

**RESOLUTION NO. 111313-2**

**A RESOLUTION APPROVING A COST-OF-LIVING ADJUSTMENT TO THE PAY PLAN OF THE CITY OF ABILENE, KANSAS**

**WHEREAS**, the City Commission has approved a policy providing for the periodic adjustment of the Pay Plan;

**WHEREAS**, the City Commission recognizes the value of adopting a Pay Plan that promotes the recruitment and retention of employees;

**WHEREAS**, the City Commission's Governance and Ends Policies, adopted with Resolution 102411-1, provide that "the pay ranges and steps will remain consistent and uniform as provided in the Pay Plan as adopted and amended by the City Commission;" and

**WHEREAS**, the Governance and Ends Policies also provide "the Commission will not assume an obligation to automatically increase pay ranges without justification. Justification will rely on a review of the Midwest CPI and specific salary data received or obtained from sources as determined appropriate by City Manager. The purpose of this process is to develop a pay system that is fair and within market and to provide a process that is consistent and reproducible."

**NOW, THEREFORE BE IT RESOLVED**, by the City Commission of the City of Abilene, as follows:

**Section 1. Pay Plan Adjustment.** That the Pay Plan shall be increased 1.8% as provided by the Midwest Urban, Consumer Price Index (All Urban Consumers) as prepared by the Bureau of Labor Statistics of the United States Department of Labor.

**Section 2. Implementation.** The City Manager is hereby authorized to implement changes to the Pay Plan as provided in the approved Pay Plan document and this Resolution as provided in applicable resolutions, ordinances, and laws.

**Section 4. Repeal.** Adoption of this Resolution supersedes and repeals all previous Pay Plans adopted by the City of Abilene, Kansas.

**Section 5. Effective Date.** That the effects of this Resolution shall be in full force and effect as of January 1, 2014.

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**PASSED AND APPROVED** by the Governing Body of the City of Abilene, Kansas this 13<sup>th</sup> day of November, 2013.



ATTEST

*Penny Soukup, CMC*  
Penny Soukup, CMC  
City Clerk

**CITY OF ABILENE, KANSAS**

By: *John F. Ray*  
John F. Ray, Mayor

# 2014 EXHIBIT A

## Consumer Price Index - All Urban Consumers Original Data Value

Series Id: CUUR0200SA0, CUUS0200SA0  
 Not Seasonally Adjusted  
 Area: Midwest urban  
 Item: All items  
 Base Period: 1982-84=100  
 Years: 2001 to 2012

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2004	179.4	180.2	181.0	181.5	182.9	183.3	183.2	183.3	183.6	184.5	184.8	183.8	182.6	181.4	183.9
2005	184.1	185.2	186.3	187.7	187.4	187.8	188.4	189.7	192.5	192.1	190.3	189.7	188.4	186.4	190.5
2006	190.8	190.7	192.0	193.0	193.6	194.1	194.6	195.1	193.7	192.3	192.8	192.9	193.0	192.4	193.6
2007	193.068	194.458	196.389	197.405	199.194	199.263	198.989	198.551	199.714	199.455	200.762	200.227	198.123	196.629	199.616
2008	201.427	201.896	203.723	205.393	207.168	208.968	210.071	209.351	209.252	206.019	201.737	199.582	205.382	204.763	206.002
2009	200.815	201.453	202.021	202.327	203.195	205.350	204.814	205.632	205.601	205.706	206.247	205.613	204.064	202.527	205.602
2010	206.564	206.563	207.359	207.777	207.987	207.886	208.211	208.639	208.788	208.689	208.816	209.270	208.046	207.356	208.736
2011	210.388	211.090	212.954	214.535	215.899	215.954	216.099	216.586	216.968	215.653	215.614	215.173	214.743	213.470	216.016
2012	216.368	216.855	218.975	219.405	219.145	219.017	218.956	220.462	221.125	220.375	219.483	219.033	219.100	218.294	219.906
2013	219.282	221.599													

