

****ATTENTION****

The City Council meeting will be held in a hybrid format that may include both in-person AND virtual attendance via Zoom. Unless they have cause to appear virtually, Councilmembers will attend the meeting in person in Council Chambers, second floor of City Hall, 220 N. 27th Street. In order to honor the Right of Participation and the Right to Know in Article II, Sections 8 and 9, of the Montana Constitution, the City of Billings and City Council are making every effort to meet the requirements of the open meeting laws.

Citizens are invited to:

- . Review the Agenda Packet on the City's website at: www.billingsmt.gov and click on "Your Government," "City Council," and "Agendas & Minutes".
- . View the meeting:
 - . On Community 7 TV - Channel 7 or Channel 507 -- Spectrum Cable. *(On evenings when there is a conflict with School District No. 2 Board meetings, the City Council meeting will be broadcast on Channel 8 - Spectrum Cable.)* Channel 7 or Channel 978 - TDS Fiber.
 - . Online at www.comm7tv.com and click on the "Watch Live" icon. Community 7 also has links to their Facebook page and YouTube channel.
 - . On the City's website at www.billingsmt.gov and click on "Watch Meetings Online" on the homepage.
 - . In-Person.

Citizens may submit public comment via the following methods:

- . Mail: City Clerk, P.O. Box 1178, Billings, MT 59103
- . Email: Council@billingsmt.gov.
 - . Emails received after 3:00 PM on the day of the meeting, may be posted on the Council's webpage the following day for public viewing.
- . Attend the meeting in person

Please contact Denise Bohlman, City Clerk, at bohlmand@billingsmt.gov, or at 406.657.8210, with any questions.



VISION STATEMENT:
"The Magic City: A diverse,
welcoming community
where people prosper and
business succeeds."

**WORK SESSION AGENDA
SEPTEMBER 16, 2024**

COUNCIL CHAMBERS

5:30 P.M.

CALL TO ORDER: Mayor Cole

PUBLIC COMMENT ON ALL ITEMS. This is the time to comment on any matter (Agenda or Non-Agenda) falling within the scope of the Billings City Council. There will also be time in conjunction with each agenda item for public comment relating to that item. You may only speak once for each item during the meeting.

Please note, the City Council cannot take action on any item of significant interest to the public that does not appear on the agenda. Comments are limited to three (3) minutes during each public comment period or as set by the Mayor. **Speaker sign-in required.** Please sign the roster at the cart located at the back of the Council chambers or at the podium.

1. 2021 International Fire Code Adoption.

-Public Comment

2. Employee Pay Discussion (CM Kennedy Initiative).

-Public Comment

HIGHLIGHT UPCOMING AGENDA ITEMS OF COUNCIL INTEREST:

COUNCIL DISCUSSION:

PUBLIC COMMENT on "NON-AGENDA ITEMS". Speaker Sign-in required. *(Restricted to ONLY items not on this printed agenda. Comments are limited to 3 minutes or as set by the Mayor. Please sign the roster at the cart located at the back of the Council chambers or at the podium.)*

ADJOURN:

Note:

- This meeting is an "informal" meeting of the City Council. The content of the Agenda is subject to change at the meeting.
- In the event there is a Closed Executive Session, the sole purpose is to discuss litigation strategy. The other parties to the case(s) discussed are not public bodies or associations as described in Section 2-3-203(1) and (2), MCA. The meeting is closed, as allowed by Section 2-3-203(4) (a), MCA, "to discuss a strategy to be followed with respect to litigation when an open meeting would have a detrimental effect on the litigating position" of the City of Billings.

City Council Work Session

Date: 09/16/2024
Title: 2021 International Fire Code Adoption
Presented by: Jaime Fender, Assistant Fire Marshal
Department: Fire
Presentation: Yes
Legal Review: Yes
Project Number: N/A

RECOMMENDATION

The Billing's Fire Department, Building Department, general construction and building contractors, and fire protection specialists recommend the approval of the 2021 International Fire Code (IFC).

BACKGROUND (Consistency with Adopted Plans and Policies, if applicable)

The State of Montana adopted the 2021 Edition of the International Fire Code (IFC) on March 11, 2023. The 2021 Edition of the International Building Code was adopted by the City of Billings on September 1st, 2022. The IFC is considered a companion code created by the International Code Council that is designed to work in unison with other I-Codes (plumbing code, Mechanical Code, Fuel Gas Code, Etc). All I-codes adopted by the City of Billings are using the 2021 Edition, except the IFC.

STAKEHOLDERS

The stakeholders for adopting the 2021 Edition of IFC are the City of Billing's Fire Department, Billing's Building Department, fire protection system designers and contractors, general contractors, building and fire protection plan reviewers.

ALTERNATIVES

The City Council may choose from two model fire codes in the United States to adopt; Uniform Fire Code (NFPA1/UFC) and the International Fire Code.

The Pros and Cons to the adoption of either code have been analyzed and are presented for the City Council as follows:

Alternative 1- Adoption of the 2021 IFC (recommended)

Pros:

The IFC is a "companion code" and directly correlates with the International Building Code that is adopted throughout the state and in the City of Billings.

Private industry, including architects and engineers, support the adoption of the IFC.

Fire prevention bureau staff is prepared to implement the 2021 IFC immediately.

The fire department has already purchased the 2021 IFC code books for staff.

The State Fire Marshal's Office has already adopted the 2021 IFC.

Adoption of the 2021 IFC will keep the city consistent with state law.

Cons: None

Alternative 2

Adoption of the 2021 Uniform Fire Code

Pros: None

Cons:

NFPA1/UFC is not a "companion code" to the International Codes which control most of the construction in this state. Adoption of a non-companion fire code would decrease staff's effectiveness, increase building plan review times, and cause confusion with architects and engineers concerning fire code requirements.

Adoption of a non-companion fire code would cause inconsistencies between the building and fire codes.

FISCAL EFFECTS

There is no significant financial impact of adopting the 2021 IFC. 2021 IFC books have already been purchased.

SUMMARY

Present the 2021 International Fire Code adoption with State of Montana and City of Billings's amendments to City Council Work Session. 2021 Fire Code adoption can then be presented for Public Hearing and 1st Reading Ordinance.

State of Montana 2021 Fire Code Adoption

<https://rules.mt.gov/browse/collections/aec52c46-128e-4279-9068-8af5d5432d74/policies/3bc741e2-2367-4657-be3f-cbb026e8746>

2021 IFC

<https://codes.iccsafe.org/content/IFC2021P2>

Attachments

Redline Memo Attachment
Proposed 14-301 BMCC
Current 14-301 BMCC

Sec. 14-301. - Adoption by reference of the 2021 edition of the International Fire Code.

- (a) The International Fire Code, 2021 edition, including Appendices "B", "C", "E", "F", "G", "I", as published by the International Code Council, is adopted by reference as the fire code of the city. It regulates and governs the safeguarding of life and property from fire and explosion hazards arising from the storage, handling and use of hazardous substances, materials and devices, and from conditions hazardous to life or property in the occupancy of buildings and premises as herein provided; provides for the issuance of permits and collection of fees therefore; and each and all of the regulations, provisions, penalties, conditions and terms of said fire code on file in the office of the city clerk are hereby referred to, adopted, and made a part hereof, as if fully set out, with the additions, insertions, deletions and changes, if any, set by ordinance.
- (b) The following sections of the Fire Code are hereby amended as follows:

Section 101.1 Title. Insert: [City of Billings, Montana] so that such section shall read as follows:

"101.1 Title. These regulations shall be known as the Fire Code of the City of Billings, Montana, hereinafter referred to as "this code."

Section 111 Means Of Appeals. Delete: Entire section.

Section 112.4 Violation penalties. Insert: [Misdemeanor, \$500.00, 6 months] so that such section shall read as follows:

"112.4 Violation penalties. Persons who shall violate a provision of this code or shall fail to comply with any of the requirements thereof or who shall erect, install, alter, repair or do work in violation of the approved construction documents or directive of the fire code official, or of a permit or certificate used under provisions of this code, shall be guilty of a misdemeanor, punishable by a fine of not more than \$500.00 or by imprisonment not exceeding 6 months, or both such fine and imprisonment. Each day that a violation continues after due notice has been served shall be deemed a separate offense."

Section 11.4 Failure to comply. Insert: [not less than \$100.00 or more than \$500.00] so that such section shall read as follows:

"113.4 Failure to comply. Any person who shall continue any work after having been served with a stop work order, except such work as that person is directed to

perform to remove a violation or unsafe condition, shall be liable to a fine of not less than \$100.00 or more than \$500.00."

Section 202 GENERAL DEFINITIONS is amended by adding or modifying the following definitions:

BUILDING OFFICIAL

"The Chief of the Building and Commercial Measurements

FARM

“

NATIONALLY RECOGNIZED STANDARDS

“

OCCUPANCY CLASSIFICATION Group E, day care facilities

“This group includes buildings and structures or portions thereof occupied by more than five children older than 2 ½ years of age who receive educational, supervision or personal care services for less than 24 hours per day.

(A) Fifteen or fewer children.

(B) Fifteen or fewer children in a dwelling unit.

(C) Within places of worship. Rooms and spaces within places of worship providing such care during religious functions shall be classified as part of the primary occupancy.”

