

**ORDINANCE NO. 50-838**  
**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. 50-646**

**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**  
**January 1, 2019 – May 31, 2019**

Range	A	B	C	D	E	F	G
312	11.9046	12.2022	12.5073	12.8200	13.1405	13.4690	13.8057
314	13.5211	13.8591	14.2055	14.5607	14.9247	15.2978	15.6803
315	13.5211	13.8591	14.2055	14.5607	14.9247	15.2978	15.6803
316	14.1254	14.4786	14.8405	15.2115	15.5918	15.9817	16.3812
317	15.1363	15.5147	15.9026	16.3001	16.7076	17.1253	17.5535
320	17.3591	17.7930	18.2379	18.6939	19.1612	19.6402	20.1312

Range	H	I	J	K	L	M	N	O
312	14.1508	14.5047	14.8672	15.2389	15.6199	16.0104	16.4106	16.8209
314	16.0723	16.4741	16.8860	17.3081	17.7408	18.1843	18.6390	19.1050
315	16.0723	16.4741	16.8860	17.3081	17.7408	18.1843	18.6390	19.1050
316	16.7907	17.2105	17.6408	18.0817	18.5338	18.9972	19.4720	19.9588
317	17.9923	18.4421	18.9032	19.3758	19.8602	20.3566	20.8656	21.3872
320	20.6344	21.1504	21.6791	22.2211	22.7766	23.3460	23.9297	24.5279

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**June 1, 2019 – December 31, 2019**

Range	A	B	C	D	E	F	G
312	12.0237	12.3242	12.6324	12.9482	13.2719	13.6037	13.9438
314	13.6563	13.9977	14.3476	14.7063	15.0739	15.4508	15.8371
315	13.6563	13.9977	14.3476	14.7063	15.0739	15.4508	15.8371
316	14.2667	14.6234	14.9889	15.3637	15.7477	16.1415	16.5450
317	15.2877	15.6699	16.0616	16.4631	16.8747	17.2966	17.7290
320	17.5327	17.9709	18.4203	18.8808	19.3528	19.8366	20.3325

Range	H	I	J	K	L	M	N	O
312	14.2923	14.6497	15.0159	15.3913	15.7761	16.1705	16.5747	16.9891
314	16.2330	16.6388	17.0548	17.4812	17.9182	18.3662	18.8253	19.2960
315	16.2330	16.6388	17.0548	17.4812	17.9182	18.3662	18.8253	19.2960
316	16.9586	17.3826	17.8172	18.2625	18.7191	19.1871	19.6667	20.1584
317	18.1722	18.6266	19.0922	19.5695	20.0588	20.5602	21.0742	21.6011
320	20.8408	21.3619	21.8959	22.4433	23.0044	23.5795	24.1690	24.7732

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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 15, 2018 – December 13, 2019**

Range	A	B	C	D	E	F	G
405	7.6570	7.8484	8.0446	8.2457	8.4518	8.6632	8.8797
406	8.6534	8.8696	9.0916	9.3187	9.5517	9.7905	10.0353
407	8.9826	9.2071	9.4373	9.6732	9.9151	10.1630	10.4171
408	9.3319	9.5653	9.8043	10.0496	10.3007	10.5582	10.8222
409	9.7129	9.9557	10.2046	10.4597	10.7211	10.9892	11.2639
410	10.1115	10.3644	10.6234	10.8891	11.1613	11.4403	11.7262
411	10.5151	10.7780	11.0474	11.3237	11.6067	11.8969	12.1944
412	10.9666	11.2408	11.5217	11.8097	12.1051	12.4076	12.7179
414	11.9204	12.2185	12.5239	12.8370	13.1580	13.4869	13.8241
415	12.4516	12.7629	13.0820	13.4091	13.7442	14.0878	14.4402
416	13.0068	13.3319	13.6653	14.0069	14.3571	14.7159	15.0838
417	13.5974	13.9373	14.2857	14.6430	15.0090	15.3842	15.7689