City of Abilene  
 2011-2012 215.899 215.954 216.099 216.586 216.968 216.653 215.614 215.173 216.368 216.855 218.975 216.000 **216.345**  
 2012-2013 219.145 219.017 218.956 220.462 221.125 220.375 219.483 219.033 219.282 221.599 222.121 221.931 **220.211**  
 2012-2013 220.211  
 2011-2012 216.345  
 Difference 3.866  
 /by prev. 12 month avg 0.01787  
 x100 1.78696 Adjustment to pay ranges for 2014

EXHIBIT B

2014 Pay Plan Resolution 111313-1 Increase 1.8%

Position	M	M	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	I	A																
	N	X																
<b>RANGE ONE</b>																		
Community Service Officer	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Recreation Program Leader	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Recreation Specialist I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Park Maint. Laborer I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Police Dept Clerk I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Recycling Center Laborer	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Street Laborer I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Van Driver	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Water Laborer I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Tourism Assistant	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
Clerk I	\$ 12.42	\$ 16.62	\$ 12.42	\$ 12.70	\$ 12.98	\$ 13.26	\$ 13.54	\$ 13.82	\$ 14.10	\$ 14.38	\$ 14.66	\$ 14.94	\$ 15.22	\$ 15.50	\$ 15.78	\$ 16.06	\$ 16.34	\$ 16.62
<b>RANGE TWO</b>																		
Street Laborer II	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Water Laborer II	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Park Maint. Laborer II	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Police Dept. Clerk II	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Deputy City Clerk	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Deputy Finance Director	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
Recreation Specialist II	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
WWTP Operator I	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
WTP Operator I	\$ 13.74	\$ 18.58	\$ 13.74	\$ 14.06	\$ 14.39	\$ 14.71	\$ 15.03	\$ 15.35	\$ 15.68	\$ 16.00	\$ 16.32	\$ 16.64	\$ 16.97	\$ 17.29	\$ 17.61	\$ 17.93	\$ 18.26	\$ 18.58
<b>RANGE THREE</b>																		
Administrative Assistant	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
PW Electrical Maint. Map Tech	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
WWTP Operator II	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
Police Officer I	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
Firefighter I	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
Mechanic/Equipment Operator	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
WWTP Operator II	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
WTP Operator II	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
Recreation Supervisor	\$ 14.85	\$ 20.07	\$ 14.85	\$ 15.20	\$ 15.55	\$ 15.89	\$ 16.24	\$ 16.59	\$ 16.94	\$ 17.29	\$ 17.63	\$ 17.98	\$ 18.33	\$ 18.68	\$ 19.03	\$ 19.37	\$ 19.72	\$ 20.07
<b>Position</b>	<b>MIN</b>	<b>MAX</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>RANGE FOUR</b>																		
Court Clerk/Office Manager	\$ 15.99	\$ 21.53	\$ 15.99	\$ 16.36	\$ 16.73	\$ 17.10	\$ 17.47	\$ 17.84	\$ 18.21	\$ 18.58	\$ 18.94	\$ 19.31	\$ 19.68	\$ 20.05	\$ 20.42	\$ 20.79	\$ 21.16	\$ 21.53
Police Officer II	\$ 15.99	\$ 21.53	\$ 15.99	\$ 16.36	\$ 16.73	\$ 17.10	\$ 17.47	\$ 17.84	\$ 18.21	\$ 18.58	\$ 18.94	\$ 19.31	\$ 19.68	\$ 20.05	\$ 20.42	\$ 20.79	\$ 21.16	\$ 21.53
Police Officer II/Detective	\$ 15.99	\$ 21.53	\$ 15.99	\$ 16.36	\$ 16.73	\$ 17.10	\$ 17.47	\$ 17.84	\$ 18.21	\$ 18.58	\$ 18.94	\$ 19.31	\$ 19.68	\$ 20.05	\$ 20.42	\$ 20.79	\$ 21.16	\$ 21.53
Firefighter II	\$ 15.99	\$ 21.53	\$ 15.99	\$ 16.36	\$ 16.73	\$ 17.10	\$ 17.47	\$ 17.84	\$ 18.21	\$ 18.58	\$ 18.94	\$ 19.31	\$ 19.68	\$ 20.05	\$ 20.42	\$ 20.79	\$ 21.16	\$ 21.53

