

RESOLUTION NO. 102416-3

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 to the Pay Plan;

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, Kansas, as follows:

SECTION ONE. Adjustment to Pay Plan. A 1.0% adjustment will be applicable to all ranges in the Pay Plan for 2017 as shown in Exhibit A.

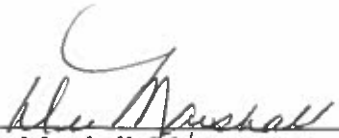
SECTION TWO. Implementation. The City Manager is hereby authorized to implement changes to the Pay Plan as provided in the approved Pay Plan document and this Resolution as provided in the applicable resolutions, ordinances and laws.

SECTION THREE. Repeal. Adoption of this Resolution superseded and repeals all previous Pay Plans adopted by the City of Abilene, Kansas.

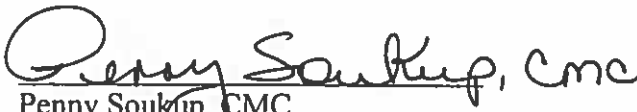
SECTION FOUR. Effective Date. That the effects of the Resolution shall be in full force and effective as of January 1, 2017.

PASSED AND APPROVED by the Governing Body of the City of Abilene, Kansas this 24th day of October, 2016.




Dee Marshall, Mayor

ATTEST:


Penny Soukup, CMC
City Clerk

2017 Pay Plan adopted by Resolution 102416-3

| Position | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| RANGE ONE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Recreation Program Leader | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Recreation Specialist I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Park Maint. Laborer I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Police Dept Clerk I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Recycling Center Laborer | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Street Laborer I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Van Driver | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Water Laborer I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Tourism Assistant | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| Clerk I | \$12.93 | \$13.22 | \$13.51 | \$13.80 | \$14.09 | \$14.38 | \$14.67 | \$14.96 | \$15.26 | \$15.55 | \$15.84 | \$16.13 | \$16.42 | \$16.71 | \$17.00 | \$17.29 |
| RANGE TWO | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Water Laborer II | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Street Laborer II | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Community Service Officer | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Park Maint. Laborer II | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Police Dept. Clerk II | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Deputy City Clerk | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Deputy Finance Director | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| Recreation Specialist II | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| WWTP Operator I | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| WTP Operator I | \$14.29 | \$14.63 | \$14.96 | \$15.30 | \$15.63 | \$15.97 | \$16.31 | \$16.64 | \$16.98 | \$17.31 | \$17.65 | \$17.99 | \$18.32 | \$18.66 | \$18.99 | \$19.33 |
| RANGE THREE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Administrative Assistant | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Electrical/GIS Technician | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| WWTP Operator II | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Street Crew Leader | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Police Officer I | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Firefighter I | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Mechanic/Equipment Operato | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| WWTP Operator II | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| WTP Operator II | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |
| Recreation Supervisor | \$15.45 | \$15.81 | \$16.17 | \$16.54 | \$16.90 | \$17.26 | \$17.62 | \$17.98 | \$18.35 | \$18.71 | \$19.07 | \$19.43 | \$19.79 | \$20.16 | \$20.52 | \$20.88 |

