



AGENDA
CITY OF AUGUSTA
Council Special Meeting – 2021 Budget
August 10, 2020
7:00 P.M.

“Augusta – Where the metro’s edge meets the prairie’s serenity offering the perfect blend of opportunity and proximity for living, commerce and culture.”

A. CALL TO ORDER

B. PLEDGE OF ALLEGIANCE

C. PRAYER

D. BUSINESS

1. PUBLIC HEARING FOR 2021 BUDGET

Conduct a public hearing to take input from the public on the City’s proposed 2021 Budget; Consider approval of the proposed 2021 Budget.

- a) Staff Report
- b) Open Public Hearing**
- c) Close Public Hearing**
- d) Council Discussion
- e) 2021 Budget Approval
 - i. Council Motion/Vote**

2. GOVERNING BODY COMPENSATION ORDINANCE

Consider approval of Ordinance No. 2168 Amending Section 1-208 of City Code regarding governing body compensation to allow amounts to be fixed by resolution.

- a) Staff Report
- b) Council Motion/Roll Call Vote**

3. RESOLUTION 2020-15 ESTABLISHING THE 2021 JOB CLASSIFICATION AND SALARY SCHEDULE AND GOVERNING BODY COMPENSATION

Consider approval of Resolution 2020-15 establishing the 2021 employee job classification and salary schedule as well as governing body compensation pursuant to Ordinance No. 2168.

- a) Staff Report
- b) **Council Motion/Vote**

E. ADJOURNMENT



**CITY OF AUGUSTA
CITY COUNCIL AGENDA REPORT**

Meeting Date: August 10, 2020
Department: Administration
Submitted By: Erica Jones, City Clerk / Director of Finance
Prepared By: Erica Jones, City Clerk / Director of Finance
Agenda Title: **Conduct a Public Hearing to Take Public Input and Comments on the Proposed 2021 Budget; Consider Approval of the Proposed 2021 Budget**

RECOMMENDED ACTION:

- b) Conduct a public hearing to take input and comment on the Proposed 2021 Budget.
- e(i) Consider approval of the proposed 2021 Budget

BACKGROUND:

As part of the process to approve the 2021 Budget, the City Council must first hold a public hearing to take input on the proposed budget. Attached is a copy of the public hearing notice that was published in the Butler County Times Gazette July 28, 2020. **Staff recommends that the Council bring or make readily available their work session packets with them to the meeting as reference for any discussion on the proposed budget.**

The mill levy that was published in the notice is based upon the estimated valuation that is provided by Butler County. The City is required to use this number even though it does not take into consideration the known pending tax exemptions that will lower the valuation. The valuation number and mill levy will be adjusted by the County and become final in November.

As shown in the attached hearing notice, the amount of property taxes to be levied for 2021 totals \$3,514,240, representing a proposed mill levy of 55.687 mills. The proposed mil levy is a 0.629 decrease from the 2020 Budget mil levy of 56.316 and a decrease of 0.621 mills compared to the 2020 Actual mill levy and is based on the direction provided by the governing body during the budget work sessions.

As a reminder, the Council may choose to lower the proposed expenditures but the expenses cannot exceed the amount published in the Public Hearing Notice.

Department Head Approval Date: 8/7/2020

City Manager Approval Date:

City Attorney Approval Date:

Attachments (*list in packet assembly order*):

1. 2021 Proposed Budget Summary (Public Hearing Notice as Published)
2. Proof of Publication
3. 2021 Budget Hearing Presentation

NOTICE OF BUDGET HEARING

2021

The governing body of
City of Augusta
 will meet on August 10, 2020 at 7:00 PM at City Hall for the purpose of hearing and
 answering objections of taxpayers relating to the proposed use of all funds and the amount of ad valorem tax.
 Detailed budget information is available at City Hall and will be available at this hearing.

BUDGET SUMMARY

Proposed Budget 2021 Expenditures and Amount of 2020 Ad Valorem Tax establish the maximum limits of the 2021 budget.
 Estimated Tax Rate is subject to change depending on the final assessed valuation.

