

BILL NO. 25-__

ORDINANCE NO. 25-__

**AN ORDINANCE AMENDING PAY PLAN, HEREINAFTER KNOWN AS
“WAGE AND SALARY ADMINISTRATION PLAN” FOR THE CITY OF
JACKSON, MISSOURI, FOR OFFICERS AND EMPLOYEES OF THE
CITY; ESTABLISHING MEANS AND METHOD OF ADMINISTRATION
PLAN; AND ESTABLISHING THE CITY PAY PLAN FOR THE FISCAL
YEAR 2026.**

WHEREAS, the City Administrator for the City of Jackson, Missouri, with the advice and assistance of a private consultant and his staff have previously proposed to the City, an amended pay plan to provide for equitable advancement, credit for time in service, establishing procedures for administration of same, establishing procedures for advancement, and adjusting overall current wage levels of the city employees; and

WHEREAS, the City Administrator and consultant have previously established a method of classification of all job positions in the City and providing job descriptions and physical and educational requirements therefore; and,

WHEREAS, the City Administrator and consultant have previously designed a method for equitable implementation of same;

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF JACKSON, MISSOURI, AS FOLLOW:

Section 1. That in accordance with the provision of Section 3-100 of the Code of Ordinances of the City of Jackson, Missouri, an amended pay plan is here, readopted and the same is attached hereto and incorporated herein by reference.

Section 2. That in accordance with Section 3-100, the City Clerk shall keep on file and have available for public inspection during regular business hours the “Wage and Salary Administration Plan”.

Section 3. That the “Wage and Salary Administration Plan Employees Compensation Guidelines” previously developed by the staff and staff consultant, and incorporated herein, are hereby adopted by the City of Jackson, Missouri, and shall be available in the office of the City Clerk as provided in Sec. 3-100 of the Code of Ordinances.

Section 4. That in accordance with Section 3-100 of the Code of Ordinances of the City of Jackson, Missouri, Chapter 67 of the Revised Statutes of Missouri and the City’s “Wage and Salary Administration Plan”, the Board of Aldermen hereby adopt as the official pay plan for the 2026 fiscal year the plan set forth in the revised “2026 Pay Plan for the City of Jackson, Missouri”, which is attached hereto, and incorporated herein.

Section 5. That this Ordinance shall take effect and be in force and effect from and after its passage and approval and the accompanying “2026 Pay Plan for City of Jackson” shall be effective the 1st day of January, 2026.

FIRST READING: December 15, 2025.

SECOND READING: December 15, 2025.

PASSED AND APPROVED this 15th day of December, 2025, by a vote of ayes, nays, abstentions and absent.

CITY OF JACKSON, MISSOURI

(SEAL)

BY: _____

Mayor

ATTEST:

City Clerk