RANCH

RURAL AREA

“

307.2 Permit required. Delete: [recognized silvicultural or range or wildlife management practices, prevention or control of disease or pests, or a bonfire. Application for such approval shall only be presented by and permits issued to the owner of the land upon which the fire is to be kindled.], Insert:-[approved agricultural and rural burning, , bonfires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits

issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person.] so that such section shall read as follows:

"307.2 Permit required. A permit shall be obtained from the fire code official in accordance with Section 105 prior to kindling a fire for approved agricultural and rural burning, bon fires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person."

Section 307.3 Extinguishment authority. Insert: [recreational fires, bon fires, portable outdoor fireplaces, or], Delete: [open], [open] so that such section shall read as follows:

"307.3 Extinguishment authority. When recreational fires, bon fires, portable outdoor fireplaces, or open burning creates or adds to a hazardous situation, or a required permit for burning has not been obtained, the fire code official is authorized to order the extinguishment of the burning operation.

Section 311.6 Unoccupied tenant spaces in mall buildings. and 3 are

Section 319.10.3 Fuel gas systems. section.

Section 405.3

Section 903.2.1.7 Multiple fire areas.

Section 903.2.4.2 Group F-1 distilled spirits

Section 903.2.8 Group R.

“

903.2.8 Group R.

1. An approved automatic sprinkler system installed in accordance with Section 903.3 shall be provided in all Group R buildings meeting any of the following criteria:

- a. 9 or more transient guests or 5 or more transient guestrooms
- b. 9 or more occupants in other than dwelling units;
- c. 5 or more dwelling units; or
- d. more than 2 stories

2. In lieu of the above required automatic sprinkler system in buildings not more than three stories above the lowest level of exit discharge, each transient guestroom may be provided with at least one door leading directly to an exterior exit access that leads directly to approved exits.

3. Transient guest for the purpose of this subsection shall mean an occupant who is primarily transient in nature, staying at one location for 30 days or less.

4. The requirements for automatic sprinkler systems for R-4 occupancies are found in ARM 24.301.146."

Section 903.2.9.

Section 903.3.5 Water Supplies. Insert: [A minimum safety factor of 10% but not less than 5 psi shall be provided in any automatic sprinkler system hydraulic calculation.] so that such section shall read as follows:

" 903.3.5 Water supplies. "Water supplies for *automatic sprinkler systems* shall comply with this section and the standards referenced in Section 903.3.1. The potable water supply shall be protected against backflow in accordance with the requirements of this section and the *International Plumbing Code*. For connections to public waterworks systems, the water supply test used for design of fire protection systems shall be adjusted to account for seasonal and daily pressure fluctuations based on information from the water supply authority and as approved by the

Section 907.6.6 Monitoring. and [When required by the fire code official, non-required fire alarm systems shall be monitored by an approved supervising station in accordance with NFPA 72 and this code.] so that such section shall read as follows:

"907.6.6 Monitoring. Fire alarm systems required by this chapter or by the International Building Code shall be monitored by an approved supervising station in accordance with NFPA 72. Fire alarm communicators or transmitters using IP (Internet Protocol) technology shall not be used as the primary means of communication and when used as a secondary means of communication shall meet the 60-minute supervision requirements in Section 26.6.3.3 of NFPA 72. When required by the fire code official, non-required fire alarm systems shall be monitored by an approved supervising station in accordance with NFPA 72 and this code.

Exception: Monitoring by a supervising station is not required for:

1. Single- and multiple-station smoke alarms required by Section 907.2.11.
2. Smoke detectors in Group I-3 occupancies.
3. Automatic sprinkler systems in one- and two-family dwellings.

Section 1020.

Section

Section

Section

Section 2306.2.1 Underground tanks. Delete: [Chapter 57], Insert: [Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)] so that such section shall read as follows:

"2306.2.1 Underground tanks. Underground tanks for the storage of Class I, II and IIIA liquid fuels shall comply with Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)."

Section 2306.7.9 Vapor-recovery and vapor-processing systems. Delete: Entire section

Section 5606.5.2. Storage. Delete: [Sections 5606.5.2.1 through 5606.5.2.3], Insert: [Section 5606.5.2.2 and MCA 50-61-121] so that such section shall read as follows:

"5606.5.2. Storage. Storage of small arms ammunition components shall comply with Section 5606.5.2.2 and MCA 50-61-121."

(c) That the geographic limits referred to in certain sections of the 2021 International Fire Code are hereby established as follows:

"Section 5704.2.9.6.1 Locations where above-ground tanks are prohibited. Storage of Class I and II liquids in above-ground tanks outside of buildings is prohibited within the limits established by the City of Billings Zoning Code."

"Section 5706.2.4.4 Locations where above-ground tanks are prohibited. The storage of Class I and II liquids in above-ground tanks is prohibited within the limits established by the City of Billings Zoning Code."

"Section 5806.2 Limitations. Storage of flammable cryogenic fluids in stationary containers outside of buildings is prohibited within the limits established by the City of Billings Zoning Code."

"Section 6104.2 Maximum capacity within established limits. For the protection of heavily populated or congested areas, the storage of liquefied petroleum gas shall not exceed the aggregate capacity of 2,000 gallons for any one installation. Storage of liquefied petroleum gas in above-ground tanks outside of buildings is restricted within the limits established by the City of Billings Zoning Code."

Sec. 14-301. - Adoption by reference of the 2021 edition of the International Fire Code.

- (a) The International Fire Code, 2021 edition, including Appendices "B", "C", "E", "F", "G", "I", as published by the International Code Council, is adopted by reference as the fire code of the city. It regulates and governs the safeguarding of life and property from fire and explosion hazards arising from the storage, handling and use of hazardous substances, materials and devices, and from conditions hazardous to life or property in the occupancy of buildings and premises as herein provided; provides for the issuance of permits and collection of fees therefore; and each and all of the regulations, provisions, penalties, conditions and terms of said fire code on file in the office of the city clerk are hereby referred to, adopted, and made a part hereof, as if fully set out, with the additions, insertions, deletions and changes, if any, set by ordinance.
- (b) The following sections of the Fire Code are hereby amended as follows:

Section 101.1 Title. Insert: [City of Billings, Montana] so that such section shall read as follows:

"101.1 Title. These regulations shall be known as the Fire Code of the City of Billings, Montana, hereinafter referred to as "this code."

Section 111 Means Of Appeals. Delete: Entire section.

Section 112.4 Violation penalties. Insert: [Misdemeanor, \$500.00, 6 months] so that such section shall read as follows:

"112.4 Violation penalties. Persons who shall violate a provision of this code or shall fail to comply with any of the requirements thereof or who shall erect, install, alter, repair or do work in violation of the approved construction documents or directive of the fire code official, or of a permit or certificate used under provisions of this code, shall be guilty of a misdemeanor, punishable by a fine of not more than \$500.00 or by imprisonment not exceeding 6 months, or both such fine and imprisonment. Each day that a violation continues after due notice has been served shall be deemed a separate offense."

Section 113.4 Failure to comply. Insert: [not less than \$100.00 or more than \$500.00] so that such section shall read as follows:

"113.4 Failure to comply. Any person who shall continue any work after having been served with a stop work order, except such work as that person is directed to perform to remove a violation or unsafe condition, shall be liable to a fine of not less than \$100.00 or more than \$500.00."

Section 202 GENERAL DEFINITIONS is amended by adding or modifying the following definitions:

BUILDING OFFICIAL is modified to read:

"The Chief of the Building and Commercial Measurements Bureau of the Department of Labor and Industry or, when made applicable by statute or rule, the building official of the City of Billings, Montana or the building official of Yellowstone County, Montana."

FARM is added and defined as: "A tract of land devoted to agricultural purposes."

FIRE DEPARTMENT is added and defined as:

"Governmental fire agencies. Any fire department organized under Montana law under the jurisdiction of a city, county, state, fire district, or fire service area."

NATIONALLY RECOGNIZED STANDARDS is added and defined as:

"Includes, but is not limited to, any of the standards referenced in: NFPA; IFC 2021 edition, Underwriters Laboratories Inc. (UL); American Petroleum Institute (API); American Society for Testing and Materials (ASTM); and American National Standards Institute (ANSI)."

OCCUPANCY CLASSIFICATION Group E, day care facilities is modified to read:

"This group includes buildings and structures or portions thereof occupied by more than five children older than 2 ½ years of age who receive educational, supervision or personal care services for less than 24 hours per day.

(A) Fifteen or fewer children. A facility having fifteen or fewer children receiving such care shall be classified as part of the primary occupancy.

(B) Fifteen or fewer children in a dwelling unit. A facility such as the above within a dwelling unit and having fifteen or fewer children receiving such care shall be classified as a Group R-3 occupancy or shall comply with the *International Residential Code*.

(C) Within places of worship. Rooms and spaces within places of worship providing such care during religious functions shall be classified as part of the primary occupancy."

RANCH is added and defined as: "A tract of land devoted to agricultural purposes."

RURAL AREA is added and defined as:

"Those areas located three miles or more beyond (outside) the corporate limits of a Class 1 or Class 2 city, as defined in 7-2-4111, MCA, when the Class 3 city's population is more than 1,500 residents. In the case of any unincorporated place, city, or community, or town, the unincorporated place, city, community, or town, the unincorporated place, city, community, or town will be considered rural if it has a

population of less than 1,500 and a density of less than 800 persons per square mile, according to the most recent U.S. census.”

Section 307.2 Permit required. Delete: [recognized silvicultural or range or wildlife management practices, prevention or control of disease or pests, or a bonfire. Application for such approval shall only be presented by and permits issued to the owner of the land upon which the fire is to be kindled.], Insert:-[approved agricultural and rural burning, , bon fires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person.] so that such section shall read as follows:

"307.2 Permit required. A permit shall be obtained from the fire code official in accordance with Section 105 prior to kindling a fire for approved agricultural and rural burning, bon fires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person."

