

CITY OF LAKE OZARK
A Missouri Municipality of the 4th Class

BILL NO.: 2024-07

ORDINANCE NO.: 2024-07

**AN ORDINANCE OF THE CITY OF LAKE OZARK, MISSOURI AMENDING THE
PERSONNEL POLICIES AND PROCEDURES MANUAL OF THE CITY**

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark provides for the adoption of a Personnel Policies and Procedures Manual for the City of Lake Ozark to establish a guide to administrative action concerning various personnel expectations, rights, activities and transactions; and,

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark will be updated on a regular basis; and,

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark may be changed or modified from time to time with the approval of the City Administrator and the majority of the Board of Aldermen of the City of Lake Ozark; and,

WHEREAS, the City Administrator has proposed a modification of the Personnel Policies and Procedures Manual for the City of Lake Ozark as set forth herein by amending portions of the pay plan as attached hereto as Exhibit 1; and,

WHEREAS, the Board of Aldermen of the City of Lake Ozark, Missouri has reviewed the modification of the Personnel Policies and Procedures Manual for the City of Lake Ozark as proposed by the City Administrator and has determined that said modification would be in the best interests of the City of Lake Ozark and its employees to amend the Personnel Policies and Procedures Manual of the City of Lake Ozark as set forth herein.

**NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF
ALDERMEN OF THE CITY OF LAKE OZARK, MISSOURI AS FOLLOWS:**

Section 1. Adoption and Execution. The pay plan contained in the Personnel Policies and Procedures Manual of the City of Lake Ozark, Second Ed., be amended as set out in Exhibit 1 attached hereto.

Section 2. Effective Date. This ordinance shall take effect and be in full force immediately after its adoption by the Board of Aldermen of the City of Lake Ozark.

First Reading: February 13, 2023

Second Reading: February 27, 2023


DULY READ AND APPROVED THIS 27th DAY OF FEBRUARY 2024.

Alderman Watts	Aye
Alderman Jackson	Aye Absent
Alderman Thompson	Aye
Alderman Neels	Aye Absent
Alderman Ridgely	Aye
Alderman Denny	Aye

APPROVE:

ATTEST:


