

**RESOLUTION NO. 021218-1**

**A RESOLUTION PROVIDING FOR AN ADJUSTMENT TO THE PAY PLAN OF THE CITY OF ABILENE, KANSAS, TO ENSURE APPROPRIATE COMPENSATION FOR CITY EMPLOYEES AS COMPARED WITH THE COMPARABLE LABOR MARKET.**

WHEREAS, the City Commission has approved a policy providing for the periodic adjustments to the Pay Plan to remain competitive with the employment labor market;

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 1. Adjustment to Pay Plan.** A two percent (2%) adjustment will be applied to all pay ranges in the Pay Plan for 2019 as shown in the table below:

Position	Status	Range	2018 MIN	2018 MAX	2019 Min	2019 Max	2018 Step	2019 Step
Park Maint. Laborer I	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Street Laborer I	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Street Laborer I	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Tourism Assistant	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Van Driver	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Water Laborer I	Continuing	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Clerk I	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Park Maint. Laborer I	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Police Dept Clerk I	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Recreation Program Leader	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Recreation Specialist I	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Recycling Center Laborer	Unfunded	1	\$13.06	\$17.46	\$13.32	\$17.81	\$0.29	\$0.30
Community Service Officer	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Deputy City Clerk	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Deputy Finance Director	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Police Dept. Clerk II	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Recreation Specialist II	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Street Laborer II (x2)	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Water Laborer II (x3)	Continuing	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35

Position	Status	Range	2018 MIN	2018 MAX	2019 Min	2019 Max	2018 Step	2019 Step
Park Maint. Laborer II	Unfunded	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
WTP Operator I	Unfunded	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
WWTP Operator I	Unfunded	2	\$14.43	\$19.52	\$14.72	\$19.91	\$0.34	\$0.35
Administrative Assistant	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Electrical/GIS Technician	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Horticulturist	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Mechanic/Equipment Operator	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Street Crew Leader	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
WTP Operator II	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
WWTP Operator II	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
WWTP Operator II	Continuing	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Firefighter I	Unfunded	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Police Officer I	Unfunded	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Recreation Supervisor	Unfunded	3	\$15.61	\$21.09	\$15.92	\$21.51	\$0.37	\$0.37
Court Clerk/Office Manager	Continuing	4	\$16.80	\$22.62	\$17.14	\$23.07	\$0.39	\$0.40
Firefighter II (x6)	Continuing	4	\$16.80	\$22.62	\$17.14	\$23.07	\$0.39	\$0.40
Police Officer II (x9)	Continuing	4	\$16.80	\$22.62	\$17.14	\$23.07	\$0.39	\$0.40
Police Officer II/Detective (x2)	Continuing	4	\$16.80	\$22.62	\$17.14	\$23.07	\$0.39	\$0.40
Parks Maintenance Supervisor	Continuing	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
Police Sergeant	Continuing	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
Recreation Supervisor	Continuing	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
Street Supervisor	Continuing	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
Water/Wastewater Supervisor	Continuing	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
Fire Captain	Unfunded	5	\$18.05	\$24.42	\$18.41	\$24.91	\$0.42	\$0.43
City Inspector	Continuing	6	\$20.22	\$27.36	\$20.62	\$27.91	\$0.48	\$0.49
WTP Lead Operator	Continuing	6	\$20.22	\$27.36	\$20.62	\$27.91	\$0.48	\$0.49
WWTP Lead Operator	Continuing	6	\$20.22	\$27.36	\$20.62	\$27.91	\$0.48	\$0.49
Lieutenant (Police)	Unfunded	6	\$20.22	\$27.36	\$20.62	\$27.91	\$0.48	\$0.49
Admin. Asst./Network Admin.	Vacant	6	\$20.22	\$27.36	\$20.62	\$27.91	\$0.48	\$0.49
Assistant Fire Chief	Continuing	7	\$22.35	\$30.22	\$22.80	\$30.82	\$0.52	\$0.54
Assistant Police Chief	Continuing	7	\$22.35	\$30.22	\$22.80	\$30.82	\$0.52	\$0.54
Utility Supervisor	Proposed	7	\$22.35	\$30.22	\$22.80	\$30.82	\$0.52	\$0.54

Position	Status	Range	2018 MIN	2018 MAX	2019 Min	2019 Max	2018 Step	2019 Step
Comm. Dev. Director	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
CVB Director	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
Finance Director	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
Fire Chief	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
HR Director/City Clerk	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
Parks and Recreation Director	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
Police Chief	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68
Public Works Director	Continuing	8	\$28.49	\$38.56	\$29.06	\$39.33	\$0.67	\$0.68

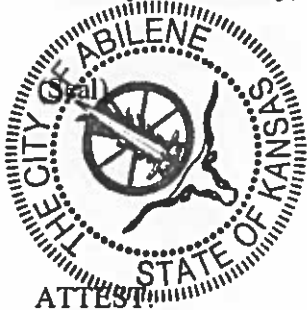
**SECTION 2. Step System.** The City Manager is hereby authorized to incorporate into 2019 Budget the amounts necessary to execute the provision of the Pay Plan that provides for step increases based on performance evaluation results.

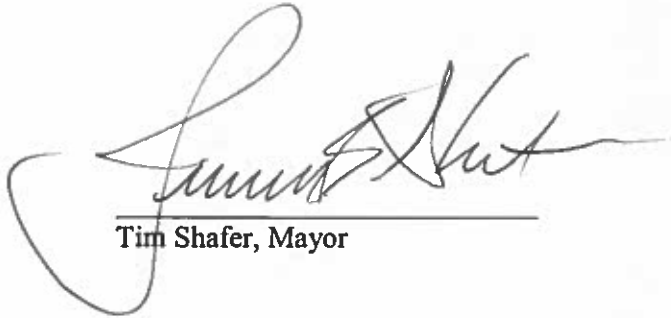
**SECTION 3. Implementation.** The City Manager is hereby authorized to implement changes to the Pay Plan as provided in the approved Pay Plan document and this Resolution as provided in the applicable resolutions, ordinances and laws.

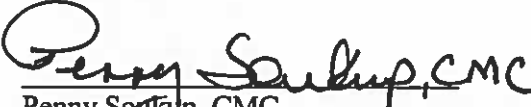
**SECTION 4. Repeal.** Adoption of this Resolution superseded and repeals all previous Pay Plans adopted by the City of Abilene, Kansas.

**SECTION 5. Effective Date.** That the effects of the Resolution shall be in full force and effective as of January 1, 2019.

**PASSED AND APPROVED** by the Governing Body of the City of Abilene, Kansas this 12th day of February, 2018.



  
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 Tim Shafer, Mayor

  
 Penny Soukup, CMC  
 City Clerk