Section 307.3 Extinguishment authority. Insert: [recreational fires, bon fires, portable outdoor fireplaces, or], Delete: [open], [open] so that such section shall read as follows:

"307.3 Extinguishment authority. When recreational fires, bon fires, portable outdoor fireplaces, or open burning creates or adds to a hazardous situation, or a required permit for burning has not been obtained, the fire code official is authorized to order the extinguishment of the burning operation.

Section 311.6 Unoccupied tenant spaces in mall buildings. Items 2 and 3 are deleted.

Section 319.10.3 Fuel gas systems. Delete: Entire section.

Section 405.3 Frequency. Delete section and replace with: "Frequency. Required emergency evacuation drills shall be held at the intervals specified in 20-1-402, MCA. There must be at least eight emergency evacuation/disaster drills held a year in a school. At least four of the drills must be fire exit drills. Drills must be held at different hours of the day or evening to avoid distinction between drills and actual disasters." In Table 405.3, delete the word "monthly" from the Frequency column, applicable to Group E, and replace with "20-1-402, MCA."

Section 903.2.1.7 Multiple fire areas. Delete: Entire section.

Section 903.2.4.2 Group F-1 distilled spirits. Amend by adding the following paragraph: "Exception: An automatic sprinkler system is not required where a Group F-1 fire area used for the manufacture of distilled spirits is not more than one story above-grade plane, and not exceeding 2,500 square feet."

Section 903.2.8 Group R. Delete subsection 903.2.8 and replace with the following:

“903.2.8 Group R.

1. An approved automatic sprinkler system installed in accordance with Section 903.3 shall be provided in all Group R buildings meeting any of the following criteria:

- a. 9 or more transient guests or 5 or more transient guestrooms
- b. 9 or more occupants in other than dwelling units;
- c. 5 or more dwelling units; or
- d. more than 2 stories

2. In lieu of the above required automatic sprinkler system in buildings not more than three stories above the lowest level of exit discharge, each transient guestroom may be provided with at least one door leading directly to an exterior exit access that leads directly to approved exits.

3. Transient guest for the purpose of this subsection shall mean an occupant who is primarily transient in nature, staying at one location for 30 days or less.

4. The requirements for automatic sprinkler systems for R-4 occupancies are found in ARM 24.301.146."

Section 903.2.9.4 Group F-1 upholstered furniture or mattresses. is amended to include: "Exception: An automatic sprinkler system is not required where a Group S1 fire area used for the bulk storage of distilled spirits or wine is not more than one story above grade plane, and not exceeding 2,500 square feet."

Section 903.3.5 Water Supplies. Insert: [A minimum safety factor of 10% but not less than 5 psi shall be provided in any automatic sprinkler system hydraulic calculation.] so that such section shall read as follows:

" 903.3.5 Water supplies. "Water supplies for *automatic sprinkler systems* shall comply with this section and the standards referenced in Section 903.3.1. The potable water supply shall be protected against backflow in accordance with the requirements of this section and the *International Plumbing Code*. For connections to public waterworks systems, the water supply test used for design of fire protection systems shall be adjusted to account for seasonal and daily pressure fluctuations based on information from the water supply authority and as approved by the *fire code official*. A minimum safety factor of 10% but not less than 5 psi shall be provided in any automatic sprinkler system hydraulic calculation."

Section 907.6.6 Monitoring. Insert Fire alarm communicators or transmitters using IP (Internet Protocol) technology shall not be used as the primary means of communication and when used as a secondary means of communication shall meet the 60-minute supervision requirements in Section 26.6.3.3 of NFPA 72., and [When required by the fire code official, non-required fire alarm systems shall be monitored by an approved

supervising station in accordance with NFPA 72 and this code.] so that such section shall read as follows:

"907.6.6 Monitoring. Fire alarm systems required by this chapter or by the International Building Code shall be monitored by an approved supervising station in accordance with NFPA 72. Fire alarm communicators or transmitters using IP (Internet Protocol) technology shall not be used as the primary means of communication and when used as a secondary means of communication shall meet the 60-minute supervision requirements in Section 26.6.3.3 of NFPA 72. When required by the fire code official, non-required fire alarm systems shall be monitored by an approved supervising station in accordance with NFPA 72 and this code.

Exception: Monitoring by a supervising station is not required for:

1. Single- and multiple-station smoke alarms required by Section 907.2.11.
2. Smoke detectors in Group I-3 occupancies.
3. Automatic sprinkler systems in one- and two-family dwellings.

Section 1020.2 Construction and Table 1020.2 are amended as stated in ARM 24.301.146 (20) and as may be amended from time to time.

Section 1030.1 General is amended as stated in ARM 24.301.146 (22) and as may be amended from time to time.

Section 1103.5 Sprinkler Systems Delete: entire section.

Section 2006.3 Construction of aircraft-fueling vehicles and accessories. Change NFPA 407 to NFPA 407-12.

Section 2306.2.1 Underground tanks. Delete: [Chapter 57], Insert: [Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)] so that such section shall read as follows:

"2306.2.1 Underground tanks. Underground tanks for the storage of Class I, II and IIIA liquid fuels shall comply with Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)."

Section 2306.7.9 Vapor-recovery and vapor-processing systems. Delete: Entire section.

Section 5606.5.2. Storage. Delete: [Sections 5606.5.2.1 through 5606.5.2.3], Insert: [Section 5606.5.2.2 and MCA 50-61-121] so that such section shall read as follows:

"5606.5.2. Storage. Storage of small arms ammunition components shall comply with Section 5606.5.2.2 and MCA 50-61-121."

(c) That the geographic limits referred to in certain sections of the 2021 International Fire Code are hereby established as follows:

"Section 5704.2.9.6.1 Locations where above-ground tanks are prohibited. Storage of Class I and II liquids in above-ground tanks outside of buildings is prohibited within the limits established by the City of Billings Zoning Code."

"Section 5706.2.4.4 Locations where above-ground tanks are prohibited. The storage of Class I and II liquids in above-ground tanks is prohibited within the limits established by the City of Billings Zoning Code."

"Section 5806.2 Limitations. Storage of flammable cryogenic fluids in stationary containers outside of buildings is prohibited within the limits established by the City of Billings Zoning Code.

"Section 6104.2 Maximum capacity within established limits. For the protection of heavily populated or congested areas, the storage of liquefied petroleum gas shall not exceed the aggregate capacity of 2,000 gallons for any one installation. Storage of liquefied petroleum gas in above-ground tanks outside of buildings is restricted within the limits established by the City of Billings Zoning Code."

ARTICLE 14-300. FIRE PREVENTION CODE

Sec. 14-301. Adoption by reference of the 2012 edition of the International Fire Code.

(a) The International Fire Code, 2012 edition, including Appendices "B", "C", and "I" as published by the International Code Council, is adopted by reference as the fire code of the city. It regulates and governs the safeguarding of life and property from fire and explosion hazards arising from the storage, handling and use of hazardous substances, materials and devices, and from conditions hazardous to life or property in the occupancy of buildings and premises as herein provided; provides for the issuance of permits and collection of fees therefore; and each and all of the regulations, provisions, penalties, conditions and terms of said fire code on file in the office of the city clerk are hereby referred to, adopted, and made a part hereof, as if fully set out, with the additions, insertions, deletions and changes, if any, set by ordinance.

(b) The following sections of the Fire Code are hereby amended as follows:

Section 101.1 Title. Insert: [City of Billings, Montana] so that such section shall read as follows:

"101.1 Title. These regulations shall be known as the Fire Code of the City of Billings, Montana, hereinafter referred to as "this code."

105.6.30 Open burning. Delete Exception so that such section shall read as follows:

"105.6.30 Open burning. An operational permit is required for the kindling or maintaining of an open fire or a fire on any public street, alley, road, or other public or private ground. Instructions and stipulations of the permit shall be adhered to."

Section 108 Board Of Appeals. Delete: Entire section including 108.1, 108.2, and 108.3.

Section 109.4 Violation penalties. Insert: [Misdemeanor, \$500.00, 6 months] so that such section shall read as follows:

"109.4 Violation penalties. Persons who shall violate a provision of this code or shall fail to comply with any of the requirements thereof or who shall erect, install, alter, repair or do work in violation of the approved construction documents or directive of the fire code official, or of a permit or certificate used under provisions of this code, shall be guilty of a misdemeanor, punishable by a fine of not more than \$500.00 or by imprisonment not exceeding 6 months, or both such fine and imprisonment. Each day that a violation continues after due notice has been served shall be deemed a separate offense."

Section 111.4 Failure to comply. Insert: [not less than \$100.00 or more than \$500.00] so that such section shall read as follows:

"111.4 Failure to comply. Any person who shall continue any work after having been served with a stop work order, except such work as that person is directed to perform to remove a violation or unsafe condition, shall be liable to a fine of not less than \$100.00 or more than \$500.00."

Section 202 GENERAL DEFINITIONS. RECREATIONAL FIRE. Delete: [3 feet (914mm)],
Insert: [4 feet (1219mm)] so that such section shall read as follows:

RECREATIONAL FIRE. An outdoor fire burning materials other than rubbish where the fuel being burned is not contained in an incinerator, outdoor fireplace, portable outdoor fireplace, barbeque grill or barbeque pit and has a total fuel area of 4 feet (1219mm) or less in diameter and 2 feet (610 mm) or less in height for pleasure, religious, ceremonial, cooking, warmth or similar purposes.

