

AN ORDINANCE OF THE CITY OF FRONTENAC, MISSOURI APPROVING A COST-OF-LIVING ADJUSTMENT FOR CITY EMPLOYEES IN PERMANENT POSITIONS EFFECTIVE JANUARY 8, 2024

WHEREAS, the City’s Compensation Policy provides that, on an annual basis, the City will evaluate the appropriateness and affordability of salary increases to ensure that salaries remain competitive in the market based upon a variety of factors including budget; the short-and long-term implications of salary increases; salary trends as measured through third-party surveying firms; wage inflation as measured by the federal Bureau of Labor Statistics Employment Cost Index; wages of comparators including the contiguous municipalities plus Brentwood and a comparator group of the broader metropolitan area; overall inflation as measured by the Consumer Price Index; and the underlying goal of remaining competitive with wages at least at the 60-70th percentile of comparable cities; and

WHEREAS, in keeping with the above, the Frontenac Ways & Means Committee, at their meeting held December 18, 2023, recommended (5-0) in favor of approving a cost-of-living adjustment in the amount of three percent (3.0%) for all permanent employees with an effective date coinciding with the first full pay period in January 2024; and

WHEREAS, in an effort to align fiscal year (July-June) budget approval with employee compensation decisions, Ways & Means has recommended addressing employment compensation starting in July 2024, and each July thereafter, unless otherwise determined by the Board of Alderpersons; and

WHEREAS, the Board of Alderpersons has determined that a three percent (3.0%) cost-of-living adjustment, applied equally to base salary for all permanent employees, is consistent with the Compensation Policy adopted on October 26, 2022; and

WHEREAS, the 2023-2024 Budget includes an appropriation of \$159,771 for purposes of extending a three percent (3.0%) cost-of-living adjustment to all City employees effective at mid-year; and

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERPERSONS OF THE CITY OF FRONTENAC, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

Section One: All salary ranges will be adjusted as follows effective for the pay period beginning January 8, 2024:

Salary Ranges - Effective 1/8/2024		
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Grade	Job Title	Minimum	Maximum	Annual Step Amount
POLICE DEPARTMENT				
PF-9	Chief	117,290	167,138	7,121
PF-8	Deputy Chief	97,476	136,467	5,570
PF-7	Lieutenant	93,756	112,506	2,679
PF-5	Corporal	80,876	103,116	3,177
PF-4*	Officer/Detective	72,622	92,594	2,853
PF-4a**	Officer/Detective	72,622	92,594	2,853
PF-3	IT Coordinator & Comm/Records Mgr.	62,412	84,858	3,207
FIRE DEPARTMENT				
PF-9	Chief	117,290	167,138	7,121
PF-8	Asst. Chief	97,476	136,467	5,570
PF-7	Capt./Medical Officer	93,756	112,506	2,679
PF-5	Lieutenant	80,876	103,116	3,177
PF-4*	Firefighter/Paramedic	72,622	92,594	2,853
PF-4a**	Firefighter/Paramedic	72,622	92,594	2,853
PUBLIC WORKS				
PW-4	Operations Foreman	57,779	80,890	3,302
PW-3	Skilled Maint Worker	52,031	72,845	2,973
BUILDING DEPARTMENT				
BD-5	Building Comm.	77,156	104,161	3,858
BD-4	Building Inspector	61,952	86,733	3,540
PARKS & STORM WATER				
PS-5	PW/Stormwater Director	79,614	107,479	3,981
MUNICIPAL COURT				
C-3	Court Administrator	58,750	82,251	3,357
ADMINISTRATION				
A-6	City Administrator	141,647	184,141	6,071
A-5	Finance Officer	108,835	141,485	4,664
A-4	City Clerk	82,372	115,321	4,707
A-3	Administrative Clerk	45,382	63,536	2,593

*Hired before January 1, 2023

**Hired on or after January 1, 2023

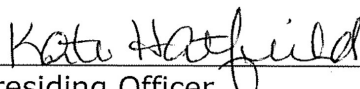
Section Two: Premium pay for a Fire Department captain or Fire Department lieutenant assigned the additional duty and appointment of Medical Officer shall be paid in the amount of \$5,000 per year and shall be in addition to all other regular pay and payable in equal installments throughout the year in conjunction with the officer's regular pay.

Section Three: Additional compensation in the form of a "Longevity Pay Plan" is adopted for employees hired prior to July 1, 2011. The Plan is frozen at the amount the eligible employee received as of June 30, 2011. Under this Plan the annual compensation for those employees is Eighty Dollars (\$80.00) for each completed year of past service, beginning on the first anniversary date of service with the City and concluding June 30, 2011.

Section Four: Additional compensation in the form of a "Time in Rank Pay Plan" is adopted for employees hired prior to July 1, 2011. The Plan applies only to those employees who have met the qualifications prior to June 30, 2011. This plan was applicable to permanent employees of the city based upon the employee's length of service in rank or position. Under this Plan the annual compensation of permanent employees who completed at least ten (10) years of service with the City of Frontenac in their current rank or position would receive additional pay equal to two (2) percent of that employee's base salary, all beginning on the tenth anniversary of the employee's employment in the applicable rank or position.

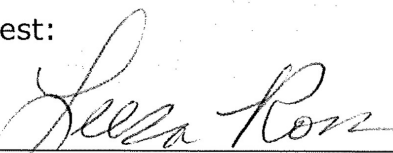
Section Five: The above pay structure shall be in full effect as of January 8, 2024.

PASSED BY THE BOARD OF ALDERPERSONS OF THE CITY OF FRONTENAC, MISSOURI, THIS 19TH DAY OF DECEMBER 2023.




Presiding Officer

Attest:



Leesa Ross, City Clerk

APPROVED THIS 19TH DAY OF DECEMBER 2023.



Kate Hatfield, Mayor

Attest:



Leesa Ross, City Clerk