Dennis Newberry, Mayor


Kathy Vance, City Clerk



Pay Grade	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$31,262.40	\$31,731.34	\$32,200.27	\$32,683.28	\$33,166.28	\$33,663.77	\$34,161.27	\$34,673.69	\$35,186.11	\$35,713.90	\$36,241.69	\$36,785.32	\$37,328.94
Bi-Weekly	\$1,202.40	\$1,220.44	\$1,238.47	\$1,257.05	\$1,275.63	\$1,294.76	\$1,313.89	\$1,333.60	\$1,353.31	\$1,373.61	\$1,393.91	\$1,414.82	\$1,435.73
Per Hour	\$15.03	\$15.26	\$15.48	\$15.71	\$15.95	\$16.18	\$16.42	\$16.67	\$16.92	\$17.17	\$17.42	\$17.69	\$17.95
Overtime	\$22.55	\$22.88	\$23.22	\$23.57	\$23.92	\$24.28	\$24.64	\$25.01	\$25.37	\$25.76	\$26.14	\$26.53	\$26.92
Grade One	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$37,337.09	\$38,448.81	\$39,025.54	\$39,602.27	\$40,196.31	\$40,790.34	\$41,402.20	\$42,014.05	\$42,644.26	\$43,274.47	\$43,923.59	\$44,572.71	\$45,241.30
Bi-Weekly	\$1,436.04	\$1,478.80	\$1,500.98	\$1,523.16	\$1,546.01	\$1,568.86	\$1,592.39	\$1,615.93	\$1,640.16	\$1,664.40	\$1,689.37	\$1,714.33	\$1,740.05
Per Hour	\$17.95	\$18.49	\$18.76	\$19.04	\$19.33	\$19.61	\$19.90	\$20.20	\$20.50	\$20.81	\$21.12	\$21.43	\$21.75
Overtime	\$27.73	\$28.14	\$28.56	\$28.99	\$29.42	\$29.86	\$30.30	\$30.75	\$31.21	\$31.68	\$32.14	\$32.63	\$33.11
Grade Two	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$31,824.00	\$32,301.36	\$32,778.72	\$33,270.40	\$33,762.08	\$34,268.51	\$34,774.94	\$35,296.57	\$35,818.19	\$36,355.47	\$36,892.74	\$37,446.13	\$37,999.52
Bi-Weekly	\$1,224.00	\$1,242.36	\$1,260.72	\$1,279.63	\$1,298.54	\$1,318.02	\$1,337.50	\$1,357.56	\$1,377.62	\$1,398.29	\$1,418.95	\$1,440.24	\$1,461.52
Per Hour	\$15.30	\$15.53	\$15.76	\$16.00	\$16.23	\$16.48	\$16.72	\$16.97	\$17.22	\$17.48	\$17.74	\$18.00	\$18.27
Overtime	\$22.95	\$23.29	\$23.64	\$23.99	\$24.35	\$24.71	\$25.08	\$25.45	\$25.83	\$26.22	\$26.61	\$27.00	\$27.40
Grade Three;	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$38,569.51	\$39,139.51	\$39,726.60	\$40,313.69	\$40,918.40	\$41,523.10	\$42,145.95	\$42,768.79	\$43,410.33	\$44,051.86	\$44,712.64	\$45,373.41	\$46,054.02
Bi-Weekly	\$1,483.44	\$1,505.37	\$1,527.95	\$1,550.53	\$1,573.78	\$1,597.04	\$1,621.00	\$1,644.95	\$1,669.63	\$1,694.30	\$1,719.72	\$1,745.13	\$1,771.31
Per Hour	\$18.54	\$18.82	\$19.10	\$19.38	\$19.67	\$19.96	\$20.26	\$20.56	\$20.87	\$21.18	\$21.50	\$21.81	\$22.14
Overtime	\$27.81	\$28.23	\$28.65	\$29.07	\$29.51	\$29.94	\$30.39	\$30.84	\$31.31	\$31.77	\$32.24	\$32.72	\$33.21
