8642	12.1608	12.4648	12.7764	13.0958
2611	11.9274	12.2255	12.5312	12.8444	13.1656	13.4947	13.8320	14.1778
2612	12.4392	12.7501	13.0689	13.3957	13.7305	14.0738	14.4257	14.7863
2613	12.9584	13.2824	13.6145	13.9548	14.3037	14.6613	15.0278	15.4035
2615	15.2504	15.6316	16.0224	16.4230	16.8336	17.2544	17.6858	18.1279
2616	15.5554	15.9442	16.3429	16.7515	17.1702	17.5995	18.0395	18.4905
2617	15.8665	16.2631	16.6698	17.0865	17.5136	17.9515	18.4002	18.8602
2618	16.5456	16.9592	17.3832	17.8178	18.2632	18.7198	19.1878	19.6675
2619	17.3179	17.7509	18.1947	18.6496	19.1158	19.5937	20.0835	20.5856
2620	18.1182	18.5712	19.0354	19.5113	19.9991	20.4990	21.0115	21.5368
2621	18.9981	19.4730	19.9598	20.4588	20.9703	21.4946	22.0319	22.5827
2622	19.9233	20.4215	20.9320	21.4553	21.9917	22.5414	23.1050	23.6826
2623	20.8824	21.4044	21.9395	22.4880	23.0502	23.6265	24.2171	24.8225
2624	21.9220	22.4701	23.0318	23.6076	24.1978	24.8027	25.4228	26.0584
2625	23.0141	23.5894	24.1792	24.7837	25.4033	26.0383	26.6893	27.3566
2626	24.1725	24.7769	25.3963	26.0312	26.6820	27.3491	28.0328	28.7336
2627	25.4009	26.0359	26.6868	27.3539	28.0378	28.7387	29.4572	25.4009
2630	29.4589	30.1953	30.9502	31.7239	32.5170	33.3300	34.1632	29.4589
*2671	18.1182	18.5712	19.0354	19.5113	19.9991	20.4990	21.0115	21.5368
*2672	19.9299	20.4282	20.9389	21.4624	21.9990	---	---	---
*2673	21.9230	22.4711	23.0328	23.6086	24.1988	---	---	---
*2674	24.1153	24.7182	25.3361	25.9688	26.6188	---	---	---
*2675	26.5268	27.1899	27.8697	28.5665	29.2806	---	---	---
*2676	29.1794	29.9090	30.6567	31.4231	32.2087	---	---	---
*2677	32.0974	32.8998	33.7224	34.5654	35.4296	---	---	---
*2678	35.3072	36.1898	37.0946	38.0219	38.9725	---	---	---
*2681	20.8824	21.4044	21.9395	22.4880	23.0502	23.6265	24.2171	24.8225
*2682	22.9707	23.5450	24.1336	24.7369	25.3553	---	---	---
*2683	25.2677	25.8995	26.5469	27.2105	27.8908	---	---	---
*2684	27.7945	28.4893	29.2016	29.9316	30.6799	---	---	---
*2685	30.5739	31.3383	32.1217	32.9248	33.7479	---	---	---
*2686	33.6313	34.4721	35.4049	36.2172	37.1227	---	---	---
*2687	36.9944	37.9193	38.8673	39.8390	40.8350	---	---	---