Range	H	I	J	K	L	M	N	O
405	9.1018	9.3293	9.5625	9.8016	10.0466	10.2977	10.5553	10.8192
406	10.2861	10.5433	10.8070	11.0771	11.3540	11.6379	11.9287	12.2270
407	10.6775	10.9443	11.2180	11.4984	11.7859	12.0806	12.3827	12.6922
408	11.0928	11.3701	11.6543	11.9457	12.2445	12.5504	12.8643	13.1858
409	11.5456	11.8342	12.1300	12.4333	12.7441	13.0629	13.3893	13.7240
410	12.0195	12.3200	12.6279	12.9435	13.2672	13.5989	13.9389	14.2875
411	12.4993	12.8117	13.1320	13.4604	13.8011	14.1417	14.4953	14.8576
412	13.0358	13.3617	13.6957	14.0382	14.3892	14.7488	15.1176	15.4955
414	14.1697	14.5239	14.8870	15.2592	15.6407	16.0317	16.4324	16.8433
415	14.8010	15.1712	15.5504	15.9391	16.3376	16.7460	17.1648	17.5939
416	15.4610	15.8474	16.2436	16.6497	17.0659	17.4927	17.9300	18.3782
417	16.1630	16.5671	16.9813	17.4058	17.8409	18.2869	18.7441	19.2127

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**SECTION 3.** A schedule of standard pay ranges established for positions for *Employee's Council* (*SEIU contract pending*) represented employees, 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, 2018 – December 13, 2019**

Range	A	B	C	D	E	F	G	H
609	10.1557	10.4097	10.6700	10.9368	11.2101	11.4904	11.7776	12.0721
610	10.5727	10.8370	11.1079	11.3856	11.6703	11.9620	12.2611	12.5676
611	10.9947	11.2696	11.5513	11.8401	12.1361	12.4395	12.7505	13.0692
612	11.4666	11.7533	12.0470	12.3484	12.6571	12.9733	13.2979	13.6303
613	11.9452	12.2438	12.5500	12.8636	13.1853	13.5150	13.8528	14.1992
614	12.4639	12.7755	13.0949	13.4223	13.7578	14.1018	14.4543	14.8157
615	13.0195	13.3451	13.6786	14.0204	14.3711	14.7304	15.0986	15.4761
616	13.5999	13.9400	14.2884	14.6456	15.0117	15.3870	15.7717	16.1661
617	14.2174	14.5728	14.9373	15.3108	15.6935	16.0857	16.4879	16.9001
618	14.8734	15.2452	15.6263	16.0169	16.4175	16.8278	17.2483	17.6797
619	15.5688	15.9580	16.3571	16.7660	17.1852	17.6146	18.0551	18.5064
620	16.2882	16.6953	17.1128	17.5406	17.9792	18.4285	18.8892	19.3616
621	17.0792	17.5062	17.9437	18.3924	18.8523	19.3234	19.8067	20.3021
622	17.9050	18.3526	18.8113	19.2818	19.7638	20.2578	20.7642	21.2834
623	18.7732	19.2425	19.7235	20.2167	20.7220	21.2402	21.7713	22.3156
624	19.7079	20.2008	20.7058	21.2233	21.7540	22.2978	22.8552	23.4268
625	20.6897	21.2068	21.7370	22.2805	22.8374	23.4083	23.9935	24.5933
626	21.7312	22.2745	22.8314	23.4021	23.9872	24.5869	25.2017	25.8315
627	22.8354	23.4064	23.9914	24.5914	25.2059	25.8362	26.4821	27.1442
630	26.4835	27.1170	27.7950	28.4899	29.2021	29.9321	30.6805	31.4474

Range	I	J	K	L	M	N	O	P
609	12.3740	12.6833	13.0002	13.3252	13.6585	13.9999	14.3499	14.7087
610	12.8818	13.2038	13.5339	13.8723	14.2191	14.5746	14.9389	15.3124
611	13.3960	13.7309	14.0741	14.4260	14.7867	15.1563	15.5352	15.9236
612	13.9710	14.3204	14.6784	15.0453	15.4214	15.8071	16.2021	16.6072
613	14.5540	14.9179	15.2908	15.6732	16.0650	16.4666	16.8782	17.3002
614	15.1861	15.5657	15.9549	16.3538	16.7626	17.1817	17.6112	18.0515
615	15.8630	16.2596	16.6661	17.0827	17.5098	17.9475	18.3962	18.8561
616	16.5701	16.9844	17.4089	17.8442	18.2905	18.7475	19.2163	19.6967
617	17.3227	17.7556	18.1996	18.6544	19.1209	19.5990	20.0890	20.5912
618	18.1218	18.5748	19.0392	19.5151	20.0029	20.5030	21.0157	21.5411
619	18.9691	19.4433	19.9294	20.4276	20.9383	21.4618	21.9984	22.5483
620	19.8457	20.3418	20.8503	21.3717	21.9058	22.4534	23.0147	23.5901
621	20.8094	21.3296	21.8629	22.4095	22.9696	23.5438	24.1324	24.7357
622	21.8155	22.3608	22.9199	23.4929	24.0803	24.6823	25.2993	25.9318
623	22.8734	23.4452	24.0314	24.6322	25.2478	25.8790	26.5261	27.1893
624	24.0123	24.6126	25.2279	25.8586	26.5052	27.1678	27.8469	28.5431
625	25.2083	25.8383	26.4844	27.1464	27.8251	28.5208	29.2338	29.9647
626	26.4773	27.1393	27.8179	28.5133	29.2261	29.9567	30.7056	31.4733
627	27.8228	28.5184	29.2314	29.9622	30.7112	31.4790	32.2659	33.0725
630	32.2335	33.0395	33.8654	34.7121	35.5799	36.4695	37.3813	38.3158