FUND	Prior Year Actual for 2019		Current Year Estimate for 2020		Proposed Budget Year for 2021		
	Expenditures	Actual Tax Rate *	Expenditures	Actual Tax Rate *	Budget Authority for Expenditures	Amount of 2020 Ad Valorem Tax	Estimate Tax Rate *
General	5,667,743	21.625	5,847,180	25.170	6,762,920	1,649,150	26.133
Debt Service	683,833	5.551	554,126	4.576	533,100	270,000	4.278
Library	296,159	4.452	309,500	4.610	314,500	282,280	4.473
Library Employee Benefits	83,800	1.283	96,875	1.352	87,300	82,810	1.312
Employee Benefits	1,430,080	22.175	1,543,400	20.600	1,752,550	1,230,000	19.491
Special Highway	275,496		600,915		337,080		
Special Alcohol	25,499		24,500		24,500		
Convention & Tourism	9,884		14,400		20,000		
Special Parks	102,223		39,900		44,700		
Cemetery Endowment	4,300		55,000		5,000		
Street Sales Tax	733,404		1,850,625		1,800,000		
Industrial Development			438,419		169,000		
Capital Improvements	608,359		698,000		677,200		
Solid Waste Bond & Interest	128,600		126,400		129,200		
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Water Sales Tax			466,000		950,000		
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Electric Reserve	257,000		300,000		300,000		
Electric Bond P & I	535,793		531,094		531,094		
Wastewater Reserve	591,252		350,417				
Wastewater Treatment Plant	717,550		914,500		816,500		
Equipment Reserve			120,000		156,000		
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Electric	9,239,646		9,706,800		10,128,420		
Wastewater	537,819		589,998		681,750		
Airport	480,128		484,195		510,940		
Non-Budgeted Funds-A	238,917						
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Non-Budgeted Funds-C	1,631,358						
Non-Budgeted Funds-D	1,031,975						
Non-Budgeted Funds-E	52,139						
Non-Budgeted Funds-F	19,390						
Non-Budgeted Funds-G	2,604,544						
Non-Budgeted Funds-H							
Totals	30,263,689	55.086	29,397,019	56.308	30,557,169	3,514,240	55.687
Less: Transfers	5,529,920		5,054,300		4,742,800		
Net Expenditure	24,733,770		24,342,719		25,814,369		
Total Tax Levied	3,274,100		3,448,017		xxxxxxxxxxxxxxxxxxxx		
Assessed Valuation	59,437,216		61,234,324		63,107,099		
Outstanding Indebtedness, January 1,							
2018							
G.O. Bonds	22,295,000		20,185,000		17,850,000		
Revenue Bonds	1,235,000		650,000		0		
Other	2,261,000		2,219,683		2,850,911		
Lease Purchase Principal	79,081		62,761		75,240		
Total	25,870,081		23,117,444		20,776,151		

*Tax rates are expressed in mills

Erica L. Jones
 City Official Title: City Clerk / Director of Finance

Legals

and for assignment of said real estate and any other real property and personal property of Louviana I. Musiel, deceased, pursuant to the Family Settlement Agreement.

You are hereby required to file your written defenses on or before August 14, 2020, at 11:00 a.m. in this Court in the City of El Dorado, Kansas, at which time and place the cause will be heard. Should you fail therein, judgment and decree will be entered in due course upon the Petition.

If you plan to object to the Petition and Family Settlement Agreement filed herein, you must contact Judge Hutchison's office at 316-322-4360 prior to August 14, 2020. The deadlines or time requirements herein are not subject to suspension of time as set forth in Kansas Supreme Court Administrative Order 2020 PR 047.

Dana A. Neihardt, Petitioner
 CAMI R. BAKER & ASSOCIATES, P.A., 526 State St., Augusta, Kansas 67010 (316) 775-5418 (316) 775-5810-Fax S.C.I.D. #16147 cami@crbakerlaw.com Attorneys for Petitioner

(PUBLISH ONCE PER WEEK FOR 3 WEEKS BEGINNING JULY 21, 2020)

IN THE DISTRICT COURT OF BUTLER COUNTY, KANSAS

BRYAN PATTON, Plaintiff,
 vs.