# EXHIBIT B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>RANGE FIVE</b>																
Street Supervisor	\$ 17.17	\$ 17.57	\$ 17.98	\$ 18.38	\$ 18.79	\$ 19.19	\$ 19.60	\$ 20.00	\$ 20.41	\$ 20.81	\$ 21.22	\$ 21.62	\$ 22.03	\$ 22.43	\$ 22.84	\$ 23.24
Water/Wastewater Supervisor	\$ 17.17	\$ 17.57	\$ 17.98	\$ 18.38	\$ 18.79	\$ 19.19	\$ 19.60	\$ 20.00	\$ 20.41	\$ 20.81	\$ 21.22	\$ 21.62	\$ 22.03	\$ 22.43	\$ 22.84	\$ 23.24
Parks Maintenance Supervisor	\$ 17.17	\$ 17.57	\$ 17.98	\$ 18.38	\$ 18.79	\$ 19.19	\$ 19.60	\$ 20.00	\$ 20.41	\$ 20.81	\$ 21.22	\$ 21.62	\$ 22.03	\$ 22.43	\$ 22.84	\$ 23.24
Fire Captain	\$ 17.17	\$ 17.57	\$ 17.98	\$ 18.38	\$ 18.79	\$ 19.19	\$ 19.60	\$ 20.00	\$ 20.41	\$ 20.81	\$ 21.22	\$ 21.62	\$ 22.03	\$ 22.43	\$ 22.84	\$ 23.24
<b>RANGE SIX</b>																
Admin. Asst./Network Admin.	\$ 19.24	\$ 19.24	\$ 19.69	\$ 20.15	\$ 20.60	\$ 21.05	\$ 21.50	\$ 21.96	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.77	\$ 24.22	\$ 24.67	\$ 25.12	\$ 25.58
Lieutenant (Police)	\$ 19.24	\$ 19.24	\$ 19.69	\$ 20.15	\$ 20.60	\$ 21.05	\$ 21.50	\$ 21.96	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.77	\$ 24.22	\$ 24.67	\$ 25.12	\$ 25.58
City Inspector	\$ 19.24	\$ 19.24	\$ 19.69	\$ 20.15	\$ 20.60	\$ 21.05	\$ 21.50	\$ 21.96	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.77	\$ 24.22	\$ 24.67	\$ 25.12	\$ 25.58
WTP Lead Operator	\$ 19.24	\$ 19.24	\$ 19.69	\$ 20.15	\$ 20.60	\$ 21.05	\$ 21.50	\$ 21.96	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.77	\$ 24.22	\$ 24.67	\$ 25.12	\$ 25.58
WWTP Lead Operator	\$ 19.24	\$ 19.24	\$ 19.69	\$ 20.15	\$ 20.60	\$ 21.05	\$ 21.50	\$ 21.96	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.77	\$ 24.22	\$ 24.67	\$ 25.12	\$ 25.58
<b>RANGE SEVEN</b>																
	\$ 21.26	\$ 21.26	\$ 21.76	\$ 22.26	\$ 22.76	\$ 23.26	\$ 23.76	\$ 24.26	\$ 24.76	\$ 25.25	\$ 25.75	\$ 26.25	\$ 26.75	\$ 27.25	\$ 27.75	\$ 28.25
Assistant Fire Chief	\$ 21.26	\$ 21.26	\$ 21.76	\$ 22.26	\$ 22.76	\$ 23.26	\$ 23.76	\$ 24.26	\$ 24.76	\$ 25.25	\$ 25.75	\$ 26.25	\$ 26.75	\$ 27.25	\$ 27.75	\$ 28.25
<b>RANGE EIGHT</b>																
City Clerk/HR Manager	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
CVB Director	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Comm. Dev. Director	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Finance Director	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Fire Chief	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Parks and Recreation Director	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Police Chief	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70
Public Works Director	\$ 27.11	\$ 27.75	\$ 28.39	\$ 29.03	\$ 29.67	\$ 30.31	\$ 30.95	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.50	\$ 34.14	\$ 34.78	\$ 35.42	\$ 36.06	\$ 36.70