Grade Four	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$32,448.00	\$32,934.72	\$33,421.44	\$33,922.76	\$34,424.08	\$34,940.44	\$35,456.81	\$35,988.66	\$36,520.51	\$37,068.32	\$37,616.13	\$38,180.37	\$38,744.61
Bi-Weekly	\$1,248.00	\$1,266.72	\$1,285.44	\$1,304.72	\$1,324.00	\$1,343.86	\$1,363.72	\$1,384.18	\$1,404.63	\$1,425.70	\$1,446.77	\$1,468.48	\$1,490.18
Per Hour	\$15.60	\$15.83	\$16.07	\$16.31	\$16.55	\$16.80	\$17.05	\$17.30	\$17.56	\$17.82	\$18.08	\$18.36	\$18.63
Overtime	\$23.40	\$23.75	\$24.10	\$24.46	\$24.83	\$25.20	\$25.57	\$25.95	\$26.34	\$26.73	\$27.13	\$27.53	\$27.94
Grade Five;	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$39,325.78	\$39,906.95	\$40,505.55	\$41,104.16	\$41,720.72	\$42,337.28	\$42,972.34	\$43,607.40	\$44,261.51	\$44,915.62	\$45,589.35	\$46,263.09	\$46,957.04
Bi-Weekly	\$1,512.53	\$1,534.88	\$1,557.91	\$1,580.93	\$1,604.64	\$1,628.36	\$1,652.78	\$1,677.21	\$1,702.37	\$1,727.52	\$1,753.44	\$1,779.35	\$1,806.04
Per Hour	\$18.91	\$19.19	\$19.47	\$19.76	\$20.06	\$20.35	\$20.66	\$20.97	\$21.28	\$21.59	\$21.92	\$22.24	\$22.58
Overtime	\$28.36	\$28.78	\$29.21	\$29.64	\$30.09	\$30.53	\$30.99	\$31.45	\$31.92	\$32.39	\$32.88	\$33.36	\$33.86
Grade Six;	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$37,460.80	\$38,022.71	\$38,584.62	\$39,163.39	\$39,742.16	\$40,336.30	\$40,934.43	\$41,548.44	\$42,162.46	\$42,794.90	\$43,427.33	\$44,078.74	\$44,730.15
Bi-Weekly	\$1,440.80	\$1,462.41	\$1,484.02	\$1,506.28	\$1,528.54	\$1,551.47	\$1,574.40	\$1,598.02	\$1,621.63	\$1,645.96	\$1,670.28	\$1,695.34	\$1,720.39
Per Hour	\$18.01	\$18.28	\$18.55	\$18.83	\$19.11	\$19.39	\$19.68	\$19.98	\$20.27	\$20.57	\$20.88	\$21.19	\$21.50
Overtime	\$27.02	\$27.42	\$27.83	\$28.24	\$28.66	\$29.09	\$29.52	\$29.96	\$30.41	\$30.86	\$31.32	\$31.79	\$32.26
Grade Seven;	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$45,401.11	\$46,072.06	\$46,763.14	\$47,454.22	\$48,166.03	\$48,877.85	\$49,611.01	\$50,344.18	\$51,099.35	\$51,854.51	\$52,632.33	\$53,410.14	\$54,211.30
Bi-Weekly	\$1,746.20	\$1,772.00	\$1,798.58	\$1,825.16	\$1,852.54	\$1,879.92	\$1,908.12	\$1,936.31	\$1,965.36	\$1,994.40	\$2,024.32	\$2,054.24	\$2,085.05
Per Hour	\$21.83	\$22.15	\$22.48	\$22.81	\$23.16	\$23.50	\$23.85	\$24.20	\$24.57	\$24.93	\$25.30	\$25.68	\$26.06
Overtime	\$32.74	\$33.23	\$33.72	\$34.22	\$34.74	\$35.25	\$35.78	\$36.31	\$36.85	\$37.40	\$37.96	\$38.52	\$39.09

