

BILL NO. 25-1

ORDINANCE NO. _____

AN ORDINANCE AMENDING THE MUNICIPAL CODE CHAPTER 117 BY ADDING A DEFINITIONS AS SECTION 117.000 AND CLARIFYING THE TYPE OF EMPLOYEE THROUGHOUT CHAPTER 117

WHEREAS, the City of Pierce City is an employer of full time, part time, seasonal and temporary employees; and

WHEREAS, the City of Pierce City would benefit from defining the types of employees hired by the City.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PIERCE CITY, MISSOURI, AS FOLLOWS:

A. Section 117.000, a definitions section shall be added to Chapter 117 and read as follows: .

Section 117.000 Definitions

1. Employee – any person performing work or service of any kind or character for hire within the state of Missouri. This includes Full Time, Part-Time, Seasonal, and Temporary Employees. This excludes anyone who has entered into a contract labor agreement with the City and receives a 1099.
 2. Full-Time Employee – anyone hired to work 40 hours per week, except Seasonal and Temporary Employees.
 3. Part-Time Employee – anyone who is hired to work less than 40 hours per week. However, individuals who work more than 30 hours per week, will be granted benefits in accordance with all State and Federal laws when applicable.
 4. Seasonal Employee – working at the Pierce City pool from the months of May to September.
 5. Temporary Employee – working for Pierce City for a set number of hours but for only a temporary amount of time.
- B. Any and all references to “Regular Employee” in Chapter 117 of the Municipal Code of Pierce City, Missouri, shall be amended to read Full Time Employee.
- C. Any and all references to “Employee” in Sections 117.170, 117.180, 117.200, 117.210, and 117.230, shall be amended to read Full-Time employee.

D. Section 117.010 shall be amended to read as follows, limiting the probationary period to Full-Time and Part-Time Employees.

“Each employee receiving an appointment or a promotion to a position in the service of the City must serve a probationary period of ninety (90) days before his/her appointment or promotion shall be considered permanent. During the employee's ninety (90) day probationary period, the employee's work habits, abilities, attitude, promptness and other pertinent characteristics will be observed and evaluated by his/her supervisor, department head or other appropriate City Officials. If the probationary employee fails to meet required standards of performance, he/she is to be dismissed, or if he/she is promoted to a full-time employee, he/she may be restored to the position from which he/she was promoted or to a comparable position. During the probationary period of new hire, the employee is not eligible for fringe benefits, such as sick leave and vacation, but will earn credit for those to be taken at a later date. Wages for designated holidays falling within the probationary period will be paid to probationary employees. [A probationary period shall only apply to Full-Time and Part-Time Employees.]”

E. This Ordinance is found to be in the best interest of the citizens of Pierce City.

F. This Ordinance supersedes all other ordinances in conflict with the amendment.

G. This Ordinance shall be in full force and effect from and after the date of its passage.

PASSED this __ day of _____, 2025.

Todd Killingsworth Mayor
City of Pierce City, Missouri

ATTEST:

Julie Johnson – City Clerk
City of Pierce City, Missouri