



**\*\*\*AMENDED\*\*\***  
**AGENDA**  
**CITY OF HARRISONVILLE**  
**FINANCE/PERSONNEL COMMITTEE**  
**REGULAR MEETING**  
**CITY HALL**  
**JUNE 30, 2014**  
**6:00 PM**

- I. Call to Order**
  - A. Present**
- II. Approve Minutes**
  - A. Finance/Personnel Committee - Regular Meeting - Jun 2, 2014 6:00 PM**
- III. Agenda Items**
  - A. Proposed Pay scale for 2015**
  - B. Amendment of Personnel Manual Section VII, Paragraph F**
  - C. Payroll Services Contract**
  - D. Update on Oakland Cemetery**
  - E. Update on Twin Pines Golf Course**
- IV. General Discussion**
- V. Adjournment**

**This meeting will be open to the public.**

**Posted on City Hall Bulletin Board this 27th day of June**

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**Kim Hubbard, City Clerk**



**DRAFT**  
**MINUTES**  
**CITY OF HARRISONVILLE**  
**FINANCE/PERSONNEL COMMITTEE**  
**REGULAR MEETING**  
**CITY HALL**  
**JUNE 2, 2014**  
**6:00 PM**

**I. Call to Order**

The meeting was called to order at 6:00 PM by Chair Bill Mollenhour

Attendee Name	Title	Status	Arrived
Kevin Wood	Member	Present	
Doug Meyer	Member	Present	
Stacey Dahlman	Member	Late	6:07 PM
Morris Coburn	Member	Present	
Marcia Milner	Member	Present	
Bret Reece	Alternate	Absent	
Bill Mollenhour	Chair	Present	

*Others Present: City Administrator Keith Moody, Finance Director Mike Tholen, Alderman David Dickerson, Assistant Public Works Director Eric Patterson, Parks and Recreation Director Chris Deal, Street Superintendent Rodney Jacobs, and Public Information Officer Sheryl Stanley.*

**II. Approve Minutes**

**A. Finance/Personnel Committee - Regular Meeting - Apr 7, 2014 6:00**

**PM** Accepted

*Minutes were approved.*

**III. Agenda Items**

**A. Accepting Oakland Cemetery**

*Mr. Moody reviewed the request of the Oakland Cemetery Trustees asking the City to take over responsibility of the cemetery. Mr. Moody reported the records have been kept up to date and accurate. It was noted no decisions have been made regarding the distribution of duties to city employees if the City was to take over the cemetery.*

*Discussion took place on finding individuals who would be interested in serving on a committee for the Oakland Cemetery and it was noted that Clint Miller expressed interest in serving. Alderman Dickerson stated he had a couple of individuals who had also expressed interest in serving.*

Public Information Officer Stanley was directed to do a press release looking for persons who would be interested in serving on a committee for the cemetery and to contact the Chamber of Commerce to assist in getting the word out. Mr. Patterson was asked to find out how many lots are available for sale.

Mr. Moody stated he did not expect the City to take over the mowing and shared that he felt it is beneficial to keep the company that is currently providing this service as they are familiar with the layout.

Mayor Wood moved to revisit the request at the next meeting after further efforts have been completed in the search for individuals to serve on the cemetery committee. Alderman Meyer seconded the motion and it was approved.

## **B. Twin Pines Golf Club**

Parks and Recreation Director Deal reviewed the meeting between himself, Park Board Chairman Caruthers, City Administrator Moody and Twin Pines Board representatives and some of their members regarding the operations/ownership of the Golf Course. Director Deal shared his discussions with School District Officials and their concern regarding losing approximately \$12,000 annually in property tax revenue and Mr. Deal also shared there would be a financial impact on the Library as well.

Direction was given to staff by the Park Board to look into the issue further.

There was discussion regarding the decrease in the community center reserves due to the issues with the pool and AC problems. There was also discussion on asking the voters to keep the 1/2 cent sales tax in place.

Director Deal reported he would update the Board of Aldermen after the June 10th Park Board meeting regarding the status of this issue.

## **C. GO Bond Funding**

Mr. Moody reviewed the analysis prepared by PiperJaffray, explained the process of issuing General Obligation Bonds (GO), how they can be structured without exceeding the City's GO debt limit and the property tax levy can remain level as future bonds are issued. Mr. Moody explained how this funding approach could provide sustainable funding for street, sidewalk, and storm water improvements.

There was discussion regarding the language of the GO Bond ballot language specifying what the funds would be used for. Mr. Moody stated the language would need to be more general.

Alderman Coburn stated he doesn't feel funds are allocated appropriately and distributed information from collector reports that compared street expenses to taxes that were collected dating back to 2006. Alderman Coburn requested this be made public record and encouraged the committee to take a good hard look.

There was also discussion regarding how collected taxes are distributed into the different sections of the general fund and Alderman Coburn was asked if he had looked at the capital improvements figures.

Mayor Wood asked that Mr. Moody work with Alderman Coburn regarding the allocation of funds and collection of taxes.

## **D. Vehicle Operations Policy Recommended**

City Clerk Hubbard reviewed the draft vehicle operations policy and explained the policy needed to be put in place so the City would be compliant with Midwest Public Risk (MPR) Loss/Control Program and be eligible for the annual 2% reimbursement of the City's contribution for property and liability insurance.

The committee made the recommendation for the policy to go before the Board of Aldermen for approval.

**IV. General Discussion**

None.

**V. Adjournment**

The meeting was closed at 6:55 PM

Mayor Wood made the motion to adjourn the meeting. Alderman Coburn seconded the motion and it was approved by all.

\_\_\_\_\_  
Kevin Wood, Mayor & Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

\_\_\_\_\_  
Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jun 2, 2014 6:00 PM (Approve Minutes)



## STAFF REPORT

**TO:** Finance/Personnel Committee  
**FROM:** Keith Moody, City Administrator  
**DATE:** June 20, 2014  
**SUBJECT:** Proposed Payscale for 2015

**Type of Item:** *Amendment*

Staff report is attached.

**Council Bill No.**  
**Resolution No.**  
**Proposed Payscale for 2015**

## LETTER TO THE BOARD OF ALDERMEN Harrisonville, Missouri

**FROM:** Keith Moody, City Administrator  
**AGENDA ITEM:** Proposed Pay Scale for 2015  
**DATE:** June 30, 2014

**Background:** Each year at this time the City's Compensation Structure is reviewed and compared to the Mid America Regional Counsel's most recent Salary Survey. As you recall the current Compensation Structure was developed by a professional consulting firm presented to the Board and adopted in October of 2008. This new structure provided significant increase in the minimum and maximum pay for most positions over the prior plan and also increased the spread between the minimum and maximum pay (to 50%). No changes were proposed for 2009 or 2010 and a \$.25/hr increase to the midpoint has been implemented in 2011, 2012, 2013 and 2014.

The MARC survey data related to the positions employed by Harrisonville have been used to compare Harrisonville's pay range to that of the market. This is the second year of a new survey tool being employed by MARC. We do not have control over how recently a participating community updates their information so you will notice that data for some communities is older (dating back to 1/2012). Some of the communities do not have comparable positions to ours and some communities have not entered pay range data for positions. We want to see at least 10 comparable communities in the average. And we want our pay to be 10% plus or minus from the comparable average, if it is outside of this range we consider if a moving the position into a different pay classification with a pay range that is closer to the survey average.

**Review:** In 2013 the pay range for our two highest job levels (level 13 and 12) were lowered as our pay was higher than comparable communities.

The entities included as comparable to Harrisonville are listed on the attached sheet titled "KC Metro Comparable Communities". These entities are similar in complexity, number of employees or budget size to Harrisonville. Those that have submitted information for positions consistent with Harrisonville are included in the "Advanced Comparison Detailed Report" also attached. This report is in order by Job # assigned by MARC. Within each job, data is listed in descending order on the "Min" point of the pay range for that position for each entity. I look for Harrisonville's Midpoint to be within 10% (+ or -) of the average. If our midpoint is outside of this range consideration is given to moving the position into a higher or lower pay range. A move is not automatic a variety of variables impact this consideration: turnover rates for the position, if there are similar positions in the same pay grade that have pay that is in line with the survey, is the data from the comparable communities current, do we have a small number of comparable communities included in the average, how would other positions in the chain of command be impacted. In the end we may choose no action and monitor the position until next year. I do not recommend moving any positions into a different pay grade this year.

The other pay ranges are in line with the survey and therefore I recommend increasing the midpoint pay by 1% or \$.30/hr. (minimum pay by \$.24/hour and the maximum by \$.36/hr.) to keep pace with inflation. This equates to an average increase of 1% for all of our pay ranges. This is in step with the three year weighted average ECI for Wages Only of 1.14% and the Consumer

Price Index of 1.74% (refer to Figure #1 attached). I look at how well we compare in the MARC Survey as the leading indicator for making pay scale adjustments and look to the indexes as a guide to what is a reasonable adjustment based upon inflationary impacts. The fact that our pay ranges are competitive with comparable communities is the primary reason for recommending only modest changes. By making modest changes every year our pay structure should remain competitive and major changes should not be needed down the road.

**Policy Question:** Should the Board of Aldermen adopt the proposed revisions to the City's Compensation Structure to be effective January 1, 2015?

**Budget Impact:** Adoption of the revisions effective January 1, 2015 prevents any impact on the current year (2014) budget. The impact the new pay scale has on next year's (2015) budget, is that an employee previously at the top of their pay range will now have a higher maximum wage limit which affords them the opportunity to receive a pay increase (currently only two employees are at the top of their pay range). Employees with pay below the new minimum will have their wage increased to the new minimum as of 1/1/15; at this time we expect this will be fewer than 5 employees.

**Recommendation:** The procedures and standards employed during this review are consistent with the policy set out in Section IV-A of the Personnel Policy. The pay per position changes will sustain Harrisonville as market competitive. I recommend adopting the proposed pay scale changes as presented effective 1/1/15.

**Figure #1: Inflation Indexes**

Weight Per Year	Employment Cost Index: (ECI) State and Local Government Workers				Consumer Price Index: (CPI-U) Kansas City	
	12 Months Ended	Wages & Benefits	Wages Only	Benefits Only	12 Months Ended	All Items
15%	March '12	1.50%	<b>1.00%</b>	<b>2.30%</b>	Dec. '11	<b>4.35%</b>
35%	March '13	1.90%	<b>1.10%</b>	<b>3.50%</b>	Dec. '12	<b>2.08%</b>
50%	March '14	1.90%	<b>1.20%</b>	<b>3.00%</b>	Dec. '13	<b>0.71%</b>
Three Year Weighted Avg. =		1.84%	<b>1.14%</b>	<b>3.07%</b>		<b>1.74%</b>

**Consumer Price Index: All Urban Consumers- (CPI-U), Kansas City, MO  
Ten Year History**

Calendar Year	Semiannual Averages		Annual % Change	Fiscal Year	Budgeted Merit Increases	Actual Merit Increases
	Jan-Jun	Jul-Dec				
2004	179.60	181.80	2.48%	2005		
2005	183.30	187.30	3.03%	2006		
2006	188.60	191.60	2.30%	2007		
2007	193.21	195.75	2.17%	2008		
2008	200.87	201.43	2.90%	2009		
2009	199.15	202.77	0.66%	2010	5.00%	4.20%
2010	204.58	206.17	1.68%	2011	2.50%	2.46%
2011	211.86	215.14	4.35%	2012	2.50%	2.41%
2012	217.39	219.61	2.08%	2013	2.50%	2.38%
2013	222.06	221.17	0.71%	2014	2.50%	
2014						
<b>Average</b>			<b>2.23%</b>		<b>3.00%</b>	<b>2.86%</b>

**Figure #2: Pay Scale Adjustment Guide**

Average Beginning Pay	Average Max Pay		Proposed Per Hour Increase	Annual Full-time Increase
\$50,209.00	\$75,313.00	Minimum	<b>\$0.24</b>	\$499.20
		Midpoint	<b>\$0.30</b>	\$624.00
		Maximum	<b>\$0.36</b>	\$748.80
1.14%	1.14% = Weighted Average ECI (Wages Only)			
<u>1.74%</u>	<u>1.74%</u> = Weighted Average CPI			
\$569.87	\$854.80	Average		
\$871.38	\$1,307.06	= ECI (Wages Only) \$0.34		
		= CPI \$0.52		

Attachment: Inflation Indexes 2015 (1449 : Proposed PayScale for 2015)

## Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2015

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
<b>Level 13</b>						
City Administrator	\$90,515	\$113,144	\$135,773	\$43.52	\$54.40	\$65.28
<b>Level 12</b>						
Finance Director/Assistant City Administrator	\$75,315	\$94,144	\$112,973	\$36.21	\$45.26	\$54.31
<b>Level 11</b>						
City Engineer	\$71,159	\$88,949	\$106,739	\$34.21	\$42.76	\$51.32
Director of Electric Utility						
Director of Emergency Services						
Director of Public Works						
Police Chief						
<b>Level 10</b>						
Community Development Director	\$64,595	\$80,744	\$96,893	\$31.06	\$38.82	\$46.58
Director of Parks and Recreation						
<b>Level 9</b>						
Police Lieutenant	\$58,739	\$73,424	\$88,109	\$28.24	\$35.30	\$42.36
System Administrator						
<b>Level 8</b>						
Deputy Fire Chief	\$53,299	\$66,624	\$79,949	\$25.62	\$32.03	\$38.44
Electric Line Supervisor						
Street Superintendent						
<b>Level 7</b>						
Building Official	\$47,659	\$59,574	\$71,489	\$22.91	\$28.64	\$34.37
City Clerk						
EMS Captain (Full Time Hourly Rate Adjusted for 2,756 regular hrs & 164 hrs OT)				\$15.88	\$19.84	\$23.81
Journeyman Lineman						
Police Sergeant (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$21.57	\$26.96	\$32.35
Recreation Superintendent						
<b>Level 6</b>						
Airport Manager	\$42,635	\$53,294	\$63,953	\$20.50	\$25.62	\$30.75
Assistant Public Works Director						
Chief Water Plant Operator						
Chief Wastewater Plant Operator						
Public Information Officer						
Economic Development Manager						
Human Resource Specialist						
Maintenance Supervisor						
Municipal Court Administrator						
Park Supervisor						
Police Officer II/Detective (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$19.29	\$24.11	\$28.94
Street Supervisor						
Tree Trimming Supervisor						
W/S Maintenance Supervisor						
<b>Level 5</b>						
Business Office Mgr	\$38,171	\$47,714	\$57,257	\$18.35	\$22.94	\$27.53
Codes Compliance Officer/Building Inspector I						
Engineering Tech						
Executive Secretary/ Deputy City Clerk						
Firefighting Paramedic (Full Time Hourly Rate Adjusted For 2,756 Regular Hrs & 164 hrs of OT)				\$12.72	\$15.89	\$19.07
GIS Technician/Planner II						
Plant Operator III (A & B License Holders)						
Police Officer I (Full & Part Time Hourly Rate Adjusted for 2210 regular hours vs. 2080)				\$17.27	\$21.59	\$25.91
Recreation/Aquatics/Program/Fitness Supervisor						

Attachment: Proposed Payscale-2015 (1449 : Proposed Payscale for 2015)

## Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2015

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
<b>Level 4</b>						
Accounting Clerk II	\$34,203	\$42,754	\$51,305	\$16.44	\$20.55	\$24.67
Accounting Specialist						
Accounts Payable Specialist						
Aquatics Supervisor						
Chief Animal Control Officer						
Codes Compliance Officer						
Firefighting EMT (Full time Rate adjusted for 2,756 regular hrs & 164 hrs OT)				\$11.39	\$14.24	\$17.09
Plant Operator II (C & D License Holders)						
Tree Trimmer						
<b>Level 3</b>						
Accounts Receivable Clerk	\$30,667	\$38,334	\$46,001	\$14.74	\$18.43	\$22.12
Administrative Secretary						
Animal Control Officer I						
Communication Officer (Dispatcher)						
General Maintenance II (Skilled Worker)						
GIS Technician/Planner I						
Meter Reader (Water & Electric)						
Park Maintenance (Equipment Operators-Skilled Worker)						
Plant Operator (No License Held)						
Street Maintenance (Heavy Equipment Operator)						
Systems Administrator- Part Time						
W/S Maintenance (Skilled Worker)						
<b>Level 2</b>						
Accounting Clerk I	\$27,523	\$34,404	\$41,285	\$13.23	\$16.54	\$19.85
Court Clerk						
Customer Service Specialist						
Payroll Clerk						
Police Records Clerk						
Recreation Coordinator						
<b>Level 1</b>						
Animal Shelter Worker	\$24,723	\$30,904	\$37,085	\$11.89	\$14.86	\$17.83
Codes Compliance Officer/Building Inspector I- Part Time						
General Maintenance I (Custodian/Laborer/Semi-Skilled)						
<b>Level .75</b>						
Fitness Instructor- Part Time				\$10.00	\$12.50	\$15.00
<b>Level .5</b>						
Pool Manager				\$9.00	\$11.25	\$13.50
Concessions Stand Manager						
<b>Level .25</b>						
Concession Stand Worker				\$7.60	\$9.50	\$11.40
Fitness Floor/Recreation Attendant						
Life Guard						
Front Desk - Customer Service - Office Support						
Seasonal & Part-time Maintenance Worker						
Swim Instructor						
Averages 2015	\$ 50,708	\$ 63,385	\$ 76,062	\$ 20.07	\$ 25.09	\$ 30.11
Averages 2014	\$ 50,209	\$ 62,761	\$ 75,313	\$ 19.86	\$ 24.82	\$ 29.78
Average Annual Change in Wage	\$ 499	\$ 624	\$ 749			
Average Change in Hourly Rate	\$ 0.24	\$ 0.30	\$ 0.36			
Percent of Change	1.0%	1.0%	1.0%			

Attachment: Proposed Payscale-2015 (1449 : Proposed Payscale for 2015)



# Compensation Survey System

In partnership with Technology Net

HARRISONVILLE

Full Mode

## Entity Group - KC Metro Comparable Communities

**General Info**

Rename Group

- [My Account](#)
- [Entity Profile](#)
- [Benefits](#)
- [Services Offered](#)
- [Allowances & Practices](#)
- [Elected Officials](#)
- [Private Entities](#)
- [Salary Data](#)**
- [Benchmark Listing](#)
- [Edit Data](#)
- [Reports](#)**
- [Allowance Groups](#)
- [Benchmark Groups](#)
- [Entity Groups](#)
- [Reports](#)
- [Log Off](#)

	Entity	Contact	Phone	Email	Web	Population	FTEs	Budget	Updated	
Job Matches	BELTON, MO					23,244	0.00	\$0.00	05/04/2014	<a href="#">Remove</a>
Job Matches	BLUE SPRINGS, MO	Sue Heiman	816-228-0138	<a href="mailto:sheiman@bluespringsgov.com">sheiman@bluespringsgov.com</a>		53,014	288.00	\$79,938,462.00	10/03/2013	<a href="#">Remove</a>
Job Matches	EXCELSIOR SPRINGS, MO	Stephanie Baker	816-630-0761	<a href="mailto:sbaker@ci.excelsior-springs.mo.us">sbaker@ci.excelsior-springs.mo.us</a>	<a href="http://www.cityofesmo.com">www.cityofesmo.com</a>	12,000	120.00	\$0.00	12/04/2013	<a href="#">Remove</a>
Job Matches	GARDNER, KS	Mary Bush	913-856-0943	<a href="mailto:mbush@gardnerkansas.gov">mbush@gardnerkansas.gov</a>		20,000	133.00	\$0.00	05/07/2014	<a href="#">Remove</a>
Job Matches	GLADSTONE, MO	Charlene Leslie	816-436-2200	<a href="mailto:charlene@gladstone.mo.us">charlene@gladstone.mo.us</a>	<a href="http://www.gladstone.mo.us">www.gladstone.mo.us</a>	25,784	195.00	\$17,000,000.00	02/10/2014	<a href="#">Remove</a>
Job Matches	GRAIN VALLEY, MO	JAIME REHMSMEYER	816-847-6213	<a href="mailto:jrehmsmeyer@cityofgrainvalley.org">jrehmsmeyer@cityofgrainvalley.org</a>	<a href="http://www.cityofgrainvalley.org">www.cityofgrainvalley.org</a>	12,800	57.00	\$12,500,000.00	07/29/2013	<a href="#">Remove</a>
Job Matches	GRANDVIEW, MO	Deb Angell	816-316-4800	<a href="mailto:dangell@ci.grandview.mo.us">dangell@ci.grandview.mo.us</a>		24,475	163.00	\$29,412,435.00	05/29/2014	<a href="#">Remove</a>
Job Matches	HARRISONVILLE, MO	Kim Hubbard	816-380-8916	<a href="mailto:khubbard@ci.harrisonville.mo.us">khubbard@ci.harrisonville.mo.us</a>	<a href="http://www.ci.harrisonville.mo.us">www.ci.harrisonville.mo.us</a>	10,016	156.00	\$29,854,000.00	01/08/2014	<a href="#">Remove</a>
Job Matches	KEARNEY, MO	James Eldridge	816-628-4142	<a href="mailto:jeldridge@ci.kearney.mo.us">jeldridge@ci.kearney.mo.us</a>	<a href="http://ci.kearney.mo.us">ci.kearney.mo.us</a>	8,381	31.00	\$2,894,348.00	04/24/2013	<a href="#">Remove</a>
Job Matches	KEARNEY FIRE & RESCUE, MO	Larry Pratt	816-628-4122	<a href="mailto:lpratt@kearneyfire.org">lpratt@kearneyfire.org</a>	<a href="http://KearneyFire.org">KearneyFire.org</a>	18,000	24.00	\$2,500,000.00	06/18/2013	<a href="#">Remove</a>
Job Matches	LEAVENWORTH, KS	Lona M. Lanter	913-680-2608	<a href="mailto:llanter@firstcity.org">llanter@firstcity.org</a>	<a href="http://www.lvks.org">www.lvks.org</a>	36,000	280.00	\$42,600,000.00	07/01/2013	<a href="#">Remove</a>
Job Matches	LIBERTY, MO	Amy Brusven	816-439-4441	<a href="mailto:abusven@ci.liberty.mo.us">abusven@ci.liberty.mo.us</a>		30,000	215.00	\$15,544,240.00	10/22/2013	<a href="#">Remove</a>
Job Matches	MERRIAM, KS	Karen Kline	913-322-5502	<a href="mailto:karenk@merriam.org">karenk@merriam.org</a>		11,174	94.00	\$17,500,681.00	10/25/2013	<a href="#">Remove</a>
Job Matches	MIAMI COUNTY, KS	Holly Ray	913-294-9530	<a href="mailto:hrray@miamicountyks.org">hrray@miamicountyks.org</a>		32,800	200.00	\$34,552,862.00	02/04/2014	<a href="#">Remove</a>
Job Matches	MISSION, KS	Sari Maple	913-676-8354	<a href="mailto:smapple@missionks.org">smapple@missionks.org</a>		10,000	145.00	\$26,500,000.00	10/17/2013	<a href="#">Remove</a>
Job Matches	NORTH KANSAS CITY, MO	Jan Gall	816-274-6000	<a href="mailto:jgall@nkc.org">jgall@nkc.org</a>		4,200	171.00	\$13,332,404.00	10/14/2013	<a href="#">Remove</a>
Job Matches	PLEASANT HILL, MO	Jodie Wasson	816-540-3135	<a href="mailto:jodiew@pleasanthill.com">jodiew@pleasanthill.com</a>	<a href="http://www.pleasanthill.com">www.pleasanthill.com</a>	8,113	40.00	\$11,875,051.00	01/29/2014	<a href="#">Remove</a>
Job Matches	PRAIRIE VILLAGE, KS	Nicholas Sanders	913-385-4664	<a href="mailto:nsanders@pvkansas.com">nsanders@pvkansas.com</a>	<a href="http://www.pvkansas.com">www.pvkansas.com</a>	21,500	145.00	\$15,000,000.00	08/28/2013	<a href="#">Remove</a>
Job Matches	RAYMORE, MO	Shawn Aulgur	816-892-3005	<a href="mailto:saulgur@raymore.com">saulgur@raymore.com</a>		19,206	99.00	\$10,357,167.00	02/05/2014	<a href="#">Remove</a>
Job Matches	RAYTOWN, MO	Debbie Duncan	816-737-6006	<a href="mailto:debbied@raytown.mo.us">debbied@raytown.mo.us</a>	<a href="http://www.raytown.mo.us">www.raytown.mo.us</a>	29,513	181.00	\$29,041,659.00	06/12/2014	<a href="#">Remove</a>
Job Matches	RIVERSIDE, MO	Meredith Hauck	816-741-3993	<a href="mailto:mhauck@riversidemo.com">mhauck@riversidemo.com</a>	<a href="http://www.riversidemo.com">www.riversidemo.com</a>	3,000	73.00	\$9,700,000.00	04/29/2013	<a href="#">Remove</a>
Job Matches	SMITHVILLE, MO	Kelli Oldham	816-532-3897	<a href="mailto:koldham@smithvillemo.org">koldham@smithvillemo.org</a>	<a href="http://smithvillemo.org">smithvillemo.org</a>	8,500	40.00	\$3,500,000.00	10/28/2013	<a href="#">Remove</a>
Job Matches	SOUTH METRO FIRE DISTRICT, MO	Mary Lacy	816-331-3008	<a href="mailto:mlsmfd@yahoo.com">mlsmfd@yahoo.com</a>	<a href="http://www.southmetrofire.org">www.southmetrofire.org</a>	25,000	31.00	\$0.00	02/04/2014	<a href="#">Remove</a>

Add to group

The following are all the email addresses listed above. You may cut and paste any or all of these addresses into your email program.

sheiman@bluespringsgov.com; sbaker@ci.excelsior-springs.mo.us; mbush@gardnerkansas.gov; charlene@gladstone.mo.us; jrehmsmeyer@cityofgrainvalley.org; dangell@ci.grandview.mo.us; khubbard@ci.harrisonville.mo.us; jeldridge@ci.kearney.mo.us; lpratt@kearneyfire.org; llanter@firstcity.org; abusven@ci.liberty.mo.us; karenk@merriam.org; hrray@miamicountyks.org; smapple@missionks.org;

**Compensation Survey System**  
**Advanced Comparison Detailed Report**  
**06/18/2014**

**Job # 100 - ASSISTANT CITY MANAGER / ADMINISTRATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	ASST CITY ADMIN/FINANCE DIR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$89,300	\$109,392	\$129,484
RAYMORE	ASSISTANT CITY MANAGER		11/2013	2080.0			0	0	1	\$84,486	\$107,720	\$130,953
MERRIAM	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	0	\$78,456	\$99,246	\$120,036
GLADSTONE	ASST CITY MGR/COMM DEV DIR		01/2012	2080.0			0	0	1	\$76,711	\$95,888	\$115,066
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
GRANDVIEW	ASST CITY ADMINISTRATOR	City Administrator	01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
LIBERTY	ASST CITY ADMINISTRATOR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$74,760	\$98,667	\$122,573
PRAIRIE VILLAGE	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$71,508	\$89,388	\$107,268
BLUE SPRINGS	ASST CITY ADMINISTRATOR		04/2013	2080.0			0	0	2	\$70,717	\$93,165	\$115,614
GRAIN VALLEY	Assistant City Administrator/Director of Community Development	City Administrator	01/2013	2080.0	>	Y	18	4	1	\$69,056	\$85,311	\$101,566
LEAVENWORTH	ASST TO THE CITY MANAGER		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
PLEASANT HILL	ASSISTANT CITY ADMINISTRATOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	6	0	1	\$61,984	\$69,670	\$77,355
NORTH KANSAS CITY	ASST CITY ADMINISTRATOR		01/2013	2080.0			0	0	1	\$55,661	\$69,576	\$83,492
<b>Average</b>										<b>\$73,135</b>	<b>\$91,303</b>	<b>\$109,470</b>
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
										<b>\$1,681</b>	<b>\$2,217</b>	<b>\$2,754</b>
<b>Difference</b>												
<b>Difference %</b>										<b>2.2%</b>	<b>2.4%</b>	<b>2.5%</b>

**Job # 115 - CITY CLERK**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
LEAVENWORTH	CITY CLERK		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
MISSION	CITY CLERK		01/2014	2080.0			0	0	1	\$57,563	\$70,515	\$83,467
PRAIRIE VILLAGE	CITY CLERK		01/2012	2080.0			0	0	1	\$53,736	\$67,170	\$80,604
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
KEARNEY	CITY CLERK		04/2014	2080.0			0	0	0	\$45,942	\$53,176	\$60,410
RAYMORE	CITY CLERK		11/2013	2080.0			0	0	1	\$45,169	\$56,462	\$67,754
GLADSTONE	CITY CLERK		01/2012	2080.0			0	0	1	\$42,412	\$54,605	\$66,798
GRANDVIEW	CITY CLERK	Assistant City Administrator	01/2014	2080.0	=	N	0	0	1	\$42,278	\$50,704	\$59,131
	CITY CLERK		01/2013	2080.0			0	0	1	\$41,535	\$50,704	\$59,131

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NORTH KANSAS CITY												
GARDNER	CITY CLERK		01/01/14	2080.0	N	0	0	1	\$40,260	\$49,356	\$58,452	
RAYTOWN	CITY CLERK		11/2012	2080.0		0	0	1	\$40,140	\$49,164	\$58,188	
RIVERSIDE	CITY CLERK		07/2013	2080.0		0	0	1	\$37,000	\$48,150	\$59,300	
PLEASANT HILL	CITY CLERK	ASSISTANT CITY ADMINISTRATOR	04/2014	2080.0	>	N	0	0	1	\$35,507	\$39,895	\$44,283
MERRIAM	CITY CLERK		01/2012	2080.0		0	0	1	\$33,804	\$42,762	\$51,720	
BLUE SPRINGS	EXEC SEC/CITY CLERK		04/2013	2080.0		0	0	1	\$29,869	\$37,339	\$44,809	
GRAIN VALLEY	NO MATCH											
SMITHVILLE			11/2013	2080.0	N	0	0	0	\$0	\$0	\$0	

**Average** **\$44,059** **\$54,387** **\$64,714**

HARRISONVILLE	CITY CLERK	City Administrator and Mayor	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
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**Difference** **\$3,101** **\$4,563** **\$6,026**  
**Difference %** **6.6%** **7.7%** **8.5%**