Pay Grade	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$43,721.60	\$44,377.42	\$45,033.25	\$45,708.75	\$46,384.25	\$47,060.01	\$47,735.77	\$48,411.53	\$49,087.29	\$49,763.05	\$50,438.81	\$51,114.57	\$51,790.33
Bi-Weekly	\$1,681.60	\$1,706.82	\$1,732.05	\$1,758.03	\$1,784.01	\$1,810.77	\$1,837.53	\$1,865.09	\$1,892.66	\$1,921.05	\$1,949.44	\$1,978.68	\$2,007.92
Per Hour	\$21.02	\$21.34	\$21.65	\$21.98	\$22.30	\$22.63	\$22.97	\$23.31	\$23.66	\$24.01	\$24.37	\$24.73	\$25.10
Overtime	\$31.53	\$32.00	\$32.48	\$32.96	\$33.45	\$33.95	\$34.45	\$34.97	\$35.49	\$36.02	\$36.55	\$37.10	\$37.65
	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$52,988.97	\$53,772.05	\$54,578.63	\$55,385.21	\$56,215.99	\$57,046.77	\$57,902.47	\$58,758.17	\$59,639.55	\$60,520.92	\$61,428.73	\$62,336.55	\$63,271.60
Bi-Weekly	\$2,038.04	\$2,068.16	\$2,099.18	\$2,130.20	\$2,162.15	\$2,194.11	\$2,227.02	\$2,259.93	\$2,293.83	\$2,327.73	\$2,362.64	\$2,397.56	\$2,433.52
Per Hour	\$25.48	\$25.85	\$26.24	\$26.63	\$27.03	\$27.43	\$27.84	\$28.25	\$28.67	\$29.10	\$29.53	\$29.97	\$30.42
Overtime	\$38.21	\$38.78	\$39.36	\$39.94	\$40.54	\$41.14	\$41.76	\$42.37	\$43.01	\$43.64	\$44.30	\$44.95	\$45.63
	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7
Annual	\$49,504.00	\$50,246.56	\$50,989.12	\$51,753.96	\$52,518.79	\$53,306.58	\$54,094.36	\$54,905.77	\$55,717.19	\$56,552.95	\$57,388.70	\$58,249.53	\$59,110.36
Bi-Weekly	\$1,904.00	\$1,932.56	\$1,961.12	\$1,990.54	\$2,019.95	\$2,050.25	\$2,080.55	\$2,111.76	\$2,142.97	\$2,175.11	\$2,207.26	\$2,240.37	\$2,273.48
Per Hour	\$23.80	\$24.16	\$24.51	\$24.88	\$25.25	\$25.63	\$26.01	\$26.40	\$26.79	\$27.19	\$27.59	\$28.00	\$28.42
	7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	Step 14
Annual	\$59,997.02	\$60,883.66	\$61,796.93	\$62,710.19	\$63,650.84	\$64,591.49	\$65,560.36	\$66,529.24	\$67,527.17	\$68,525.11	\$69,552.99	\$70,580.87	\$71,639.58
Bi-Weekly	\$2,307.58	\$2,341.68	\$2,376.81	\$2,411.93	\$2,448.11	\$2,484.29	\$2,521.55	\$2,558.82	\$2,597.20	\$2,635.58	\$2,675.12	\$2,714.65	\$2,755.37
Per Hour	\$28.84	\$29.27	\$29.71	\$30.15	\$30.60	\$31.05	\$31.52	\$31.99	\$32.46	\$32.94	\$33.44	\$33.93	\$34.44

