

MEETING DATE: 10/20/2026**DEPARTMENT:** Administration**AGENDA ITEM:** Resolution 1636, Employee Compensation Plan Amendment

REQUESTED BOARD ACTION

A motion to approve Resolution 1636, adopting amendments to the Employee Compensation Plan.

SUMMARY

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

The City conducted an internal market analysis comparing our compensation plan with surrounding communities in the Northland in May 2026. The communities included in the comparison were the following: Excelsior Springs, Gladstone, Kearney, Liberty, North Kansas City, Parkville and Riverside. The analysis showed:

- Pay Grades 5–35: Positions are averaging approximately 4.9% behind comparable positions.
- Pay Grades 40–60: Positions are generally on par with the market, with some trending ahead.
- Pay Grade 65-70 (including Police Captain position): Positions are averaging approximately 15% behind comparable positions.

Included in the packet is an updated pay grade schedule to be implemented in the first full pay period of the FY2027. Based on Board direction, the approval of the amended pay grade schedule includes the following adjustments:

- Pay Grades 5-35: 5.5%
- Pay Grades 40-60: 3.5%
- Pay Grades 65-70: 8.5%

Additionally, with Board direction staff had two position changes in the Compensation Plan to better reflect job duties and scope of responsibilities:

- Reclassification of IT/GIS Technician to IT/GIS Manager
- Re-title of Assistant City Administrator to Deputy City Administrator

This compensation plan is effective November 1, 2026 and will remain in effect until such time a subsequent compensation plan supersedes it. It is the policy of the City of Smithville to maintain fair and competitive salary ranges consistent with the economic constraints of the City and the labor market in which we compete to attract and retain qualified personnel at all levels of the organization.

PREVIOUS ACTION

The Plan is revised annually for adjustments and changes. The Plan was last revised in 2026.

POLICY OBJECTIVE

Recruitment & Retention

FINANCIAL CONSIDERATIONS

This compensation plan is included in the FY2027 Budget.

ATTACHMENTS

- | | |
|--|-----------------------------------|
| ☐ Ordinance | ☐ Contract |
| ☒ Resolution | ☐ Plans |
| ☐ Staff Report | ☐ Minutes |
| ☒ Other: Compensation Plan | |

RESOLUTION 1636

A RESOLUTION ADOPTING AMENDMENTS TO THE EMPLOYEE COMPENSATION PLAN

WHEREAS, the City of Smithville has adopted and set forth 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:

- Pay Grades 5-35: 5.5% pay range adjustment and increase to current employee salary
- Pay Grades 40-60: 3.5% pay range adjustment and increase to current employee salary
- Pay Grades 65-70: 8.5% pay range adjustment and increase to current employee salary
- Reclassification of IT/GIS Technician to IT/GIS Manager
- Re-title of Assistant City Administrator to Deputy City Administrator

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 are amended as set forth above and adopted as the policies and procedures which should be followed effective November 1, 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 20th day of October 2026.

Damien Boley, Mayor

ATTEST:

Linda Drummond, City Clerk

Smithville Employee Salary Schedule

Revised November 1, 2026

Pay Grade	Position Title	Department
5		
10		
	Maintenance Worker I - Parks	Parks and Recreation
	Maintenance Worker I - Public Works	Public Works
	Administrative Assistant I - Public Works	Public Works
15		
	Permit Technician	Development
	Finance Specialist I	Finance
	Administrative Assistant II- Utilities	Public Works
	O&M Technician/ Plant Operator I	Public Works
	Senior Services Coordinator	Parks and Recreation
20		
	Police Administrative Assistant/Prosecutor Assistant	Police
	Maintenance Worker II - Parks	Parks and Recreation
	Maintenance Worker II- Public Works	Public Works
	O&M Technician/ Plant Operator II	Public Works
	Recreation Coordinator	Parks and Recreation
25		
	Animal Control Officer	Police
30		
	Code Inspector I	Development
35		
	Building Inspector I	Development
	Code Inspector II	Development
	O&M Technician/ Plant Operator III	Public Works
	Crew Leader -Public Works	Public Works
	Crew Leader -Parks	Parks and Recreation
	Engineering Technician I	Public Works
40		
	Building Inspector II	Development
	Finance Analyst	Finance
	Finance & Payroll Administrator	Finance
45		
	Building Inspector III	Development
	Recreation Manager	Parks and Recreation
	Engineering Technician II	Public Works
	Parks & Facilities Manager	Parks and Recreation
50		
	IT / GIS Manager	Administration
55		
	Streets Superintendent	Public Works
	Water Treatment Plant Manager	Public Works
	Utilities Operations Manager	Public Works
60		
	Assistant Public Works Director	Public Works
65		
	Police Captain	Police
70		
	Deputy City Administrator	Administration
	Development Director	Development
	Finance Director	Finance
	Parks and Recreation Director	Parks and Recreation
	Police Chief	Police
	Public Works Director	Public Works

SALARY RANGE		
Minimum	Market	Maximum
\$ 18.06	\$ 20.77	\$ 25.29
\$ 37,572.85	\$ 43,208.78	\$ 52,602.00
\$ 20.17	\$ 23.19	\$ 28.24
\$ 41,956.35	\$ 48,243.54	\$ 58,738.89
\$ 21.79	\$ 25.05	\$ 30.50
\$ 45,312.86	\$ 52,101.02	\$ 63,448.03
\$ 22.87	\$ 26.30	\$ 32.02
\$ 47,567.23	\$ 54,706.07	\$ 66,604.15
\$ 23.56	\$ 27.09	\$ 32.99
\$ 48,999.99	\$ 56,347.53	\$ 68,609.81
\$ 24.98	\$ 28.72	\$ 34.97
\$ 51,948.83	\$ 59,738.70	\$ 72,738.20
\$ 26.99	\$ 31.03	\$ 37.78
\$ 56,133.84	\$ 64,550.16	\$ 78,577.36
\$ 28.60	\$ 32.89	\$ 40.04
\$ 59,490.35	\$ 68,407.64	\$ 83,286.49
\$ 31.47	\$ 36.19	\$ 44.05
\$ 65,451.91	\$ 75,270.95	\$ 91,627.67
\$ 33.36	\$ 38.37	\$ 46.70
\$ 69,384.54	\$ 79,804.74	\$ 97,138.35
\$ 36.00	\$ 41.40	\$ 50.40
\$ 74,876.11	\$ 86,106.30	\$ 104,831.47
\$ 42.18	\$ 48.51	\$ 59.05
\$ 87,730.94	\$ 100,900.60	\$ 122,833.34
\$ 44.22	\$ 50.85	\$ 61.91
\$ 91,969.15	\$ 105,775.02	\$ 128,767.31
\$ 50.85	\$ -	\$ 76.28
\$ 105,775.02		\$ 158,662.54

Assistant City Clerk Pay: 6%
Police Recruit: 5% below Step One of Non-Supervisory Agreement Step Plan