



City Commission Agenda Item

Meeting Date: June 1, 2021
From: Marla McFarland, Human Resource Analyst
Item: Amended Pay Ordinance

Purpose:

Consider first reading of an Ordinance adopting the budgeted pay plan for 2021 and repealing Ordinance No. 2021-04-4531. **(Roll Call Vote)**

Background:

Staff recommends creating one (1) new position in the Neighborhood Services Division while removing one (1) position from the Police Department.

The position created in the Neighborhood Services Division is an **Animal Control/Nuisance Abatement Officer** position. This position will be a Pay Range 17.

The position to be removed from the Police Department is one (1) of the two (2) **Public Service Officer (PSO)** positions. The PSO position is a Pay Range 19.

Commission Options:

1. Approve the Ordinance on first reading
2. Disapprove the Ordinance
3. Table the Ordinance for further consideration

Fiscal Impact:

Amount: The fiscal impact should be minimal as the position has been budgeted at the Police Department.

Fund: 01 Department: 207 Expense Code: 5100
☒ Included in Budget ☐ Grant ☐ Bonds ☐ Other (explain)

Attachments:

Approved for Agenda by:

Randy Frazer, City Manager

ORDINANCE NO. 2021-06-

AN ORDINANCE FIXING THE COMPENSATION OF EMPLOYEES OF THE CITY OF ARKANSAS CITY, KANSAS, PURSUANT TO THE PROVISION OF K.S.A. 14-1501 ET SEQ., AND REPEALING ORDINANCE NO. 2021-04-4531.

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF ARKANSAS, KANSAS, AS FOLLOWS:

SECTION ONE: The Governing Body of the City of Arkansas City, Kansas, hereby adopts the City Master Wage Plan, attached hereto and incorporated by reference as if fully set forth herein. All such officers and employees of said City shall be paid respectively the amount set opposite the range set forth, in accordance with the City Budget for such purposes. All officers and employees shall be compensated from the several funds appropriated therefore, and shall be paid at such time and for such periods as the City Manager may direct, and further approval by the Governing Body for the payment of salaries and wages as authorized is not deemed necessary provided that pay period and time for payment of appropriate salaries shall be on a biweekly basis.

SECTION TWO: Overtime rate, longevity pay, and other pay incentives for employees shall be determined and specified in accordance with personnel policies in effect, and herein adopted by reference and incorporated as fully set forth herein. All compensation provided for in the City of Arkansas City Master Wage Plan shall be paid on warrants duly drawn according to law.

SECTION THREE: The Governing Body of the City of Arkansas City, Kansas, hereby repeals all provisions of Ordinance No. 2021-04-4531.

SECTION FOUR: The City Clerk of the City of Arkansas City, Kansas, shall cause this Ordinance, or a summary thereof, to be published one time in the official City newspaper and said Ordinance shall be in effect June 5, 2021.

PASSED AND ORDAINED by the Governing Body of the City of Arkansas City, Kansas, on this 1st day of June, 2021.

(Seal)

Scott Rogers, Mayor

ATTEST:

Lesley Shook, City Clerk

APPROVED AS TO FORM:

Larry R. Schwartz, City Attorney

CERTIFICATE

I hereby certify that the above and foregoing is a true and correct copy of the Ordinance No. 2021-06-_____ of the City of Arkansas City, Kansas, adopted by the Governing Body thereof on June 1, 2021, as the same appears of record in my office.

DATED: _____.

Lesley Shook, City Clerk



**CITY OF ARKANSAS CITY MASTER WAGE PLAN
ADOPTED BY THE GOVERNING BODY
OF THE CITY OF ARKANSAS CITY
ON JUNE 1, 2021**

RANGE	JOB TITLE		RANGE	JOB TITLE
12	Burn Pit Attendant		23	Distribution & Collection Maintenance Worker III
	Clerk			Emergency Management Coordinator
	Temporary/Seasonal Grounds Maintenance Worker			Police Officer
	Temporary/Seasonal Horticulturalist			
	Temporary/Seasonal Hydrant Flusher		24	Director of Senior Services
				Master Police Officer (MPO)
14	Cook/Driver			Parks & Facilities Supervisor
	Director of Northwest Community Center & Hogan			Sanitation Supervisor
				Management Assistant
15	Head Cook			Street & Stormwater Supervisor
	Horticulturalist			
			26	Police Sergeant
17	Animal Control/Nuisance Abatement Officer			
	Meter Technician		27	Accountant
	Sanitation Collector			Principal Planner
				Wastewater Treatment Plant Supervisor
18	Distribution & Collection Maintenance Worker I			Water Distribution & Collection Supervisor
	Parks & Facilities Maintenance Worker			Water Treatment Facility Supervisor
	Street & Stormwater Maintenance Worker I			
			28	City Clerk
19	Administrative Assistant			Detective Lieutenant
	Customer Service Specialist			Police Lieutenant
	Deputy City Clerk			Public Information Officer/Special Projects Coordinator
	Human Resources Assistant			
	Public Service Officer (PSO)		29	Emergency Medical Services (EMS) Director
	Records Specialist			
			31	Building Official
20	Distribution & Collection Maintenance Worker II			Police Captain
	Sanitation Driver			Information Technology (IT) Manager
	Street & Stormwater Maintenance Worker II			Human Resource Analyst
21	Combination Inspector		34	Finance Director/Treasurer
	Sexton			Human Resources Director
	Wastewater Treatment Plant Operator			
	Water Treatment Facility Operator		37	Environmental Services Superintendent
				Fire/Emergency Medical Services (EMS) Chief
22	Parks & Facilities Lead			Police Chief
	Street & Stormwater Maintenance Worker III			Public Services Superintendent
23F	Firefighter/Emergency Medical Technician		27F	Firefighter/Paramedic
24F	Engineer/Emergency Medical Technician		28F	Fire/Emergency Medical Services Lieutenant
25F	Paramedic - FT		29F	Fire/Emergency Medical Services Captain
26F	Paramedic - PT			

Range	Minimum	Mid-Point	Maximum
10	9.37	11.02	12.67
11	9.84	11.57	13.31
12	10.33	12.15	13.97
13	10.84	12.75	14.67
14	11.39	13.40	15.41
15	11.96	14.07	16.17
16	12.55	14.76	16.98
17	13.18	15.51	17.84
18	13.84	16.28	18.72
19	14.53	17.10	19.66
20	15.26	17.95	20.64
21	16.02	18.85	21.68
22	16.83	19.80	22.76
23	17.67	20.79	23.91
24	18.55	21.83	25.10
25	19.48	22.91	26.35
26	20.45	24.06	27.67
27	21.47	25.26	29.05
28	22.55	26.53	30.51
29	23.68	27.85	32.03
30	24.86	29.25	33.63
31	26.11	30.71	35.32
32	27.41	32.25	37.09
33	28.78	33.86	38.94
34	30.22	35.55	40.89
35	31.73	37.33	42.92
36	33.32	39.20	45.08
37	34.99	41.16	47.33
38	36.74	43.22	49.70
39	38.58	45.38	52.19
40	40.50	47.65	54.80
41	42.53	50.04	57.54
<i>Use this chart for FD employees working 2920 hours annually (24 hour shifts)</i>			
Range	Minimum	Mid-Point	Maximum
21F	11.42	13.43	15.44
22F	11.99	14.10	16.22
23F	12.58	14.80	17.02
24F	13.21	15.54	17.87
25F	13.87	16.32	18.77
26F	14.56	17.13	19.70
27F	15.28	17.98	20.68
28F	16.05	18.88	21.71
29F	16.85	19.82	22.79