**Job # 125 - CITY/COUNTY MANAGER**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$106,500	\$133,122	\$159,744
LEAVENWORTH	CITY MANAGER		01/2013	2080.0			0	0	1	\$104,032	\$130,040	\$156,048
MISSION	CITY ADMINISTRATOR		01/2014	2080.0			0	0	1	\$98,452	\$120,604	\$142,756
GLADSTONE	CITY MANAGER		01/2012	2080.0			0	0	1	\$93,464	\$116,830	\$140,197
HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	1/2014	2080.0	=	Y	0	8	1	\$90,016	\$112,520	\$135,024
GRAIN VALLEY	City Administrator	Mayor & Board of Aldermen	01/2013	2080.0	=	Y	83	6	1	\$87,180	\$106,740	\$126,300
MERRIAM	CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$82,188	\$103,968	\$125,748
MIAMI COUNTY	COUNTY ADMINISTRATOR	Board of County Commissioners	01/2014	2080.0	=	Y	17	0	1	\$78,839	\$96,578	\$114,316
PLEASANT HILL	CITY ADMINISTRATOR	MAYOR AND COUNCIL	04/2014	2080.0	=	N	0	0	1	\$77,563	\$87,162	\$96,762
KEARNEY	CITY ADMINISTRATOR		04/2014	2080.0			0	0	1	\$73,320	\$81,916	\$90,513
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0
BLUE SPRINGS	CITY ADMINISTRATOR		04/2013	2080.0			0	0	1	\$0	\$0	\$0
GRANDVIEW	CITY ADMINISTRATOR		01/2014	2080.0	=	N	0	0	1	\$0	\$0	\$0
LIBERTY	CITY ADMINISTRATOR	Mayor/City Council	01/2014	2080.0	=	Y	0	0	1	\$0	\$0	\$0
NORTH KANSAS CITY	CITY ADMINISTRATOR		01/2013	2080.0			0	0	1	\$0	\$0	\$0
RAYTOWN	CITY ADMINISTRATOR		11/2012	2080.0	=	Y	0	0	1	\$0	\$0	\$0
GARDNER	CITY ADMINISTRATOR		01/01/14	2080.0		N	0	0	1	\$0	\$0	\$0
RAYMORE	CITY MANAGER		04/2013	2080.0			0	0	1	\$0	\$0	\$0
RIVERSIDE	CITY ADMINISTRATOR		07/2012	2080.0			0	0	1	\$0	\$0	\$0

**Average** **\$89,155** **\$108,948** **\$128,741**

HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	1/2014	2080.0	=	Y	0	8	1	\$90,016	\$112,520	\$135,024
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**Difference** **\$861** **\$3,572** **\$6,283**  
**Difference %** **1.0%** **3.2%** **4.7%**

**Job # 190 - HUMAN RESOURCE ANALYST II**

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Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	
LEAVENWORTH	HR SPECIALIST		01/2013	2080.0			0	0	1	\$44,194	\$55,243	\$66,292	
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204	
PRAIRIE VILLAGE	HR SPECIALIST		01/2012	2080.0			0	0	1	\$41,856	\$52,320	\$62,784	
PLEASANT HILL	HR/PAYROLL SPECIALIST	ASSISTANT CITY ADMINISTRATOR	04/2014	2080.0	>	N	0	0	1	\$35,507	\$39,895	\$44,283	
BLUE SPRINGS	HR ASSISTANT		04/2013	2080.0			0	0	1	\$29,869	\$37,339	\$44,809	
LIBERTY	HR COORDINATOR	Human Resources & Loss Control Director	01/2014	2080.0	=	N	0	0	1	\$29,580	\$39,050	\$48,519	
MIAMI COUNTY	OFFICE ASSISTANT II - HR Assistant	Human Resources Director	01/2014	2080.0	>	N	0	0	1	\$24,992	\$30,898	\$36,805	
GARDNER	NO MATCH												
<b>Average</b>										<b>\$35,448</b>	<b>\$43,916</b>	<b>\$52,385</b>	
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204	
										<b>Difference</b>	<b>\$6,688</b>	<b>\$8,754</b>	<b>\$10,819</b>
										<b>Difference %</b>	<b>15.9%</b>	<b>16.6%</b>	<b>17.1%</b>

**Job # 216 - PUBLIC INFORMATION OFFICER**

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	
GARDNER			01/01/14	2080.0		N	0	0	0	\$64,128	\$78,648	\$93,168	
BLUE SPRINGS	COMMUNICATIONS MANAGER		04/2013	2080.0			0	0	1	\$50,091	\$62,617	\$75,143	
LIBERTY	COMMUNICATIONS MANAGER	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$45,876	\$60,570	\$75,263	
RAYTOWN	PUBLIC INFORMATION OFFICER	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	11/2012	2080.0	=	Y	0	0	1	\$44,898	\$54,898	\$64,899	
HARRISONVILLE	Public Information officer	City Clerk	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204	
RAYMORE	COMMUNITY OUTREACH COORD		11/2013	2080.0			0	0	1	\$38,020	\$46,575	\$55,130	
LEAVENWORTH	PUBLIC INFORMATION OFFICER		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998	
GRANDVIEW	PUBLIC INFORMATION OFFICER		01/2014	2080.0	=	N	0	0	1	\$37,240	\$44,677	\$52,114	
MERRIAM	COMMUNICATIONS COORD		01/2012	2080.0			0	0	1	\$37,188	\$47,040	\$56,892	
RIVERSIDE	NO MATCH												
<b>Average</b>										<b>\$44,175</b>	<b>\$55,022</b>	<b>\$65,868</b>	
HARRISONVILLE	Public Information officer	City Clerk	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204	
										<b>Difference</b>	<b>(\$2,039)</b>	<b>(\$2,352)</b>	<b>(\$2,664)</b>
										<b>Difference %</b>	<b>-4.8%</b>	<b>-4.5%</b>	<b>-4.2%</b>

**Job # 305 - BUILDING INSPECTOR II**

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	BUILDING INSPECTOR		01/01/14	2080.0		N	0	0	2	\$53,892	\$66,000	\$81,000

RAYMORE	BUILDING CODE INSPECTOR II		11/2013	2080.0			0	0	1	\$43,740	\$54,674	\$66,000
MERRIAM	BUILDING INSPECTOR		01/2012	2080.0			0	0	1	\$41,808	\$52,884	\$63,960
PRAIRIE VILLAGE	BUILDING INSPECTOR		01/2012	2080.0			0	0	1	\$40,476	\$50,598	\$60,720
KEARNEY	BUILDING INSPECTOR		04/2014	2080.0			0	0	1	\$40,475	\$44,558	\$48,641
GRANDVIEW	BUILDING INSPECTOR		01/2014	2080.0	=	N	0	0	1	\$39,388	\$47,278	\$55,169
GRAIN VALLEY	Building Official	City Planner	01/2013	2080.0	=	N	1	0	1	\$38,004	\$46,198	\$54,392
NORTH KANSAS CITY	COMBINATION BLDG INSPECTOR		01/2013	2080.0			0	0	1	\$37,674	\$47,092	\$56,511
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		1/2014	2080.0			0	0	0	\$37,672	\$47,090	\$56,508
RIVERSIDE	BUILDING OFFICIAL		07/2013	2080.0			0	0	1	\$37,500	\$48,750	\$60,000
LEAVENWORTH	INSPECTOR III		01/2013	2080.0			0	0	1	\$36,916	\$46,145	\$55,374
MIAMI COUNTY	COMPLIANCE OFFICER II - CODES	Chief Building Inspector	01/2014	2080.0	=	N	0	0	1	\$35,632	\$44,053	\$52,475
BLUE SPRINGS	BUILDING INSPECTOR		04/2013	2080.0			0	0	2	\$35,490	\$44,363	\$53,235
LIBERTY	BUILDING INSPECTOR	Chief Building Official	01/2014	2080.0	=	N	0	0	1	\$34,248	\$45,203	\$56,158
PLEASANT HILL	BUILDING INSPECTOR	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	0	\$0	\$0	\$0

**Average**

**\$39,494 \$48,929 \$58,363**

HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		1/2014	2080.0			0	0	0	\$37,672	\$47,090	\$56,508
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**Difference**

**(\$1,822) (\$1,839) (\$1,855)**

**Difference %**

**-4.8% -3.9% -3.3%**

**Job # 325 - CHIEF BUILDING OFFICIAL**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	BUILDING OFFICIAL		01/2012	2080.0			0	0	1	\$57,936	\$72,420	\$86,904
RAYMORE	BUILDING OFFICIAL		11/2013	2080.0			0	0	1	\$51,603	\$64,504	\$77,405
LEAVENWORTH	CHIEF BUILDING INSPECTOR		01/2013	2080.0			0	0	1	\$50,506	\$63,132	\$75,758
NORTH KANSAS CITY	CODE COMPLIANCE MANAGER		01/2013	2080.0			0	0	1	\$50,487	\$63,108	\$75,730
MIAMI COUNTY	CHIEF BUILDING INSPECTOR	County Administrator	01/2014	2080.0	=	Y	4	4	1	\$48,516	\$59,432	\$70,348
LIBERTY	CHIEF BUILDING OFFICIAL	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
HARRISONVILLE	Building Official	Community Development Director	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
RAYTOWN	BUILDING OFFICIAL	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	11/2012	2080.0	=	Y	0	0	1	\$47,144	\$57,752	\$68,359
BLUE SPRINGS	CODES ADMINISTRATOR		04/2013	2080.0			0	0	1	\$45,966	\$57,455	\$68,943
GRANDVIEW	BUILDING OFFICIAL		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311
PLEASANT HILL	BUILDING OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$45,780	\$51,438	\$57,096
GARDNER	NO MATCH											

**Average**

**\$49,021 \$60,630 \$72,239**

HARRISONVILLE	Building Official	Community Development Director	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
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**Difference**

**(\$1,861) (\$1,680) (\$1,499)**

Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

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Difference %

-3.9%

-2.9%

3.A.e

**Job # 330 - CODE ENFORCEMENT OFFICER I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			
										Min	Mid	Max	
PRAIRIE VILLAGE	CODE ENFORCEMENT OFFICER		01/2012	2080.0			0	0	1	\$37,332	\$46,662	\$55,992	
MISSION	NEIGHBORHOOD SVCS OFFCR	Neighborhood Services Coordinator	01/2014	2080.0	=	N	0	0	1	\$37,106	\$45,454	\$53,803	
GARDNER	Code Inspector		01/01/14	2080.0	=	N	0	0	1	\$36,840	\$45,186	\$53,532	
RAYMORE	CODE ENFORCEMENT OFFICER		11/2013	2080.0			0	0	1	\$36,591	\$44,824	\$53,057	
NORTH KANSAS CITY	NEIGHBORHOOD SVCS INSPCTR		01/2012	2080.0			0	0	0	\$35,880	\$44,850	\$53,820	
MERRIAM	CODE COMPLIANCE OFFICER		01/2012	2080.0			0	0	2	\$33,804	\$42,762	\$51,720	
HARRISONVILLE	CODE COMPLIANCE OFFICER		1/2014	2080.0			0	0	0	\$33,704	\$42,130	\$50,556	
GRAIN VALLEY	Codes Enforcement Officer	City Planner	01/2013	2080.0	=	N	1	0	1	\$32,864	\$40,206	\$47,549	
GRANDVIEW	NEIGHBORHOOD SVCS OFFICER		01/2014	2080.0	=	N	0	0	3	\$32,848	\$39,414	\$45,979	
LIBERTY	CODE ENFORCEMENT OFFICER	Community Development Manager	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488	
GLADSTONE	NEIGHBORHOOD SERVCS COORD		01/2012	2080.0			0	0	2	\$30,016	\$40,339	\$50,662	
MIAMI COUNTY	COMPLIANCE OFFICER I	Chief Building Inspector	01/2014	2080.0	=	N	0	0	1	\$29,841	\$36,894	\$43,947	
RAYTOWN	NBHD SVCS SPECIALIST I	NBHD SVCS SUPERVISOR	11/2012	2080.0	=	N	0	0	3	\$28,711	\$35,170	\$41,630	
BLUE SPRINGS	CODES INSPECTOR		04/2013	2080.0			0	0	1	\$27,404	\$34,258	\$41,112	
RIVERSIDE	NO MATCH												
<b>Average</b>										<b>\$33,254</b>	<b>\$41,514</b>	<b>\$49,775</b>	
HARRISONVILLE	CODE COMPLIANCE OFFICER		1/2014	2080.0			0	0	0	\$33,704	\$42,130	\$50,556	
										<b>Difference</b>	<b>\$450</b>	<b>\$616</b>	<b>\$781</b>
										<b>Difference %</b>	<b>1.3%</b>	<b>1.5%</b>	<b>1.5%</b>

**Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2014	2080.0	=	Y	11	0	1	\$80,997	\$99,222	\$117,446
NORTH KANSAS CITY			07/2013	2080.0		N	0	0	1	\$75,000	\$83,500	\$92,000
LIBERTY	Planning & DEVELOPMENT DIR	City Administrator	01/2014	2080.0	=	Y	0	0	0	\$74,760	\$98,667	\$122,573
MERRIAM	COMMUNITY DEVELOPMENT DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	DIR COMMUNITY DEVELOPMENT		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
RAYMORE	DIR OF COMMUNITY DEVELOP		11/2013	2080.0			0	0	1	\$71,856	\$91,616	\$111,376
BLUE SPRINGS	DIR OF COMMUNITY DEVELOP		04/2013	2080.0			0	0	1	\$70,717	\$88,393	\$106,069
GRANDVIEW	director-community development		01/2014	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920
RIVERSIDE			07/2013	2080.0			0	0	1	\$69,200	\$9	\$9

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

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HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
RAYTOWN	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	CITY ADMINISTRATOR	11/2012	2080.0	=	Y	8	4	1	\$64,080	\$78,498	\$92,916
PLEASANT HILL	COMMUNITY DEVELOPMENT DIR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	3	0	1	\$61,984	\$69,670	\$77,355
KEARNEY	COMMUNITY DEVELOPMENT DIR		04/2014	2080.0			0	0	1	\$61,038	\$67,596	\$74,155
MIAMI COUNTY	DIRECTOR OF PLANNING	County Administrator	01/2014	2080.0	<	Y	1	1	0	\$57,006	\$69,833	\$82,659
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

**Average**

**\$69,187 \$84,687 \$100,188**

HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
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**Difference**

**(\$5,091) (\$4,567) (\$4,044)**

**Difference %**

**-7.9% -5.7% -4.2%**

**Job # 455 - CITY/COUNTY ENGINEER**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MERRIAM	CITY ENGR/ASST COMM DEV DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
HARRISONVILLE	CITY ENGINEER	Public Works Director	1/2014	2080.0	=	Y	0	0	0	\$70,660	\$88,325	\$105,990
RIVERSIDE	CAPITAL PROJECTS ENGINEER		07/2013	2080.0			0	0	1	\$69,200	\$90,000	\$110,800
LEAVENWORTH	DEP PUBLIC WORKS DIRECTOR		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
GRANDVIEW	CITY ENGINEER		01/2014	2080.0	=	N	0	0	1	\$64,598	\$77,502	\$90,405
GARDNER	CITY ENGINEER		01/01/14	2080.0		N	0	0	1	\$64,128	\$78,648	\$93,168
GLADSTONE	CITY ENGR/ASST PUB WRKS DIR		01/2012	2080.0			0	0	0	\$62,960	\$78,700	\$94,440
GRAIN VALLEY	City Engineer	Assistant City Administrator/Community Development Director	01/2013	2080.0	=	Y	1	0	1	\$59,654	\$72,363	\$85,072
BLUE SPRINGS	CITY ENGINEER		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279
LIBERTY	City Engineer/Assistant Public Works Director	Public Works Director	01/2014	2080.0	=	Y	0	0	1	\$58,560	\$77,301	\$96,042
PRAIRIE VILLAGE	PROJECT MANAGER		01/2012	2080.0			0	0	1	\$57,936	\$72,420	\$86,904

