

RESOLUTION NO. 1173

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF ANTHONY, KANSAS AMENDING APPENDIX D, PAY RANGE PLAN – GRADES & TIERS, OF THE CITY OF ANTHONY'S PERSONNEL POLICIES AND GUIDELINES.

WHEREAS, it is beneficial for the City of Anthony to have updated written and adopted Personnel Policies and Guidelines;

AND WHEREAS, the City of Anthony's Personnel Policies and Guidelines needs to be amended to reflect a new and updated Pay Range Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ANTHONY, KANSAS:

Section 1. Appendix D to the City of Anthony's Personnel Policies and Guidelines is hereby amended as follows:

APPENDIX D CITY OF ANTHONY Pay Range Plan

The following is the City of Anthony's Pay Range Plan per job position:

Grade	Minimum	Midpoint	Maximum	Positions
1	\$14.19	\$15.97	\$17.74	
2	\$14.90	\$16.76	\$18.62	
3	\$15.64	\$17.60	\$19.55	Custodian/Maintenance Worker
4	\$16.42	\$18.89	\$21.35	Admin Assistant of Utilities Police Admin Assistant Utility Billing Clerk Lake Caretaker
5	\$17.58	\$20.22	\$22.85	Street Department Operator I
6	\$18.25	\$20.82	\$23.43	Street Department Operator II
7	\$18.98	\$21.83	\$24.67	Water/Wastewater Operator I
8	\$20.50	\$23.57	\$26.65	Developmental Services Director City Mechanic City Treasurer Water Operator II
9	\$22.14	\$25.46	\$28.78	Deputy City Clerk Power Plant Operator Street Dept Head
10	\$23.09	\$24.10	\$27.12	Police Officer

11	\$23.91	\$27.50	\$31.08	Electric Distribution Lineman Power Plant Mechanic Water/Wastewater Dept Head
12	\$24.70	\$25.95	\$29.21	Police Sergeant
13	\$28.08	\$29.84	\$33.60	Deputy Police Chief
14	\$29.42	\$33.84	\$38.25	Electric Distribution Dept Head Power Plant Superintendent

Placement of new employees on the pay scale above the minimum wage for that position can be considered for existing job-related experience as follows:

- a. No or minimal experience (<3years) will be placed at the minimum of their wage grade.
- b. 3-5 years verifiable experience in a similar role may be placed 3%-4% above the minimum grade (higher placement if work was in a municipality or similar agency).
- c. Greater than 5 years of experience may be placed 5%-15% above depending upon the number of years of verifiable experience.

The City Administrator shall establish the pay for seasonal, part-time, or temporary employees.
The Anthony Recreation Commission shall establish the pay for the part-time Recreation Director.

Salaried (As determined by the City Commission):

City Administrator
City Clerk
City Superintendent
Chief of Police

This Resolution shall take effect January 1, 2026, after its adoption by the governing body of the City.

ADOPTED by the Governing Body of the City of Anthony, Kansas, this 16th day of September 2025.

Gregory Cleveland, Mayor

SEAL

ATTEST:

Cyndra Kastens, City Clerk/Administrator