

2023 KACM List-Serv COLA/Merit Survey

City	COLA	Merit	Step	Bonus	Comments
Augusta	2.00%	3.00%			2% COLA and 3% Merit minimum; evaluating inflation and assessed values to determine if more is merited and can be supported budgetarily
Arkansas City	TBD	5.00%			\$1.00/hr increase will be provided on 7/2/2022
Bel Aire		2.50%			1.5% - 2% bonus may be given with "exceptional" performance review
Belleville	3.00%	3.00%		\$1,300 ARPA bonus in 2022	One time bonus was given in 2022 from ARPA funds.
Benton				3.00%	
Butler County	5-20%	3.00%		1-2 \$750 COVID bonuses	
Columbus					Still waiting on assessed valuation – plan to fully implement market minimum salary for each position per recent compensation study and 2% raise for everyone else currently at or above market minimum.
Concordia	2.70%	1.00%			*See note below.
Derby	2.00%	4.00%			
Ellinwood	4.00%				
Garden City	2.00%		2.00%		2% adjustment to the pay plan; Approximately 2% between steps
Great Bend	2.00%	2.00%			If valuations strong, try to bump to 3.0% COLA
Halstead	7%	up to 3%	N/A	Possible	Discussion stages, if bonuses are given from ARPA funds will most likely decrease COLA %
Hays	4.00%	2.00%			2022 budget step – 2%; 2022 budget cola – 3%; 2022 mid-year cola – 3%
Herington	1.00%	3.00%			
Hesston	2.50%				No firm decision yet, only what has been discussed with Council
Humboldt	2.00%	Discretionary	N/A	N/A	We made adjustments, last year to increase minimum pay to \$15/hr. Pay plan allows 2% COLA. Council can adjust, but no plans, yet.
Hutchinson		3.00%			
Iola	2.50%	2.5%- 3.5%			
Junction City					We are trying to budget for a 5 % increase. We have had to really bump up starting salaries in the past year to try to get employees. Starting in public works move up from \$13.50 to \$16.50 this year. Right now it will be across the board on the 5%. I know some talk merit, but we two have two bargaining units and those are set wages.
Kingman	5.00%				We did 3% COLA to start the year, but we just approved an additional 2% with the first July payroll.
Lansing					We're currently working on a pay study and are not sure what the final figures we'll be. For budgeting purposes, we're tentatively penciling in 6% total. We gave all police officers a \$1,000 bonus last year related to the pandemic, and we bumped up a citywide anniversary (5/10/15, etc) bonus from \$100 to \$500.
Larned	4.00%	n/a	n/a	n/a	We are budgeting a 10% increase in Personnel. Upon Council vote, employees receive CPI-Midwest. Last year, employees received 6.6%
Lake Quivira	3.00%				We ended up doing a 3% COLA and a 3% merit in 2022 resulting in a 6% increase for that year.
Lenexa		4.00%	2% (pay study adjustments, we don't do COLA)	\$2,500 / \$500 pandemic bonus	Pandemic bonuses paid to all FT and PT benefited employees at a rate of \$100/mo. served from April 2020-April 2022 (25 mos.) up to pre-tax total of \$2,500. Variable and seasonal \$20/mo. following the same formula up to \$500. Paid on 6/24/22 paycheck. All merit increases applied 8/1 every year. If you're a FT 30-hour employee, you get 75% of the full bonus - \$1,875 max.
Lindsborg, KS	5.00%		1- or 2- step merit increases	N/A	Budgeting increases to a few salaries based on added responsibilities/restructuring of a few positions with planned departures, retirements, etc. Budgeting a market adjustment for P/T seasonal (lifeguards, golf course, etc.) – between \$0.50/hr to \$1.50/hr (varies based on position)
Merriam	0.00%	3.00%	0.00%		We are doing a salary study this year and plan to implement at least in part in 2023. We provided a one-time 7.5% bonus in 2022 to all FT personnel and \$100 bonuses to part time personnel
McPherson	3.00%	N/A	2%-3%	N/A	Budgeted 2% COLA for 2022-Increased to 5% . Made additional market adjustments for our hard to fill positions.
Mission Hills	TBD	3-4%	N/A	N/A	5% COLA for 2022.
Moundridge		2.00%	2%		
Mulvane	3.00%	2.50%			
Neodesha	8.60%	3.00%	N/A	N/A	Will attempt to mirror the SSA projected COLA.
North Newton	3.00%	2.00%	N/A	N/A	No decisions yet. Merit and COLA combined are not guaranteed. Premium pay is on the table, however it has been decided on yet.
Olathe		5.00%	See Note	Includes an increase in 457 contribution from \$40/pay period to 3%.	July based on salary (\$60K and below get 3.5% and above \$60K gets 2%). Our public safety pay plan is fully funded. Averaging around 4% Happy to provide specifics as needed.
Osawatomie	3.00%	3.00%			We bumped public works up 5% in April.
Paola	3.00%	2.00%			
Pittsburg	2.00%	2.00%			*See note below.
Prairie Village		5.00%			We are also budgeting 3% for anticipated adjustments once a salary study is conducted. We have set aside \$500,000 in ARPA funds for anticipated adjustments to salaries this year upon conclusion of the comp/benefit study. If it helps, we are also paying a retention bonus to employees – every 3rd year they will receive a check for 5% of their base salary.
Russell	5.00%	3.00%	NA	NA	Received 4% COLA in 2022 and up to 3% Merit. Mid-year adjusted most pay to get closer to market rate (mostly utilities and public safety)

