

Amended Ordinance – approved new contracts (Fire, Transit, Airport)

OCA 240100

Published in the Wichita Eagle on December __, 2019

**ORDINANCE NO. 51-136
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. 50-838
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 14, 2019 – December 11, 2020**

Range	A	B	C	D	E	F	G
	1	2	3	4	5	6	7
5312	12.1439	12.4474	12.7587	13.0777	13.4046	13.7397	14.0832
5314	13.7929	14.1377	14.4911	14.8534	15.2246	15.6053	15.9955
5315	13.7929	14.1377	14.4911	14.8534	15.2246	15.6053	15.9955
5316	14.4094	14.7696	15.1388	15.5713	15.9052	16.3029	16.7105
5317	15.4406	15.8266	16.2222	16.6277	17.0434	17.4696	17.9063
5320	17.7080	18.1506	18.6045	19.0696	19.5463	19.5463	20.5358

Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
5312	14.4352	14.7962	15.1661	15.5452	15.9339	16.3322	16.7404	17.1590
5314	16.3953	16.8052	17.2253	17.6560	18.0974	18.5499	19.0136	19.4890
5315	16.3953	16.8052	17.2253	17.6560	18.0974	18.5499	19.0136	19.4800
5316	17.1282	17.5564	17.9954	18.4451	18.9063	19.3790	19.8634	20.3600
5317	18.3539	18.8129	19.2831	19.7652	20.2594	20.7658	21.2849	21.8171
5320	21.0492	21.5755	22.1149	22.2344	23.2344	23.8153	24.4107	25.0209

*In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.

SECTION 1 (Other Provisions)

- (1) All employees shall be paid an additional 50¢ per hour for all time worked between the hours of 8:00 p.m. and 5:00 a.m.

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 14, 2019 – December 11, 2020**

Range	A	B	C	D	E	F	G
	1	2	3	4	5	6	7
8405	7.7527	7.9465	8.1452	8.3488	8.5574	8.7715	8.9907
8406	8.7616	8.9805	9.2052	9.4352	9.6711	9.9129	10.1607
8407	9.0949	9.3222	9.5553	9.7941	10.0390	10.2900	10.5473
8408	9.4485	9.6849	9.9269	10.1752	10.4295	10.6902	10.9575
8409	9.8343	10.0801	10.3322	10.5904	10.8551	11.1266	11.4047
8410	10.2379	10.4940	10.7562	11.0252	11.3008	11.5833	11.8728
8411	10.6465	10.9127	11.1855	11.4652	11.7518	12.0456	12.3468
8412	11.1037	11.3813	11.6657	11.9573	12.2564	12.5627	12.8769
8414	12.0694	12.3712	12.6804	12.9975	13.3225	13.6555	13.9969
8415	12.6072	12.9224	13.2455	13.5767	13.9160	14.2639	14.6207
8416	13.1694	13.4985	13.8361	14.1820	14.5366	14.8998	15.2723
8417	13.7674	14.1115	14.4643	14.826	15.1966	15.5765	15.966

Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
8405	9.2156	9.4459	9.6820	9.9241	10.1722	10.4264	10.6872	10.9544
8406	10.4147	10.6751	10.9421	11.2156	11.4959	11.7834	12.0778	12.3798
8407	10.8110	11.0811	11.3582	11.6421	11.9332	12.2316	12.5375	12.8509
8408	11.2315	11.5122	11.8000	12.0950	12.3976	12.7073	13.0251	13.3506
8409	11.6899	11.9821	12.2816	12.5887	12.9034	13.2262	13.5567	13.8956
8410	12.1697	12.4740	12.7857	13.1053	13.4330	13.7689	14.1131	14.4661
8411	12.6555	12.9718	13.2962	13.6287	13.9694	14.3185	14.6765	15.0433
8412	13.1987	13.5287	13.8669	14.2137	14.5691	14.9332	15.3066	15.6892
8414	14.3468	14.7054	15.0731	15.4499	15.8362	16.2321	16.6378	17.0538
8415	14.9860	15.3608	15.7448	16.1383	16.5418	16.9553	17.3794	17.8138
8416	15.6543	16.0455	16.4466	16.8578	17.2792	17.7114	18.1541	18.6079
8417	16.3650	16.7742	17.1936	17.6234	18.0639	18.5155	18.9784	19.4529

* In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.