**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  
June 2, 2018 – May 31, 2019**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.8776	14.2246	14.5803	14.9448	15.3184	15.7013	16.0939
40 Hour Week	19.4287	19.9144	20.4123	20.9225	21.4456	21.9818	22.5313
692*							
24 Hour Shift	15.2654	15.6470	16.0383	16.4391	16.8502	17.2713	17.7032
40 Hour Week	21.3715	21.9059	22.4535	23.0147	23.5902	24.1800	24.7845

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	16.4961	16.9085	17.3313	17.7645	18.2085	18.6638	19.1303	19.6086
40 Hour Week	23.0946	23.6720	24.2637	24.8704	25.4921	26.1293	26.7825	27.4520
692*								
24 Hour Shift	18.1458	18.5993	19.0644	19.5411	20.0295	20.5301	21.0437	21.5698
40 Hour Week	25.4040	26.0391	26.6901	27.3575	28.0412	28.7423	29.4610	30.1975

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
June 1, 2019 – December 14, 2019**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	14.0858	14.4380	14.7990	15.1690	15.5482	15.9368	16.3353
40 Hour Week	19.7202	20.2131	20.7185	21.2363	21.7673	22.3116	22.8693
692*							
24 Hour Shift	15.4944	15.8817	16.2789	16.6857	17.1029	17.5304	17.9687
40 Hour Week	21.6921	22.2345	22.7903	23.3599	23.9441	24.5427	25.1562

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	16.7436	17.1621	17.5912	18.0309	18.4817	18.9437	19.4173	19.9027
40 Hour Week	23.4410	24.0271	24.6277	25.2434	25.8745	26.5212	27.1842	27.8638
692*								
24 Hour Shift	18.4180	18.8783	19.3504	19.8342	20.3300	20.8380	21.3593	21.8933
40 Hour Week	25.7851	26.4297	27.0905	27.7678	28.4618	29.1734	29.9029	30.6505

\*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 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 15, 2018 – December 13, 2019**

Range	A	B	C	D	E	F	G
<b>712</b>	19.1223	19.6113	20.1016	20.6043	21.1194	21.6473	22.1886
<b>714</b>	20.5033	21.0160	21.5413	22.0798	22.6318	23.1977	23.7776
<b>716</b>	26.3884	27.0480	27.7243	28.4174	29.1279	29.8560	30.6025
<b>722</b>	22.1312						
<b>723</b>	23.1734	23.7527	24.3464	24.9551	25.5792	26.2185	26.8740
<b>724</b>	25.4589	26.0954	26.7478	27.4164	28.1020	28.8044	29.5246
<b>725*</b>	27.9972	28.6970	29.4145	30.1498	30.9037	31.6762	32.4681
<b>727*</b>					34.5571	35.4209	36.3065

Range	H	I	J	K	L	M	N	O
<b>712</b>	22.7432	23.3119	23.8946	24.4919	25.1042	25.7318	26.3752	27.0346
<b>714</b>	24.3720	24.9813	25.6059	26.2459	26.9022	27.5747	28.2639	28.9707
<b>716</b>	31.3675	32.1516	32.9555	33.7793	34.6238	35.4894	36.3767	37.2862
<b>722</b>								
<b>723</b>	27.5459	28.2344	28.9403	29.6638	30.4055	31.1656	31.9447	32.7434
<b>724</b>	30.2626	31.0192	31.7946	32.5895	33.4044	34.2394	35.0954	35.9728
<b>725*</b>	33.2798	34.1118	34.9646	35.8388	36.7346	37.6532	38.5945	39.5593
<b>727*</b>	37.2142	38.1446	39.0981	40.0756	41.0775	42.1044	43.1571	44.2359

\*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 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 15, 2018 – December 13, 2019**