307.2 Permit required. Delete: [recognized silvicultural or range or wildlife management practices, prevention or control of disease or pests, or a bonfire. Application for such approval shall only be presented by and permits issued to the owner of the land upon which the fire is to be kindled.], Insert: [approved agricultural burning, recreational fires, bon fires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person.] so that such section shall read as follows:

"307.2 Permit required. A permit shall be obtained from the fire code official in accordance with Section 105.6 prior to kindling a fire for approved agricultural burning, recreational fires, bon fires, and open burning conducted by government agencies subject to the approval of the fire code official. Application for such approval shall only be presented by and permits issued to the owner or lessee of the land upon which the fire is to be kindled or a responsible person."

307.3 Extinguishment authority. Insert: [recreational fires, bon fires, portable outdoor fireplaces, or], Delete: [open], [open] so that such section shall read as follows:

"307.3 Extinguishment authority. When recreational fires, bon fires, portable outdoor fireplaces, or open burning creates or adds to a hazardous situation, or a required permit for burning has not been obtained, the fire code official is authorized to order the extinguishment of the burning operation.

Section 603.4 Portable unvented heaters. Delete Exceptions 1 and 2 to Section 603.4, so that such section shall read as follows:

"603.4 Portable unvented heaters. Portable unvented fuel-fired heating equipment shall be prohibited in occupancies in Groups A, E, I, R-1, R-2, R-3 and R-4."

Section 903.2.8 Group R. Delete entire section including 903.2.8, 903.2.8.1, and 903.2.8.2. Insert the following language so that such section shall read as follows:

"903.2.8 Group R. An approved automatic sprinkler system installed in accordance with Section 903.3 shall be provided in all Group R buildings meeting any of the following criteria:

- a. 9 or more transient guests or 5 or more transient guestrooms;
- b. 9 or more occupants in other than dwelling units;
- c. 5 or more dwelling units; or

d. more than 2 stories.

In lieu of the above required automatic sprinkler system in buildings not more than three stories above the lowest level of exit discharge, each transient guestroom may be provided with at least one door leading directly to an exterior exit access that leads directly to approved exits.

Transient guest for the purpose of this subsection shall mean an occupant who is primarily transient in nature, staying at one location for 30 days or less.

The requirements for automatic sprinkler systems for R-4 occupancies are found in ARM 24.301.146."

903.3.5 Water Supplies. Insert: [A minimum safety factor of 10% but not less than 5 psi shall be provided in any automatic sprinkler system hydraulic calculation.] so that such section shall read as follows:

"903.3.5 Water supplies. Water supplies for automatic sprinkler systems shall comply with this section and the standards referenced in Section 903.3.1. A minimum safety factor of 10% but not less than 5 psi shall be provided in any automatic sprinkler system hydraulic calculation. The potable water supply shall be protected against backflow in accordance with the requirements of this section and the International Plumbing Code."

903.4.2 Alarms. Insert [and visual] so that such section shall read as follows:

"903.4.2 Alarms. An approved audible and visual device, located on the exterior of the building in an approved location, shall be connected to each automatic sprinkler system. Such sprinkler water-flow alarm devices shall be activated by water flow equivalent to the flow of a single sprinkler of the smallest orifice size installed in the system. Where a fire alarm system is installed, actuation of the automatic sprinkler system shall actuate the building fire alarm system.

Section 906.1 Where required. Delete the Exception to Section 906.1 in paragraph #1, so that such section shall read as follows:

"906.1 Where required. Portable fire extinguishers shall be installed in the following locations.

1. In new and existing Group A, B, E, F, H, I, M, R-1, R-2, R-4 and S occupancies.
2. Within 30 feet (9144 mm) of commercial cooking equipment.
3. In areas where flammable or combustible liquids are stored, used or dispensed.
4. On each floor of structures under construction, except Group R-3 occupancies, in accordance with Section 1415.1.
5. Where required by the sections indicated in Table 906.1.
6. Special-hazard areas, including but not limited to laboratories, computer rooms and generator rooms, where required by the fire code official.

Table 906.1

... "

Section 907.6.5 Monitoring. Insert: [Single communications technology to the supervising station is prohibited unless the technology contains redundancy and is approved by the fire code official.], and [When required by the fire code official, non-required fire alarm systems shall be monitored by an approved supervising station in accordance with NFPA 72.] so that such section shall read as follows:

"907.6.5 Monitoring. Fire alarm systems required by this chapter or by the International Building Code shall be monitored by an approved supervising station in accordance with NFPA 72. Single communications technology to the supervising station is prohibited unless the technology contains redundancy and is approved by the fire code official. When required by the fire code official, non-required fire alarm systems shall be monitored by an approved supervising station in accordance with NFPA 72 and this code.

Exception: Monitoring by a supervising station is not required for:

1. Single- and multiple-station smoke alarms required by Section 907.2.11.
2. Smoke detectors in Group I-3 occupancies.
3. Automatic sprinkler systems in one- and two-family dwellings."

1030.3 Obstructions. Insert: [Exit doors shall not be locked, chained, bolted, barred, or otherwise rendered unusable. All locking devices shall be of an approved type.], so that such section shall read as follows:

"1030.3 Obstructions. A means of egress shall be free from obstructions that would prevent its use, including the accumulation of snow and ice. Exit doors shall not be locked, chained, bolted, barred, or otherwise rendered unusable. All locking devices shall be of an approved type."

Section 2306.2.1 Underground tanks. Delete: [Chapter 57], Insert: [Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)] so that such section shall read as follows:

"2306.2.1 Underground tanks. Underground tanks for the storage of Class I, II and IIIA liquid fuels shall comply with Montana Code Annotated (MCA) and the Administrative Rules of Montana (ARM)."

Section 2306.7.9 Vapor-recovery and vapor-processing systems Delete: Entire section including 2306.7.9, 2306.7.9.1, 2306.7.9.1.1, 2306.7.9.1.2, 2306.7.9.1.3, 2306.7.9.1.4, 2306.7.9.1.5, 2306.7.9.2, 2306.7.9.2.1, 2306.7.9.2.2, 2306.7.9.2.2.1, 2306.7.9.2.2.2, 2306.7.9.2.2.3, 2306.7.9.2.3, and 2306.7.9.2.4.

Section 5606.5.2. Storage. Delete: [Sections 5606.5.2.1 through 5606.5.2.3], Insert: [Section 5606.5.2.2 and MCA 50-61-121] so that such section shall read as follows:

"Section 5606.5.2. Storage. Storage of small arms ammunition components shall comply with Section 5606.5.2.2 and MCA 50-61-212."

(c) That the geographic limits referred to in certain sections of the 2012 International Fire Code are hereby established as follows:

"Section 5704.2.9.6.1 Locations where above-ground tanks are prohibited. Storage of Class I and II liquids in above-ground tanks outside of buildings is prohibited within the limits established by the City of Billings and Yellowstone County Unified Zoning Regulations."

"Section 5706.2.4.4 Locations where above-ground tanks are prohibited. The storage of Class I and II liquids in above-ground tanks is prohibited within the limits established by the City of Billings and Yellowstone County Unified Zoning Regulations."

"Section 5806.2 Limitations. Storage of flammable cryogenic fluids in stationary containers outside of buildings is prohibited within the limits established by the City of Billings and Yellowstone County Unified Zoning Regulations."

"Section 6104.2 Maximum capacity within established limits. For the protection of heavily populated or congested areas, the storage of liquefied petroleum gas shall not exceed the aggregate capacity of 2,000 gallons for any one installation. Storage of liquefied petroleum gas in above-ground tanks outside of buildings is restricted within the limits established by the City of Billings and Yellowstone County Unified Zoning Regulations"

(\$500.00) or be imprisoned not to exceed six (6) months or both.

City Council Work Session

Date: 09/16/2024
Title: Employee Pay (CM Kennedy Initiative)
Presented by: Chris Kukulski, City Administrator
Department: City Hall Administration
Presentation: Yes
Legal Review: Not Applicable
Project Number: N/A

RECOMMENDATION

No action is requested. The conversation is intended to describe and answer questions regarding the City's pay systems.

BACKGROUND (Consistency with Adopted Plans and Policies, if applicable)

Attached are wage tables for the City's non-union, Teamsters, police and fire employee groups for Fiscal Year 2025. We've also attached 3 Payfactors Market Pay Analysis examples. Karla will walk us through the Payfactors examples. The Payfactors data is used to understand pay for key benchmarked positions that our pay system is built around.

The City's compensation system is designed to maximize our limited taxpayer resources and to retain and recruit an excellent workforce.

The city uses a similar seven-step pay structure for our ~275 non-union employees and ~450 Teamsters.

The city's current pay structures were established in 1994 after an analysis by Personnel Services. The following timeline identifies outside resources the city has used to help manage our compensation system over the past three decades.

- 1994 Personnel Services class and compensation study
- 2006 Fox Lawson -- never implemented
- 2020 Gallagher Study was "aged" to January 2023. (\$22,500)
 - 15 Peer Cities shared data - Bend, Bismark, Boise, Casper, Cheyenne, Eugene, Everett, Fargo, Fort Collins, Greeley, Gresham, Meridian, Pueblo, Rochester, Yellowstone County
 - Benchmarked ~50 positions
- 2024 PayScale.com subscription \$6,100/yr (Class & Comp Committee used data to update the non-represented and Teamster matrixes)

We use a Class and Compensation Committee made up of HR, admin, finance, PW, library, aviation & transit, and planning to help administer the program. They help ensure decisions are thoughtful, retaining fairness and equity across our organization with approx. 1,100 employees.