**Average**

**\$64,585 \$80,892 \$97,198**

HARRISONVILLE	CITY ENGINEER	Public Works Director	1/2014	2080.0	=	Y	0	0	0	\$70,660	\$88,325	\$105,990
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**Difference**

**\$6,075 \$7,433 \$8,792**

**Difference %**

**8.6% 8.4% 8.3%**

**Job # 470 - ENGINEER-IN-TRAINING (EIT)**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	SR ENGINEERING TECHNICIAN		11/2013	2080.0			0	0	2	\$40,881	\$51,100	\$61,320
GARDNER	ENGINEERING TECHNICIAN		01/01/14	2080.0		N	0	0	1	\$40,260	\$49,356	\$58,452

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

Advanced Comparison Detailed Report

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BLUE SPRINGS	ENGINEERING DESIGNER		04/2013	2080.0			0	0	1	\$38,685	\$48,356	\$56,998
LEAVENWORTH			01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
NORTH KANSAS CITY	ENGINEERING/GIS TECHNICIAN		01/2013	2080.0			0	0	1	\$37,674	\$47,092	\$56,511
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	1/2014	2080.0	=	N	0	0	0	\$37,672	\$47,090	\$56,508
<b>Average</b>										<b>\$38,862</b>	<b>\$48,415</b>	<b>\$57,969</b>
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	1/2014	2080.0	=	N	0	0	0	\$37,672	\$47,090	\$56,508
<b>Difference</b>										<b>(\$1,190)</b>	<b>(\$1,325)</b>	<b>(\$1,461)</b>
<b>Difference %</b>										<b>-3.2%</b>	<b>-2.8%</b>	<b>-2.6%</b>

**Job # 495 - GIS SPECIALIST I**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	GIS TECHNICIAN		11/2013	2080.0			0	0	1	\$43,740	\$54,674	\$65,609
LIBERTY	GIS SPECIALIST II	I.S. Director	01/2014	2080.0	=	N	0	0	1	\$41,616	\$54,946	\$68,275
LEAVENWORTH	ENGINEERING TECHNICIAN		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		1/2014	2080.0			0	0	1	\$37,672	\$47,090	\$56,508
MIAMI COUNTY	GIS CARTOGRAPHER	Director of Land Info Mgmt	01/2014	2080.0	=	N	0	0	1	\$35,131	\$43,430	\$51,730
PLEASANT HILL	GIS TECHNICIAN	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$33,738	\$37,960	\$42,182
GRAIN VALLEY	GIS/IT Specialist	Assistant City Administrator/Community Development Director	01/2013	2080.0	>	Y	1	0	1	\$32,864	\$40,206	\$47,549
GLADSTONE	NO MATCH											
<b>Average</b>										<b>\$37,537</b>	<b>\$46,544</b>	<b>\$55,550</b>
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		1/2014	2080.0			0	0	1	\$37,672	\$47,090	\$56,508
<b>Difference</b>										<b>\$135</b>	<b>\$546</b>	<b>\$958</b>
<b>Difference %</b>										<b>0.4%</b>	<b>1.2%</b>	<b>1.7%</b>

**Job # 600 - BUILDING CUSTODIAN**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GRANDVIEW	FACILITY MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	3	\$28,456	\$34,161	\$39,866
GRAIN VALLEY	Building Maintenance Worker	Director of Parks & Recreation	01/2013	2080.0	=	N	1	0	1	\$27,710	\$33,630	\$39,550
LEAVENWORTH	BLDG MAINT CUSTODIAN		01/2013	2080.0			0	0	2	\$26,019	\$32,524	\$39,029
RAYTOWN	BUILDING MAINT WORKER		11/2012	2080.0			0	0	1	\$25,908	\$31,740	\$37,572
MERRIAM	FACILITY MAINT WORKER II		01/2012	2080.0			0	0	3	\$25,680	\$35,790	\$45,900
HARRISONVILLE	CUSTODIAN		1/2014	2080.0			0	0	1	\$24,224	\$30,280	\$36,336
LIBERTY	Custodian	Building Maintenance Technician	01/2014	2080.0	=	N	0	0	0	\$23,172	\$30,584	\$37,997
MIAMI COUNTY	MAINTENANCE WORKER I - Building & Grounds	Supervisor I - Building & Grounds	01/2014	2080.0	=	N	0	0	2	\$22,205	\$27,452	\$32,700
RIVERSIDE	CUSTODIAN		07/2013	2080.0			0	0	1	\$21,700	\$27,452	\$32,700

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

RAYMORE NO MATCH

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											<b>Average</b>		
											\$25,008	\$31,768	\$38,528
HARRISONVILLE	CUSTODIAN		1/2014	2080.0	=	N	0	0	1	\$24,224	\$30,280	\$36,336	
<b>Difference</b>											<b>(\$784)</b>	<b>(\$1,488)</b>	<b>(\$2,192)</b>
<b>Difference %</b>											<b>-3.2%</b>	<b>-4.9%</b>	<b>-6.0%</b>

**Job # 719 - ACCOUNTING CLERK I**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
GRAIN VALLEY	Accounting Clerk	Finance Director	01/2013	2080.0	=	N	1	0	0	\$31,325	\$37,960	\$44,595	
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	1/2014	2080.0	=	N	0	0	2	\$27,024	\$33,780	\$40,536	
RAYTOWN	A/P CLERK	SR ACCOUNTING ANALYST	11/2012	2080.0	=	N	0	0	1	\$26,869	\$32,916	\$38,963	
<b>Average</b>											<b>\$28,406</b>	<b>\$34,885</b>	<b>\$41,365</b>
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	1/2014	2080.0	=	N	0	0	2	\$27,024	\$33,780	\$40,536	
<b>Difference</b>											<b>(\$1,382)</b>	<b>(\$1,105)</b>	<b>(\$829)</b>
<b>Difference %</b>											<b>-5.1%</b>	<b>-3.3%</b>	<b>-2.0%</b>

**Job # 720 - ACCOUNTING CLERK II**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
KEARNEY	Finance/Payroll Officer		04/2014	2080.0	=	N	0	0	1	\$38,087	\$44,352	\$50,618	
GARDNER	Accounting Clerk		01/01/14	2080.0	=	N	0	0	1	\$36,840	\$45,186	\$53,532	
HARRISONVILLE	Accounting Clerk II & Specialists	Finance Director	1/2014	2080.0	=	N	2	0	2	\$33,704	\$42,130	\$50,556	
LEAVENWORTH	ACCOUNTING CLERK		01/2013	2080.0			0	0	1	\$33,306	\$41,856	\$50,407	
NORTH KANSAS CITY	ACCOUNTING TECHNICIAN		01/2013	2080.0			0	0	1	\$32,544	\$40,680	\$48,816	
GRAIN VALLEY	Utility Clerk	Utility Billing Supervisor	01/2013	2080.0	>	N	1	0	1	\$31,325	\$37,960	\$44,595	
BLUE SPRINGS	ACCOUNTS PAYABLE TECH		04/2013	2080.0			0	0	1	\$27,404	\$34,258	\$41,112	
LIBERTY	FINANCE TECHNICIAN	Utilities Supervisor-Finance	01/2014	2080.0	=	N	0	0	4	\$26,844	\$35,430	\$44,015	
MIAMI COUNTY	OFFICE ASSISTANT II - CLERK	Fiscal Services Manager	01/2014	2080.0	=	N	0	0	1	\$24,992	\$30,898	\$36,805	
<b>Average</b>											<b>\$31,672</b>	<b>\$39,195</b>	<b>\$46,717</b>
HARRISONVILLE	Accounting Clerk II & Specialists	Finance Director	1/2014	2080.0	=	N	2	0	2	\$33,704	\$42,130	\$50,556	
<b>Difference</b>											<b>\$2,032</b>	<b>\$2,935</b>	<b>\$3,839</b>
<b>Difference %</b>											<b>6.0%</b>	<b>7.0%</b>	<b>7.6%</b>

**Job # 725 - ACCOUNTING TECHNICIAN**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	

Advanced Comparison Detailed Report

GRAIN VALLEY	Utility Billing Supervisor	Finance Director	01/2013	2080.0	>	Y	3	2	1	\$32,864	\$40,206	\$4
LIBERTY	Utility SUPERVISOR-FINANCE	Assistant Finance Director	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488
GARDNER	ACCOUNTING SPECIALIST		01/01/14	2080.0		N	0	0	1	\$31,596	\$38,748	\$45,900
RAYMORE	ACCOUNTING TECHNICIAN		11/2013	2080.0			0	0	1	\$30,873	\$37,818	\$44,764
HARRISONVILLE	Accounts Receivable Clerks-EMS		1/2014	2080.0	=	N	0	0	2	\$30,168	\$37,710	\$45,252
BLUE SPRINGS	ACCOUNT TECHNICIAN		04/2013	2080.0			0	0	3	\$29,869	\$37,339	\$44,809
RIVERSIDE	ACCOUNTING ASSISTANT		07/2013	2080.0			0	0	1	\$28,600	\$37,150	\$45,700

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**Average**

**\$30,941 \$38,861 \$46,780**

HARRISONVILLE	Accounts Receivable Clerks-EMS		1/2014	2080.0	=	N	0	0	2	\$30,168	\$37,710	\$45,252
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**Difference**  
**Difference %**

**(\$773) (\$1,151) (\$1,528)**  
**-2.6% -3.1% -3.4%**

**Job # 780 - FINANCE DIRECTOR**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	FINANCE DIRECTOR		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401
PRAIRIE VILLAGE	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$79,104	\$98,880	\$118,656
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
LIBERTY	FINANCE DIRECTOR	City Administrator	01/2014	2080.0	=	Y	0	0	0	\$74,760	\$98,667	\$122,573
MERRIAM	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	FINANCE DIRECTOR		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
RAYMORE	DIRECTOR OF FINANCE		11/2013	2080.0			0	0	1	\$73,049	\$93,137	\$113,225
GLADSTONE	DIRECTOR OF FINANCE		01/2012	2080.0			0	0	1	\$69,496	\$86,870	\$104,245
GRANDVIEW	DIRECTOR OF FINANCE		01/2014	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920
RIVERSIDE	FINANCE DIRECTOR		07/2013	2080.0	=	N	0	0	1	\$69,200	\$90,000	\$110,800
RAYTOWN	DIRECTOR OF FINANCE	CITY ADMINISTRATOR	11/2012	2080.0	=	N	10	2	1	\$67,764	\$83,004	\$98,244
GRAIN VALLEY	Director of Finance	City Administrator	01/2013	2080.0	=	Y	5	4	1	\$62,088	\$75,920	\$89,752
BLUE SPRINGS	DIRECTOR OF FINANCE		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279
NORTH KANSAS CITY	FINANCE MANAGER		01/2013	2080.0			0	0	1	\$58,444	\$73,056	\$87,667
PLEASANT HILL	NO MATCH											

**Average**

**\$70,457 \$88,307 \$106,157**

HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
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**Difference**  
**Difference %**

**\$4,359 \$5,213 \$6,067**  
**5.8% 5.6% 5.4%**

**Job # 800 - UTILITY METER READER**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	METER READER		01/01/14	2080.0		N	0	0	4	\$31,596	\$38,748	\$45,900
HARRISONVILLE	METER READER - ELEC/WATER		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
RAYMORE	METER READER		11/2013	2080.0			0	0	1	\$28,013	\$34,216	\$40,610

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

LIBERTY	METER SERVICE TECHNICIAN	Utilities Supervisor-Finance	01/2014	2080.0	=	N	0	0	1	\$25,548	\$33,732	\$4	<b>3.A.e</b>
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<b>Average</b>										<b>\$28,831</b>	<b>\$36,127</b>	<b>\$43,422</b>
HARRISONVILLE	METER READER - ELEC/WATER		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
<b>Difference</b>										<b>\$1,337</b>	<b>\$1,583</b>	<b>\$1,830</b>
<b>Difference %</b>										<b>4.4%</b>	<b>4.2%</b>	<b>4.0%</b>

**Job # 850 - NETWORK ADMINISTRATOR**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
MERRIAM	NETWORK & COMM ADMIN		01/2012	2080.0			0	0	1	\$71,268	\$79,254	\$87,240	
RAYMORE	MGR OF INFORMATION SYSTEMS		11/2013	2080.0			0	0	1	\$60,181	\$75,226	\$90,271	
BLUE SPRINGS	NETWORK MANAGER		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279	
GARDNER			01/01/14	2080.0		N	0	0	0	\$59,280	\$72,750	\$86,220	
NORTH KANSAS CITY	IT MANAGER		01/2013	2080.0			0	0	2	\$58,444	\$73,056	\$87,667	
HARRISONVILLE	SYSTEMS ADMINISTRATOR		1/2014	2080.0			0	0	1	\$58,240	\$72,800	\$87,360	
LEAVENWORTH	MGR OF INFORMATION SYSTEMS		01/2013	2080.0			0	0	1	\$56,582	\$70,727	\$84,872	
GLADSTONE	IT MANAGER		01/2012	2080.0			0	0	1	\$46,815	\$58,518	\$70,222	
RAYTOWN	SR INFO SYS COORDINATOR	CITY ADMINISTRATOR	11/2012	2080.0	=	Y	0	0	1	\$43,680	\$53,514	\$63,348	
<b>Average</b>										<b>\$57,113</b>	<b>\$70,027</b>	<b>\$82,942</b>	
HARRISONVILLE	SYSTEMS ADMINISTRATOR		1/2014	2080.0			0	0	1	\$58,240	\$72,800	\$87,360	
<b>Difference</b>										<b>\$1,127</b>	<b>\$2,773</b>	<b>\$4,418</b>	
<b>Difference %</b>										<b>1.9%</b>	<b>3.8%</b>	<b>5.1%</b>	

**Job # 1030 - COURT ADMINISTRATOR**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
MISSION	COURT ADMINISTRATOR	Asst City Administrator/Dir of Finance	01/2014	2080.0	=	Y	3	0	1	\$47,357	\$58,012	\$68,668	
GRANDVIEW	MUNICIPAL COURT ADMINISTRATOR		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311	
PRAIRIE VILLAGE	COURT ADMINISTRATOR		01/2012	2080.0			0	0	1	\$45,408	\$56,760	\$68,112	
RAYMORE	MUNICIPAL COURT ADMINSTR		11/2013	2080.0			0	0	0	\$44,432	\$48,875	\$53,318	
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204	
LIBERTY	COURT ADMINISTRATOR	Assistant to the City Administrator	01/2014	2080.0	=	N	0	0	1	\$39,648	\$52,327	\$65,007	
BLUE SPRINGS	MUNICIPAL COURT ADMINSTR		04/2013	2080.0			0	0	1	\$38,685	\$48,356	\$58,027	
RIVERSIDE	MUNICIPAL COURT CLERK		07/2013	2080.0			0	0	1	\$37,500	\$48,750	\$60,000	
GARDNER			01/01/14	2080.0		N	0	0	1	\$36,840	\$45,186	\$53,532	
PLEASANT HILL	COURT ADMINISTRATOR		04/2014	2080.0	=	N	0	0	1	\$35,507	\$43,808	\$52,514	