Case No. 2020 CV 127
 STATE OF KANSAS, DEPARTMENT OF REVENUE, DIVISION OF MOTOR VEHICLES, STATE OF KANSAS, KANSAS HIGHWAY PATROL, CALVIN R. BECKER, AND ALL OTHER PERSONS UNKNOWN, CLAIMING ANY RIGHT, TITLE, ESTATE, LIEN OR INTEREST IN THE PROPERTY DESCRIBED IN THE COMPLAINT ADVERSE TO PLAINTIFF'S OWNERSHIP, OR ANY CLOUD ON PLAINTIFF'S TITLE THERETO.
 Defendants.

NOTICE OF SUIT
 THE STATE OF KANSAS to all persons who are or may be concerned:

You are hereby notified that a Petition has been filed in the District Court of Butler County, Kansas by Bryan Patten praying that title be quieted in his name in the 1937 Chevrolet 2 door Coupe, located in Butler County, Kansas and particularly described in said Petition.

You are hereby required to plead to said Petition on or before the 31st day of August, 2020, in the Court of Butler County, Kansas. If you fail to plead, judgment and decree will be entered in due course upon the Petition.

Bryan Patten, Plaintiff
 CONNELL & CONNELL, Tim Connell #09923 318 West Central P.O. Box 6 El Dorado, Kansas 67042 316-321-4300 Phone 316-321-1530 Fax tim@connellandconnell.com Attorneys for Plaintiff (Publish 3 times)

(First published in The Butler County Times-Gazette July 28, 2020.)

IN THE DISTRICT COURT OF BUTLER COUNTY, KANSAS

CIVIL DEPARTMENT
 U.S. Bank National Association, not in its individual capacity but solely as trustee for the RMAC Trust, Series 2018 G-CTT Plaintiff,
 vs.

Case No. 2019-CV-000309
 Court Number: Pursuant to K.S.A. Chapter 60
 Anthony J Austin, et al. Defendants.

Notice Of Sale
 Under and by virtue of an Order of Sale issued to me by the Clerk of the District Court of Butler County, Kansas, the undersigned Sheriff of Butler County, Kansas, will offer for sale at public auction and sell to the highest bidder for cash in hand, at the Inside the front door of the Historic Courthouse on the 2nd floor at 205 West Central Street, El Dorado, Kansas of the Courthouse at El Dorado, Butler County, Kansas, on August 20, 2020, at 10:00 AM, the following real estate:

Lot 175 in LIBERTY PARK ADDITION to the City of El Dorado, in Butler County, Kansas, commonly known as 616 N Alleghany St, El Dorado, KS 67042 (the "Property") to satisfy the judgment in the above-entitled case.

Legals

The sale is to be made without appraisal and subject to the redemption period as provided by law, and further subject to the approval of the Court. For more information, visit www.Southlaw.com Kelly Herzet, Sheriff Butler County, Kansas Prepared By: SouthLaw, P.C. Mark Mellor (KS #10255) 245 N. Waco, Suite 410 Wichita, KS 67202 (316) 684-7733 (316) 684-7766 (Fax) Attorneys for Plaintiff (222834)

(First published in The Butler County Times-Gazette July 21, 2020.)

IN THE DISTRICT COURT OF BUTLER COUNTY, KANSAS

CIVIL DEPARTMENT
 Citizens Bank, National Association Plaintiff,
 vs.

Case No. 2019-CV-000250
 Court Number: Pursuant to K.S.A. Chapter 60
 Randy L. Owen and Tammy K. Owen, et al. Defendants.

Notice Of Sale

Under and by virtue of an Order of Sale issued to me by the Clerk of the District Court of Butler County, Kansas, the undersigned Sheriff of Butler County, Kansas, will offer for sale at public auction and sell to the highest bidder for cash in hand, at the Inside the front door of the Historic Courthouse on the 2nd floor at 205 West Central Street, El Dorado, Kansas of the Courthouse at El Dorado, Butler County, Kansas, on August 13, 2020, at 10:00 AM, the following real estate: LOT 13, IN BLOCK 1, THE COURSE AT GREEN VALLEY GREENS 7TH ADDITION TO THE CITY OF ANDOVER, BUTLER COUNTY, KANSAS, commonly known as 339 Oakmont Ct, Andover, KS 67002 (the "Property") to satisfy the judgment in the above-entitled case. The sale is to be made without appraisal and subject to the redemption period as provided by law, and further subject to the approval of the Court. For more information, visit www.Southlaw.com Kelly Herzet, Sheriff Butler County, Kansas Prepared By: SouthLaw, P.C. Blair T. Gisi (KS #24096) 245 N. Waco, Suite 410 Wichita, KS 67202 (316) 684-7733 (316) 684-7766 (Fax) Attorneys for Plaintiff (102899)

(First published in The Butler County Times-Gazette August 14, 2020.)