The pay matrix has seven (7) steps. Each step generally represents one additional year of experience and or expertise the employee brings to the job. Each step is 5% higher than the prior step. Except for assistant directors and directors whose step 7 is set at 60% of the "market" for peer jobs; the remaining ~725 jobs are 60% of "market" at step 5.

When individuals are either promoted or hired into the organization, we determine where their expertise places them within the 7 steps. As the job market has tightened over the past few years, and turnover rates have nearly tripled, we now commonly start employees between steps 2-5.

Each year the pay matrix has an inflationary adjustment. Over the past decade this has averaged 3%. The three labor contracts (Teamsters, Police and Fire) and inflation are all considered when the administration makes the annual adjustment to the matrix.

In 2023 we began implementing a more "market" driven pay approach while also phasing out longevity pay. Longevity pays equated to an automatic hourly increase from years 7 -- retirement. Meetings were held in early 2023 with council members to take feedback prior to implementing the new approach to compensation. We also negotiated this same approach in the Teamsters union contract (FY25-FY28). All employees hired after June 30, 2024, are not eligible for longevity pay. Longevity pay was discontinued for assistant directors and above in 2023 when their market adjustment was implemented.

Implementing this new approach started in April 2023 with the assistant city administrator, department directors and

assistant directors. This group's percentage increases ranged from 0.7% to 16.1% with an average of 6.6%.

Effective July 1, 2024 - Teamsters market pay adjustment ranges from 3.5% to 14% with an average of 6.7%. The non-represented employee market adjustments range from 3.5% to 14.1 with an average of 3.9%. No market adjustment was made to the ACA, directors and assistant directors since those adjustment was already made in April 2023. Therefore, they each received a 3.5% inflation increase for FY 2025.

ALTERNATIVES

NA

FISCAL EFFECTS

Pay makes up approx. \$88.3 million of the city's \$479.6 million FY 2025 budget.

Attachments

- Non-Union Pay Table
- Teamsters Pay Table
- Fire Union Pay Table
- Police Union Pay Table
- Sample Payfactors Market Pay Analysis

FY24 Paytable

Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
115	13.3452	14.0037	14.6890	15.4416	16.1807	17.0273	17.8337
130	15.3475	16.0999	16.9332	17.7395	18.6534	19.5942	20.5617
C30	15.4550	16.2210	17.0542	17.9144	18.7475	19.7016	20.7096
135	16.2343	17.0542	17.9144	18.7878	19.7285	20.7096	21.7445
139	16.7854	17.6187	18.5191	19.4463	20.4006	21.4386	22.5104
c38	16.6801	17.5141	18.3898	19.3092	20.2746	21.2886	22.3530
C39	16.9062	17.7263	18.6265	19.5406	20.5215	21.5429	22.6180
140	16.9601	17.7935	18.6803	19.6211	20.5886	21.6100	22.6987
147	18.1696	19.0970	20.0240	21.0322	22.0804	23.1826	24.3381
C47	18.2502	19.1776	20.1585	21.1398	22.2014	23.3437	24.4997
C52	19.1912	20.1720	21.1532	22.2148	23.3707	24.5130	25.7224
154	19.4867	20.4544	21.4891	22.5507	23.6662	24.8624	26.1123
C54	19.5942	20.5617	21.5832	22.6715	23.8141	24.9968	26.2332
156	19.8763	20.8710	21.9325	23.0211	24.1500	25.3595	26.6228
157	20.0511	21.0726	22.1206	23.2092	24.3785	25.6284	26.8782
159	20.4544	21.4891	22.5373	23.6796	24.8624	26.1123	27.4023
161	20.8978	21.9461	23.0347	24.1635	25.3999	26.6497	27.9935
C61	21.0054	22.0400	23.1287	24.2978	25.5074	26.7976	28.1147
162	21.0860	22.1476	23.2631	24.4456	25.6417	26.9319	28.2624
163	21.2969	22.3691	23.4957	24.6901	25.8981	27.2012	28.5450
171	23.0749	24.2306	25.4402	26.7034	28.0337	29.4449	30.9233
175	24.0021	25.2116	26.4884	27.8055	29.1763	30.6277	32.1598
176	24.2442	25.4538	26.7305	28.0743	29.4585	30.9638	32.4957
177	24.4996	25.7090	27.0127	28.3699	29.7676	31.2461	32.8183
178	24.7413	25.9643	27.2814	28.6387	30.0632	31.5820	33.1542
179	24.9832	26.2331	27.6066	28.9210	30.3857	31.8776	33.4769
180	25.2250	26.5019	27.8190	29.2033	30.6813	32.2000	33.8101
181	25.4939	26.7707	28.1011	29.5122	30.9905	32.5227	34.1487
185	26.5288	27.8458	29.2435	30.7084	32.2403	33.8530	35.5599
186	26.7976	28.1146	29.5391	31.0039	32.5764	34.1891	35.8823
195	29.1763	30.6277	32.1597	33.7457	35.4523	37.2129	39.0944
M39	16.1791	17.0011	17.8622	18.7363	19.6627	20.6414	21.7897
M58	20.1585	21.1398	22.2013	23.3169	24.4859	25.7090	26.9990
M61	20.7365	21.7984	22.9003	24.0426	25.2386	26.5019	27.8190
m72	23.1420	24.3112	25.5344	26.8111	28.1280	29.5525	31.0174
m73	23.3974	24.5666	25.7626	27.0664	28.4371	29.8482	31.3268
M76	24.1098	25.3060	26.5556	27.8727	29.2972	30.7486	32.2807
M78	24.5800	25.8164	27.0665	28.4506	29.8752	31.3534	32.9123
m79	24.8258	26.0746	27.3372	28.7351	30.1739	31.6669	33.2414
M80	25.0772	26.3136	27.6443	29.0149	30.4799	31.9984	33.6113
M86	26.6094	27.9400	29.3511	30.8024	32.3479	33.9605	35.6540
m88	27.1335	28.5042	29.9557	31.4071	32.9929	34.6593	36.3662
M90	27.6979	29.0554	30.5336	32.0524	33.6650	35.3314	37.1053
m92	28.2490	29.6735	31.1517	32.6972	34.3370	36.0706	37.8580
M93	28.5313	29.9692	31.4743	33.0333	34.6864	36.3930	38.2343
M96	29.4047	30.8695	32.4017	34.0277	35.7210	37.5086	39.3766
m98	29.9958	31.4900	33.0530	34.7117	36.4390	38.2625	40.1681
N03	31.5280	33.1141	34.7401	36.4737	38.2880	40.2097	42.2257
N06	32.4687	34.0950	35.7882	37.5890	39.4975	41.4327	43.5157
N08	33.1405	34.7668	36.5139	38.3283	40.2367	42.2525	44.3893
N13	34.8072	36.5484	38.3687	40.2902	42.2928	44.4297	46.6336
N15	35.5329	37.2801	39.1481	41.1103	43.1396	45.3436	47.5879
N18	36.6096	38.4098	40.3344	42.3560	44.4468	46.7175	49.0298
N20	37.3338	39.1750	41.1505	43.2067	45.3704	47.6282	50.0070
n21	36.836714	38.677633	40.626495	42.642206	44.805927	47.023311	49.37531599999999
N23	38.4613	40.3581	42.3932	44.5116	46.7406	49.0666	51.5172
n25	38.8459	40.7617	42.8171	44.9567	47.2080	49.5573	52.0324
n28	40.4113	42.4406	44.5641	46.7814	49.1333	51.5793	54.1863
N32	42.0522	44.1639	46.3734	48.6810	51.1283	53.6735	56.3866
N34	42.9109	45.0345	47.2920	49.6574	52.1570	54.7508	57.4790
N35	43.3411	45.4779	47.7625	50.1278	52.6679	55.3018	58.0569
n37	44.2122	46.3920	48.7226	51.1354	53.7265	56.4134	59.2238
n38	44.6447	46.8755	49.2274	51.6735	54.2536	56.9549	59.8174
n42	46.4575	48.7788	51.2262	53.7716	56.4565	59.2675	62.2462
n52	51.3124	53.8737	56.5803	59.4038	62.3580	65.5013	68.7610
n57	53.8781	56.5674	59.4093	62.3740	65.4759	68.7763	72.1990
n62	56.6809	59.5101	62.4999	65.6188	68.8820	72.3542	75.9549
n67	59.5722	62.5457	65.6880	68.9660	72.3957	76.0449	79.8294
n72	62.6109	65.7362	69.0387	72.4839	76.0886	79.9240	83.9015
n76	65.1532	68.4053	71.8420	75.4271	79.1781	83.1692	87.3082
N77	65.8047	69.0894	72.5604	76.1813	79.9699	84.0009	88.1813
N81	68.4767	71.8947	75.5067	79.2746	83.2170	87.4117	91.7618
n86	71.9697	75.5620	79.3582	83.3184	87.4619	91.8706	96.4426
N91	75.6408	79.4165	83.4063	87.5685	91.9234	96.5569	101.3621