Pay Grade	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7	
Grade Nine	Annual	\$55,556.80	\$56,390.15	\$57,223.50	\$58,081.86	\$58,940.21	\$59,824.31	\$60,708.42	\$61,619.04	\$62,529.67	\$63,467.61	\$64,405.56	\$65,371.64	
	Bi-Weekly	\$2,136.80	\$2,168.85	\$2,200.90	\$2,233.92	\$2,266.93	\$2,300.94	\$2,334.94	\$2,369.96	\$2,404.99	\$2,441.06	\$2,477.14	\$2,514.29	
	Per Hour	\$26.71	\$27.11	\$27.51	\$27.92	\$28.34	\$28.76	\$29.19	\$29.62	\$30.06	\$30.51	\$30.96	\$31.43	
		7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	13A
	Annual	\$67,332.79	\$68,327.86	\$69,352.77	\$70,377.69	\$71,433.36	\$72,489.02	\$73,576.36	\$74,663.69	\$75,793.65	\$76,903.60	\$78,057.16	\$79,210.71	\$80,398.87
	Bi-Weekly	\$2,589.72	\$2,627.99	\$2,667.41	\$2,706.83	\$2,747.44	\$2,788.04	\$2,829.86	\$2,871.68	\$2,914.76	\$2,957.83	\$3,002.20	\$3,046.57	\$3,092.26
Per Hour	\$32.37	\$32.85	\$33.34	\$33.84	\$34.34	\$34.85	\$35.37	\$35.90	\$36.43	\$36.97	\$37.53	\$38.08	\$38.65	
	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7	
Grade Ten	Annual	\$63,273.60	\$64,222.70	\$65,171.81	\$66,149.39	\$67,126.96	\$68,133.87	\$69,140.77	\$70,177.88	\$71,214.99	\$72,283.22	\$73,351.44	\$74,451.72	\$75,551.99
	Bi-Weekly	\$2,433.60	\$2,470.10	\$2,506.61	\$2,544.21	\$2,581.81	\$2,620.53	\$2,659.26	\$2,699.15	\$2,739.04	\$2,780.12	\$2,821.21	\$2,863.53	\$2,905.85
	Per Hour	\$30.42	\$30.88	\$31.33	\$31.80	\$32.27	\$32.76	\$33.24	\$33.74	\$34.24	\$34.75	\$35.27	\$35.79	\$36.32
		7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	13A
	Annual	\$76,685.27	\$77,818.55	\$78,985.83	\$80,153.10	\$81,355.40	\$82,557.70	\$83,796.06	\$85,034.43	\$86,309.94	\$87,585.46	\$88,899.24	\$90,213.02	\$91,566.22
	Bi-Weekly	\$2,949.43	\$2,993.02	\$3,037.92	\$3,082.81	\$3,129.05	\$3,175.30	\$3,222.93	\$3,270.55	\$3,319.61	\$3,368.67	\$3,419.20	\$3,469.73	\$3,521.78
Per Hour	\$36.87	\$37.41	\$37.97	\$38.54	\$39.11	\$39.69	\$40.29	\$40.88	\$41.50	\$42.11	\$42.74	\$43.37	\$44.02	
	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7	
Grade Eleven	Annual	\$65,208.00	\$66,186.12	\$67,164.24	\$68,171.70	\$69,179.17	\$70,216.85	\$71,254.54	\$72,323.36	\$73,392.18	\$74,493.06	\$75,593.94	\$76,727.85	\$77,861.76
	Bi-Weekly	\$2,259.52	\$2,293.41	\$2,327.30	\$2,362.21	\$2,397.12	\$2,433.08	\$2,469.03	\$2,506.07	\$2,543.11	\$2,581.26	\$2,619.40	\$2,658.69	\$2,697.98
	Per Hour	\$31.35	\$31.82	\$32.29	\$32.77	\$33.26	\$33.76	\$34.26	\$34.77	\$35.28	\$35.81	\$36.34	\$36.89	\$37.43
		7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	13A
	Annual	\$79,029.69	\$80,197.62	\$81,400.58	\$82,603.54	\$83,842.60	\$85,081.65	\$86,357.87	\$87,634.10	\$88,948.61	\$90,263.12	\$91,617.07	\$92,971.02	\$94,365.58
	Bi-Weekly	\$2,738.45	\$2,778.92	\$2,820.61	\$2,862.29	\$2,905.23	\$2,948.16	\$2,992.38	\$3,036.60	\$3,082.15	\$3,127.70	\$3,174.62	\$3,221.53	\$3,268.31
Per Hour	\$38.00	\$38.56	\$39.13	\$39.71	\$40.31	\$40.90	\$41.52	\$42.13	\$42.76	\$43.40	\$44.05	\$44.70	\$45.37	
	Step 1	1A	Step 2	2A	Step 3	3A	Step 4	4A	Step 5	5A	Step 6	6A	Step 7	
Grade Twelve	Annual	\$69,680.00	\$70,725.20	\$71,770.40	\$72,846.96	\$73,923.51	\$75,032.36	\$76,141.22	\$77,283.34	\$78,425.45	\$79,601.84	\$80,778.22	\$81,989.89	\$83,201.56
	Bi-Weekly	\$2,680.00	\$2,720.20	\$2,760.40	\$2,801.81	\$2,843.21	\$2,885.86	\$2,928.51	\$2,972.44	\$3,016.36	\$3,061.61	\$3,106.85	\$3,153.46	\$3,200.06
	Per Hour	\$33.50	\$34.00	\$34.51	\$35.02	\$35.54	\$36.07	\$36.61	\$37.16	\$37.70	\$38.27	\$38.84	\$39.42	\$40.00
		7A	Step 8	8A	Step 9	9A	Step 10	10A	Step 11	11A	Step 12	12A	Step 13	13A
	Annual	\$84,449.59	\$85,697.61	\$86,983.08	\$88,268.54	\$89,592.57	\$90,916.60	\$92,280.34	\$93,644.09	\$95,048.75	\$96,453.42	\$97,900.22	\$99,347.02	\$100,837.22
	Bi-Weekly	\$3,248.06	\$3,296.06	\$3,345.50	\$3,394.94	\$3,445.87	\$3,496.79	\$3,549.24	\$3,601.70	\$3,655.72	\$3,709.75	\$3,765.39	\$3,821.04	\$3,878.35
Per Hour	\$40.60	\$41.20	\$41.82	\$42.44	\$43.07	\$43.71	\$44.37	\$45.02	\$45.70	\$46.37	\$47.07	\$47.76	\$48.48	