Range	A	B	C	D	E	F	G	
821	18.3317	---	---	---	---	---	---	
823* 40 Hr.	21.1310	21.6593	22.2007	22.7558	23.3246	23.9077	24.5054	
824* 40 Hr.	23.3544	23.9382	24.5366	25.1500	25.7787	26.4232	27.0839	
827* 40 Hr.	25.8941	26.5414	27.2050	27.8850	28.5822	29.2968	30.0292	
891* 24 Hr.	15.0935	15.4708	15.8577	16.2541	16.6604	17.0770	17.5038	
892* 24 Hr.	16.6816	17.0987	17.5262	17.9644	18.4135	18.8738	19.3456	
893* 24 Hr.	18.4958	18.9582	19.4321	19.9179	20.4159	20.9263	21.4494	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
823* 40 Hr.	25.1180	25.7460	26.3897	27.0494	27.7256	28.4188	29.1293	30.3008
824* 40 Hr.	27.7610	28.4549	29.1663	29.8955	30.6429	31.4090	32.1942	33.4891
827* 40 Hr.	30.7799	31.5495	32.3382	33.1466	33.9753	34.8247	35.6953	37.1310
891* 24 Hr.	17.9415	18.3900	18.8497	19.3210	19.8040	20.2992	20.8066	21.6435
892* 24 Hr.	19.8293	20.3250	20.8331	21.3539	21.8878	22.4349	22.9958	23.9208
893* 24 Hr.	21.9857	22.5353	23.0986	23.6761	24.2680	24.8748	25.4966	26.5221

\*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 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.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 15, 2018 – December 13, 2019**

Range	A	B	C	D	E	F	G
925	19.6174	20.1079	20.6106	21.1259	21.6540	22.1954	22.7502
926	21.9469	22.4956	23.0581	23.6345	24.2254	24.8309	25.4518
927	23.0621	23.6387	24.2295	24.8354	25.4561	26.0926	26.7448
928	24.2152	24.8207	25.4413	26.0774	26.7292	27.3974	28.0821
929	25.4262	26.0617	26.7132	27.3809	28.0655	28.7673	29.4863

Range	H	I	J	K	L	M	N	O
925	23.3190	23.9020	24.4996	25.1121	25.7398	26.3833	27.0429	27.7190
926	26.0887	26.7401	27.4087	28.0940	28.7963	29.5162	30.2540	31.0104
927	27.4136	28.0990	28.8014	29.5216	30.2596	31.0159	31.7913	32.5861
928	28.7844	29.5039	30.2416	30.9976	31.7727	32.5670	33.3811	34.2156
929	30.2237	30.9791	31.7537	32.5475	33.3612	34.1953	35.0500	35.9264

**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 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 Warrant Officers, Assistant Range Masters, 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) Beginning the second calendar year, Firefighters will provide their own fatigue uniforms and will be reimbursed on the last payday of the year. The reimbursement is by cash allowance in the amount \$650. Allowance paid during the second year of employment will be prorated to the employee's commission date, and paid on the last payday of the second year. This provision applies to positions below the rank of Deputy Fire Chief and does not apply to Airport Police and Fire Division.  
  
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 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.

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 the designated annual fitness test will receive a \$100.00 bonus for each year in which they pass the test.

(15) Omitted

(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, non-represented employees and those represented by the Service Employees' International Union.

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 <sup>st</sup> Shift: From	4:00 a.m. to 2:59 p.m.
2 <sup>nd</sup> Shift: From	3:00 p.m. to 9:59 p.m.
3 <sup>rd</sup> 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 <sup>st</sup> Shift: From:	6:00 a.m.	To: 10:00 a.m.
2 <sup>nd</sup> Shift: From:	10:00 a.m.	To: 5:00 p.m.
3 <sup>rd</sup> Shift: From:	5:00 p.m.	To: 11:00 pm.
4 <sup>th</sup> 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 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> 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 2<sup>nd</sup> shift and \$0.25 per hour for 3<sup>rd</sup> 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), International Association of Firefighters Union Local #135, Service Employees International Union Local #513, Fraternal Order of Police Lodge #5 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 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.
- 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.** Ordinance No. 50- 646 is hereby repealed.

**SECTION 11.** This ordinance shall take effect on **August 28, 2018**, and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 28th day of August, 2018.

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Jeff Longwell, Mayor

Attest: \_\_\_\_\_

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Karen Sublett, City Clerk

Approved as to form:

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Jennifer Magana, Director of Law and City Attorney