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Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
2609	13.4233	13.7588	14.1028	14.4553	14.8168	15.1871	15.5669
2611	14.5323	14.8956	15.2680	15.6497	16.0410	16.4420	16.8530
2612	15.1560	15.5349	15.9232	16.3213	16.7293	17.1475	17.5762
2613	15.7886	16.1834	16.5879	17.0026	17.4277	17.8634	18.3099
2615	18.5811	19.0457	19.5218	20.0098	20.5101	21.0228	21.5483
2616	18.9527	19.4265	19.9122	20.4100	20.9203	21.4433	21.9793
2617	19.3318	19.8150	20.3105	20.8183	21.3386	21.8721	22.4189
2618	20.1592	20.6632	21.1797	21.7092	22.2519	22.8083	23.3785
2619	21.1002	21.6278	22.1685	22.7227	23.2908	23.8730	24.4698
2620	22.0752	22.6271	23.1928	23.7726	24.3669	24.9761	25.6005
2621	23.1473	23.7259	24.3191	24.9271	25.5503	26.1890	26.8437
2622	24.2747	24.8816	25.5036	26.1412	26.7947	27.4646	28.1512
2623	25.4431	26.0792	26.7311	27.3994	28.0844	28.7865	29.5063
2624	26.7098	27.3776	28.0620	28.7636	29.4826	30.2197	30.9752
2625	28.0405	28.7415	29.4600	30.1965	30.9514	31.7252	32.5184
2626	29.4520	30.1882	30.9430	31.7165	32.5094	33.3221	34.1553
2627	30.9485	31.7222	32.5152	33.3281	34.1613	35.0154	35.8908
2630	35.8927	36.7900	37.7098	38.6525	39.6188	40.6093	41.6245
*2671	22.0752	22.6315	23.1928	23.7726	24.3669	24.9761	25.6005
*2672	---	---	---	---	---	---	---
*2673	---	---	---	---	---	---	---
*2674	---	---	---	---	---	---	---
*2675	---	---	---	---	---	---	---
*2676	---	---	---	---	---	---	---
*2677	---	---	---	---	---	---	---
*2678	---	---	---	---	---	---	---
*2681	25.4431	26.0792	26.7311	27.3994	28.0844	28.7865	29.5063
*2682	---	---	---	---	---	---	---
*2683	---	---	---	---	---	---	---
*2684	---	---	---	---	---	---	---
*2685	---	---	---	---	---	---	---
*2686	---	---	---	---	---	---	---
*2687	---	---	---	---	---	---	---

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SECTION 4. A schedule of standard pay ranges established for positions represented by *Employee's Council* in which employees are treated as non-exempt from the overtime provisions of the FLSA. Part-time positions may also be authorized in these pay ranges and start with an 8 in place of the 1.

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

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2022 - December 22, 2023**

Range	Step 1	Step 2	Step3	Step 4	Step 5	Step 6	Step 7	Step 8
1609	11.2885	11.5706	11.8600	12.1565	12.4603	12.7718	13.0911	13.4184
1611	12.2211	12.5266	12.8398	13.1608	13.4898	13.8271	14.1727	14.5270
1612	12.7456	13.0642	13.3908	13.7256	14.0687	14.4204	14.7810	15.1505
1613	13.2776	13.6095	13.9498	14.2985	14.6560	15.0224	15.3979	15.7829
1615	15.6260	16.0166	16.4170	16.8275	17.2482	17.6794	18.1214	18.5744
1616	15.9385	16.3369	16.7455	17.1641	17.5932	18.0330	18.4838	18.9459
1617	16.2573	16.6637	17.0803	17.5074	17.9450	18.3936	18.8534	19.3248
1618	16.9531	17.3769	17.8114	18.2567	18.7130	19.1809	19.6604	20.1519
1619	17.7445	18.1881	18.6428	19.1090	19.5866	20.0763	20.5782	21.0927
1620	18.5644	19.0286	19.5043	19.9919	20.4916	21.0039	21.5290	22.0672
1621	19.4660	19.9526	20.4514	20.9628	21.4868	22.0240	22.5746	23.1390
1622	20.4141	20.9245	21.4476	21.9837	22.5334	23.0966	23.6740	24.2659
1623	21.3968	21.9316	22.4799	23.0419	23.6180	24.2084	24.8136	25.4339
1624	22.4619	23.0235	23.5991	24.1890	24.7938	25.4136	26.0490	26.7002
1625	23.5810	24.1704	24.7748	25.3941	26.0290	26.6796	27.3467	28.0304
1626	24.7679	25.3871	26.0218	26.6724	27.3392	28.0227	28.7232	29.4414
1627	26.0265	26.6771	27.3441	28.0277	28.7283	29.4466	30.1828	30.9373
1630	30.1844	30.9391	31.7125	32.5053	33.3180	34.1509	35.0046	35.8798
1727**	---	---	---	---	41.3964	42.4313	43.4921	44.5793

