



City of Morgantown Pay Plan 2019-2020

In accordance with City Ordinance 18-22

TITLE	Base Hourly Rate
FLSA Exempt Employees:	
City Manager	67.37
Interim City Manager	59.17
Assistant City Manager	50.97
Police Chief	47.54
Finance Director	46.52
Airport Director	46.16
Fire Chief	43.32
City Engineer	43.32
Public Works Director	43.32
Development Services Director	43.32
Director of Code Enforcement	43.32
Director Human Resources	38.58
Deputy Chief of Police	34.84

City Clerk	32.84
Financial Reporting Manager	31.31
Revenue Manager	29.59
Planner III	29.51
Asst. City Engineer	29.48
Manager of Code Enforcement	28.62
Urban Landscape Director	26.90
Communications Manager	26.65
IT Manager	26.65
Staff Engineer	26.55
Traffic Engineer	25.90
GIS Analyst	26.27
Director of Arts & Cultural Development	29.81
Grant Writer/Administrator	25.38
Municipal Court Clerk	21.36
Deputy Municipal Court Clerk	20.00
Municipal Court Judge - Part Time	25,968.80(annual salary)

FLSA Nonexempt Employees:

Superintendent II	23.67
IT Tech Specialist	22.29
Arborist	21.68

Commercial Building Inspector I	21.66
Commercial Building Inspector II	22.41
Commercial Building Inspector III	23.16
Electrical Inspector I	21.91
Electrical Inspector II	22.66
Electrical Inspector III	23.41
Executive Assistant of City Manager	21.79
Equip. Operators	20.80
Superintendent I	20.80
Compliance Manager	20.80
Payroll Manager	20.80
Staff Services Commander	20.49
Master Mechanic	19.67
FBO Manager	18.62
Housing Inspector I	18.47
Zoning Compliance Inspector	18.47
Housing Inspector II	18.72
Housing/Permit Specialist I	18.47
Housing/Permit Specialist II	18.72
Accounting Clerk 4	18.62
Equip Operator (Airport)	18.62
Truck Driver	18.62

Exec. Secretary	18.62
Technician II - Maintenance	18.62
CIV Unit Supervisor	18.62
Secretary IV	18.26
Deputy Clerk	17.73
Property Maintenance Inspector	17.72
Residential Building Inspector I	19.22
Residential Building Inspector II	19.97
Residential Building Inspector III	20.72
Mechanic	18.62
Secretary III	16.92
Tech II (Airport)	16.92
Admin. Assistant/Business Licensing Clerk	16.92
Rental Housing Tech	16.92
Accounting Clerk III	16.92
Technician II(Evidence)	16.92
Technician II (Signs & Signals)	16.92
Counter Clerk II	16.43
Accounting Clerk II	16.11
Secretary II	16.11
Counter Clerk I	16.11
Skilled Laborer	16.11

Public Works Coord.	16.11
Accounting Clerk I	15.38
Communication Specialist	15.38
Building Maint. Custodian	15.38
Secretary I	15.38
Horticulture Laborer	15.38
Laborer	15.38
Clerk	15.38
Fellowship– City Manager’s Office	15.00
Intern - Engineering	10.50
Intern – Public Communications	10.50
Videographer	11.50
Intern – Urban Landscape	11.00
Intern – Municipal Court	10.00
Summer Weed Crew (9.00 per hour)	

Fire Department (based on 2912 Hours/Year)

Captain	17.48
Lieutenant	16.26
FFFC	14.44
FF	13.66
Apprentice FFII	13.31
Apprentice FFI	13.11

Recruit	12.85
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Probationary FF	12.71
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Fire Department (based on 2080 Hours/Year)

Captain	28.00
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Lieutenant	26.01
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FFFC	23.12
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Police Department

Captain (PD)	33.44
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Lieutenant	29.12
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First Sergeant	27.01
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Sergeant (PD)	25.18
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Police Officer First Class	23.08
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Police Officer	21.93
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Probationary Police Officer	19.90
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Longevity Pay

Longevity pay will be granted to regular full-time employees according to the following schedule. One half the longevity pay will be granted to regular part-time employees.

Continuous Years of Service	Yearly Amount
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3	204.60
5	511.01
7	817.40
9	1,212.31
11	1,542.71
13	2,093.83
15	2,644.92
17	2,975.75
19	3,306.14
21	3,636.56
23	3,967.32
25	4,297.75
27	4,628.56
29+	4,958.99

Shift Differential

Establishment of Rate

For each hour worked by a City employee on the afternoon shift as defined in the City Personnel Rules, the employee shall be paid, in addition to the other compensation for work performed, the amount of sixty-seven (67) cents.

For each hour worked by a City employee on the evening shift as defined in the City Personnel Rules, the employee shall be paid, in addition to all other compensation for work performed, the amount of one-dollar and eleven cents (\$1.11)

Shift Differential - Afternoon	0.67
Shift Differential - Evening	1.11

Hazardous Duty Pay

There is a continuance of the hazardous duty pay differential for all fire and police civil service employees, as well as the Police Chief. In addition to their regular hours rates of pay, all fire civil service employees (excluding those who work standard 8 hour shifts, five days per week) shall receive an additional .79 cents per hour; those fire civil service employees who work standard eight hour shifts six days a week shall receive an additional \$1.17 per hour; and all police civil service employees and the Police Chief shall receive an additional \$1.17 per hour.

Special Supervision Differential

There is a continuance of a supervision pay differential. For this budget year the amount will be \$1.09 per hour for employees where the primary duty is the supervision of prisoners from the Federal Correction Institute or other like entity for a full 8-hour shift. Supervisors will authorize employees to receive the additional pay for the supervision of the prisoner, but lunch periods remain unpaid.

Certifications:

Code Department: Incentive Compensation at .25 per hour for each passed certification test.

Public Works: Incentive Compensation at 1.75 per hour for obtaining CDL.

March 30, 2020