

**ORDINANCE NO. 2022-06\_\_\_\_\_**

**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. 2022-04-4552.**

**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. 2022-04-4552.

**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 July 2, 2022.

**PASSED AND ORDAINED** by the Governing Body of the City of Arkansas City, Kansas, on this 21<sup>st</sup> day of June, 2022.

(Seal)

\_\_\_\_\_  
Kanyon Gingher, 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. 2022-06-\_\_\_\_ of the City of Arkansas City, Kansas, adopted by the Governing Body thereof on June 21, 2022, 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 21, 2022**

| <b>RANGE</b>  | <b>JOB TITLE</b>                                |  | <b>RANGE</b> | <b>JOB TITLE</b>                                 |
|---|---|--|--------------|--|
| 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                            |
|   |   |  |              | Street & Stormwater Supervisor                   |
| 15  | Head Cook                                       |  |              |  |
|   | Horticulturalist                                |  | 26           | Police Sergeant                                  |
|   |   |  |              | Sergeant Detective                               |
| 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                        |  |              | Lieutenant Detective                             |
|   | Customer Service Specialist                     |  |              | Police Lieutenant                                |
|   | Human Resources Assistant                       |  |              |  |
|   | Deputy City Clerk                               |  | 29           | Communications Director                          |
|   | Public Service Officer (PSO)                    |  |              | Emergency Medical Services (EMS) Director        |
|   | Records Specialist                              |  |              | Municipal Project Manager                        |
|   |   |  |              |  |
| 20  | Distribution & Collection Maintenance Worker II |  | 30           | Fire Marshal                                     |
|   | Sanitation Driver                               |  |              |  |
|   | Street & Stormwater Maintenance Worker II       |  | 31           | Building Official                                |
|   |   |  |              | Human Resources Analyst                          |
| 21  | Combination Inspector                           |  |              | Information Technology (IT) Manager              |
|   | Sexton  |  |              | Police Captain                                   |
|   | Wastewater Treatment Plant Operator             |  |              |  |
|   | Water Treatment Facility Operator               |  | 34           | Finance Director/Treasurer                       |
|   |   |  |              | Human Resources Director                         |
| 22  | Parks & Facilities Lead                         |  |              |  |
|   | Street & Stormwater Maintenance Worker III      |  | 37           | Environmental Services Superintendent            |
|   |   |  |              | Fire/Emergency Medical Services (EMS) Chief      |
|   |   |  |              | Police Chief                                     |
|   |   |  |              | Public Services Superintendent                   |
|   |   |  |              |  |
| <b>Use Ranges below for Fire/EMS positions working 2920 hours annually (24-hour shifts)</b> |   |  |              |  |
| 23F   | Firefighter/Emergency Medical Technician        |  | 27F          | Firefighter/Paramedic                            |
| 24F   | Engineer/Emergency Medical Technician           |  | 28F          | Engineer/Paramedic                               |
| 25F   | Paramedic - FT                                  |  | 29F          | Fire/Emergency Medical Services Lieutenant       |
| 26F   | Paramedic - PT                                  |  | 30F          | Fire/Emergency Medical Services Captain          |

| Range | Minimum | Mid-Point | Maximum |
|-------|---------|-----------|---------|
| 10    | 9.46    | 11.13     | 15.66   |
| 11    | 9.94    | 11.69     | 16.39   |
| 12    | 10.43   | 12.27     | 17.16   |
| 13    | 10.95   | 12.88     | 17.96   |
| 14    | 11.49   | 13.52     | 18.80   |
| 15    | 12.07   | 14.20     | 19.69   |
| 16    | 12.67   | 14.91     | 20.62   |
| 17    | 13.31   | 15.66     | 21.61   |
| 18    | 13.97   | 16.44     | 22.63   |
| 19    | 14.67   | 17.26     | 23.71   |
| 20    | 15.40   | 18.12     | 24.83   |
| 21    | 16.18   | 19.03     | 26.03   |
| 22    | 16.98   | 19.98     | 27.28   |
| 23    | 17.83   | 20.98     | 28.59   |
| 24    | 18.73   | 22.03     | 29.97   |
| 25    | 19.66   | 23.13     | 31.41   |
| 26    | 20.65   | 24.29     | 32.93   |
| 27    | 21.68   | 25.50     | 34.52   |
| 28    | 22.76   | 26.78     | 36.20   |
| 29    | 23.90   | 28.12     | 37.96   |
| 30    | 25.10   | 29.53     | 39.81   |
| 31    | 26.36   | 31.01     | 41.75   |
| 32    | 27.68   | 32.56     | 43.79   |
| 33    | 29.06   | 34.19     | 45.93   |
| 34    | 30.52   | 35.90     | 48.17   |
| 35    | 32.05   | 37.70     | 50.54   |
| 36    | 33.65   | 39.59     | 53.01   |
| 37    | 35.33   | 41.57     | 55.51   |
| 38    | 37.10   | 43.65     | 58.34   |
| 39    | 38.96   | 45.83     | 61.20   |
| 40    | 40.90   | 48.12     | 64.21   |
| 41    | 42.95   | 50.53     | 67.37   |

| <i>Use this chart for FD employees working 2920 hours annually (24 hour shifts)</i> |         |           |         |
|---|---------|-----------|---------|
| Range   | Minimum | Mid-Point | Maximum |
| 21F   | 11.53   | 13.56     | 18.86   |
| 22F   | 12.10   | 14.24     | 19.74   |
| 23F   | 12.71   | 14.95     | 20.67   |
| 24F   | 13.35   | 15.70     | 21.66   |
| 25F   | 14.02   | 16.49     | 22.69   |
| 26F   | 14.71   | 17.31     | 23.77   |
| 27F   | 15.45   | 18.18     | 24.92   |
| 28F   | 16.23   | 19.09     | 26.10   |
| 29F   | 17.03   | 20.04     | 27.35   |
| 30F   | 17.88   | 21.04     | 28.67   |