

ORDINANCE NO. 968

AN ORDINANCE PROVIDING FOR THE COMPENSATION OF CITY OFFICIALS AND OFFICERS AND REPEALING ALL PROVISIONS OR PRIOR ORDINANCES INCONSISTENT HEREIN

WHEREAS, the Governing Body of the City of Westwood, Kansas, has determined that it would be in the best interests of the citizens and the City of Westwood that the compensation of non-elected officials and officers be established by compensation and salary ranges fixing general ranges for both a minimum base compensation and salary and a maximum base compensation and salary, including hourly rates, subject to certain adjustments or exceptions thereto.

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WESTWOOD, KANSAS:

Section I. That the Administration and Compensation Committee shall review on an annual basis the compensation and salary of all Westwood, Kansas, non-elected city officials and officers and advise the Governing Body of the City of Westwood, Kansas, of its recommendation concerning the compensation and salary of each non-elected official and officer.

Section II. The following compensation and salary ranges are established for the following non-elected city officials and officers:

Position	Hourly / Yearly Rate	Hourly / Yearly Rate
Full-time Employees		
Assistant City Clerk	\$15.68 / \$32,620	\$23.52 / \$48,930
Building Official / Codes Administrator	\$19.29 / \$40,121	\$28.93 / \$69,144
Chief Administrative Officer / City Clerk	\$27.84 / \$57,900	\$49.13 / \$102,200
Skilled Maintenance Worker	\$15.68 / \$32,620	\$23.52 / \$48,930
Superintendent of Public Works	\$22.28 / \$46,351	\$32.88 / \$68,394
Director of Public Works	\$32.88 / \$68,394	\$49.14 / \$102,209
Court / Police Clerk	\$15.68 / \$32,620	\$25.06 / \$52,139
Police Officer / Master Patrol Officer	\$18.83 / \$39,165	\$32.25 / \$69,144
Police Sergeant	\$25.06 / \$52,139	\$35.37 / \$73,500
Police Lieutenant	\$29.09 / \$60,506	\$40.63 / \$84,500
Police Chief	\$32.88 / \$68,394	\$49.14 / \$102,209
Seasonal/Part-Time Employees		
Part-time Administration	\$11.50 per hr.	\$20.00 per hr.
Part-time / Seasonal / Park employee	\$11.50 per hr.	\$15.50 per hr.
Part-time Police Officer / Employee	\$15.00 per hr.	\$22.00 per hr.
Non- Elected Municipal Officers		Monthly Pay
City Treasurer		\$900
Municipal Judge		\$900
City Prosecutor		\$850
City Engineer		by contract
City Attorney		by contract

Notes: Hourly rate is calculated using 2080 hours per year. The notation of either an hourly rate or an annual salary in the above wage table does not in any way express an intent on behalf of the City that any particular employee is to be paid on an hourly or on a salary basis. The City's obligation and/or determination to compensate employees either on an hourly basis or on a salary basis shall be determined by the provisions of federal law and specifically by the Fair Labor Standards Act as well as any other controlling state or federal law.

Section III. Notwithstanding the above, the Governing Body may, by affirmative vote of the City Council, increase compensation from such ranges for good cause by determining that additional compensation may be paid to any person or persons based upon a finding of meritorious service, a finding that based on all the circumstances additional compensation is warranted and in the best interests of the City, or for other good cause in the public interest and to provide fair compensation in the public interest. Further, the City may pay additional compensation whenever it is necessary to comply with any legal requirement, including, but not limited to, any federal wage and hour requirements, without any affirmative action being taken by the City Council.

Section IV. This ordinance shall take effect and be in force from and after its adoption and publication as required by law.

Section V. All provisions or prior ordinances inconsistent herewith are hereby repealed including, but not limited to, Ordinance #884.

APPROVED by the Governing Body of the City of Westwood this 10th day of March, 2016.

Attest:



Frederick L. Sherman, City Clerk

John M. Yé, Mayor

Approved as to form:

Ryan Denk, City Attorney