

RESOLUTION NO.: 06212022-B
INTRODUCED BY: Alderwoman Bickford

**A RESOLUTION OF THE CITY OF WARSON WOODS,
MISSOURI, ADOPTING NEW SALARY STEP TABLES FOR THE
WARSON WOODS POLICE DEPARTMENT**

WHEREAS, the Board of Aldermen desires to adopt new salary step tables for the Warson Woods Police Department, effective as of July 1, 2022.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF
THE CITY OF WARSON WOODS, AS FOLLOWS:**

SECTION 1. That the Police Department Salary Step Tables, attached hereto as **Exhibit A**, and incorporated by reference herein, is hereby adopted by the City. Notwithstanding anything herein to the contrary, adoption of the Police Department Salary Step Tables does not create any contractual rights for any employees of the Police Department.

SECTION 2. This Resolution shall be effective upon passage and approval.

This Resolution was passed and approved this 21st day of June, 2022, by the Board of Aldermen of the City of Warson Woods, Missouri.

Sean Fitzgerald, Mayor

ATTEST:

Kathy Mahany, City Clerk

EXHIBIT A

Police Department Salary Step Tables

- Approved by Board of Aldermen

May 26, 2022 - Approved by Finance, Insurance, Personnel Committee

**Proposed New Patrol Officer Steps
As of July 1, 2022**

	Annual base eff. 7-01-2022 @	between steps	hourly eff. 7-01-22 @
Entry	\$ 43,190		\$ 20.76
Step 1	\$ 44,486	3%	\$ 21.39
Step 2	\$ 45,821	3%	\$ 22.03
Step 3	\$ 47,195	3%	\$ 22.69
Step 4	\$ 48,611	3%	\$ 23.37
Step 5	\$ 50,069	3%	\$ 24.07
Step 6	\$ 51,571	3%	\$ 24.79
Step 7	\$ 53,119	3%	\$ 25.54
Step 8	\$ 54,712	3%	\$ 26.30
Step 9	\$ 56,354	3%	\$ 27.09
Step 10	\$ 58,044	3%	\$ 27.91

@ based on 2080 hour base rate.

Subject to supervisor's recommendation and Board of Aldermen approval, Patrol Officers with at least one year of service will be eligible for step increases on July 1 of each year.

Notes

- Patrol Officers**
- Patrol Officers (PO) table and Sgt table based on a 2080 hour base rate.
All table amounts based on 40 hr * 52wks (or 80hr * 2 wk payperiod)
 - New PO Table was calculated using the old step 4 then going up by 3% per step
 - Currently, PO straight time (non-overtime) applies for 84 hours or less in a 2 week payperiod.
PO generally scheduled 84hr/payperiod * 26 payperiods (12hr/day 7 days of the 2 week payperiod)
or 5% higher hours of straight (non-OT) pay over a 2080 year
Therefore PO may make more than the above annual (even before overtime).
 - POs are non-exempt employees therefore eligible for OT if work above a normal work schedule of 84 hours per 2 week payperiod.
 - PO - Due to 24/7 coverage, if a normal work schedule is worked in a payperiod with a holiday and that employee does not get holiday time off or time off for that holiday in subsequent payperiods, the employee will be paid a day's pay in lieu of a holiday.
POs generally receive (10 holidays + 1 paid personal day) 11 days * 12 hours/day = 132

- Sergeant**
- Sgt table based on a 2080 hour base rate, 40 hr * 52wks (or 80hr * 2 wk payperiod).
 - Sgt is generally scheduled for an 8 hour day, 80 hours per 2 week payperiod.
 - Sgt is a non-exempt employees therefore eligible for OT if above normal work schedule.
 - Sgt - Due to 24/7 coverage, if a normal work schedule is worked in a payperiod with a holiday, and that employee does not get holiday time off or time off for that holiday in subsequent payperiods, the employee will be paid a day's pay in lieu of a holiday.
Sgt generally receives (10 holidays + 1 paid personal day) 11 days * 8 hours/day = 88 hours

**Proposed New Sergeant Steps
As of July 1, 2022**

	Annual base eff. 7-01-2022 @	between steps	hourly eff. 7-01-22 @
Step 1	\$ 56,354		\$ 27.09
Step 2	\$ 58,044	3%	\$ 27.91
Step 3	\$ 59,785	3%	\$ 28.74
Step 4	\$ 61,579	3%	\$ 29.61
Step 5	\$ 63,426	3%	\$ 30.49
Step 6	\$ 65,329	3%	\$ 31.41

@ based on 2080 hour base rate.

Subject to supervisor's recommendation and Board of Aldermen approval, Sergeant with at least one year of service will be eligible for step increases on July 1 of each year.