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
1609	13.7539	14.0977	14.4502	14.8114	15.1817	15.5612	15.9503
1611	14.8902	15.2625	15.6441	16.0351	16.4361	16.8470	17.2681
1612	15.5293	15.9175	16.3154	16.7233	17.1414	17.5699	18.0092
1613	16.1775	16.5820	16.9965	17.4214	17.8569	18.3034	18.7609
1615	19.0388	19.5148	20.0026	20.5027	21.0153	21.5406	22.0791
1616	19.4195	19.9050	20.4026	20.9127	21.4355	21.9715	22.5207
1617	19.8079	20.3031	20.8107	21.3310	21.8642	22.4109	22.9711
1618	20.6558	21.1721	21.7014	22.2439	22.8000	23.3700	23.9543
1619	21.6199	22.1605	22.7145	23.2824	23.8645	24.4610	25.0725
1620	22.6190	23.1844	23.7640	24.3582	24.9671	25.5913	26.2311
1621	23.7174	24.3103	24.9181	25.5410	26.1796	26.8341	27.5049
1622	24.8726	25.4945	26.1318	26.7851	27.4546	28.1410	28.8446
1623	26.0698	26.7216	27.3895	28.0743	28.7762	29.4955	30.2330
1624	27.3677	28.0519	28.7532	29.4720	30.2088	30.9640	31.7381
1625	28.7311	29.4494	30.1856	30.9402	31.7138	32.5067	33.3193
1626	30.1774	30.9318	31.7051	32.4977	33.3102	34.1429	34.9965
1627	31.7107	32.5035	33.3161	34.1490	35.0028	35.8778	36.7748
1630	36.7768	37.6962	38.6386	39.6046	40.5946	41.6096	42.6498
1727**	45.6939	46.8362	48.0070	49.2072	50.4374	51.6984	52.9908

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SECTION 5. 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 10, 2022- December 08, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
6691* (24 Hour)	17.6211	18.0617	18.5132	18.9760	19.4505	19.9367	20.4351	20.9460
6693* (40 Hour)	24.6697	25.2864	25.9186	26.5666	27.2307	27.9115	28.6092	29.3245
6692* (24 Hour)	19.3833	19.8678	20.3645	20.8736	21.3955	21.9303	22.4786	23.0406
6694* (40 Hour)	27.1366	27.8150	28.5104	29.2231	29.9537	30.7026	31.4701	32.2569

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
6691* (24 Hour)	21.4697	22.0063	22.5565	23.1204	23.6984	24.2910	24.8982
6693* (40 Hour)	30.0576	30.8090	31.5792	32.3687	33.1780	34.0075	34.8576
6692* (24 Hour)	23.6166	24.2070	24.8122	25.4325	26.0683	26.7200	27.3880
6694* (40 Hour)	33.0633	33.8899	34.7372	35.6056	36.4957	37.4081	38.3433

* 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.

SECTION 6. 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 24, 2022 - December 22, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4714	22.5761	23.1407	23.7191	24.3121	24.9199	25.5430	26.1815	26.8360
4716	28.5673	29.2815	30.0134	30.7638	31.5329	32.3214	33.1295	33.9576
4722	24.3686	---	---	---	---	---	---	---
4723	26.2662	26.9229	27.5959	28.2858	28.9930	29.7178	30.4607	31.2223
4724	28.7829	29.5025	30.2400	30.9960	31.7709	32.5652	33.3793	34.2138
4725	31.5778	32.3672	33.1764	34.0058	34.8560	35.7274	36.6206	37.5361