IN THE THIRTEENTH JUDICIAL DISTRICT COURT OF BUTLER COUNTY, KANSAS

BOARD OF COUNTY COMMISSIONERS OF BUTLER COUNTY, KANSAS Plaintiffs,
 VS. RICHARD G. BARKER, ET AL., et al. Defendants. Pursuant to Chapter 60 and 79 of Kansas Statutes Annotated

Case No. 2020 CV 18 SHERIFF'S NOTICE OF SALE

PUBLIC NOTICE is hereby given that under and by virtue of an Order of Sale issued to me out of the District Court of Butler County, Kansas, in the above entitled action, I will, on August 19, 2020, at 10:00 o'clock a.m. on said day, in the Commission Meeting Room, on the Fourth Floor of the Butler County Courthouse, 205 W. Central, El Dorado, Kansas 67042, offer at public sale, and sell to the highest bidder for cash in hand, all of the following described real property situated in Butler County, Kansas, to wit:

Cause of Action No. 6
 Legal Description: Lots 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31 and 32, Block 23, Original Town (now City) of Latham, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$968.73 plus costs

Cause of Action No. 7
 Legal Description: Lots 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15 and 16, Block 24, Original Town (now City) of Latham, Butler County, Kansas Total unpaid taxes, interest and fees as of 1/20/20: \$5,701.21 plus costs

Cause of Action No. 12
 Legal Description: Beginning at a point 1800 feet East of the Southwest Corner of Section 24, Township 29 South, Range 4 East of the 6th P.M., Butler County, Kansas, thence 640 feet East,

Legals

thence 640 feet North, thence 640 feet West, thence 640 feet South to the point of beginning. Total unpaid taxes, interest and fees as of 1/20/20: \$10,324.99 plus costs

Cause of Action No. 13
 Legal Description: Lots 7, 8 and 9, Block 8, in POTWIN AND JONES NORTH ADDITION to the Town, now City of Potwin, Butler County. Total unpaid taxes, interest and fees as of 1/20/20: \$5,655.17 plus costs

Cause of Action No. 15
 Legal Description: Commencing at a point 178 feet West of the Southeast corner of Block 15, in Potwin Town Company's West Addition to the Town (now City) of Potwin, thence running North 145 feet, thence West 50 feet, thence running South 145 feet, thence East 50 feet to the place of commencement, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$7,436.87 plus costs

Cause of Action No. 18
 Legal Description: Beginning at the Southwest corner of Lot 4 in WEST LEON TOWN COMPANY'S ADDITION to the City of Leon, thence North 130 feet, thence East to a point that is 230 feet West of the East line of said Lot 4, thence South 130 feet to the South line of said Lot 4, thence West to the place of beginning, in Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$2,413.02 plus costs

Cause of Action No. 22
 Legal Description: The West 268 feet of Lot 23, EXCEPT the West 92 feet thereof, Hodges Second Subdivision in the E/2 NE/4 of Section 18, Township 27S, Range 3 East of the 6th P.M., in Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$12,215.66 plus costs

Cause of Action No. 24
 Legal Description: The West 92 feet of Lot 23, In Hodges Second Subdivision in the E/2 of the NE/4 of Section 18, Township 27 South, Range 3 East of the 6th P.M., in Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$7,001.01 plus costs

Cause of Action No. 25

Legals

Legal Description: Lots 1, 2, 5, 6 and 7, except the South 5 feet of Lot 7, Block 7, Original Town, now City of Douglass, Butler County, Kansas Total unpaid taxes, interest and fees as of 1/20/20: \$7,739.92 plus costs

Cause of Action No. 26
 Legal Description: Beginning at a point that is 592.40 feet South and 1444.42 feet East of the Northwest Corner of Section 32, Township 29 South, Range 4 East of the 6th P.M.; thence running South perpendicular to the center line of existing road a distance of 200 feet, thence East parallel to the centerline of said road a distance of 435.60 feet, thence North perpendicular to the center line of said road a distance of 200 feet, thence West along the center line of said road a distance of 435.60 feet to the point of beginning, in Butler County, Kansas. Subject to public road Appraised Value: Total unpaid taxes, interest and fees as of 1/20/20: \$4,023.61 plus costs

