



Board of Aldermen Request for Action

MEETING DATE: 4/7/2026

DEPARTMENT: Administration

AGENDA ITEM: Resolution 1571, Employee Compensation Plan Amendment

REQUESTED BOARD ACTION

A motion to approve Resolution 1571, adopting amendments to the Employee Compensation Plan.

SUMMARY

The Employee Compensation Plan sets the pay scale and includes job descriptions for all city positions.

With the recent approval of the Collective Bargaining Agreement for the Non-Supervisory Unit, staff recommends removing the Police Recruit Position from the pay scale. The position rate would be 5% below Step 1 of the Non-Supervisory Unit Step Plan. This change will help with recruitment as this is common practice in other municipalities that have a Police Recruit position.

PREVIOUS ACTION

The Plan is revised annually for adjustments and changes. The Plan was last revised on November 1, 2025.

POLICY OBJECTIVE

Recruitment & Retention

FINANCIAL CONSIDERATIONS

This compensation plan is included in the FY2026 Budget.

ATTACHMENTS

- | | |
|---|-----------------------------------|
| <input type="checkbox"/> Ordinance | <input type="checkbox"/> Contract |
| <input checked="" type="checkbox"/> Resolution | <input type="checkbox"/> Plans |
| <input type="checkbox"/> Staff Report | <input type="checkbox"/> Minutes |
| <input checked="" type="checkbox"/> Other Compensation Plan | |

RESOLUTION 1571

A RESOLUTION ADOPTING AMENDMENTS TO THE EMPLOYEE COMPENSATION PLAN

WHEREAS, the City of Smithville has adopted and set forth the compensation in the City of Smithville for regular employees hereby known as the Employee Compensation Plan; and

WHEREAS, City staff, in open and public discussions with the Board of Aldermen, has made recommendations to the Board regarding the modifications for the following items of the existing Employee Compensation Plan:

- Removal of the Police Recruit Position in the Pay Scale, and set the rate at 5% below Step 1 of the Non-Supervisory Unit Step Plan set in the Collective Bargaining Agreement

WHEREAS, the Board of Aldermen of the City of Smithville desires to adopt the changes to the existing Employee Compensation Plan which should be followed by the City in the administration of the City's personnel program; and

WHEREAS, the Board of Aldermen of the City of Smithville wish to restate that the plan as amended is not intended to be a contract between the City and its employees and does not create contractual rights for employees.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF SMITHVILLE, MISSOURI:

THAT the existing policies and procedures as amended are the policies and procedures which should be followed effective April 7, 2026 by the City in the administration of the City's personnel program.

PASSED AND ADOPTED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Smithville, Missouri, the 7th day of April 2026.

Damien Boley, Mayor

ATTEST:

Linda Drummond, City Clerk

Smithville Employee Salary Schedule

Revised April 7, 2026

Pay Grade	Recommended Title	Department	SALARY RANGE		
			Minimum	Market	Maximum
5			\$ 17.12	\$ 19.69	\$ 23.97
			\$ 35,614.08	\$ 40,956.19	\$ 49,859.71
10			\$ 19.12	\$ 21.98	\$ 26.77
			\$ 39,769.06	\$ 45,728.48	\$ 55,676.68
	Maintenance Worker I - Parks Maintenance Worker I - Public Works Administrative Assistant I - Public Works	Parks and Recreation PW PW			
15			\$ 20.65	\$ 23.74	\$ 28.91
			\$ 42,950.58	\$ 49,384.86	\$ 60,140.31
	Permit Technician Finance Specialist I Administrative Assistant II- Utilities O&M Technician/ Plant Operator I Senior Services Coordinator	Development Finance PW PW Parks and Recreation			
20			\$ 21.68	\$ 24.93	\$ 30.35
			\$ 45,087.42	\$ 51,854.10	\$ 63,131.89
	Police Administrative Assistant/Prosecutor Assistant Maintenance Worker II - Parks Maintenance Worker II- Public Works O&M Technician/ Plant Operator II Recreation Coordinator	Police Parks and Recreation PW PW Parks and Recreation			
25			\$ 22.76	\$ 26.17	\$ 31.87
			\$ 47,342.98	\$ 54,442.06	\$ 66,289.67
	Animal Control Officer	Police			
30			\$ 24.13	\$ 27.75	\$ 33.79
			\$ 50,192.11	\$ 57,718.55	\$ 70,278.45
	Code Inspector I	Development			
35			\$ 25.58	\$ 29.42	\$ 35.81
			\$ 53,207.43	\$ 61,184.99	\$ 74,480.91
	Building Inspector I Code Inspector II O&M Technician/ Plant Operator III Crew Leader -Public Works Crew Leader -Parks Engineering Technician I	Development Development PW PW Parks and Recreation PW			
40			\$ 27.11	\$ 31.17	\$ 37.95
			\$ 56,388.96	\$ 64,841.37	\$ 78,944.54
	Building Inspector II Finance Analyst Finance & Payroll Administrator IT / GIS Technician	Development Finance Finance Administration			
45			\$ 29.83	\$ 34.30	\$ 41.76
			\$ 62,039.73	\$ 71,346.87	\$ 86,850.87
	Building Inspector III Recreation Manager Engineering Technician II Parks & Facilities Manager	Development Parks and Recreation PW Parks and Recreation			
50			\$ 31.62	\$ 36.37	\$ 44.27
			\$ 65,767.33	\$ 75,644.30	\$ 92,074.27
	Assistant to the Public Works Director	PW			
55			\$ 34.78	\$ 40.00	\$ 48.70
			\$ 72,344.07	\$ 83,194.49	\$ 101,286.44
	Streets Superintendent Water Treatment Plant Manager Utilities Operations Manager	PW PW PW			
60			\$ 40.75	\$ 46.87	\$ 57.06
			\$ 84,764.20	\$ 97,488.50	\$ 118,679.55
	Police Captain	Police			
65			\$ 46.87		\$ 70.30
			\$ 97,488.50		\$ 146,232.75
	Assistant City Administrator Development Director Finance Director Parks and Recreation Director Police Chief Public Works Director	Administration Development Finance Parks and Recreation Police PW			

Assistant City Clerk Pay: 6%

Police Recruit: 5% below Step One of Non-Supervisory Agreement Step Plan