SECTION 3. A schedule of standard pay ranges established for positions for *Employee's Council* and SEIU 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 14, 2019 – December 11, 2020

Range	A	B	C	D	E	F	G	H
	1	2	3	4	5	6	7	8
1609	10.2826	10.5398	10.8034	11.0735	11.3502	11.6340	11.9248	12.2230
1611	11.1321	11.4105	11.6957	11.9881	12.2878	12.5950	12.9099	13.2326
1612	11.6099	11.9002	12.1976	12.5028	12.8153	13.1355	13.4641	13.8007
1613	12.0945	12.3968	12.7069	13.0244	13.3501	13.6839	14.0260	14.3767
1615	13.1822	13.5119	13.8496	14.1957	14.5507	14.9145	15.2873	15.6696
1616	13.7699	14.1143	14.4670	14.8287	15.1993	15.5793	15.9688	16.3682
1617	14.3951	14.7550	15.1240	15.5022	15.8897	16.2868	16.6940	17.1114
1618	15.0593	15.4358	15.8216	16.2171	16.6227	17.0381	17.4639	17.9007
1619	15.7634	16.1575	16.5616	16.9756	17.4000	17.8348	18.2808	18.7377
1620	16.4918	16.9040	17.3267	17.7599	18.2039	18.6589	19.1253	19.6036
1621	17.2927	17.7250	18.1680	18.6223	19.0880	19.5649	20.0543	20.5559
1622	18.1288	18.5820	19.0464	19.5228	20.0108	20.5110	21.0238	21.5494
1623	19.0079	19.4830	19.9700	20.4694	20.9810	21.5057	22.0434	22.5945
1624	19.9542	20.4533	20.9646	21.4886	22.0259	22.5765	23.1409	23.7196
1625	20.9483	21.4719	22.0087	22.5590	23.1229	23.7009	24.2934	24.9007
1626	22.0028	22.5529	23.1168	23.6946	24.2870	24.8942	25.5167	26.1544
1627	23.1208	23.6990	24.2913	24.8988	25.5210	26.1592	26.8131	27.4835
1630	26.8145	27.4560	28.1424	28.8460	29.5671	30.3063	31.0640	31.8405
1631*					34.9890	35.8637	36.7604	37.6794

Range	I	J	K	L	M	N	O	P
	9	10	11	12	13	14	15	16
1609	12.5287	12.8418	13.1627	13.4918	13.8292	14.1749	14.5293	14.8926
1611	13.5635	13.9025	14.2500	14.6063	14.9715	15.3458	15.7294	16.1226
1612	14.1456	14.4994	14.8619	15.2334	15.6142	16.0047	16.4046	16.8148
1613	14.7359	15.1044	15.4819	15.8691	16.2658	16.6724	17.0892	17.5165
1615	16.0613	16.4628	16.8744	17.2962	17.7287	18.1718	18.6262	19.0918
1616	16.7772	17.1967	17.6265	18.0673	18.5191	18.9818	19.4565	19.9429
1617	17.5392	17.9775	18.4271	18.8876	19.3599	19.8440	20.3401	20.8486
1618	18.3483	18.8070	19.2772	19.7590	20.2529	20.7593	21.2784	21.8104
1619	19.2062	19.6863	20.1785	20.6829	21.2000	21.7301	22.2734	22.8302
1620	20.0938	20.5961	21.1109	21.6388	22.1796	22.7341	23.3024	23.8850
1621	21.0695	21.5962	22.1362	22.6896	23.2567	23.8381	24.4341	25.0449
1622	22.0882	22.6403	23.2064	23.7866	24.3813	24.9908	25.6155	26.2559
1623	23.1593	23.7383	24.3318	24.9401	25.5634	26.2025	26.8577	27.5292
1624	24.3125	24.9203	25.5432	26.1818	26.8365	27.5074	28.1950	28.8999
1625	25.5234	26.1613	26.8155	27.4857	28.1729	28.8773	29.5992	30.3393
1626	26.8083	27.4785	28.1656	28.8697	29.5914	30.3312	31.0894	31.8667
1627	28.1706	28.8749	29.5968	30.3367	31.0951	31.8725	32.6692	33.4859
1630	32.6364	33.4525	34.2887	35.1460	36.0246	36.9254	37.8486	38.7947
1631*	38.6214	39.5868	40.5766	41.5910	42.6307	43.6965	44.7889	