Cause of Action No. 27
 Legal Description: Lot 1, Block C, HOMESTEAD LIVING II, an Addition to Butler County, Kansas in the northeast Quarter of Section 13, Township 28 South, Range 3 East of the 6th P.M. Total unpaid taxes, interest and fees as of 1/20/20: \$5,415.30 plus costs

Cause of Action No. 28
 Legal Description: Lot 4, Block 2, LOWE'S SECOND ADDITION to the City of El Dorado, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$7,567.44 plus costs

Cause of Action No. 36
 Legal Description: Lots 8, 9, 10, 11 and 12, Block 3, Original Town of Cassoday, Butler County, Kansas Total unpaid taxes, interest and fees as of 1/20/20: \$1,994.33 plus costs

Cause of Action No. 37
 Legal Description: Lot 11, Block 4, in Crescent Heights, a Subdivision of Butler County, Kansas in the West 1/2 of the Northeast Quarter (NE 1/4) and the Northwest Quarter (NW 1/4) of the Southeast Quarter (SE 1/4) of Section 28, Township 27 South, Range 3 East of the 6th P.M., as shown by the Revised Plat of said Sub-Division recorded in Plat

Legals

Book "J" at page 15 of the records of the County of Butler, State of Kansas. RTotal unpaid taxes, interest and fees as of 1/20/20: \$111.90 plus costs

Cause of Action No. 39
 Legal Description: Lot 1, Block 2, Eastside Addition to the City of Douglass, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$50,381.53 plus costs

Cause of Action No. 43
 Legal Description: Lots 9 and 10, Block 2, SISCO and GOOD'S ADDITION, to the City of Augusta, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$5,952.46 plus costs

Cause of Action No. 46
 Legal Description: The North 575 feet of the West Half of the Northwest Quarter of Section 12, Township 23 South, Range 4 East of the 6th P.M., Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$7,487.03 plus costs

Cause of Action No. 47
 Legal Description: Lot 12, Block 2, Stilson Addition to the City of El Dorado, Butler County, Kansas Total unpaid taxes, interest and fees as of 1/20/20: \$7,917.05 plus costs

Cause of Action No. 50
 Legal Description: Beginning at the Northeast Corner of Block 3, BRONSON'S ADDITION to the Town, now City of El Dorado; thence West 165 feet; thence South 30 feet; thence East 165 feet; thence North 30 feet to the point of beginning, in Butler Co., Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$729.30 plus costs

Cause of Action No. 56
 Legal Description: Beginning at the Northeast Corner of Lot 2, Block 20, ORIGINAL TOWN, now CITY OF DOUGLASS; thence South 70 feet, West 23 1/2 feet, North 70 feet, East 23 1/2 feet to the place of beginning, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$49,417.07 plus costs

Cause of Action No. 57
 Legal Description: Beginning at a point on the West line of the Southwest Quarter (SW/4) of Section 23, Township 23 South, Range 7 East of the 6th P.M., Butler County,

Legals

Kansas, that is 675 feet South of the Northwest corner thereof, thence East at 90° a distance of 226.9 feet, thence South deflecting right 91°25'20" a distance of 190.58 feet, thence West deflecting right 89°30' a distance of 222 feet to the West line of said SW/4, thence North 187 feet to the point of beginning. Total unpaid taxes, interest and fees as of 1/20/20: \$2,237.37 plus costs

Cause of Action No. 59
 Legal Description: Lot 12, Block 15, 1st Addition to Kellogg Heights, a Subdivision of Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$201.95 plus costs

Cause of Action No. 60
 Legal Description: Lot 10, Block 12, Revised Plat of Crescent Heights, a Subdivision of Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$62.62 plus costs

Cause of Action No. 66
 Legal Description: Lot 3, Block 4, BENSON HEIGHTS ADDITION to the City of El Dorado, Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$4,816.85 plus costs

Cause of Action No. 72
 Legal Description: That part of the Southwest Quarter of the Northeast Quarter of Section 16, Township 26 South, Range 3 East of the 6th P.M., described as: Beginning at a point 16 feet East and 235 feet North of the Southeast Corner of Block 2, in ROBINSON'S ADDITION to the City of Benton, thence running North 65 feet, thence East 126 feet, thence South 65 feet, thence West 126 feet to the point of beginning, in Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$14,124.07 plus costs