FY25 Paytable

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
124	15.0689	15.8157	16.6194	17.4668	18.2791	19.2094	20.1922	0.0%
125	15.2196	15.9739	16.7856	17.6415	18.4619	19.4015	20.3941	1.0%
126	15.3718	16.1336	16.9534	17.8179	18.6465	19.5955	20.5981	2.0%
127	15.5255	16.2950	17.1229	17.9961	18.8330	19.7915	20.8041	3.0%
128	15.6807	16.4579	17.2942	18.1761	19.0213	19.9894	21.0121	4.1%
129	15.8375	16.6225	17.4671	18.3578	19.2115	20.1893	21.2222	5.1%
130	15.9959	16.7887	17.6418	18.5414	19.4037	20.3912	21.4344	6.2%
131	16.1559	16.9566	17.8182	18.7268	19.5977	20.5951	21.6488	7.2%
132	16.3174	17.1262	17.9964	18.9141	19.7937	20.8010	21.8653	8.3%
133	16.4806	17.2975	18.1763	19.1032	19.9916	21.0090	22.0839	9.4%
134	16.6454	17.4704	18.3581	19.2943	20.1915	21.2191	22.3048	10.5%
135	16.8119	17.6451	18.5417	19.4872	20.3934	21.4313	22.5278	11.6%
136	16.9800	17.8216	18.7271	19.6821	20.5974	21.6456	22.7531	12.7%
137	17.1498	17.9998	18.9144	19.8789	20.8034	21.8621	22.9806	13.8%
138	17.3213	18.1798	19.1035	20.0777	21.0114	22.0807	23.2104	14.9%
139	17.4945	18.3616	19.2946	20.2785	21.2215	22.3015	23.4425	16.1%
140	17.6695	18.5452	19.4875	20.4812	21.4337	22.5245	23.6770	17.3%
141	17.8461	18.7307	19.6824	20.6861	21.6481	22.7498	23.9137	18.4%
142	18.0246	18.9180	19.8792	20.8929	21.8645	22.9773	24.1529	19.6%
143	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944	20.8%
144	18.3869	19.2982	20.2788	21.3129	22.3040	23.4391	24.6383	22.0%
145	18.5708	19.4912	20.4816	21.5260	22.5270	23.6735	24.8847	23.2%
146	18.7565	19.6861	20.6864	21.7413	22.7523	23.9102	25.1336	24.5%
147	18.9440	19.8830	20.8932	21.9587	22.9798	24.1493	25.3849	25.7%
148	19.1335	20.0818	21.1022	22.1783	23.2096	24.3908	25.6387	27.0%
149	19.3248	20.2826	21.3132	22.4000	23.4417	24.6347	25.8951	28.2%
150	19.5181	20.4854	21.5263	22.6240	23.6762	24.8811	26.1541	29.5%
151	19.7132	20.6903	21.7416	22.8503	23.9129	25.1299	26.4156	30.8%
152	19.9104	20.8972	21.9590	23.0788	24.1520	25.3812	26.6798	32.1%
153	20.1095	21.1062	22.1786	23.3096	24.3936	25.6350	26.9466	33.5%
154	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160	34.8%
155	20.5137	21.5304	22.6244	23.7781	24.8839	26.1503	27.4882	36.1%
156	20.7188	21.7457	22.8506	24.0159	25.1327	26.4118	27.7631	37.5%
157	20.9260	21.9632	23.0791	24.2560	25.3840	26.6759	28.0407	38.9%
158	21.1353	22.1828	23.3099	24.4986	25.6379	26.9427	28.3211	40.3%
159	21.3466	22.4046	23.5430	24.7436	25.8943	27.2121	28.6043	41.7%
160	21.5601	22.6287	23.7785	24.9910	26.1532	27.4842	28.8904	43.1%
161	21.7757	22.8550	24.0162	25.2409	26.4147	27.7590	29.1793	44.5%
162	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711	46.0%
163	22.2134	23.3143	24.4990	25.7483	26.9457	28.3170	29.7658	47.4%
164	22.4355	23.5475	24.7440	26.0057	27.2151	28.6002	30.0634	48.9%
165	22.6599	23.7830	24.9914	26.2688	27.4873	28.8862	30.3641	50.4%
166	22.8865	24.0208	25.2413	26.5285	27.7622	29.1750	30.6677	51.9%
167	23.1153	24.2610	25.4937	26.7937	28.0398	29.4668	30.9744	53.4%
168	23.3465	24.5036	25.7487	27.0617	28.3202	29.7614	31.2841	54.9%
169	23.5800	24.7487	26.0061	27.3323	28.6034	30.0591	31.5970	56.5%
170	23.8158	24.9961	26.266					

Non-Bargaining Pay Table - FY25 (effective 7-1-24)								
Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
M61	Administrative Support II	21.4623	22.5613	23.7018	24.8841	26.1220	27.4295	28.7927
M61	Recreation & Wellness Administrative Support II	21.4623	22.5613	23.7018	24.8841	26.1220	27.4295	28.7927
M61	Senior Permit Technician	21.4623	22.5613	23.7018	24.8841	26.1220	27.4295	28.7927
M61	Treatment Court Coordinator	21.4623	22.5613	23.7018	24.8841	26.1220	27.4295	28.7927
M71	Deputy City Clerk	23.6582	24.8697	26.1268	27.4301	28.7946	30.2359	31.7386
M72	Community Service Officer	23.9520	25.1621	26.4281	27.7495	29.1125	30.5868	32.1030
M72	Recreation & Wellness Specialist	23.9520	25.1621	26.4281	27.7495	29.1125	30.5868	32.1030
M72	Recreation Specialist	23.9520	25.1621	26.4281	27.7495	29.1125	30.5868	32.1030
M73	IT Support Specialist	24.2163	25.4264	26.6643	28.0137	29.4324	30.8929	32.4232
M73	PC Support Specialist	24.2163	25.4264	26.6643	28.0137	29.4324	30.8929	32.4232
M76	GIS Technician	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M76	Land Management Coordinator	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M76	PW Inventory Coordinator	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M76	Special Assessment Coordinator	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M76	Traffic Technician	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M76	Volunteer Coordinator	24.9536	26.1917	27.4850	28.8482	30.3226	31.8248	33.4105
M78	Code Enforcement Officer	25.4403	26.7200	28.0138	29.4464	30.9208	32.4508	34.0642
M78	Executive Secretary	25.4403	26.7200	28.0138	29.4464	30.9208	32.4508	34.0642
M78	Internal Services Specialist	25.4403	26.7200	28.0138	29.4464	30.9208	32.4508	34.0642
M78	Investigation Analyst	25.4403	26.7200	28.0138	29.4464	30.9208	32.4508	34.0642
M80	Administrative Support III	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80	Engineering Inspector II	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80	Legal Office Manager	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80	Legal Secretary	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80	Patron Services Manager	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80	Public Safety Tech Supp Spec	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M80								
M80	Tax Specialist	25.9549	27.2346	28.6119	30.0304	31.5467	33.1183	34.7877
M86	Legal Officer Manager	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M86	Paralegal	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M86	Payroll/HR Analyst	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M86	Payroll/HR Generalist	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M86	Public Works Financial Analyst	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M86	Transit Road Supervisor	27.5407	28.9179	30.3784	31.8805	33.4801	35.1491	36.9019
M88	Code Enforcement Officer II	28.0832	29.5018	31.0041	32.5063	34.1477	35.8724	37.6390
M88	Commercial Code Enforcement Officer II	28.0832	29.5018	31.0041	32.5063	34.1477	35.8724	37.6390
M89	GIS Asset Analyst	28.3640	29.7969	31.3142	32.8314	34.4891	36.2311	38.0154
M90	Community Outreach & Engagement Coordinator	28.6673	30.0723	31.6023	33.1742	34.8433	36.5680	38.4040
M90	Motor Vehicle Operator Trainer	28.6673	30.0723	31.6023	33.1742	34.8433	36.5680	38.4040
M90	Transit Training and Compliance Coordinator	28.6673	30.0723	31.6023	33.1742	34.8433	36.5680	38.4040
M92	Billing Services Coordinator	29.2377	30.7121	32.2420	33.8416	35.5388	37.3331	39.1830
M93	Victim Witness Specialist	29.5299	31.0181	32.5759	34.1895	35.9004	37.6668	39.5725
M96	Active Transportation Planner	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Airport Police Supervisor	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Asst Network Administrator	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Chemist	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	City Clerk	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Designer/Cad Technician	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Electrical Inspector I	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Emergency Serv Dispatch Supv	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Engineering Data Specialist	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Investment Debt Coordinator	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Library and Facility Coordinator	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Planner I	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Plans Examiner	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Plumbing Inspector I	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Police Records Supervisor	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Public Safety Technician	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Public Works Project & Communications Coordinator	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Senior Administrative Support IV	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Senior Engineering Technician	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Telecommunications Systems Mgr	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
M96	Transit Advertising & Marketing Specialist	30.4339	31.9499	33.5358	35.2187	36.9712	38.8214	40.7548
N03	Accountant II	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Airport Facilities Supt	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Airport Operations Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Animal Control Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Asset Management Analyst	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Comm Development Grant Coord	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Control Systems Programmer Analyst II	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Electrical Inspector II	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Facilities Specialist	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Field Service Manager	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Fleet Services Shop Foreman	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	GIS Specialist	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Grants Administrator	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Human Resources Associate	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Municipal Court Administrator	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Operations Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Parking Manager	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Parks / Cemetery Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Plant Maintenance Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Project Manager / Asset Coordinator	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Safety/Facilities Officer	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Solid Waste Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Street/Traffic Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Systems Analyst	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Systems Maintenance Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Traffic Signal Specialist	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N03	Transit Maintenance Supervisor	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N06	Plumbing Inspector II	32.6315	34.2731	35.9560	37.7503	39.6281	41.6170	43.7036
N06	Engineer I	33.6051	35.2883	37.0408	38.9046	40.8799	42.8828	45.0387
N06	Lib Inf Systems Coordinator	33.6051	35.2883	37.0408	38.9046	40.8799	42.8828	45.0387
N08	Assistant Communications Center Manager	34.3004	35.9836	37.7919	39.6698	41.6450	43.7313	45.9429
N08	Electrical Maintenance Supvr	34.3004	35.9836	37.7919	39.6698	41.6450	43.7313	45.9429
N08	Purchasing Agent	34.3004	35.9836	37.7919	39.6698	41.6450	43.7313	45.9429
N08	Sr Combination Inspector	34.3004	35.9836	37.7919	39.6698	41.6450	43.7313	45.9429
N11	Information Security Engineer	35.3294	37.0631	38.9256	40.8599	42.8943	45.0433	47.3212
N13	Electrical Control Systems Specialist	36.0255	37.8276	39.7116	41.7004	43.7730	45.9847	48.2658
N13	Fiscal Services Manager	36.0255	37.8276	39.7116	41.7004	43.7730	45.9847	48.2658
N13	Utility Business Manager	36.0255	37.8276	39.7116	41.7004	43.7730	45.9847	48.2658
N15	Deputy Building Official	36.7766	38.5849	40.5183	42.5492	44.6495	46.9306	49.2535
N15	Environmental Compliance Coord	36.7766	38.5849	40.5183	42.5492	44.6495	46.9306	49.2535
N15	Planner II	36.7766	38.5849	40.5183	42.5492	44.6495	46.9306	49.2535
N15	Public Information Officer	36.7766	38.5849	40.5183	42.5492	44.6495	46.9306	49.2535
N15	Recreation Superintendent	36.7766	38.5849	40.5183	42.5492	44.6495	46.9306	49.2535
N15	Superintendent of Parks							