ASSISTANT CITY ADMINISTRATOR

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LEAVENWORTH	SR MUNICIPAL COURT CLERK		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407
RAYTOWN	CHIEF COURT CLERK	MUNICIPAL JUDGE	11/2012	2080.0	=	N	0	0	1	\$32,436	\$39,738	\$47,040
GRAIN VALLEY	Court Administrator	City Administrator	01/2013	2080.0	=	Y	1	0	1	\$31,325	\$37,960	\$44,595
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

**Average**

**\$39,295 \$48,128 \$56,962**

HARRISONVILLE	MUNICIPAL COURT ADMINSTR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
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**Difference**

**\$2,841 \$4,542 \$6,242**

**Difference %**

**6.7% 8.6% 9.9%**

**Job # 1235 - PARK MAINTENANCE WORKER II**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYTOWN	MAINTENANCE WORKER III	SUPERINTENDENT OF PARKS	11/2012	2080.0	=	N	0	0	1	\$31,608	\$40,616	\$49,625
GARDNER	MAINTENANCE WORKER		01/01/14	2080.0		N	0	0	5	\$31,596	\$38,748	\$45,900
LEAVENWORTH	PARK TECH		01/2013	2080.0			0	0	6	\$30,442	\$41,289	\$52,136
HARRISONVILLE	PARK MAINTENANCE		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
BLUE SPRINGS	MAINTENANCE WORKER		04/2013	2080.0			0	0	3	\$29,869	\$37,339	\$44,809
LIBERTY	PARKS MAINTENANCE WORKER II	Parks & Open Space Manager	01/2014	2080.0	=	N	0	0	3	\$29,580	\$39,050	\$48,519
RAYMORE	PARK MAINTAINANCE WRKR I & II		11/2013	2080.0			0	0	6	\$29,442	\$36,067	\$42,692
GRANDVIEW	PARK MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	3	\$28,456	\$34,161	\$39,866
KEARNEY	PARKS MAINTENANCE TECH		01/2014	2080.0			0	0	0	\$28,112	\$32,897	\$37,682
GRAIN VALLEY	Park Maintenance Worker	Park Maintenance Superintendent	01/2013	2080.0	=	N	1	0	0	\$27,706	\$33,624	\$39,541
PLEASANT HILL	NO MATCH											
GLADSTONE	NO MATCH											
NORTH KANSAS CITY	PARK ATTENDANT		01/2012	2080.0			0	0	2	\$0	\$0	\$0

**Average**

**\$29,698 \$37,150 \$44,602**

HARRISONVILLE	PARK MAINTENANCE		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
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**Difference**

**\$470 \$560 \$650**

**Difference %**

**1.6% 1.5% 1.4%**

**Job # 1245 - PARK SUPERINTENDENT**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	PARKS SUPERINTENDENT		01/2013	2080.0			0	0	1	\$56,582	\$70,727	\$84,872
RAYMORE	SUPERINTENDENT, PARKS OPER		11/2013	2080.0			0	0	1	\$54,463	\$68,078	\$81,693
GARDNER	MAINTENANCE SUPRVSR/PARKS		01/01/14	2080.0		N	0	0	1	\$53,892	\$66,114	\$78,336
LIBERTY	PARKS AND OPEN SPACE MGR	Parks & Recreation Director	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
MERRIAM			01/2012	2080.0			0	0	1	\$47,436	\$58,000	\$70,000

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

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	PUB WRKS SUPERINTENDENT											
GRANDVIEW	PARK SERVICES MANAGER		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311
RAYTOWN	SUPERINTENDENT OF PARKS	DIRECTOR OF PARKS & RECREATION	11/2012	2080.0	=	Y	3	3	1	\$42,180	\$54,198	\$66,216
BLUE SPRINGS	PARKS MAINTENANCE SUPT		04/2013	2080.0			0	0	1	\$42,168	\$52,707	\$63,246
HARRISONVILLE	PARK SUPERVISOR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
GRAIN VALLEY	Park Maintenance Superintendent	Director of Parks & Recreation	01/2013	2080.0	=	N	6	5	1	\$38,004	\$46,198	\$54,392
<b>Average</b>										<b>\$47,099</b>	<b>\$58,941</b>	<b>\$70,784</b>
HARRISONVILLE	PARK SUPERVISOR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
<b>Difference</b>										<b>(\$4,963)</b>	<b>(\$6,271)</b>	<b>(\$7,580)</b>
<b>Difference %</b>										<b>-11.8%</b>	<b>-11.9%</b>	<b>-12.0%</b>

**Job # 1250 - PARKS & RECREATION DIRECTOR**

											<u>Range</u>		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max
MISSION	PARKS & RECREATION DIR	Asst City Administrator/Dir of Finance	01/2014	2080.0	=	Y	0	0	1		\$80,997	\$99,222	\$117,446
MERRIAM	PARKS & RECREATION DIR		01/2012	2080.0			0	0	1		\$74,712	\$94,518	\$114,324
GARDNER	PARKS AND REC DIRECTOR		01/01/14	2080.0		N	0	0	1		\$73,944	\$90,918	\$107,892
RAYMORE	PARKS & RECREATION DIR		11/2013	2080.0			0	0	1		\$73,049	\$93,137	\$113,225
BLUE SPRINGS	DIRECTOR OF PARKS AND REC		04/2013	2080.0			0	0	1		\$70,717	\$88,393	\$106,069
GLADSTONE	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1		\$69,496	\$86,870	\$104,245
GRANDVIEW	DIRECTOR OF PARKS AND RECREATION		01/2014	2080.0	=	N	0	0	1		\$69,229	\$83,074	\$96,920
LEAVENWORTH	PARKS & RECREATION DIR		01/2013	2080.0			0	0	1		\$68,506	\$85,632	\$102,758
LIBERTY	PARKS & RECREATION DIR	City Administrator	01/2014	2080.0	=	Y	0	0	1		\$67,800	\$89,487	\$111,174
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	1/2014	2080.0	=	Y	0	0	1		\$64,096	\$80,120	\$96,144
GRAIN VALLEY	Director of Parks & Recreation	City Administrator	01/2013	2080.0	=	Y	25	3	1		\$62,088	\$75,920	\$89,752
PLEASANT HILL	PARKS & FACILITIES DIRECTOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	6	0	1		\$61,984	\$69,670	\$77,355
RAYTOWN	DIRECTOR OF PARKS AND REC	PARKS BOARD OF DIRECTORS	11/2012	2080.0	=	Y	7	3	1		\$61,692	\$79,302	\$96,912
KEARNEY	PARKS DIRECTOR		04/2014	2080.0			0	0	1		\$49,033	\$56,754	\$64,475
SMITHVILLE			11/2013	2080.0		N	0	0	0		\$0	\$0	\$0
NORTH KANSAS CITY	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1		\$0	\$0	\$0
<b>Average</b>											<b>\$67,667</b>	<b>\$83,787</b>	<b>\$99,906</b>
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	1/2014	2080.0	=	Y	0	0	1		\$64,096	\$80,120	\$96,144
<b>Difference</b>											<b>(\$3,571)</b>	<b>(\$3,667)</b>	<b>(\$3,762)</b>
<b>Difference %</b>											<b>-5.6%</b>	<b>-4.6%</b>	<b>-3.9%</b>

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

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**Job # 1251 - RECREATION MANAGER/DIRECTOR**

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											<u>Range</u>		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max
MERRIAM	ASSISTANT PARKS & REC DIR		01/2012	2080.0			0	0	1		\$55,188	\$69,816	\$84,444
GARDNER	Recreation Superintendent		01/01/14	2080.0	=	N	0	0	1		\$53,892	\$66,114	\$78,336
MISSION	ADMIN SUPV		01/2014	2080.0	=	Y	0	0	1		\$49,725	\$60,913	\$72,101
LIBERTY	Sports Complex Manager	Parks & Recreation Director	01/2014	2080.0	=	Y	0	0	1		\$48,180	\$63,608	\$79,037
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	1/2014	2080.0	=	Y	0	0	1		\$46,744	\$58,430	\$70,116
BLUE SPRINGS	RECREATION SUPERINTENDENT		04/2013	2080.0			0	0	1		\$42,168	\$52,707	\$63,246
<b>Average</b>											<b>\$49,316</b>	<b>\$61,931</b>	<b>\$74,547</b>
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	1/2014	2080.0	=	Y	0	0	1		\$46,744	\$58,430	\$70,116
<b>Difference</b>											<b>(\$2,572)</b>	<b>(\$3,501)</b>	<b>(\$4,431)</b>
<b>Difference %</b>											<b>-5.5%</b>	<b>-6.0%</b>	<b>-6.3%</b>

**Job # 1275 - RECREATION SUPERVISOR**

											<u>Range</u>		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max
LEAVENWORTH	RECREATION PROG SUPERVISOR		01/2013	2080.0			0	0	2		\$44,194	\$55,243	\$66,292
RAYMORE	RECREATION TECH SPECIALIST		11/2013	2080.0			0	0	1		\$40,881	\$51,100	\$61,320
GLADSTONE	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1		\$40,368	\$52,615	\$64,862
GARDNER	RECREATION SUPERVISOR		01/01/14	2080.0	=	N	0	0	2		\$40,260	\$49,356	\$58,452
NORTH KANSAS CITY	RECREATION SUPERVISOR		01/2013	2080.0			0	0	1		\$39,558	\$49,447	\$59,336
MISSION	Recreation Program Coordinator	Director of Parks and Recreation	01/2014	2080.0	=	N	0	0	2		\$38,961	\$47,728	\$56,494
KEARNEY	PARKS AND REC COORDINATOR	PARK DIRECTOR	04/2014	2080.0	=	N	0	0	1		\$38,887	\$43,546	\$48,206
MERRIAM	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1		\$38,652	\$48,894	\$59,136
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		1/2014	2080.0	=	Y	0	0	1		\$37,672	\$47,090	\$56,508
RIVERSIDE	RECREATION SUPERVISOR		07/2013	2080.0			0	0	1		\$37,000	\$48,150	\$59,300
LIBERTY	SR RECREATION COORDINATOR	Division Managers	01/2014	2080.0	=	Y	0	0	3		\$35,964	\$47,469	\$58,975
PLEASANT HILL	PARK PROGRAMMER	PARKS & FACILITIES DIRECTOR	04/2014	2080.0	=	N	0	0	1		\$33,738	\$37,960	\$42,182
GRAIN VALLEY	Recreation Supervisor	Director of Parks & Recreation	01/2013	2080.0	=	Y	12	11	1		\$32,864	\$40,206	\$47,549
RAYTOWN	SUPV OF SPORTS/SERVICES		11/2012	2080.0	=	Y	0	0	1		\$32,616	\$41,910	\$51,204
BLUE SPRINGS	RECREATION SUPERVISOR		04/2013	2080.0			0	0	2		\$32,560	\$40,697	\$48,834
<b>Average</b>											<b>\$37,612</b>	<b>\$46,761</b>	<b>\$55,910</b>
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		1/2014	2080.0	=	Y	0	0	1		\$37,672	\$47,090	\$56,508

Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

**Difference**  
**Difference %**

\$60	\$329	<b>3.A.e</b>
0.2%	0.7%	1.1%

**Job # 1510 - ANIMAL CONTROL OFFICER II**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
RAYMORE	ANIMAL CONTROL OFFICER		11/2013	2080.0	=	N	0	0	2	\$35,161	\$43,072	\$50,984	
PLEASANT HILL	ANIMAL CNTRL/CODE ENFRMNT		04/2014	2080.0	=	N	0	0	1	\$32,718	\$36,764	\$40,810	
GARDNER	ANIMAL CONTROL OFFICER		01/01/14	2080.0		N	0	0	1	\$31,596	\$38,748	\$45,900	
MERRIAM	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$31,044	\$39,276	\$47,508	
LEAVENWORTH	ANIMAL CONTROL OFFICER		01/2013	2080.0			0	0	3	\$30,852	\$38,568	\$46,284	
HARRISONVILLE	ANIMAL CONTROL OFFICER		1/2014	2080.0			0	0	1	\$30,168	\$37,710	\$45,252	
PRAIRIE VILLAGE	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$30,144	\$37,674	\$45,204	
LIBERTY	ANIMAL CONTROL OFFICER	Police Lieutenant	01/2014	2080.0	=	N	0	0	2	\$29,580	\$39,050	\$48,519	
NORTH KANSAS CITY	ANIMAL CONTROL OFFICER		01/2013	2080.0			0	0	1	\$29,518	\$36,898	\$44,278	
RIVERSIDE	ANIMAL CONTROL OFFICER		07/2013	2080.0			0	0	1	\$28,600	\$37,150	\$45,700	
GRAIN VALLEY	Animal Control Officer	Assistant Chief of Police	01/2013	2080.0	=	N	1	0	1	\$27,706	\$33,624	\$39,541	
BLUE SPRINGS	ANIMAL CONTROL OFFICER		04/2013	2080.0			0	0	3	\$27,404	\$34,258	\$41,112	
GLADSTONE	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	2	\$27,193	\$36,597	\$46,001	
<b>Average</b>										<b>\$30,130</b>	<b>\$37,645</b>	<b>\$45,161</b>	
HARRISONVILLE	ANIMAL CONTROL OFFICER		1/2014	2080.0			0	0	1	\$30,168	\$37,710	\$45,252	
											<b>\$38</b>	<b>\$65</b>	<b>\$91</b>
											<b>0.1%</b>	<b>0.2%</b>	<b>0.2%</b>

**Job # 1615 - DETECTIVE**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
MISSION	DETECTIVE	Sergeant	01/2014	2080.0	=	N	0	0	3	\$47,357	\$58,012	\$68,668	
RAYMORE	POLICE DETECTIVE		11/2013	2080.0			0	0	2	\$42,310	\$52,888	\$63,465	
HARRISONVILLE	POLICE OFFICER II/DETECTIVE		1/2014	2210.0	=	N	0	0	2	\$42,136	\$52,670	\$63,204	
MERRIAM	MASTER POLICE OFFICER		01/2012	2080.0			0	0	8	\$41,808	\$52,254	\$62,700	
LEAVENWORTH	POLICE DETECTIVE		01/2013	2080.0			0	0	5	\$41,510	\$51,887	\$62,264	
NORTH KANSAS CITY	POLICE OFFICER		01/2013	2080.0			0	0	3	\$40,407	\$50,509	\$60,611	
RAYTOWN	DETECTIVE		11/2012	2080.0	=	N	0	0	9	\$39,876	\$46,188	\$52,500	
GRAIN VALLEY	Detective	Assistant Chief of Police	01/2013	2080.0	=	N	1	0	2	\$38,004	\$46,198	\$54,392	
LIBERTY	POLICE OFFICER/DETECTIVE	Police Lieutenant	01/2014	2080.0	=	N	0	0	3	\$35,964	\$47,469	\$58,975	
MIAMI COUNTY	DETECTIVE	Detective Sergeant	01/2014	2080.0	=	N	0	0	4	\$32,157	\$39,749	\$47,341	
RIVERSIDE	DETECTIVE		07/2013	2080.0			0	0	2	\$31,500	\$40,950	\$50,400	
KEARNEY	NO MATCH												

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										<b>Average</b>	<b>\$39,366</b>	<b>\$48,979</b>	<b>\$58,593</b>
HARRISONVILLE	POLICE OFFICER II/DETECTIVE		1/2014	2210.0	=	N	0	0	2	\$42,136	\$52,670	\$63,204	
										<b>Difference</b>	<b>\$2,770</b>	<b>\$3,691</b>	<b>\$4,611</b>
										<b>Difference %</b>	<b>6.6%</b>	<b>7.0%</b>	<b>7.3%</b>