Cause of Action No. 79
 Legal Description: Lot 3, Block 2, SCHMIDT FIRST ADDITION, a subdivision in the Southeast Quarter of Section 20, Township 27 South, Range 3 East of the 6th P.M., in Butler County, Kansas. Total unpaid taxes, interest and fees as of 1/20/20: \$48,352.36 plus costs

Cause of Action No. 84
 Legal Description: Commencing at the

(Published in The Butler County Times-Gazette July 28, 2020.)

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2021

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Total	25,870,081		23,117,444		20,776,151		

Erica L. Jones
 City Official Title: City Clerk / Director of Finance

Affidavit of Publication

State of Kansas, Butler County, ss.

Kathy Malm, of lawful age, being duly sworn, says that she is the GENERAL MANAGER of GATEHOUSE NEWS MEDIA KANSAS HOLDINGS, INC dba THE BUTLER COUNTY TIMES-GAZETTE, a daily newspaper, printed in the State of Kansas, and published in Butler County, Kansas, with a general paid circulation on a monthly basis in Butler County, Kansas, and that said newspapers are not a trade, religious or fraternal publication.

Said newspaper is daily published at least weekly 50 times a year; has been so published continuously and uninterruptedly in said county and state for a period of five years prior to the first publication of said notice; and has been admitted at the post office of El Dorado, Kansas and Augusta, Kansas, in said County as second class matter.

That the attached notice is a true copy thereof and was published in the regular and entire issue of said newspaper for 1 publication each.

The publication thereof being made as aforesaid on

Tuesday, July 28, 2020



Regional General Manager/Advertising Director

Subscribed and sworn to before me, this 10th day of August, 2020.



Rhonda Zinn, Notary Public

My commission expires April 9, 2022

Publication Cost	\$272.00
Copies	
Proofs	
Total	<u>\$272.00</u>



City of Augusta – 2021 Budget Hearing



**CITY OF AUGUSTA
CITY COUNCIL AGENDA REPORT**

Meeting Date: July 20, 2020
 Department: Administration
 Submitted By: Josh Shaw, City Manager
 Prepared By: Josh Shaw, City Manager
 Agenda Title: **Ordinance No. 2168 Establishing Compensation for the Offices of Mayor and City Councilmember**

RECOMMENDED ACTION:

Approve Ordinance No. 2168 establishing compensation for the offices of Mayor and City Councilmember and amending Section 208 of Chapter 1 of the City Code of Augusta, Kansas.

BACKGROUND:

According to the current version of the City’s Municipal Code, the Mayor and City Councilmembers are to be compensated with an annual salary as established by ordinance. As discussed during the July 20, 2020 regular meeting, staff cannot find a record of a specific compensation ordinance adopted after 1986. Staff presented several options to correct the issue going forward at the July 20, 2020 meeting. Council reached consensus that modifying City Code to have governing body salaries set by resolution made sense. Accordingly, staff drafted proposed Ordinance No. 2168 modifying language in Section 208 of Chapter 1 of the City Code to state that “Members of the governing body shall receive as compensation such amounts as may be fixed by **resolution**.”

ANALYSIS:

The City Attorney affirmed that governing body salaries are not required to be established by ordinance by Kansas statutes. The ordinance requirement is simply a local requirement adopted in our City Code. City employee pay rates are established by a job classification and salary schedule approved by resolution on an annual basis. Staff and the city attorney suggested that including the governing body’s salaries in that resolution would be a good way to encourage annual reviews of the pay rates for governing body members. The resolution incorporating governing body wage numbers will be reviewed in the next item on the business agenda.

FISCAL IMPACT/FUNDING SOURCE:

Compensation for the Mayor and City Council is paid out of Fund 1-10 Administration. There is no funding impact associated with this ordinance amendment because it simply formalizes the same pay rates that Council previously approved beginning in 2016.

