

RESOLUTION NO. 102714-1

A RESOLUTION PROVIDING FOR 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 adjustments of the Pay Plan;

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

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."

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

Section 1. That the Pay Plan shall be increased using 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. Adjustment: Pay Plan. A 2.0% adjustment will be applicable to all Ranges in the Pay Plan and shall be in lieu of a Merit increase for the Fiscal Year 2015 as shown in **Exhibit A**.

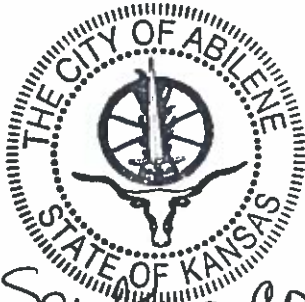
Section 3. Implementation. The City Manager is hereby authorized to implement changes to the Pay Plan as provided in the approved Pay Plan document and this Resolution as provided in the applicable resolutions, ordinances and laws.

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, 2015.

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PASSED AND APPROVED by the Governing Body of the City of Abilene, Kansas this 27th day of October, 2014.



ATTEST:

Penny Soukup, CMC
Penny Soukup, CMC
City Clerk

CITY OF ABILENE, KANSAS

By:

Brenda Finn Bowers

Brenda Finn Bowers, Mayor

EXHIBIT A

2015 Pay Plan

for the

City of Abilene, Kansas

Adopted October 27, 2014

Effective January 1, 2015

EXHIBIT B

2015 Pay Plan Resolution 102714-1 Increase 2%

Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
RANGE ONE																
Community Service Officer	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Recreation Program Leader	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Recreation Specialist I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Park Maint. Laborer I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Police Dept Clerk I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Recycling Center Laborer	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Street Laborer I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Van Driver	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Water Laborer I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Tourism Assistant	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
Clerk I	\$12.67	\$12.96	\$13.24	\$13.53	\$13.81	\$14.10	\$14.38	\$14.67	\$14.95	\$15.24	\$15.52	\$15.81	\$16.09	\$16.38	\$16.66	\$16.95
RANGE TWO																
Street Laborer II	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Water Laborer II	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Park Maint. Laborer II	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Police Dept. Clerk II	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Deputy City Clerk	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Deputy Finance Director	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
Recreation Specialist II	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
WWTP Operator I	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
WTP Operator I	\$14.01	\$14.34	\$14.67	\$15.00	\$15.33	\$15.66	\$15.99	\$16.32	\$16.64	\$16.97	\$17.30	\$17.63	\$17.96	\$18.29	\$18.62	\$18.95
RANGE THREE																
Administrative Assistant	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
PW Electrical Maint. Map Tech	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
WWTP Operator II	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
Police Officer I	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
Firefighter I	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
Mechanic/Equipment Operator	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
WWTP Operator II	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
WTP Operator II	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47
Recreation Supervisor	\$15.15	\$15.50	\$15.86	\$16.21	\$16.57	\$16.92	\$17.28	\$17.63	\$17.99	\$18.34	\$18.70	\$19.05	\$19.41	\$19.76	\$20.12	\$20.47

EXHIBIT B

Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
RANGE FOUR																
Court Clerk/Office Manager	\$16.31	\$16.69	\$17.06	\$17.44	\$17.82	\$18.19	\$18.57	\$18.95	\$19.32	\$19.70	\$20.08	\$20.45	\$20.83	\$21.21	\$21.58	\$21.96
Police Officer II	\$16.31	\$16.69	\$17.06	\$17.44	\$17.82	\$18.19	\$18.57	\$18.95	\$19.32	\$19.70	\$20.08	\$20.45	\$20.83	\$21.21	\$21.58	\$21.96
Police Officer I/Detective	\$16.31	\$16.69	\$17.06	\$17.44	\$17.82	\$18.19	\$18.57	\$18.95	\$19.32	\$19.70	\$20.08	\$20.45	\$20.83	\$21.21	\$21.58	\$21.96
Firefighter II	\$16.31	\$16.69	\$17.06	\$17.44	\$17.82	\$18.19	\$18.57	\$18.95	\$19.32	\$19.70	\$20.08	\$20.45	\$20.83	\$21.21	\$21.58	\$21.96
RANGE FIVE																
Street Supervisor	\$17.51	\$17.92	\$18.34	\$18.75	\$19.16	\$19.57	\$19.99	\$20.40	\$20.81	\$21.22	\$21.64	\$22.05	\$22.46	\$22.87	\$23.29	\$23.70
Water/Wastewater Supervisor	\$17.51	\$17.92	\$18.34	\$18.75	\$19.16	\$19.57	\$19.99	\$20.40	\$20.81	\$21.22	\$21.64	\$22.05	\$22.46	\$22.87	\$23.29	\$23.70
Parks Maintenance Supervisor	\$17.51	\$17.92	\$18.34	\$18.75	\$19.16	\$19.57	\$19.99	\$20.40	\$20.81	\$21.22	\$21.64	\$22.05	\$22.46	\$22.87	\$23.29	\$23.70
Fire Captain	\$17.51	\$17.92	\$18.34	\$18.75	\$19.16	\$19.57	\$19.99	\$20.40	\$20.81	\$21.22	\$21.64	\$22.05	\$22.46	\$22.87	\$23.29	\$23.70
RANGE SIX																
Admin. Asst./Network Admin.	\$19.62	\$20.08	\$20.54	\$21.01	\$21.47	\$21.93	\$22.39	\$22.85	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.63	\$26.09	\$26.55
Lieutenant (Police)	\$19.62	\$20.08	\$20.54	\$21.01	\$21.47	\$21.93	\$22.39	\$22.85	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.63	\$26.09	\$26.55
City Inspector	\$19.62	\$20.08	\$20.54	\$21.01	\$21.47	\$21.93	\$22.39	\$22.85	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.63	\$26.09	\$26.55
WTP Lead Operator	\$19.62	\$20.08	\$20.54	\$21.01	\$21.47	\$21.93	\$22.39	\$22.85	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.63	\$26.09	\$26.55
WWTP Lead Operator	\$19.62	\$20.08	\$20.54	\$21.01	\$21.47	\$21.93	\$22.39	\$22.85	\$23.32	\$23.78	\$24.24	\$24.70	\$25.16	\$25.63	\$26.09	\$26.55
RANGE SEVEN																
Assistant Fire Chief	\$21.69	\$22.20	\$22.71	\$23.22	\$23.73	\$24.24	\$24.75	\$25.26	\$25.76	\$26.27	\$26.78	\$27.29	\$27.80	\$28.31	\$28.82	\$29.33
	\$21.69	\$22.20	\$22.71	\$23.22	\$23.73	\$24.24	\$24.75	\$25.26	\$25.76	\$26.27	\$26.78	\$27.29	\$27.80	\$28.31	\$28.82	\$29.33
RANGE EIGHT																
City Clerk/HR Manager	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
CVB Director	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Comm. Dev. Director	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Finance Director	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Fire Chief	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Parks and Recreation Director	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Police Chief	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43
Public Works Director	\$27.65	\$28.30	\$28.95	\$29.61	\$30.26	\$30.91	\$31.56	\$32.21	\$32.87	\$33.52	\$34.17	\$34.82	\$35.47	\$36.13	\$36.78	\$37.43