

RESOLUTION NO. 122225-1

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 adopted Resolution Number 070824-2 adopting a classification and compensation plan for the City of Abilene, Kansas, to ensure appropriate compensation for City Employees as prepared by the Austin Peters Group, Inc. The new ranges were put in place on July 19, 2024;

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

SECTION 1. Adjustment to Pay Plan. In order to maintain the adopted pay and classification plan a three percent (3.00%) adjustment will be applied to the maximum amount of all pay ranges in the Pay Plan for 2026, as shown in the table below:

RANGE	2025 MIN	2025 MAX	2026 MIN	2026 MAX
1	\$18.84	\$26.38	\$18.84	\$27.17
2	\$19.86	\$27.80	\$19.86	\$28.63
3	\$20.48	\$28.68	\$20.48	\$29.54
4	\$21.97	\$30.76	\$21.97	\$31.68
5	\$23.50	\$32.91	\$23.50	\$33.90
6	\$24.53	\$33.12	\$24.53	\$34.11
7	\$27.53	\$38.54	\$27.53	\$39.70
8	\$31.71	\$44.39	\$31.71	\$45.73
9	\$35.13	\$49.18	\$35.13	\$50.66
10	\$40.43	\$56.60	\$40.43	\$58.30
11	\$43.90	\$61.46	\$43.90	\$63.30
FIRE RANGE				
FIRE RANGE	2025 MIN	2025 MAX	2026 MIN	2026 MAX
FIRE 1	\$16.37	\$22.91	\$16.37	\$23.60
FIRE 2	\$18.43	\$25.80	\$18.43	\$26.57
FIRE 3	\$19.99	\$27.99	\$19.99	\$28.83
FIRE 4	\$27.70	\$38.77	\$27.70	\$39.93

POLICE RANGE	2025 MIN	2025 MAX	2026 MIN	2026 MAX
POLICE 1	\$22.81	\$31.94	\$22.81	\$32.90
POLICE 2	\$25.10	\$35.14	\$25.10	\$36.19
POLICE 3	\$29.58	\$41.42	\$29.58	\$42.66
POLICE 4	\$34.36	\$48.10	\$34.36	\$49.54

SECTION 2. Step System. The adopted 2026 budget incorporated the amounts necessary to execute the provision of the Pay Plan that provides for the above adjustments to the pay plan.

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 Adoption of this Resolution superseded and repeals all previous Pay Plans adopted by the City of Abilene, Kansas.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, 2026.

PASSED AND APPROVED by the Governing Body of the City of Abilene, Kansas this 22nd day of December 2025.



ATTEST:

Shayla L. Mohr, CMC
City Clerk

Brandon Rein, Mayor