Teamster Pay Table - FY 25 (Effective 7-1-24)

Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
130	Facilities Maint. Support I	15.9959	16.7887	17.6418	18.5414	19.4037	20.3912	21.4344
130	Library Svcs Spec II	15.9959	16.7887	17.6418	18.5414	19.4037	20.3912	21.4344
130	Parking Enforcement Officer	15.9959	16.7887	17.6418	18.5414	19.4037	20.3912	21.4344
135	Library Svcs Spec III	16.8119	17.6451	18.5417	19.4872	20.3934	21.4313	22.5278
138	Civil Infractions Filing Clerk	17.3213	18.1798	19.1035	20.0777	21.0114	22.0807	23.2104
140	Lead Fac Maint. Support I	17.6695	18.5452	19.4875	20.4812	21.4337	22.5245	23.6770
143	Account Clerk II	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Account Clerk II/Courier	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Administrative Support I	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Courtroom Collections Clerk	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Fiscal Services Clerk	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Library Svcs Spec IV	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Municipal Court Bailiff/Clerk	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
143	Parking Meter Collection/Maint. Worker	18.2049	19.1071	20.0780	21.1018	22.0832	23.2070	24.3944
147	Emergency Svcs Opr (Training)	18.9440	19.8830	20.8932	21.9587	22.9798	24.1493	25.3849
147	Inventory Control Specialist	18.9440	19.8830	20.8932	21.9587	22.9798	24.1493	25.3849
147	Police Support Specialist	18.9440	19.8830	20.8932	21.9587	22.9798	24.1493	25.3849
148	Transit Service Dispatcher	19.1335	20.0818	21.1022	22.1783	23.2096	24.3908	25.6387
148	Transit Service Worker	19.1335	20.0818	21.1022	22.1783	23.2096	24.3908	25.6387
151	Vehicle Service Technician	19.7132	20.6903	21.7416	22.8503	23.9129	25.1299	26.4156
154	Facilities Maint. Support II	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
154	Identification Technician	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
154	Landfill Attendant	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
154	Maintenance Worker	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
154	Property/Evidence Tech I	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
154	Senior Account Clerk	20.3106	21.3172	22.4004	23.5427	24.6375	25.8914	27.2160
156	Animal Control Officer	20.7188	21.7457	22.8506	24.0159	25.1327	26.4118	27.7631
157	Emergency Svcs Disp I	20.9260	21.9632	23.0791	24.2560	25.3840	26.6759	28.0407
157	Lab Technician	20.9260	21.9632	23.0791	24.2560	25.3840	26.6759	28.0407
158	Sr. Courtroom Collections Clerk	21.1353	22.1828	23.3099	24.4986	25.6379	26.9427	28.3211
159	Field Service Representative	21.3466	22.4046	23.5430	24.7436	25.8943	27.2121	28.6043
161	Code Enforcement Clerk	21.7757	22.8550	24.0162	25.2409	26.4147	27.7590	29.1793
161	PRPL Equipment Op/Maint Worker	21.7757	22.8550	24.0162	25.2409	26.4147	27.7590	29.1793
162	Business License Administrator	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711
162	Crime Analyst I	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711
162	Drafting Technician	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711
162	Emergency Svcs Disp II	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711
162	Sr. Animal Control Officer	21.9934	23.0835	24.2564	25.4933	26.6789	28.0366	29.4711
163	Property/Evidence Tech II	22.2134	23.3143	24.4990	25.7483	26.9457	28.3170	29.7658
163	Transit/Paratransit Operator	22.2134	23.3143	24.4990	25.7483	26.9457	28.3170	29.7658
170	Crime Analyst II	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130
170	Equipment Op/Maint Worker	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130
170	Solid Waste Maint. Technician	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130
170	Street Light & Traffic Signal Tech I	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130
171	Combination Inspector I	24.0539	25.2461	26.5289	27.8817	29.1783	30.6632	32.2321
171	Emergency Svcs Disp III	24.0539	25.2461	26.5289	27.8817	29.1783	30.6632	32.2321
171	Library Technician	24.0539	25.2461	26.5289	27.8817	29.1783	30.6632	32.2321
171	Planning Clerk	24.0539	25.2461	26.5289	27.8817	29.1783	30.6632	32.2321
175	AFM Worker/Mechanic I	25.0306	26.2712	27.6061	29.0138	30.3631	31.9083	33.5408
175	ARFF/Airfield Maint. Worker	25.0306	26.2712	27.6061	29.0138	30.3631	31.9083	33.5408
176	Facilities Maint. Mechanic	25.2809	26.5339	27.8821	29.3039	30.6667	32.2274	33.8762
177	Airport Police Officer	25.5337	26.7992	28.1609	29.5970	30.9734	32.5497	34.2150
177	Arborist	25.5337	26.7992	28.1609	29.5970	30.9734	32.5497	34.2150
177	Librarian	25.5337	26.7992	28.1609	29.5970	30.9734	32.5497	34.2150
178	Sr. Equip Op/Maint. Worker	25.7890	27.0672	28.4425	29.8929	31.2831	32.8752	34.5572
178	Street Light & Traffic Signal Tech II	25.7890	27.0672	28.4425	29.8929	31.2831	32.8752	34.5572
179	Combination Inspector II	26.0469	27.3379	28.7270	30.1919	31.5959	33.2039	34.9027
179	WRF Tech II >2 yr	26.0469	27.3379	28.7270	30.1919	31.5959	33.2039	34.9027
180	Mechanic II	26.3074	27.6113	29.0142	30.4938	31.9119	33.5359	35.2518
181	Water Treatment Tech III	26.5705	27.8874	29.3044	30.7987	32.2310	33.8713	35.6043
181	WRF Tech III	26.5705	27.8874	29.3044	30.7987	32.2310	33.8713	35.6043
185	Airfield Maint. Worker/Lead Mech I	27.6493	29.0197	30.4943	32.0493	33.5397	35.2466	37.0499
185	Mechanic III	27.6493	29.0197	30.4943	32.0493	33.5397	35.2466	37.0499
186	Lead Fac Maint. Mech	27.9258	29.3099	30.7992	32.3698	33.8751	35.5991	37.4204
186	Lead Fac Maint. Tech	27.9258	29.3099	30.7992	32.3698	33.8751	35.5991	37.4204
187	Combination Inspector III	28.2051	29.6030	31.1072	32.6935	34.2139	35.9551	37.7947
190	Mechanic IV	29.0597	30.5000	32.0498	33.6841	35.2506	37.0445	38.9399
190	Plant Maint. Electrician	29.0597	30.5000	32.0498	33.6841	35.2506	37.0445	38.9399
195	AFM/Electrician II	30.5421	32.0558	33.6846	35.4023	37.0487	38.9342	40.9262
195	Lead Mechanic	30.5421	32.0558	33.6846	35.4023	37.0487	38.9342	40.9262