**Job # 1650 - DISPATCHER I**

										<b>Range</b>			
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
RAYMORE	COMMUNICATIONS OFFICER		11/2013	2080.0			0	0	8	\$35,161	\$43,072	\$50,984	
PRAIRIE VILLAGE	DISPATCHER		01/2012	2080.0			0	0	6	\$34,164	\$43,212	\$52,260	
LEAVENWORTH	TELECOMMUNICATIONS SPEC		01/2013	2080.0			0	0	11	\$33,604	\$37,420	\$41,235	
NORTH KANSAS CITY	COMMUNICATIONS OFFICER		01/2013	2080.0			0	0	8	\$32,544	\$40,680	\$48,816	
RAYTOWN	COMMUNICATION TECHNICIAN		11/2012	2080.0	=	N	0	0	7	\$31,152	\$38,154	\$45,156	
LIBERTY	COMMUNICATIONS OFFICER	Communications Supervisor	01/2014	2080.0	=	N	0	0	9	\$31,068	\$41,009	\$50,951	
GRANDVIEW	PUBLIC SAFETY TELECOMMUNICATOR		01/2014	2080.0	=	N	0	0	8	\$30,651	\$37,029	\$43,407	
HARRISONVILLE	COMMUNICATIONS OFFICER		1/2014	2080.0			0	0	4	\$30,168	\$37,710	\$45,252	
PLEASANT HILL	DISPATCHER	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	5	\$29,994	\$33,748	\$37,502	
BLUE SPRINGS	DISPATCHER		04/2013	2080.0			0	0	11	\$29,869	\$37,339	\$44,809	
RIVERSIDE	DISPATCHER		07/2013	2080.0			0	0	6	\$28,600	\$37,150	\$45,700	
GLADSTONE	COMMUNICATIONS OFFICER		01/2012	2080.0			0	0	7	\$28,569	\$38,395	\$48,221	
MIAMI COUNTY	DISPATCHER	Communications Supervisor	01/2014	2080.0	=	N	0	0	5	\$26,146	\$32,324	\$38,501	
										<b>Average</b>	<b>\$30,899</b>	<b>\$38,249</b>	<b>\$45,600</b>
HARRISONVILLE	COMMUNICATIONS OFFICER		1/2014	2080.0			0	0	4	\$30,168	\$37,710	\$45,252	
										<b>Difference</b>	<b>(\$731)</b>	<b>(\$539)</b>	<b>(\$348)</b>
										<b>Difference %</b>	<b>-2.4%</b>	<b>-1.4%</b>	<b>-0.8%</b>

**Job # 1667 - EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
NORTH KANSAS CITY	FIREFIGHTER/PARAMEDIC		10/2012	2608.0			0	0	13	\$42,275	\$52,844	\$63,413
MIAMI COUNTY	Paramedics	Battalion Chief	01/2014	2912.0	=	N	0	0	10	\$40,488	\$50,072	\$59,655
LIBERTY	FIREFIGHTER/PARAMEDIC	Fire Captain	01/2014	2080.0	=	N	0	0	23	\$37,752	\$49,838	\$61,924
HARRISONVILLE	Firefighting Paramedic	Captain	1/2014	2920.0	=	N	0	0	9	\$37,672	\$47,090	\$56,508
KEARNEY FIRE & RESCUE	FIREFIGHTER/PARAMEDIC		01/2013	2912.0			0	0	9	\$36,851	\$45,537	\$54,223
GLADSTONE	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	22	\$36,571	\$47,661	\$58,751
RAYTOWN	PARAMEDIC		11/2012	2912.0	=	N	0	0	7	\$35,136	\$43,224	\$51,312
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/PARAMEDIC		01/2012	2912.0	=	N	0	0	14	\$35,100	\$43,338	\$51,576

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

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										<b>Average</b>		
HARRISONVILLE	Firefighting Paramedic	Captain	1/2014	2920.0	=	N	0	0	9	\$37,731	\$47,450	\$57,170
										\$37,672	\$47,090	\$56,508
										<b>Difference</b>		
										(\$59)	(\$360)	(\$662)
										<b>Difference %</b>		
										-0.2%	-0.8%	-1.2%

**Job # 1675 - FIRE CAPTAIN**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
NORTH KANSAS CITY	FIRE CAPTAIN/EMT		10/2012	2608.0			0	0	9	\$54,693	\$65,632	\$76,571
MERRIAM	SHIFT FIRE CAPTAIN		01/2012	2080.0			0	0	3	\$52,116	\$65,928	\$79,740
LEAVENWORTH	FIRE CAPTAIN		01/2013	2080.0			0	0	9	\$51,498	\$64,373	\$77,248
GRANDVIEW	FIRE CAPTAIN/EMT		01/2014	2920.0	=	N	0	0	5	\$48,697	\$58,481	\$68,265
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	1/2014	2920.0	=	N	0	0	3	\$47,160	\$58,950	\$70,740
GLADSTONE	FIRE CAPTAIN		01/2012	2080.0			0	0	7	\$46,815	\$58,518	\$70,222
RIVERSIDE	FIRE CAPTAIN		07/2013	2080.0	=	N	0	0	3	\$46,700	\$60,750	\$74,800
LIBERTY	FIRE CAPTAIN	Fire Division Chief	01/2014	2600.0	=	N	0	0	9	\$45,876	\$60,570	\$75,263
KEARNEY FIRE & RESCUE	CAPTAIN		01/2013	2912.0			0	0	3	\$45,377	\$54,608	\$63,840
SOUTH METRO FIRE DISTRICT	FIRE/EMS CAPTAIN		01/2012	2912.0	=	N	0	0	10	\$37,260	\$46,002	\$54,744
										<b>Average</b>		
										\$47,619	\$59,381	\$71,143
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	1/2014	2920.0	=	N	0	0	3	\$47,160	\$58,950	\$70,740
										<b>Difference</b>		
										(\$459)	(\$431)	(\$403)
										<b>Difference %</b>		
										-1.0%	-0.7%	-0.6%

**Job # 1680 - FIRE CHIEF**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
MERRIAM	FIRE CHIEF		01/2012	2080.0			0	0	1	\$78,456	\$99,246	\$120,036
GRANDVIEW	FIRE CHIEF		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
LIBERTY	FIRE CHIEF	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$74,760	\$98,667	\$122,573
LEAVENWORTH	FIRE CHIEF		01/2013	2080.0			0	0	1	\$74,446	\$93,058	\$111,670
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
KEARNEY FIRE & RESCUE	FIRE CHIEF		01/2013	2080.0			0	0	1	\$67,416	\$93,504	\$119,592
RIVERSIDE	FIRE CHIEF		07/2013	2080.0			0	0	1	\$62,100	\$80,650	\$99,200
SOUTH METRO FIRE DISTRICT	DEPARTMENT CHIEF/DISTRICT MANAGER		01/2012	2912.0	=	N	0	0	1	\$59,400	\$72,900	\$86,400
NORTH KANSAS CITY	FIRE CHIEF		03/2013	2080.0			0	0	1	\$0	\$0	\$0
										<b>Average</b>		
										\$70,254	\$89,514	\$108,774
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
										<b>Difference</b>		
										\$406	(\$1,189)	(\$2,784)

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

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Difference %

0.6% -1.3%

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**Job # 1695 - FIRE FIGHTER II/EMT INTERMEDIATE**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
NORTH KANSAS CITY	FIREFIGHTER/EMT		10/2012	2608.0			0	0	10	\$36,761	\$45,952	\$55,142
LIBERTY	FIREFIGHTER/EMT	Fire Captain	01/2014	2600.0	=	N	0	0	9	\$35,964	\$47,469	\$58,975
GLADSTONE				2080.0			0	0	4	\$34,809	\$45,364	\$55,920
GRANDVIEW	FIREFIGHTER/EMT		01/2014	2920.0	=	N	0	0	6	\$34,430	\$41,295	\$48,160
MERRIAM	FIREFIGHTER I		01/2012	2080.0			0	0	5	\$33,804	\$42,258	\$50,712
HARRISONVILLE	FIREFIGHTING EMT	Captain	1/2014	2920.0	=	N	0	0	9	\$33,704	\$42,130	\$50,556
KEARNEY FIRE & RESCUE	FIREFIGHTER/EMT		01/2013	2912.0			0	0	9	\$32,208	\$40,585	\$48,962
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/EMT		01/2012	2912.0	=	N	0	0	16	\$30,240	\$37,338	\$44,436
RIVERSIDE	NO MATCH											
<b>Average</b>										<b>\$33,990</b>	<b>\$42,799</b>	<b>\$51,608</b>
HARRISONVILLE	FIREFIGHTING EMT	Captain	1/2014	2920.0	=	N	0	0	9	\$33,704	\$42,130	\$50,556
<b>Difference</b>										<b>(\$286)</b>	<b>(\$669)</b>	<b>(\$1,052)</b>
<b>Difference %</b>										<b>-0.8%</b>	<b>-1.6%</b>	<b>-2.1%</b>

**Job # 1740 - POLICE CHIEF / COUNTY SHERIFF**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	POLICE CHIEF		01/2014	2080.0			0	0	1	\$89,300	\$109,392	\$129,484
PRAIRIE VILLAGE	POLICE CHIEF		01/2012	2080.0			0	0	1	\$82,656	\$103,320	\$123,984
LEAVENWORTH	POLICE CHIEF		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401
LIBERTY	POLICE CHIEF	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$78,480	\$103,596	\$128,711
MERRIAM	POLICE CHIEF		01/2012	2080.0			0	0	1	\$78,456	\$99,246	\$120,036
RAYMORE	POLICE CHIEF		11/2013	2080.0			0	0	1	\$77,481	\$98,788	\$120,096
BLUE SPRINGS	POLICE CHIEF		04/2013	2080.0			0	0	1	\$77,080	\$96,347	\$115,614
GLADSTONE				2080.0			0	0	1	\$76,711	\$95,888	\$115,066
GRANDVIEW	POLICE CHIEF		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
GARDNER	POLICE CHIEF		01/01/14	2080.0			0	0	1	\$73,944	\$90,918	\$107,892
HARRISONVILLE	POLICE CHIEF		1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
GRAIN VALLEY	Chief of Police	City Administrator	01/2013	2080.0	=	Y	27	2	1	\$62,088	\$75,920	\$89,752
PLEASANT HILL	POLICE CHIEF	CITY ADMINISTRATOR	04/2014	2080.0	=	N	20	0	1	\$61,984	\$69,670	\$77,355
KEARNEY	POLICE CHIEF		04/2014	2080.0			0	0	1	\$61,369	\$67,928	\$74,486
RIVERSIDE	NO MATCH											
SMITHVILLE			11/2013	2080.0			0	0	0	\$0	\$0	\$0
NORTH KANSAS CITY	POLICE CHIEF		03/2013	2080.0			0	0	1	\$0	\$0	\$0
RAYTOWN	POLICE CHIEF (ELECTED)		04/2013	2080.0	=	N	0	0	1	\$0	\$0	\$0
<b>Average</b>										<b>\$74,662</b>	<b>\$92,102</b>	<b>\$109,542</b>
HARRISONVILLE	POLICE CHIEF		1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
<b>Difference</b>										<b>(\$4,002)</b>	<b>(\$3,777)</b>	<b>(\$3,552)</b>
<b>Difference %</b>										<b>-5.7%</b>		

Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

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**Job # 1745 - POLICE / SHERIFF LIEUTENANT**

											<u>Range</u>		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max
RAYTOWN	CAPTAIN		11/2012	2080.0	=	Y	0	0	4		\$72,276	\$79,062	\$85,848
MISSION	POLICE LIEUTENANT		01/2014	2080.0			0	0	3		\$60,441	\$74,040	\$87,640
HARRISONVILLE	LIEUTENANT		1/2014	2080.0	=	Y	0	0	2		\$58,240	\$72,800	\$87,360
MERRIAM	POLICE LIEUTENANT		01/2012	2080.0			0	0	2		\$58,152	\$73,566	\$88,980
LEAVENWORTH	POLICE LIEUTENANT		01/2013	2080.0			0	0	3		\$56,582	\$70,727	\$84,872
LIBERTY	POLICE LIEUTENANT	Police Captain	01/2014	2080.0	=	Y	0	0	2		\$55,776	\$73,624	\$91,471
BLUE SPRINGS	POLICE LIEUTENANT		04/2013	2080.0			0	0	2		\$54,606	\$68,258	\$81,909
RAYMORE	POLICE LIEUTENANT		11/2013	2080.0			0	0	2		\$54,463	\$68,078	\$81,693
PLEASANT HILL	POLICE LIEUTENANT	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	1		\$49,442	\$55,546	\$61,651
MIAMI COUNTY	UNDERSHERIFF	Sheriff (Elected)	01/2014	2080.0	=	Y	48	13	1		\$48,516	\$59,432	\$70,348
KEARNEY	POLICE LIEUTENANT		04/2014	2080.0			0	0	2		\$42,693	\$47,262	\$51,831
<b>Average</b>											<b>\$55,562</b>	<b>\$67,491</b>	<b>\$79,419</b>
HARRISONVILLE	LIEUTENANT		1/2014	2080.0	=	Y	0	0	2		\$58,240	\$72,800	\$87,360
<b>Difference</b>											<b>\$2,678</b>	<b>\$5,309</b>	<b>\$7,941</b>
<b>Difference %</b>											<b>4.6%</b>	<b>7.3%</b>	<b>9.1%</b>

**Job # 1749 - POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)**

											<u>Range</u>		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max
MISSION	POLICE OFFICER		01/2014	2080.0			0	0	13		\$42,954	\$52,620	\$62,285
NORTH KANSAS CITY	POLICE OFFICER	POLICE SERGEANT	01/2013	2080.0	=	N	0	0	23		\$40,407	\$50,509	\$60,611
GARDNER	POLICE OFFICER		01/01/14	2080.0		N	0	0	23		\$40,260	\$49,356	\$58,452
PRAIRIE VILLAGE	POLICE OFFICER		01/2012	2080.0			0	0	33		\$38,868	\$49,800	\$60,732
BLUE SPRINGS	POLICE OFFICER		04/2013	2080.0			0	0	72		\$38,685	\$50,965	\$63,246
MERRIAM	POLICE OFFICER		01/2012	2080.0			0	0	11		\$38,652	\$48,894	\$59,136
RAYMORE	POLICE OFFICER I		11/2013	2080.0			0	0	18		\$38,020	\$49,670	\$61,320
HARRISONVILLE	POLICE OFFICER		1/2014	2210.0	=	N	0	0	16		\$37,672	\$47,090	\$56,508
GRANDVIEW	POLICE OFFICER		01/2014	2080.0	=	N	0	0	42		\$37,240	\$44,677	\$52,114
GLADSTONE	Police Officer	Police Corporal	01/2014	2080.0	=	N	0	0	31		\$36,571	\$47,666	\$58,760
LIBERTY	POLICE OFFICER	Police Sergeant	01/2014	2080.0	=	N	0	0	25		\$35,964	\$47,469	\$58,975
LEAVENWORTH	POLICE OFFICER		01/2013	2080.0			0	0	41		\$35,335	\$44,169	\$53,003
RAYTOWN	POLICE OFFICER		11/2012	2080.0	=	N	0	0	23		\$34,620	\$42,588	\$50,556
KEARNEY	PATROLMAN		04//2014	2080.0			0	0	9		\$34,226	\$38,498	\$42,771
GRAIN VALLEY	Police Officer (Including SRO & Reserve)	Sergeant	01/2013	2080.0	=	N	0	0	13		\$32,864	\$40,206	\$47,549
PLEASANT HILL	POLICE OFFICER (LEVELS I, II)	PATROL SERGEANT	04/2014	2080.0	=	N	0	0	9		\$32,718	\$37,450	\$42,182
MIAMI COUNTY	DEPUTY	Sergeant	01/2014	2080.0	=	N	0	0	13		\$32,608	\$40,315	\$48,022
RIVERSIDE	POLICE OFFICER		07/2013	2080.0			0	0	11		\$31,500	\$40,950	\$50,400
<b>Average</b>											<b>\$36,620</b>	<b>\$45,716</b>	<b>\$54,812</b>
HARRISONVILLE	POLICE OFFICER		1/2014	2210.0	=	N	0	0	16		\$37,672	\$47,090	\$56,508
<b>Difference</b>											<b>\$1,052</b>	<b>\$1,374</b>	<b>\$1,696</b>