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule. Position range 727 has been modified to range 1631 to reflect the appropriate range representation.

**In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.

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 14, 2019 – December 11, 2020

Range	A	B	C	D	E	F	G
6691*	1	2	3	4	5	6	7
24 Hour Shift	14.297	14.6546	15.0210	15.3965	15.7814	16.1759	16.5803
6693**							
40 Hour Week	20.0160	20.5163	21.0293	21.5548	22.0938	22.6463	23.2123
6692*							
24 Hour Shift	15.7268	16.1199	16.5231	16.9360	17.3594	17.7934	18.2382
6694**							
40 Hour Week	22.0175	22.5680	23.1322	23.7103	24.3033	24.9108	25.5335

Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
6691*								
24 Hour Shift	16.9948	17.4195	17.8551	18.3014	18.7589	19.2279	19.7086	20.2012
6693**								
40 Hour Week	23.7926	24.3875	24.9971	25.6221	26.2626	26.9190	27.5920	27.8638
6692*								
24 Hour Shift	18.6943	19.1615	19.6407	20.1317	20.6350	21.1506	21.6797	22.2217
6694**								
40 Hour Week	26.1719	26.8261	27.4969	28.1843	28.8431	29.6110	30.3514	31.1103

*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.

** In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes. Therefore, each shift and grade requires their own numbers.

SECTION 4: OTHER PROVISIONS

- (1) 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.
- (2) 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.

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 14, 2019 – December 11, 2020**

Range	A	B	C	D	E	F	G
	1	2	3	4	5	6	7
4712	19.7003	20.2041	20.7092	21.2271	21.7577	22.3016	22.8593
4714	21.1230	21.6512	22.1924	22.7472	23.3159	23.8989	24.4963
4716	27.3869	28.0716	28.7733	29.4926	30.2300	30.9858	31.7605
4722	22.8001						
4723	23.8738	24.4706	25.0823	25.7094	26.3523	27.0110	27.6863
4724	26.2284	26.8841	27.5563	28.2451	28.9514	29.6750	30.4170
4725*	28.8434	29.5644	30.3036	31.0611	31.8378	32.6336	33.4494

Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
4712	23.4308	24.0165	24.6169	25.2323	25.8631	26.5098	27.1725	27.8518
4714	25.1087	25.7364	26.3798	27.0393	27.7153	28.4082	29.1184	29.8463
4716	32.5545	33.3681	34.2024	35.0574	35.9338	36.8322	37.7531	38.6970
4722								
4723	28.3784	29.0879	29.8151	30.5605	31.3245	32.1076	32.9103	33.7330
4724	31.1774	31.9568	32.7558	33.5747	34.4140	35.2744	36.1562	37.0601
4725*	34.2857	35.1428	36.0214	36.9219	37.8450	38.7911	39.7609	40.7549

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule
 *In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.
 #Range 727 moved to Section 3 – Range 1631 to reflect appropriate range representation.

SECTION 5. Other Provisions

- (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) 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.