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
4714	27.5069	28.1947	28.8995	29.6220	30.3625	31.1216	31.8996
4716	34.8066	35.6767	36.5684	37.4826	38.4198	39.3804	40.3649
4722	---	---	---	---	---	---	---
4723	32.0028	32.8029	33.6230	34.4635	35.3251	36.2082	37.1135
4724	35.0692	35.9459	36.8445	37.7657	38.7098	39.6775	40.6695
4725	38.4745	39.4363	40.4223	41.4328	42.4686	43.5303	44.6186

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SECTION 7. 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 24, 2022 - December 22, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3821	21.1033	---	---	---	---	---	---	---
3823* (40 Hour)	25.8729	26.5197	27.1827	27.8623	28.5588	29.2728	30.0046	30.7548
3824* (40 Hour)	---	---	---	---	---	---	---	---
3827* (40 Hour)	---	---	---	---	---	---	---	---
3891* (24 Hour)	18.4806	18.9426	19.4162	19.9016	20.3991	20.9091	21.4318	21.9676
3892* (24 Hour)	---	---	---	---	---	---	---	---
3893* (24 Hour)	---	---	---	---	---	---	---	---

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
3821	---	---	---	---	---	---	---
3823* (40 Hour)	31.5236	32.3117	33.1195	33.9475	34.7962	35.6661	37.0927
3824* (40 Hour)	---	---	37.5195	38.4575	39.4189	40.4044	42.0206
3827* (40 Hour)	---	---	41.5995	42.6395	43.7055	44.7981	46.5900
3891* (24 Hour)	22.5168	23.0797	23.6567	24.2481	24.8543	25.4757	26.4947
3892* (24 Hour)	---	---	26.7994	27.4694	28.1561	28.8600	30.0144
3893* (24 Hour)	---	---	29.7139	30.4567	31.2182	31.9986	33.2786

* 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 28-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.

SECTION 8. 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. Part-time positions may also be authorized in these pay ranges.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2022- December 22, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1925	21.8056	22.3508	22.9095	23.4825	24.0694	24.6712	25.2879	25.9202
1926	24.3950	25.0049	25.6302	26.2708	26.9276	27.6007	28.2908	28.9987
1927	25.6346	26.2755	26.9323	27.6057	28.2956	29.0032	29.7281	30.4715
1928	26.9163	27.5894	28.2792	28.9864	29.7107	30.4535	31.2146	31.9953
1929	28.2624	28.9688	29.6929	30.4352	31.1960	31.9763	32.7754	33.5950

Range	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
1925	26.5683	27.2324	27.9133	28.6109	29.3263	30.0594	30.8110
1926	29.7229	30.4661	31.2279	32.0084	32.8087	33.6288	34.4696
1927	31.2334	32.0141	32.8147	33.6350	34.4757	35.3375	36.2209
1928	32.7949	33.6150	34.4553	35.3168	36.1997	37.1047	38.0322
1929	34.4347	35.2957	36.1780	37.0826	38.0096	38.9596	39.9338

(THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK)

SECTION 9. OTHER PROVISIONS

1. 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:
 - a) 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.
 - b) The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other non-commissioned 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.
 - c) Reimbursement shall be made to eligible employees, of an amount not to exceed \$200.00, 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.
 - d) Shift differential will be paid at a rate of \$1.00 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt, non-represented and Employee's Council employees.
 - e) 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 for full-time non-exempt, non-represented and Employee's Council employees.
 - f) 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.
 - g) 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.

2. In addition to the compensation provided for above, unless noted differently in an union contract, 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.
3. 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.
4. 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.
5. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
6. 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 that 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.

7. 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.
8. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
9. 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.
10. 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. Ordinance No. 51-695 is hereby repealed.

SECTION 11. This ordinance shall be effective upon its passage and publication once in the official city newspaper.

ADOPTED by the governing body of the City of Wichita, Kansas, this 27th day of December, 2022.

Brandon Whipple, Mayor

Attest:

Jamie Buster, City Clerk

Approved as to form:

Jennifer Magana, Director of Law and City Attorney