Difference %

2.8%

2.9%

3.A.e

**Job # 1765 - POLICE / SHERIFF SERGEANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			
										Min	Mid	Max	
PRAIRIE VILLAGE	POLICE SERGEANT		01/2012	2080.0			0	0	6	\$61,716	\$72,006	\$82,296	
NORTH KANSAS CITY	POLICE SERGEANT		01/2013	2080.0			0	0	6	\$59,293	\$68,187	\$77,081	
GLADSTONE	POLICE SERGEANT		01/2012	2080.0			0	0	5	\$57,039	\$71,298	\$85,558	
GARDNER	Police Sergeant		01/01/14	2080.0	=	N	0	0	4	\$53,852	\$66,094	\$78,336	
MISSION	POLICE SERGEANT		01/2014	2080.0			0	0	7	\$52,212	\$63,959	\$75,706	
BLUE SPRINGS	POLICE SERGEANT		04/2013	2080.0			0	0	11	\$50,091	\$62,617	\$75,143	
GRANDVIEW	POLICE SERGEANT		01/2014	2080.0	=	N	0	0	9	\$49,677	\$59,609	\$69,541	
RAYTOWN	SERGEANT		11/2012	2080.0	=	Y	0	0	8	\$49,296	\$56,004	\$62,712	
RAYMORE	POLICE SERGEANT		11/2013	2080.0			0	0	5	\$48,744	\$60,930	\$73,115	
LEAVENWORTH	POLICE SERGEANT		01/2013	2080.0			0	0	10	\$47,878	\$59,847	\$71,816	
MERRIAM	POLICE SERGEANT		01/2012	2080.0			0	0	4	\$47,436	\$60,012	\$72,588	
HARRISONVILLE	SERGEANT		1/2014	2210.0	=	N	0	0	4	\$46,744	\$58,430	\$70,116	
RIVERSIDE	POLICE SERGEANT		07/2013	2080.0			0	0	5	\$46,700	\$60,750	\$74,800	
LIBERTY	POLICE SERGEANT	Police Lieutenant	01/2014	2080.0	=	N	0	0	6	\$45,876	\$60,570	\$75,263	
PLEASANT HILL	PATROL SERGEANT	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	3	\$42,224	\$47,642	\$53,061	
GRAIN VALLEY	Sergeant	Assistant Chief of Police	01/2013	2080.0	=	N	4	3	4	\$41,163	\$50,014	\$58,864	
MIAMI COUNTY	SHERIFF'S SERGEANT	Undersheriff	01/2014	2080.0	=	N	19	19	6	\$38,936	\$48,139	\$57,341	
KEARNEY	POLICE SERGEANT		04/2014	2080.0			0	0	2	\$38,887	\$43,546	\$48,206	
<b>Average</b>										<b>\$48,765</b>	<b>\$59,425</b>	<b>\$70,086</b>	
HARRISONVILLE	SERGEANT		1/2014	2210.0	=	N	0	0	4	\$46,744	\$58,430	\$70,116	
										<b>Difference</b>	<b>(\$2,021)</b>	<b>(\$995)</b>	<b>\$30</b>
										<b>Difference %</b>	<b>-4.3%</b>	<b>-1.7%</b>	<b>0.0%</b>

**Job # 1925 - HEAVY EQUIPMENT OPERATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			
										Min	Mid	Max	
LEAVENWORTH	EQUIPMENT OPERATOR II		01/2013	2080.0			0	0	3	\$34,758	\$43,447	\$52,136	
RAYMORE	PW MAINT WORKER II		11/2013	2080.0			0	0	0	\$32,302	\$39,570	\$46,838	
MISSION	LABORER/EQUIP OPERATOR I	Superintendent of Public Works	01/2014	2080.0	=	N	0	0	3	\$32,053	\$39,266	\$46,478	
NORTH KANSAS CITY	MAINTENANCE WORKER-WPC		01/2013	2080.0			0	0	3	\$30,994	\$39,905	\$48,816	
GRANDVIEW	EQUIPMENT OPERATOR		01/2014	2080.0	=	N	0	0	4	\$30,651	\$37,029	\$43,407	
RAYTOWN	CREW LEADER		11/2012	2080.0	=	N	0	0	5	\$30,576	\$37,500	\$44,424	
HARRISONVILLE	STREET MAINTENANCE		1/2014	2080.0			0	0	6	\$30,168	\$37,710	\$45,252	
BLUE SPRINGS	MAINTENANCE WORKER		04/2013	2080.0			0	0	21	\$29,869	\$37,339	\$44,809	
MIAMI COUNTY	EQUIPMENT OPERATOR II & III - Roads/Asphalt	Supervisor II - Roads/Asphalt	01/2014	2080.0	=	N	0	0	20	\$25,741	\$33,582	\$41,424	
<b>Average</b>										<b>\$30,790</b>	<b>\$38,372</b>	<b>\$45,954</b>	
HARRISONVILLE	STREET MAINTENANCE		1/2014	2080.0			0	0	6	\$30,168	\$37,710	\$45,252	
										<b>Difference</b>	<b>(\$622)</b>	<b>(\$662)</b>	<b>(\$702)</b>
										<b>Difference %</b>	<b>-2.1%</b>		

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

**Job # 1971 - LABORER (PUBLIC WORKS)**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
GRANDVIEW	PUBLIC WORKS MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	8	\$28,456	\$34,161	\$39,866
KEARNEY	STREET LABORER		04/2014	2080.0			0	0	1	\$28,112	\$32,897	\$37,682
RAYTOWN	MAINTENANCE WORKER		11/2012	2080.0	=	N	0	0	9	\$26,868	\$32,916	\$38,964
LIBERTY	Maintenance Worker I-- Public Works	Operations Manager- Public Works	01/2014	2080.0	=	N	0	0	5	\$26,844	\$35,430	\$44,015
PRAIRIE VILLAGE	LABORER		01/2012	2080.0			0	0	1	\$24,384	\$29,400	\$34,416
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	1/2014	2080.0	=	N	0	0	2	\$24,224	\$30,280	\$36,336
LEAVENWORTH	LABORER		01/2013	2080.0			0	0	1	\$23,877	\$29,846	\$35,815
GLADSTONE	PUBLIC WORKS MAINT WORKER		01/2012	2080.0			0	0	13	\$23,499	\$31,483	\$39,467
MIAMI COUNTY	MAINTENANCE WORKER I & II- Bridge Trades	Bridge Foreman	01/2014	2080.0	=	N	0	0	2	\$22,205	\$27,452	\$32,700
RIVERSIDE	Maintenance Worker I	Crew Chief	07/2013	2080.0	=	N	0	0	3	\$21,700	\$28,250	\$34,800
PLEASANT HILL	NO MATCH											
GRAIN VALLEY	Seasonal Park Maintenance Worker	Park Maintenance Superintendent	08/2013	2080.0	=	N	1	0	0	\$0	\$0	\$0
<b>Average</b>										<b>\$25,017</b>	<b>\$31,211</b>	<b>\$37,406</b>
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	1/2014	2080.0	=	N	0	0	2	\$24,224	\$30,280	\$36,336
<b>Difference</b>										<b>(\$793)</b>	<b>(\$931)</b>	<b>(\$1,070)</b>
<b>Difference %</b>										<b>-3.3%</b>	<b>-3.1%</b>	<b>-2.9%</b>

**Job # 1994 - MAINTENANCE FIELD SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
PRAIRIE VILLAGE	CREW LEADER		01/2012	2080.0			0	0	4	\$43,188	\$52,074	\$60,960
HARRISONVILLE	STREET/WS SUPERVISORS		1/2014	2080.0			0	0	2	\$42,136	\$52,670	\$63,204
GRAIN VALLEY	Public Works Maintenance Superintendent	Public Works Operations Manager	01/2013	2080.0	>	N	9	8	1	\$38,004	\$46,198	\$54,392
LEAVENWORTH	SW FOREMAN/PARK FOREMAN		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
MERRIAM	FOREMAN		01/2012	2080.0			0	0	2	\$37,188	\$47,040	\$56,892
GARDNER	BUILDING MAINT SUPERVISOR		01/01/14	2080.0		N	0	0	2	\$36,840	\$45,186	\$53,532
RAYMORE	CREW LEADER PW		11/2013	2080.0			0	0	3	\$36,591	\$44,824	\$53,057
BLUE SPRINGS	ASST PARKS MAINT SUPERVISOR		04/2013	2080.0			0	0	1	\$35,490	\$44,363	\$53,235
MIAMI COUNTY	Supervisor II - Road & Bridge	Highway Supervisor	01/2014	2080.0	=	N	19	19	2	\$34,594	\$42,770	\$50,947
LIBERTY	Crew Chief-Parks/Utilities	Division Managers	01/2014	2080.0	=	N	0	0	5	\$32,616	\$43,052	\$53,488
KEARNEY	NO MATCH											
<b>Average</b>										<b>\$37,465</b>	<b>\$46,568</b>	<b>\$55,671</b>
HARRISONVILLE			1/2014	2080.0			0	0	2	\$42,136	\$52,670	\$63,204

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

STREET/WS  
SUPERVISORS

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<b>Difference</b>	<b>\$4,671</b>	<b>\$6,102</b>	<b>\$7,533</b>
<b>Difference %</b>	<b>11.1%</b>	<b>11.6%</b>	<b>11.9%</b>

**Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
HARRISONVILLE	Assistant Public Works Director	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204	
MIAMI COUNTY	Assistant Director of Transportation/Highway Supervisor	Director of Transportation	01/2014	2080.0	=	Y	33	5	1	\$39,830	\$48,791	\$57,753	
<b>Average</b>										<b>\$40,983</b>	<b>\$50,731</b>	<b>\$60,478</b>	
HARRISONVILLE	Assistant Public Works Director	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204	
<b>Difference</b>										<b>\$1,153</b>	<b>\$1,939</b>	<b>\$2,726</b>	
<b>Difference %</b>										<b>2.7%</b>	<b>3.7%</b>	<b>4.3%</b>	

**Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER**

											<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr</b>	<b>&lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
PRAIRIE VILLAGE	PUBLIC WORKS DIRECTOR		01/2012	2080.0			0	0	1	\$83,712	\$104,640	\$125,568	
MISSION	PUBLIC WORKS DIRECTOR		01/2014	2080.0			0	0	0	\$80,997	\$99,222	\$117,446	
LEAVENWORTH	PUBLIC WORKS DIR/CITY ENG		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401	
RAYMORE	DIRECTOR OF PW ENGINEERING		11/2013	2080.0			0	0	1	\$78,767	\$100,428	\$122,089	
LIBERTY	PUBLIC WORKS DIRECTOR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$78,480	\$103,596	\$128,711	
BLUE SPRINGS	DIRECTOR OF PUBLIC WORKS		04/2013	2080.0			0	0	1	\$77,080	\$96,347	\$115,614	
GLADSTONE	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$76,711	\$95,888	\$115,066	
GRANDVIEW	DIRECTOR OF PUBLIC WORKS		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727	
MERRIAM	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324	
GARDNER	PUBLIC WORKS DIRECTOR		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892	
HARRISONVILLE	Public Works Director	City Administrator	1/2014	2080.0	=	N	0	0	1	\$70,660	\$88,325	\$105,990	
RIVERSIDE	DIRECTOR OF PUBLIC WORKS		07/2013	2080.0			0	0	1	\$69,200	\$90,000	\$110,800	
RAYTOWN	DIRECTOR OF PUBLIC WORKS	CITY ADMINISTRATOR	11/2012	2080.0	=	N	28	4	1	\$67,368	\$82,530	\$97,692	
PLEASANT HILL	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	5	0	5	\$61,984	\$69,670	\$77,355	
MIAMI COUNTY	DIR OF TRANSP/SOLID WASTE	County Administrator	01/2014	2080.0	=	Y	57	13	1	\$57,006	\$69,832	\$82,659	
NORTH KANSAS CITY	DIRECTOR OF PUBLIC WORKS		01/2013	2080.0			0	0	1	\$0	\$0	\$0	
<b>Average</b>										<b>\$73,712</b>	<b>\$91,734</b>	<b>\$109,756</b>	

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

HARRISONVILLE	Public Works Director	City Administrator	1/2014	2080.0	=	N	0	0	1	\$70,660	\$88,325	\$100,000	<b>3.A.e</b>
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<b>Difference</b>											<b>(\$3,052)</b>	<b>(\$3,409)</b>	<b>(\$3,766)</b>
<b>Difference %</b>											<b>-4.3%</b>	<b>-3.9%</b>	<b>-3.6%</b>

**Job # 2090 - STREET SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
RAYMORE	ASST DIR PW OPERATIONS		11/2013	2080.0			0	0	1	\$60,181	\$75,226	\$90,271
GARDNER	OPERATIONS MANAGER		01/01/14	2080.0		N	0	0	1	\$59,280	\$72,750	\$86,220
BLUE SPRINGS	OPERATIONS MGR PW		04/2013	2080.0			0	0	1	\$54,606	\$68,258	\$81,909
KEARNEY	STREET SUPERINTENDENT		04/2014	2080.0			0	0	1	\$54,316	\$61,620	\$68,924
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576
MISSION	PUBLIC WORKS SUPT		04/2014	2080.0			0	0	1	\$52,212	\$63,959	\$75,706
LIBERTY	Operations Manager-Public Works	Public Works Director	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
RAYTOWN	PUB WORKS SUPERINTENDENT		11/2012	2080.0	=	Y	22	3	1	\$44,892	\$54,996	\$65,100
GRAIN VALLEY	Public Works Operations Manager	Assistant City Administrator/Community Development Director	01/2013	2080.0	>	Y	11	10	1	\$41,163	\$50,014	\$58,864
LEAVENWORTH	OPERATIONS SUPERINTENDENT		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
PLEASANT HILL	NO MATCH											
RIVERSIDE	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

<b>Average</b>										<b>\$50,521</b>	<b>\$62,341</b>	<b>\$74,161</b>
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HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576
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<b>Difference</b>											<b>\$1,863</b>	<b>\$3,139</b>	<b>\$4,415</b>
<b>Difference %</b>											<b>3.6%</b>	<b>4.8%</b>	<b>5.6%</b>