Department Head Approval Date:

City Manager Approval Date: 8/7/2020

City Attorney Approval Date:

Attachments (*list in packet assembly order*):

1. *Proposed Ordinance No. 2168*

Ordinance No. 2168

AN ORDINANCE ESTABLISHING COMPENSATION FOR
THE OFFICES OF MAYOR AND CITY COUNCILMEMBER
AND AMENDING SECTION 208 OF CHAPTER 1 OF THE
CITY CODE OF AUGUSTA, KANSAS.

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF
AUGUSTA, KANSAS:

Section 1. AMENDING SECTION 208 OF CHAPTER 1 OF THE CODE OF THE
CITY OF AUGUSTA, KANSAS

Section 208 of Chapter 1 of the Code of the City of Augusta is hereby amended to read as
follows:

“1-208: COMPENSATION. Members of the governing body shall receive as
compensation such amounts as may be fixed by resolution.”

Section 2: Repeal

All ordinances or parts of ordinances in conflict herewith are repealed. However, any
section of an existing ordinance not in conflict herewith is not repealed and remains in full force
and effect.

Section 3. Effective Date

This Ordinance shall take effect and be in force from and after its publication in the
official city newspaper.

Passed by the City Council this 10th day of August, 2020.

Approved by the Mayor this 10th day of August, 2020.

MIKE L. RAWLINGS, MAYOR

SEAL

ATTEST:

ERICA JONES, CITY CLERK



**CITY OF AUGUSTA
CITY COUNCIL AGENDA REPORT**

Meeting Date: August 10, 2020
Department: Administration
Submitted By: Josh Shaw, City Manager
Prepared By: Josh Shaw, City Manager
Agenda Title: **Resolution No. 2020-15 Establishing the 2021 Job Classification and Salary Schedule and Governing Body Compensation**

RECOMMENDED ACTION:

Approval of Resolution No. 2020-15 establishing the 2021 employee job classification and salary schedule as well as governing body compensation pursuant to Ordinance No. 2168.

BACKGROUND:

Over the years the City Council has supported competitive wages and benefits as a strategic priority for recruiting and retaining a productive and talented workforce to carry out the city’s business. While the benefits package remains the City of Augusta’s primary recruiting draw, we routinely adjust and review wages and trends in the marketplace to ensure that our positions align with going rates. From an administrative perspective, we consider employee compensation from many diverse angles, including external competition, internal equity, job responsibility analyses, grade alignment with market wages, movement opportunities within pay grades, etc. We work carefully to craft pay plans and job classifications that encourage employee longevity and loyalty, provide employees opportunities for growth and advancement, and recognize education/training/certification while being good stewards of taxpayer dollars and the resources allocated by the City Council.

Attached for the Council’s review is an updated job classification and salary schedule for 2021.

ANALYSIS:

The 2021 pay plan incorporates the 2.00% cost of living adjustment (COLA) authorized by the City Council for the 2021 Budget. As noted in the resolution, the pay grades within the pay plan shift by the same percentage as the annual COLA in order to keep the pay plan current with market wages.

In addition to the pay plan attachment in Exhibit A, the resolution itself includes a new Section 1 establishing the annual salaries for the members of the Governing Body. This resolution will serve as the mechanism for adjusting governing body salaries going forward on an annual basis pursuant to the newly adopted Ordinance No. 2168 which states that “members of the governing body shall receive as

compensation such amounts as may be fixed by resolution.” This ordinance and resolution combination formally memorializes the governing body wage adjustments that were approved beginning with the 2016 Budget but were not technically formalized by ordinance as required by the City Code at that time.

FISCAL IMPACT:

Approval of the pay plan does not necessitate any specific changes to the city budget or to individuals’ wages. The plan outlines the results of our market analysis and general compensation philosophy for the city pertaining to our specific positions (i.e. we will not hire below the “range minimum”). Any individual wage adjustments associated with the reclassifications outlined in this plan were already appropriated in the 2021 Budget that council considered for adoption in the first item on the agenda.

Department Head Approval Date:

City Manager Approval Date: 8/7/20

City Attorney Approval Date:

Attachments (*list in packet assembly order*):

1. *Proposed Resolution 2020-15*
2. *2021 Job Classification and Salary Schedule*

RESOLUTION NO. 2020-15

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 council adopted Ordinance No. 2168 amending Section 1-208 of City Code which now states that “members of the governing body shall receive as compensation such amounts as may be fixed by resolution,” and

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 2021 budget was adopted based on preliminary pay grades and ranges, and included provisions for COLA, merit, and other increases; and

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

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

SECTION 1. The mayor of the City of Augusta shall be paid an annual salary in the sum of three thousand dollars (\$3,000.00) and each councilmember shall be paid an annual salary in the sum of one thousand five hundred dollars (\$1,500.00). The annual salary of the mayor and city councilmembers shall be paid in quarterly payments.