Grade	Rank	Step	23-24	24-25 3%	25-26 3%	
F72	CRISIS RESPONSE UNIT	Prob (1)	23.0225	23.7132	24.4246	
		Step 2	24.1737	24.8989	25.6459	
		Step 3	25.3824	26.1439	26.9282	
F77	FIREFIGHTER	Prob (A/1)	23.4490	24.1525	24.8770	
		FF (D/4)	27.7206	28.5522	29.4088	6 mos
		FF1 (E/5)	28.8123	29.6767	30.5670	18 mos
		FF2 (F/6)	30.2075	31.1137	32.0471	30 mos
		FF3 (G/7)	32.5752	33.5525	34.5590	42 mos
F87	ENGINEER	F (6)	35.9034	36.9805	38.0899	
		G (7)	36.9965	38.1064	39.2496	
G03	CAPTAIN	F (6)	40.9504	42.1789	43.4443	
		G (7)	44.0970	45.4199	46.7825	
218	BATTALION CHIEF	F (6)	48.5341	49.9901	51.4898	
		G (7)	50.8940	52.4208	53.9934	
G13	DEPUTY FIRE MARSHAL	B (2)	37.5929	38.7207	39.8823	
		C (3)	42.5668	43.8438	45.1591	
		D (4)	44.2498	45.5773	46.9446	
		E (5)	46.4846	47.8791	49.3155	
		F (6)	48.8039	50.2680	51.7761	
		G (7)	50.7423	52.2646	53.8325	
G16	ASST. TRAINING CHIEF	B (2)	39.7603	40.9531	42.1817	
		C (3)	41.7483	43.0007	44.2908	
		D (4)	43.8357	45.1508	46.5053	
		E (5)	46.5823	47.9798	49.4192	
		F (6)	50.7577	52.2804	53.8488	
		G (7)	51.8211	53.3757	54.9770	
G17	ASST. FIRE MARSHAL	F (6)	49.3734	50.8546	52.3802	
		G (7)	52.3054	53.8746	55.4908	
G28	FIRE MARSHAL TRAINING CHIEF	F (6)	55.0617	56.7136	58.4150	
		G (7)	57.7962	59.5301	61.3160	
Paramedic Pay: 6% of F77/D in 2023-24; 7% in 2024-25; 8% in 2025-26						

		1.66	2.00	2.35		
Certificaton Pay - Paid 24 ppds per year						
7/1/23-6/30/24						
	# Certifications	per ppd	Annual			
	1 Certification	\$25.00	\$600.00			
	2 Certifications	\$50.00	\$1,200.00			
	3 Certifications	\$75.00	\$1,800.00			
7/1/24-6/30/25						
	# Certifications	per ppd	Annual			
	1 Certification	\$37.50	\$900			
	2 Certifications	\$75.00	\$1,800			
	Maximum 2 certifications					
7/1/25-6/30/26						
	# Certifications	per ppd	Annual			
	1 Certification	\$50.00	\$1,200			
	2 Certifications	\$100.00	\$2,400			
	Maximum 2 certifications					
Hi-C Fire						
Code	Description		7/1/2023	7/1/2024	7/1/2025	
HFE	Firefighter to Engineer		3.3282	3.4280	3.5309	
HFC	Engineer to Captain		3.9539	4.0725	4.1947	
HFB	Captain to BC		4.4371	4.5702	4.7073	
HFD	Deputy Fire Marshal to FM		4.3194	4.4490	4.5825	
HOE	HC Overtime Firefighter to Engineer		4.9923	5.1421	5.2963	
HOC	HC Overtime Engineer to Captain		5.9309	6.1088	6.2921	
HOB	HC Overtime Captain to BC		6.6556	6.8553	7.0609	

BILLINGS POLICE DEPARTMENT HOURLY PAY						
Beginning of Year	7/1/2022	7/1/2023 3% COLA	7/1/2024 3% COLA	Certification Pay		
				Intermediate	Advanced	
1	29.5000	30.3850	31.2966	x	x	
2	30.0900	30.9927	31.9225	\$1,000	\$2,000	
3	30.6800	31.6004	32.5484	\$1,000	\$2,000	
4	31.2700	32.2081	33.1743	\$1,000	\$2,000	
5	31.8600	32.8158	33.8003	\$1,000	\$2,000	
6	32.4500	33.4235	34.4262	\$1,000	\$2,000	
7	33.0400	34.0312	35.0521	\$1,000	\$2,000	
8	33.6300	34.6389	35.6781	\$1,000	\$2,000	
9	34.2200	35.2466	36.304	\$1,000	\$2,000	
10	34.8100	35.8543	36.9299	\$1,000	\$2,000	
11	35.4000	36.462	37.5559	\$1,000	\$2,000	
12	35.9900	37.0697	38.1818	\$1,000	\$2,000	
13	36.5800	37.6774	38.8077	\$1,000	\$2,000	
14	37.1700	38.2851	39.4337	\$1,000	\$2,000	
15	37.7600	38.8928	40.0596	\$1,000	\$2,000	
16	38.3500	39.5005	40.6855	\$1,000	\$2,000	
17	38.9400	40.1082	41.3114	\$1,000	\$2,000	
18	39.5300	40.7159	41.9374	\$1,000	\$2,000	
19	40.1200	41.3236	42.5633	\$1,000	\$2,000	
20	40.7100	41.9313	43.1892	\$1,000	\$2,000	
Shift Designated as Afternoon Shift				\$1.00 per hour		
Shift Designated as Night Shift				\$2.00 per hour		
MPPA PREMIUM (not shown in contract) PP						
Hrs/Year	Beg Yr 2 Wage	Annual Wage	1% of Annual	Per PPD Prem (24 PPD/YR)		
2080	\$30.0900	62587.2	625.87	26.08		

Payfactors Market Pay Analysis

Job Title		Published	Job Code	Info	Currency
Add Data					
<input checked="" type="checkbox"/>	Equipment Oper/Maint Worker Data Cuts (1) Employees (0) History (0) Structures (1) Notes (0)		323		USD
Add Data					
Wtg.	Adj. %	Job			
<input type="text" value="1.00"/>	<input type="text" value="0.00"/>	Heavy Equipment Operator Notes (0) HR Market Analysis - Western		5971	USD
Suggest Data					
<input checked="" type="checkbox"/>	Equipment Oper/Maint Worker Data Cuts (1) Employees (0) History (0) Structures (1) Notes (0)		Government	323	USD
Add Data					
Wtg.	Adj. %	Job			
<input type="text" value="1.00"/>	<input type="text" value="0.00"/>	Heavy Equipment Operator Notes (0) HR Market Analysis - Government		5971	USD

Payfactor 60th percentile average = \$27.6550 per hour. FY24 Grade 163, step 5 = \$25.8981

City of Billings FY25 pay rate

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Equipment Operator Maintenance Worker	170	\$31.9130	163	28.5450

FY25	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
170	Equipment Op/Maintenance Worker	23.8158	24.9961	26.2662	27.6056	28.8894	30.3597	31.9130

<input type="checkbox"/>	Job Title	Published	Job Code	Info Currency	Base 50th	60th
<input type="checkbox"/>	▶ Street/Traffic Superintendent Data Cuts (2) Employees (0) History (0) Structures (1) Notes (0)		194	USD	53.07	56.90
		Add Data				
Wtg.	Adj. %	Job				
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Construction Superintendent - Single Discipline <i>Notes (0)</i> HR Market Analysis - Western		1555	USD	63.38 66.66
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Superintendent of Public Works <i>Notes (0)</i> Employee Reported - 03/25/2024		ERD	USD	42.76 47.14

Suggest Data

<input type="checkbox"/>	Job Title	Published	Job Code	Info Currency	Base 50th	60th
<input type="checkbox"/>	▶ Street/Traffic Superintendent Data Cuts (2) Employees (0) History (0) Structures (1) Notes (0)	Government	194	USD	48.63	52.24
		Add Data				
Wtg.	Adj. %	Job				
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Construction Superintendent - Single Discipline <i>Notes (0)</i> HR Market Analysis - Government		1555	USD	54.50 57.33
<input type="text" value="1.00"/>	<input type="text" value="7.50"/>	Superintendent of Public Works <i>Notes (0)</i> Employee Reported - 03/25/2024		ERD	USD	42.76 47.14

Payfactor 60th percentile average = \$ 54.57 per hour. (-0.11%)

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Street/Traffic Superintendent	N35	\$60.0889	N35	\$58.0569

Pay Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
N35	Street/Traffic Superintendent	44.8580	47.0696	49.4342	51.8823	54.5113	57.2374	60.0889

Job Title			Published	Job Code	Info Currency	Base 50th 60th		
<input checked="" type="checkbox"/>	Engineer II Data Cuts (3) Employees (0) History (0) Structures (1) Notes (1)			Add Data	910	USD	44.78	47.76
Wtg.	Adj. %	Job						
1.00	10.00	Civil Engineer Notes (0) Employee Reported - 03/20/2024			ERD	USD	43.12	46.16
1.00	12.00	Engineer - Generic II Notes (0) HR Market Analysis - Western			7685	USD	51.54	53.64
1.00	10.00	Utility Engineer Notes (0) Employee Reported - 03/20/2024			ERD	USD	39.69	43.48
<input type="checkbox"/>	Engineer II Data Cuts (3) Employees (0) History (0) Structures (1) Notes (1)			Government Add Data	910	USD	42.38	45.25
Wtg.	Adj. %	Job						
1.00	10.00	Civil Engineer Notes (0) Employee Reported - 03/20/2024			ERD	USD	43.12	46.16
1.00	12.00	Engineer - Generic II Notes (0) HR Market Analysis - Government			7685	USD	44.32	46.12
1.00	10.00	Utility Engineer Notes (0) Employee Reported - 03/20/2024			ERD	USD	39.69	43.48

Payfactor 60th percentile average = \$ 46.51 per hour. (0.97%)

Title	FY25 New Pay Grade	FY25 Step 7	FY24 Pay Grade	FY24 Step 7
Engineer II	N20	\$51.7572	N20	\$50.0070

Pay Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
N20	Engineer II	38.6405	40.5461	42.5908	44.7189	46.9584	49.2952	51.7572