**Job # 2110 - UTILITY MAINTENANCE WORKER II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
GARDNER	Maint Worker - Line			2080.0	=	N	0	0	0	\$31,596	\$38,748	\$45,900
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	1/2014	2080.0	=	N	0	0	4	\$30,168	\$37,710	\$45,252
LIBERTY	Maintenance Worker II-Utilities	Operations Manager-Utilities	01/2014	2080.0	=	N	0	0	2	\$29,580	\$39,050	\$48,519
PLEASANT HILL	MAINTENANCE WORKER II	DIRECTOR OF PUBLIC WORKS	04/2014	2080.0	=	N	0	0	4	\$28,974	\$32,552	\$36,130
GRAIN VALLEY	Public Works Maintenance Worker	Public Works Maintenance Superintendent	01/2013	2080.0	=	N	7	0	7	\$27,706	\$33,624	\$39,541

<b>Average</b>										<b>\$29,605</b>	<b>\$36,337</b>	<b>\$43,068</b>
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HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	1/2014	2080.0	=	N	0	0	4	\$30,168	\$37,710	\$45,252
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<b>Difference</b>											<b>\$563</b>	<b>\$</b>	<b>\$</b>
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Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

Difference %

1.9%

3.6%

3.A.e

**Job # 2125 - WASTEWATER TREATMENT PLANT OPERATOR I**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr &lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
GARDNER	WW TRTMNT PLANT OPERATOR		01/01/14	2080.0	N	0	0	3		\$36,840	\$45,186	\$53,532
KEARNEY	CHIEF WASTEWATER OPERATOR		04/2014	2080.0		0	0	1		\$31,879	\$37,176	\$42,474
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
LEAVENWORTH	WPC OPERATOR I		01/2013	2080.0		0	0	4		\$23,877	\$29,846	\$35,815
<b>Average</b>										<b>\$30,691</b>	<b>\$37,480</b>	<b>\$44,268</b>
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
<b>Difference</b>										<b>(\$523)</b>	<b>\$230</b>	<b>\$984</b>
<b>Difference %</b>										<b>-1.7%</b>	<b>0.6%</b>	<b>2.2%</b>

**Job # 2175 - WATER TREATMENT PLANT OPERATOR I**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr &lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
KEARNEY	WW TRTMNT PLANT OPRTR B		01/2014	2080.0		0	0	1		\$31,879	\$37,176	\$42,474
NORTH KANSAS CITY	WATER PLANT OPERATOR		01/2013	2080.0		0	0	4		\$30,994	\$39,905	\$48,816
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
<b>Average</b>										<b>\$31,014</b>	<b>\$38,264</b>	<b>\$45,514</b>
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
<b>Difference</b>										<b>(\$846)</b>	<b>(\$554)</b>	<b>(\$262)</b>
<b>Difference %</b>										<b>-2.8%</b>	<b>-1.5%</b>	<b>-0.6%</b>

**Job # 2185 - WATER TREATMENT PLANT OPERATOR III**

										<b>Range</b>		
<b>Entity</b>	<b>Preferred Title</b>	<b>Reports To</b>	<b>As Of</b>	<b>Hr/Yr &lt;=&gt;</b>	<b>Flsa</b>	<b>Resp</b>	<b>#Rpts</b>	<b>Inc</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$33,704	\$42,130	\$50,556
LIBERTY	Plant Operator	Utility Services Director	01/2014	2080.0	=	N	0	0	4	\$29,580	\$39,050	\$48,519
<b>Average</b>										<b>\$31,642</b>	<b>\$40,590</b>	<b>\$49,538</b>
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$33,704	\$42,130	\$50,556
<b>Difference</b>										<b>\$2,062</b>	<b>\$1,540</b>	<b>\$1,018</b>
<b>Difference %</b>										<b>6.1%</b>	<b>3.7%</b>	<b>2.0%</b>

**Job # 2190 - WATER TREATMENT PLANT OPERATOR IV**

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Attachment: MARC Wage Comparison 2014 (1449 : Proposed Payscale for 2015)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
NORTH KANSAS CITY	CHIEF WATER PLANT OPERATOR		01/2013	2080.0			0	0	1	\$43,612	\$54,515	\$65,418
KEARNEY	CHIEF WATER OPERATOR		04/2014	2080.0			0	0	2	\$39,012	\$44,462	\$49,913
HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	3	\$37,672	\$47,090	\$56,508
GARDNER	WATER TRTMNT PLANT OPRTR		01/01/14	2080.0		N	0	0	2	\$36,840	\$45,186	\$53,532
LIBERTY	Chief Plant Operator	Utilities Services Manager	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488
GLADSTONE	WATER PLANT OPERATOR		01/2012	2080.0			0	0	4	\$27,193	\$36,597	\$46,001

**Average**

**\$36,158 \$45,150 \$54,143**

HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	3	\$37,672	\$47,090	\$56,508
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**Difference**

**\$1,514 \$1,940 \$2,365**

**Difference %**

**4.0% 4.1% 4.2%**

**Job # 2300 - ADMINISTRATIVE SECRETARY**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	OFFICE MANAGER		01/2012	2080.0			0	0	1	\$40,404	\$50,562	\$60,720
GARDNER			01/01/14	2080.0		N	0	0	1	\$40,260	\$49,356	\$58,452
LEAVENWORTH	CITY MANAGER SECRETARY		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407
GRAIN VALLEY	Assistant to the Director of Community Development	Assistant City Administrator/Community Development Director	01/2013	2080.0	<	N	1	0	1	\$32,864	\$40,206	\$47,549
SOUTH METRO FIRE DISTRICT	BUSINESS MANAGER		01/2012	2080.0	=	N	0	0	1	\$32,400	\$43,200	\$54,000
MIAMI COUNTY	OFFICE SPECIALIST	County Clerk	01/2013	2080.0	>	N	0	0	1	\$30,736	\$38,001	\$45,266
GRANDVIEW	ADMINISTRATIVE ASSISTANT		01/2014	2080.0	=	N	0	0	2	\$30,651	\$37,029	\$43,407
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	1/2014	2080.0	=	N	0	0	3	\$30,168	\$37,710	\$45,252
RIVERSIDE	ADMINISTRATIVE COORD		07/2013	2080.0			0	0	2	\$28,600	\$37,150	\$45,700
BLUE SPRINGS	ADMINISTRATIVE SECRETARY		04/2013	2080.0			0	0	7	\$27,404	\$34,258	\$41,112
GLADSTONE	EXECUTIVE ASSISTANT		01/2012	2080.0			0	0	1	\$24,635	\$33,334	\$42,034

**Average**

**\$31,975 \$40,256 \$48,536**

HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	1/2014	2080.0	=	N	0	0	3	\$30,168	\$37,710	\$45,252
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**Difference**

**(\$1,807) (\$2,546) (\$3,284)**

**Difference %**

**-6.0% -6.8% -7.3%**

**Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Max
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Advanced Comparison Detailed Report

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PRAIRIE VILLAGE	MANAGEMENT ASSISTANT		01/2012	2080.0			0	0	1	\$53,652	\$67,062	\$80,000
GRAIN VALLEY	Police Department Operations Manager	Chief of Police	01/2013	2080.0	>	Y	5	4	1	\$41,163	\$50,014	\$58,864
HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	1/2014	2080.0	=	N	0	0	1	\$37,672	\$47,090	\$56,508
LEAVENWORTH	ADMINISTRATIVE ASSISTANT		01/2013	2080.0			0	0	1	\$35,974	\$44,968	\$53,962
MIAMI COUNTY	Accounting Specialist - Administration	County Administrator	01/2014	2080.0	=	N	0	0	1	\$35,632	\$44,054	\$52,475
RAYMORE	ADMINISTRATIVE ASSISTANT		11/2013	2080.0	=	N	0	0	5	\$35,161	\$43,072	\$50,984
RAYTOWN	SR ADMINISTRATIVE ASSISTANT		11/2012	2080.0	=	N	0	0	2	\$33,072	\$40,506	\$47,940
MISSION	Office Assistant	Director of Community Development	01/2014	2080.0	=	N	0	0	1	\$32,053	\$39,266	\$46,478
GARDNER	Administrative Assistant		01/01/14	2080.0	=	N	0	0	4	\$31,596	\$38,748	\$45,900
RIVERSIDE	Executive Assistant	City Administrator	10/2013	2080.0	=	N	0	0	1	\$31,500	\$40,950	\$50,400
NORTH KANSAS CITY	ADMINISTRATIVE ASSISTANT		01/2013	2080.0			0	0	4	\$30,994	\$38,743	\$46,492
MERRIAM	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$30,000	\$37,950	\$45,900
GLADSTONE	ADMINISTRATIVE ASSISTANT		01/2012	2080.0			0	0	4	\$28,569	\$38,395	\$48,221
KEARNEY FIRE & RESCUE	ADMINISTRATIVE ASSISTANT		01/2013	2080.0			0	0	1	\$28,158	\$39,369	\$50,580
PLEASANT HILL	NO MATCH											

**Average**

\$34,657 \$43,585 \$52,513

HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	1/2014	2080.0	=	N	0	0	1	\$37,672	\$47,090	\$56,508
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**Difference**

\$3,015 \$3,505 \$3,995

**Difference %**

8.0% 7.4% 7.1%

**Job # 2330 - RECEPTIONIST / SECRETARY**

**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	1/2014	2080.0	=	N	0	0	3	\$27,024	\$33,780	\$40,536
LEAVENWORTH	OFFICE CLERK/RECEPTIONIST		01/2013	2080.0			0	0	1	\$26,864	\$33,580	\$40,296
RAYMORE	OFFICE ASSISTANT		11/2013	2080.0			0	0	2	\$26,583	\$32,564	\$38,546
RAYTOWN	RECEPTN/CUSTOMER SVC REP	CITY CLERK	11/2012	2080.0	=	N	0	0	1	\$24,600	\$30,132	\$35,664
GRANDVIEW	RECEPTIONIST	Administrative Assistant	01/2014	2080.0	=	N	0	0	1	\$24,062	\$28,885	\$33,708
LIBERTY	RECEPTIONIST		01/2014	2080.0			0	0	0	\$23,172	\$30,584	\$37,997
PRAIRIE VILLAGE	RECEPTIONIST		01/2012	2080.0			0	0	1	\$23,028	\$28,788	\$34,548
RIVERSIDE	RECEPTIONIST		07/2013	2080.0			0	0	2	\$21,700	\$28,250	\$34,800
GRAIN VALLEY	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

**Average**

\$24,629 \$30,820 \$37,012

HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	1/2014	2080.0	=	N	0	0	3	\$27,024	\$33,780	\$40,536
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**Difference**

\$2,395 \$2,960 \$3,524

**Difference %**

8.9% 8.8% 8.7%

Packet Pg. 37

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)



## STAFF REPORT

**TO:** Finance/Personnel Committee  
**FROM:** Kim Hubbard, City Clerk  
**DATE:** June 25, 2014  
**SUBJECT:** Amendment of Personnel Manual Section VII, Paragraph F

**Type of Item:** *Policy*

Currently the City's personnel policy states "Any employee who is required to drive a City vehicle as part of his employment must have a valid Missouri driver's or CDL license." Staff recommends amending for it to read "Any employee who is required to drive a City vehicle as part of his/her employment must a valid driver's license or Missouri CDL (if required by department)."

Attached is a copy of the current policy for your review.

**Council Bill No.**

**Resolution No.**

**Amendment of Personnel Manual Section VII, Paragraph F**

D. Residence of Employees and Applicants

General employees are not required to live within the City limits, but they are encouraged to do so. At the time of appointment, promotion, etc., if all of the factors are equal, City residents may be given favorable preference. The City Administrator, City Clerk, Public Works Director, Fire Chief, Police Chief, EMS Director must live within the corporate City limits of Harrisonville.

Full-time non-exempt emergency services personnel (police, fire & EMS) may reside within a thirty (30) mile radius of Harrisonville City Hall; full-time exempt emergency services personnel except the Chief of Police, Fire Chief or EMS Director are required to live within a 5 mile radius of Harrisonville City Hall. The Chief of Police, Fire Chief and EMS Director are required to reside with the Corporate City Limit of Harrisonville.

*Resolution 007-06, April 3, 2006  
Amended Resolution 023-09, 6/1/09*

Remaining Public Safety, Public Works, and Codes personnel are required to reside within a 30 mile radius of City Hall for emergencies. Public Safety, Public Works, and Codes Personnel employed by the City prior to June 1, 2009 shall respond to the City within thirty (30) minutes

*Resolution 03-01, October 1, 2003  
Amended Resolution 023-09, 6/1/09*

E. Relatives – Hiring and Continued Employment of Relatives

It shall be the City's policy to not employ individuals in the same department in a supervisor/subordinate relationship who are members of the employee's immediate family. This includes temporary or part-time help. If a supervisor and subordinate marry or in any other way become members of the same immediate family, one of them must obtain employment in another department or sever employment with the City within six (6) months. If the situation still exists at the end of six (6) months, the subordinate shall be terminated from employment in the Department or City. This policy shall not apply to relationships existing prior to January 25, 1993.

F. Valid Driver's License

Any employee who is required to drive a City vehicle as a part of his employment must have a valid Missouri driver's or CDL license. A suspended, expired or revoked license will not be considered to be a valid license. Driving a City vehicle without a license or with a suspended or revoked license, will subject the employee to disciplinary action.

*Resolution 004-09, 1/05/09*



## STAFF REPORT

**TO:** Finance/Personnel Committee  
**FROM:** Kim Hubbard, City Clerk  
**DATE:** June 26, 2014  
**SUBJECT:** Payroll Services Contract

**Type of Item:** *Report*

**Background:** Staff has been looking at the options and benefits of outsourcing payroll. With less staff we see this as a way to lessen the load and free staff's time to concentrate on other aspects of their job. There have been three (3) companies that have been looked at, ADP, Paycor, and Paycom. ADP is no longer in the running as their pricing was out of range; Paycor and Paycom are both within budget.

**Review:** By outsourcing payroll this would give us the opportunity to have the payroll process more streamlined as well as the HR functions, many items are manually tracked right now. The new system would give employees access to their information online at any time and would simplify the process of requesting and gaining approval for time off for the employee as well as the approving supervisor.

The Human Resources Specialist position which is right now a part time position working on average 16 hours a week would not be filled and that would equate to a savings of \$24,000 per year and we would no longer need to pay for payroll software through INCODE another \$2,300 per year savings. Paycom and Paycor pricing is under \$30,000 per year. This includes the cost of leasing remote time clocks for a couple of facilities. Employees with access to a computer would log in at their computer; other departments would set up a PC for staff to log in and out at a central location.

The service would improve accuracy of the hours worked collection and entry process which is currently done in a way that is redundant and prone to human error. The system also simplifies the process scheduling and staffing control for the supervisors. The capabilities can also be expanded if we choose and the software is continuously updated by the service provider so no need to buy a system and pay for continued service in order to benefit from the updates.

The timeline for the implementation will be approximately twelve (12) weeks and we would anticipate beginning implementation in October, running parallel with our existing system for a couple of payrolls and switching to the new service entirely on 1/1/2015.

**Budget Impact:** Although the service is roughly the same cost as the savings we will experience, there are some onetime expenses that may require budget amendments in 2014 (less than \$5,000). We would include these amendments in the August midyear amendments.

**Recommendation:** Implementation will require training of all staff but the improvement in service we will see is worth that investment. Staff recommends approval to proceed with contract development for these services. The contract would be presented to the BOA for approval.

**C. Discussion Item (ID # 1458)**

Payroll Services Contract