- (5) 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.
- (6) 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).
- (7) 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.
- (8) The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:
- 1st Shift: From: 6:00 a.m. To: 10:00 a.m.
2nd Shift: From: 10:00 a.m. To: 5:00 p.m.
3rd Shift: From: 5:00 p.m. To: 11:00 p.m.
4th Shift: From: 11:00 p.m. To: 6:00 a.m.
- (9) 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.

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 14, 2019 – December 11, 2020)

Range	A	B	C	D	E	F	G	
	1	2	3	4	5	6	7	
3821	18.8392	---	---	---	---	---	---	
3823* 40 Hr.	21.4480	21.9842	22.5337	23.0971	23.6745	24.2663	24.8730	
3824* 40 Hr.	23.7047	24.2973	24.9046	25.5273	26.1654	26.8195	27.4902	
3827* 40 Hr.	26.2825	26.9395	27.6131	28.3033	29.0109	29.7363	30.4796	
3891* 24 Hr.	15.3199	15.7029	16.0956	16.4979	16.9103	17.3332	17.7664	
3892* 24 Hr.	16.9318	17.3552	17.7891	18.2339	18.6897	19.1569	19.6358	
3893* 24 Hr.	18.7732	19.2426	19.7236	20.2167	20.7221	21.2402	21.7711	
Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
3821	---	---	---	---	---	---	---	---
3823* 40 Hr.	25.4948	26.1322	26.7855	27.4551	28.1415	28.8451	29.5662	30.7553
3824* 40 Hr.	28.1774	28.8817	29.6038	30.3439	31.1025	31.8801	32.6771	33.9914
3827* 40 Hr.	31.2416	32.0227	32.8233	33.6438	34.4849	35.3471	36.2307	37.6880
3891* 24 Hr.	18.2106	18.6659	19.1324	19.6108	20.1011	20.6037	21.1187	21.9682
3892* 24 Hr.	20.1267	20.6299	21.1456	21.6742	22.2161	22.7714	23.3407	24.2796
3893* 24 Hr.	22.3155	22.8733	23.4451	24.0312	24.6320	25.2479	25.8790	26.9199

*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.

**In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.

SECTION 6. Other Provisions

- (1) 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.

- (2) 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.

- (3) 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.
- (4) 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:

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.

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.

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 14, 2019 – December 12, 2020**

Range	A	B	C	D	E	F	G
	1	2	3	4	5	6	7
1925	19.8626	20.3592	20.8682	21.3899	21.9247	22.4728	23.0346
1926	22.2212	22.7767	23.3463	23.9300	24.5283	25.1412	25.7700
1927	23.3503	23.9342	24.5324	25.1459	25.7743	26.4187	27.0792
1928	24.5179	25.1310	25.7593	26.4033	27.0633	27.7399	28.4331
1929	25.7440	26.3875	27.0472	27.7232	28.4163	29.1269	29.8549

Range	H	I	J	K	L	M	N	O
	8	9	10	11	12	13	14	15
1925	23.6105	24.2007	24.8058	25.4260	26.0616	26.7131	27.3809	28.0655
1926	26.4148	27.0744	27.7513	28.4452	29.1563	29.8851	30.6322	31.3980
1927	27.7562	28.4502	29.1614	29.8906	30.6378	31.4036	32.1887	32.9934
1928	29.1442	29.8726	30.6197	31.3850	32.1699	32.9741	33.7983	34.6433
1929	30.6015	31.3663	32.1506	32.9544	33.7783	34.6228	35.4882	36.3755

* In 2020, the City will be implementing a new payroll system. Software changes required revision of current class codes, ranges, grade & step numbering schemes.

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) 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.
- (2) 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 \$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.

- (3) 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 employees and those represented by the Service Employees' International Union.
- (4) 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.
- (5) 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.
- (6) 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.

- (7) 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.

- (8) 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. 50-838 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 3rd day of December, 2019.

Jeff Longwell, Mayor

Attest: _____

Karen Sublett, City Clerk

Approved as to form:

Jennifer Magana, Director of Law and City Attorney