| Position | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| RANGE FOUR | | | | | | | | | | | | | | | | |
| Court Clerk/Office Manager | \$16.63 | \$17.01 | \$17.40 | \$17.78 | \$18.17 | \$18.55 | \$18.94 | \$19.32 | \$19.71 | \$20.09 | \$20.48 | \$20.86 | \$21.25 | \$21.63 | \$22.02 | \$22.40 |
| Police Officer II | \$16.63 | \$17.01 | \$17.40 | \$17.78 | \$18.17 | \$18.55 | \$18.94 | \$19.32 | \$19.71 | \$20.09 | \$20.48 | \$20.86 | \$21.25 | \$21.63 | \$22.02 | \$22.40 |
| Police Officer II/Detective | \$16.63 | \$17.01 | \$17.40 | \$17.78 | \$18.17 | \$18.55 | \$18.94 | \$19.32 | \$19.71 | \$20.09 | \$20.48 | \$20.86 | \$21.25 | \$21.63 | \$22.02 | \$22.40 |
| Firefighter II | \$16.63 | \$17.01 | \$17.40 | \$17.78 | \$18.17 | \$18.55 | \$18.94 | \$19.32 | \$19.71 | \$20.09 | \$20.48 | \$20.86 | \$21.25 | \$21.63 | \$22.02 | \$22.40 |
| RANGE FIVE | | | | | | | | | | | | | | | | |
| Street Supervisor | \$17.87 | \$18.29 | \$18.71 | \$19.13 | \$19.55 | \$19.97 | \$20.39 | \$20.81 | \$21.24 | \$21.66 | \$22.08 | \$22.50 | \$22.92 | \$23.34 | \$23.76 | \$24.18 |
| Water/Wastewater Supervisor | \$17.87 | \$18.29 | \$18.71 | \$19.13 | \$19.55 | \$19.97 | \$20.39 | \$20.81 | \$21.24 | \$21.66 | \$22.08 | \$22.50 | \$22.92 | \$23.34 | \$23.76 | \$24.18 |
| Parks Maintenance Supervisor | \$17.87 | \$18.29 | \$18.71 | \$19.13 | \$19.55 | \$19.97 | \$20.39 | \$20.81 | \$21.24 | \$21.66 | \$22.08 | \$22.50 | \$22.92 | \$23.34 | \$23.76 | \$24.18 |
| RANGE SIX | | | | | | | | | | | | | | | | |
| Admin. Asst./Network Admin. | \$20.02 | \$20.49 | \$20.96 | \$21.43 | \$21.91 | \$22.38 | \$22.85 | \$23.32 | \$23.79 | \$24.26 | \$24.73 | \$25.20 | \$25.68 | \$26.15 | \$26.62 | \$27.09 |
| Lieutenant (Police) | \$20.02 | \$20.49 | \$20.96 | \$21.43 | \$21.91 | \$22.38 | \$22.85 | \$23.32 | \$23.79 | \$24.26 | \$24.73 | \$25.20 | \$25.68 | \$26.15 | \$26.62 | \$27.09 |
| City Inspector | \$20.02 | \$20.49 | \$20.96 | \$21.43 | \$21.91 | \$22.38 | \$22.85 | \$23.32 | \$23.79 | \$24.26 | \$24.73 | \$25.20 | \$25.68 | \$26.15 | \$26.62 | \$27.09 |
| WTP Lead Operator | \$20.02 | \$20.49 | \$20.96 | \$21.43 | \$21.91 | \$22.38 | \$22.85 | \$23.32 | \$23.79 | \$24.26 | \$24.73 | \$25.20 | \$25.68 | \$26.15 | \$26.62 | \$27.09 |
| WWTP Lead Operator | \$20.02 | \$20.49 | \$20.96 | \$21.43 | \$21.91 | \$22.38 | \$22.85 | \$23.32 | \$23.79 | \$24.26 | \$24.73 | \$25.20 | \$25.68 | \$26.15 | \$26.62 | \$27.09 |
| RANGE SEVEN | | | | | | | | | | | | | | | | |
| Assistant Fire Chief | \$22.13 | \$22.65 | \$23.17 | \$23.69 | \$24.21 | \$24.73 | \$25.25 | \$25.77 | \$26.28 | \$26.80 | \$27.32 | \$27.84 | \$28.36 | \$28.88 | \$29.40 | \$29.92 |
| Assistant Police Chief | \$22.13 | \$22.65 | \$23.17 | \$23.69 | \$24.21 | \$24.73 | \$25.25 | \$25.77 | \$26.28 | \$26.80 | \$27.32 | \$27.84 | \$28.36 | \$28.88 | \$29.40 | \$29.92 |
| RANGE EIGHT | | | | | | | | | | | | | | | | |
| City Clerk/HR Manager | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| CVB Director | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Comm. Dev. Director | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Finance Director | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Fire Chief | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Parks and Recreation Director | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Police Chief | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |
| Public Works Director | \$28.21 | \$28.87 | \$29.54 | \$30.20 | \$30.87 | \$31.53 | \$32.20 | \$32.86 | \$33.53 | \$34.19 | \$34.86 | \$35.52 | \$36.19 | \$36.85 | \$37.52 | \$38.18 |