



City Commission Agenda Item

Meeting Date: December 16, 2025

From: Marla McFarland, Human Resources Director

Item: New 2025 Compensation Study & C3 Compensation Blueprint Tool with correlated Pay Ordinance

- Motion:**
1. A Resolution formally adopting a new comprehensive compensation structure and administrative compliance tool, as provided to the City of Arkansas City through an intensive compensation study conducted by The Arnold Group, to be effective December 27, 2025. **(Voice Vote)**
 - a. An Ordinance fixing the compensation of employees of the City of Arkansas City, Kansas pursuant to the provisions of K.S.A. 14-1501 et seq., further implementing the new comprehensive compensation structure and administrative tool, and repealing Ordinance No. 2025-05-4636. **(Roll Call Vote)**

Background: On February 4, 2025, the City Commission passed a Resolution which approved for City staff to engage in a comprehensive compensation study led by the compensation specialists from The Arnold Group to determine the necessary and responsible steps to ensure the City's compensation plan is fair, equitable, and most importantly, promotes retention and is proactively competitive.

Staff worked with The Arnold Group (TAG), an HR consulting firm that specializes in public-sector pay systems. They introduced staff to the C3 Compensation Blueprint, which stands for: Comprehensive, Competitive, and Compliant.

As of November 24, 2025, the gathering and analysis of data has been completed, and The Arnold Group compensation specialists have provided the City of Arkansas City with a comprehensive compensation structure and tool for maintenance of such structure to become effective December 27, 2025.

Through implementation of the C3 Compensation Blueprint tool, pay decisions shall be clear and based on objective data, not opinions/subjective criteria. Employees can see where their job fits within the structure and locate a clear path for their future. The most important necessary outcome of the adoption of the C3 Compensation Blueprint tool is for the City of Arkansas City to stay competitive and reward internal experience fairly.

The amounts include the 2.775% COLA.

Commission Options:

The Commission has the following options as both items need addressed cohesively

1. Approve both items
2. Disapprove both items
3. Table both items for further discussion

Fiscal Impact: Amount: **Publication Cost & Final Study Rates**

Fund: Department: Expense Code:

☒ Included in budget ☐ Grant ☐ Bonds ☐ Other Not Budgeted

Attachments: Resolution & Pay Ordinance, Arnold Group PowerPoint Presentation, C3 Compensation Blueprint: Job Titles Chart, Internal & External Transfer Pay Scale Alignment Form, and Internal Promotion Pay Scale Alignment Form.

Approved for Agenda by:

Randy Frazer, City Manager