Salina	3.00%	3.00%			We are completing a comprehensive pay plan study across all pay classifications with customized adjustments per employee and a minimum of 2% for all employees (some are considerably more depending on their position). We will implement 9/1. The consultant says the recommended rates account for some inflation to keep up with the market in 2023. COLA could be higher, but the pay plan considerations have offset that a bit.
Saline County	2.5%	n/a	3.8-5.9%, depending on which step	We'd certainly never use the B-word, but we have a one-time inflation adjustment payment (in 2022) of 2.9% coming from ARPA	We did a salary survey with WSU that started in Dec. 2021 and wrapped up in March or April. In addition to steps, there's a market adjustment for most (but not all) positions. These are done by moving positions up 1 to 5 grades in our grade and step plan. The average increase from current salary to proposed salary is 10.5%. This is inclusive of the COLA. This has not been approved by the Commission but is what is included in our requested budget that they will discuss
Valley Center	1.50%	2.50%	N/A	N/A	One-Time 1.5% to 8.5% COLA/Merit in July 2022 depending on years of service (1 year or less will receive 1% ranging to 3+ years will receive 8.5%)
Wellington	2.00%	1.00%			

Notes: All percentages are subject to change upon final budget approval, but these are the values that are being reported for budgeting purposes at this moment. For simplicity, I used the following terminology interchangeably with COLA: "across the board increase" and "market adjustment."

***Concordia Note:** We advanced half of what would have been the FY2023 COLA in FY2022 to help employees with then-current inflationary pressures. Normally we would have used the 12-month CPI for 2021 for our FY2023 COLA. So we gave an extra 2% in FY2022 on top of the planned 1.2% COLA and the remaining 2.7% is what they are getting for FY2023.) We increased wages by \$1/hour starting for FY2022, so don't have anything else planned yet for FY2023. However, the Commission wants us to look again at PD/Dispatch and Fire/EMS as those were still low after the \$1/hour increase based on our simple in-house salary study. Our study was also done pre-inflation. But our lowest paid entry-level/zero-experience job is now \$15.06/hour.

***Pittsburg Note:** Pittsburg hired a consultant this year and performed an extensive pay study which several of you participated in. Thank you. As a result of the information we received, we put \$276,000 into our payroll in May, focusing on hard to hire and entry level positions. A starting police officer's pay increased 18% as an example. We made sure every position received at least a 1%, and purposely excluded upper management for any raise above the 1%. We also provided one time bonuses of \$1,000 for FT and \$500 for PT. The budget I will submit for next year will include 2% COLA and 2% Merit for all employees. We also plan on revisiting the upper management pay as our study indicated we are paying those positions around 10% below market. Keep in mind, the study was completed in January and at that time the consultants told us that the annual COLA should really be around 5% to 6% to keep up. Since then, that number has only increased.

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Valley staff to get pay raises

By Chris Strunk

Last Updated: June 23, 2022

Fighting a "battle for talent," the City of Valley Center is giving its employees a bump in pay.

The city council on June 21 approved a proposal that increases pay rates across the board, focusing heavier on employees who have been with the city longer.

The raises will be a combination of cost of living adjustments and merit increases.

Barry Smith, assistant city administrator, said it is difficult to attract and retain employees when their pay is below what other area cities pay.

For example, he said, a starting police officer in Valley Center is paid \$19.48 per hour, more than \$4 less per hour than Bel Aire.

The one-time increases by years of service include 1 percent merit for less than a year, 1.5 percent COLA and 2 percent merit for up to two years, 3 percent COLA and 3 percent merit for up to three years and 4.5 percent COLA and 4 percent merit for three or more.

The pay increases will start in July. The cost of living adjustments stay with the positions.

Though the council's approval was unanimous, some members said the steep increases were difficult to accept.

"What do I say to Joe Schmo on the street who says, 'I didn't get 8.5 percent?'" council member Dale Kerstetter asked.

"We have openings," City Administrator Brent Clark answered.

In addition to the one-time bump, employees will receive up to a 4 percent pay increase in January (1.5 percent in a cost of living adjustment and up to 2.5 percent for a merit increase). Historically, city employees have been given up to 3 percent merit increases each year.

"If you look at our overall budget, we are in great shape," Clark said. "One area we're lacking in is personnel."

The raises will increase the city's payroll by nearly \$200,000.

Department heads thanked the city council for approving the proposed raises for their employees.

"I know this means a lot to them that you did this tonight," Police Chief Lloyd Newman said.

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The pay increases are included in a proposed 2023 city budget that holds the line on property taxes.

The city council discussed the budget June 21. As proposed, the property tax mill levy would remain at 54.8 mills. Thanks to a 7.2 percent increase in overall property valuations in the city, the levy would bring in \$235,000 more in tax revenue for 2023. The budget also will benefit by a \$200,000 jump in sales tax revenue.

"Even though our valuation has increased, we're not increasing the mill rate," council member Dale Kerstetter said. "... I just appreciate we're not increasing it like other cities."

Besides the employee raises, the budget includes the addition of four employee positions — two full-time firefighters, one community development employee and one parks and public buildings employee. Seasonal staff for parks would be eliminated.

The budget will be discussed further on July 5.

In other business June 21, the council:

- Heard a presentation from Sedgwick County's new EMS director, Kevin Lanterman.

- Approved the re-appointment of Jamie Anderson to a four-year term on the Valley Center Recreation Commission board.

Council member Ben Anderson was not at the meeting.

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