



# City Commission Agenda Item

**Meeting Date:** April 16, 2024  
**From:** Marla McFarland, Human Resources Director  
**Item:** Pay Ordinance Effective April 20, 2024

**Purpose:** An Ordinance adopting the budgeted pay plan to become effective April 20, 2024. **(Roll Call Vote)**

**Background:**

The following amendments to this pay ordinance include adding one (1) position, changing six (6) job titles, and an increase of Maximum (MAX) by five-percent (5%) for each Pay Range.

Staff would like to propose the following:

1. Add **Stormwater Maintenance Worker II** position – PS9 Pay Range.

The Stormwater Maintenance Worker II position is being created to serve as the primary employee within the Public Services Department Street & Stormwater Division to provide maintenance and upkeep to stormwater drainage systems throughout the city.

2. Change the following job titles:
  - a. Firefighter/Paramedic – PT to **Firefighter/Paramedic – PRN.**
  - b. Paramedic – PT to **Paramedic – PRN.**
  - c. Firefighter/AEMT – PT to **Firefighter/AEMT – PRN.**
  - d. Firefighter/EMT – PT to **Firefighter/EMT – PRN.**
  - e. Police Officer – PT to **Police Officer – PRN.**

Add new “Pro Re Nata” (PRN) Employment Classification. This means “as the situation demands,” or simply “as needed.” This PRN Employment Classification better suits the nature of the positions we currently have classified as “Part-Time.” Unlike Part-Time positions, PRN positions do not have any type of set schedule, PRN employees work only as needed.

3. Increase the MAX of each Pay Range by five-percent (5%) to allow all employees eligibility for a performance-based Merit Increase.

**Commission Options:**

1. Approve the Ordinance
2. Disapprove the Ordinance
3. Table the Ordinance for further discussion

**Fiscal Impact:**

Amount: \$76,000 = Compensation and benefits for Stormwater Maintenance Worker II position only.

Fund: **15 - Stormwater** Department: **544 - Stormwater** Expense Code: **5100 – Personnel Services**

Included in budget       Grant       Bonds       Other Not Budgeted

**Attachments:** Ordinance and Pay Scale.

**Approved for Agenda by:**

A handwritten signature in black ink, appearing to read 'Randy Frazer', with a long horizontal flourish extending to the right.

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Randy Frazer, City Manager