

**RESOLUTION NO. 2023-15**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AUGUSTA, KANSAS, ESTABLISHING GOVERNING BODY COMPENSATION AND AN EMPLOYEE JOB CLASSIFICATION AND SALARY SCHEDULE AND POLICIES FOR ITS IMPLEMENTATION AND MANAGEMENT.**

**WHEREAS** the City of Augusta wishes to competitively recruit and retain quality employees to provide services to the people of Augusta; and

**WHEREAS** to that end, the City of Augusta wishes to establish a formal program for compensation of its employees; and

**WHEREAS** the 2024 budget was adopted based on preliminary pay grades and ranges, and included provisions for COLAs, merit, and other increases; and

**WHEREAS** the mid-points of the pay ranges in this job classification and salary schedule have been less than the market mid-points; and

**WHEREAS** policies for the implementation and management of this program are necessary; and

**WHEREAS** the city also adopted an ordinance specifying that compensation rates for the governing body would be fixed by resolution.

**NOW, THEREFORE**, be it resolved by the Governing Body of the City of Augusta, Kansas, as follows:

**SECTION 1.** The salaries of the Mayor and Council Members shall be as follows:

Mayor: \$5,460 per year

Council Members: \$1,671 per year

**SECTION 2.** The employee job classification and salary schedule, attached as Exhibit A, shall be in effect for the year 2024. Adjustments to the schedule, including, but not limited to those described in Sections 3 and 4 of this Resolution, shall be approved annually by resolution of the Governing Body.

**SECTION 3.** Subject to funding, it shall be the City's intent to budget annually for cost-of-living wage increases. When the wages of the City's employees are increased for cost of living, both the Governing Body's compensation and the pay ranges of the employee job classification and salary schedule shall be increased by the same percentage. A cost-of-living wage increase of 4.00% is included in the adopted 2024 Budget.

**SECTION 4.** Subject to funding, in addition to any cost-of-living increases provided for in Section 2, future budgets shall include incremental increases to the pay ranges in the job classification and salary schedule until the midpoints of the ranges match the corresponding market midpoints. Incremental increases are accounted for as applicable in the 2024 Budget.


**SECTION 5.** Future budgets shall be developed with a goal that all employees whose positions are included in the job classification and salary schedule are paid within the position's range. Employees with salaries lower than the range minimum for the position shall be eligible for an additional wage increase, over and above the increases resulting from Sections 3 and 4 of this Resolution.

**SECTION 6.** In addition to the other provisions of this Resolution, employees may be compensated for their performance through merit pay increases as warranted per written performance evaluations. For 2024, there will be a 3% maximum merit increase.

**PASSED, APPROVED, AND ADOPTED** by the City Council this 4th day of December, 2023.

  
MIKE L. RAWLINGS, MAYOR

ATTEST:

  
ERICA L. JONES, CITY CLERK



# Updated 2024 Pay Plan

City of Augusta

Exhibit A

**2024 Job Classification and Salary Schedule FINAL**

	<u>Range</u> Minimum	<u>Range</u> Midpoint	<u>Range</u> Maximum		<u>Range</u> Minimum	<u>Range</u> Midpoint	<u>Range</u> Maximum
<b>Grade 100</b>	\$34.02	\$45.36	\$56.70	<b>Grade 40</b>	\$16.94	\$22.58	\$28.23
Assistant City Manager* / Community Development Director				Clerk III (Exec Sec, Court Clerk, Accts Payable)			
Finance Director / City Clerk*				Groundsman			
Public Safety Director*				Technician III (Parks, Asst. to Caretaker, Airport, Tree Maint.)			
Public Utilities Director*				Power Plant Operator Trainee			
				Operator II (Street, Solid Waste, Class IV Water/Wastewater)			
<b>Grade 90</b>	\$29.46	\$39.27	\$49.09	Communications Specialist II (Dispatcher)			
Fire Major*				Safety Officer (Fire I) - 1-3 years			
Police Captain*							
HR Manager*				<b>Grade 30</b>	\$15.76	\$21.01	\$26.26
				Animal Control Officer			
<b>Grade 80</b>	\$27.91	\$37.22	\$46.52	Clerk II (Admin Asst, Head Utility Billing, Safety Records, Court, HR)			
Lieutenant				Communications Specialist I (Dispatcher)			
Superintendent (Elec Dist, Elec Prod*, Water, Wastewater, Public Works, Parks)				Technician II (Cemetery, Parks, Airport, Tree Maint.)			
				Operator I (Street, Solid Waste, Class III Water/Wastewater)			
<b>Grade 70</b>	\$25.86	\$34.48	\$43.09	Firefighter II			
Inspector (Building, Environmental)							
Sergeant				<b>Grade 20</b>	\$14.19	\$18.92	\$23.66
Chief Operator (Water Plant, Wastewater, Power Plant)				Clerk I (Utility Billing)			
City Planner*				Meter Reader			
Airport Manager*				Trainee (Street, Water, Wastewater)			
Journeyman Lineman				Firefighter I			
				Technician I (Cemetery, Parks, Airport)			
<b>Grade 60</b>	\$23.11	\$30.82	\$38.52	Refuse Collector			
Santa Fe Lake Caretaker*							
Foreman (Parks, Street, Solid Waste, Water, Wastewater)				<b>Grade 10</b>	\$7.25		
Airport Line Manager				Seasonal - Parks, Cemetery, Santa Fe Lake, Lifeguards			
Public Safety Officer (Patrol II, Fire III) - 8 years				Temporary - Young Adult Work Experience Program			
Power Plant Operator II				Temporary - Intern			
Communications Supervisor							
Lineman				<b>Governing Body</b>			
				Mayor	\$5,460	Annual	
<b>Grade 50</b>	\$19.48	\$25.98	\$32.47	City Council	\$1,671	Annual	
Assistant City Clerk / Treasurer							
Cemetery Sexton							
Code Enforcement Officer							
Mechanic							
Power Plant Operator							
Public Safety Officer (Patrol I, Fire II) - 5 years							
Assistant to the City Manager*							
Apprentice Lineman							
Lead Technician (Solid Waste, Street, Parks, Water, Wastewater, Airport)							