SECTION 2. The employee job classification and revised salary schedule, attached as Exhibit A, shall be in effect for the year 2021. Cost of living and merit pay adjustments to the salary schedule, such as those described in Sections 3 and 4, shall be approved annually by resolution of the Governing Body.

SECTION 3. Subject to funding, it shall be the City’s intent to annually budget for cost of living wage increases. When the wages of the City’s employees are increased for cost of living, the pay ranges of the job classification and salary schedule shall be increased by the same percentage. The city council has approved a 2.00% cost of living wage increase for the 2021 budget year.

SECTION 4. 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 the 2021 budget year, there will be a 3.00% maximum merit increase.

PASSED, APPROVED, AND ADOPTED this 10th day of August, 2020.

Mike L. Rawlings, Mayor

ATTEST:

Erica Jones, City Clerk

City of Augusta
2021 Job Classification and Salary Schedule

Exhibit A

	<u>Range</u> <u>Minimum</u>	<u>Range</u> <u>Midpoint</u>	<u>Range</u> <u>Maximum</u>		<u>Range</u> <u>Minimum</u>	<u>Range</u> <u>Midpoint</u>	<u>Range</u> <u>Maximum</u>
Grade 100	\$ 30.55	\$ 40.73	\$ 50.91		\$ 17.47	\$ 23.30	\$ 29.12
Assistant City Manager*				Grade 50			
Finance Director / City Clerk*				Assistant City Clerk / Treasurer			
Public Safety Director*				Cemetery Sexton			
Public Utilities Director*				Code Enforcement Officer			
				Mechanic			
Grade 90	\$ 26.45	\$ 35.26	\$ 44.08	Power Plant Operator			
Human Resources Manager*				Public Safety Officer			
Fire Major*				Assistant to the City Manager*			
Police Captain*				Apprentice Lineman			
				Lead Technician (Solid Waste, Street, Parks, Water, Wastewater, Airport)			
Grade 80	\$ 25.06	\$ 33.42	\$ 41.77	Grade 40	\$ 15.13	\$ 20.18	\$ 25.22
Superintendent (Elec. Dist., Elect. Plant*, Water, Wastewater, Parks)				Clerk III (Exec Sec, Court Clerk, Accts Payable)			
				Groundsman			
Grade 70	\$ 23.22	\$ 30.96	\$ 38.70	Technician III (Parks, Asst. to Caretaker, Airport)			
Inspector (Building, Environmental)				Power Plant Operator Trainee			
Lieutenant				Operator II (Street, Solid Waste, Class IV Water/Wastewater)			
Journeyman Lineman				Communications Specialist II (Dispatcher)			
Chief Operator (Water Plant, Wastewater, Power Plant)				Grade 30	\$ 14.06	\$ 18.75	\$ 23.43
City Planner*				Animal Control Officer			
Grade 60	\$ 20.75	\$ 27.67	\$ 34.59	Clerk II (Admin Asst, Head Utility Billing, Safety Records)			
Santa Fe Lake Caretaker*				Communications Specialist (Dispatcher)			
Foreman (Parks, Street, Solid Waste, Water Dist., Wastewater)				Technician II (Cemetery, Parks, Airport)			
Airport Manager*				Operator I (Street, Solid Waste, Class III Water/Wastewater)			
Sergeant				Grade 20	\$ 12.62	\$ 16.83	\$ 21.04
Power Plant Operator II				Clerk I (Utility Billing)			
Lineman				Meter Reader			
Communications Supervisor				Trainee (Street, Water, Wastewater)			
Grade 0	\$ 7.25			Grade 10	\$ 10.71	\$ 14.28	\$ 17.85
Seasonal - Parks, Cemetery, Santa Fe Lake, Lifeguards				Technician I (Cemetery, Parks, Airport)			
Temporary - Young Adult Work Experience Program				Refuse Collector			
Temporary - Intern							