



ABILENE CITY COMMISSION - REGULAR MEETING AGENDA  
ABILENE PUBLIC LIBRARY, 209 NW FOURTH STREET  
July 8, 2024 - 4:00 pm

VIEW THIS CITY COMMISSION MEETING VIRTUALLY AT  
[www.abilenecityhall.com/watchlive](http://www.abilenecityhall.com/watchlive)

1. Call to Order
2. Roll Call:    \_\_\_ Rein \_\_\_ Miller \_\_\_ Witt \_\_\_ Kollhoff \_\_\_ Meysenburg
3. Pledge of Allegiance
4. Approval of the Agenda for the July 8, 2024, City Commission Meeting
5. Consent Agenda - Consent Agenda items are considered routine business items. The consent agenda can be acted upon by one motion unless a majority of the City Commission votes to remove an item for discussion and separate action.
  - a. Meeting Minutes for June 24, 2024, Regular Meeting
6. Public Comments and Communications
  - a. Public Forum: Persons who wish to address the City Commission regarding items outside the agenda may do so when called upon by the Mayor. Speakers will be allowed a three-minute time limit.
7. Business Items
  - a. Consider approval Resolution No. 070824-2, A RESOLUTION PROVIDING FOR THE ADOPTION OF A CLASSIFICATION AND COMPENSATION STUDY FOR THE CITY OF ABILENE, KANSAS, TO ENSURE APPROPRIATE COMPENSATION FOR CITY EMPLOYEES AS PREPARED BY THE AUSTIN PETERS GROUP, INC. – Ron Marsh, City Manager
  - b. Consider approval of Resolution No. 070824-1, A RESOLUTION OF INTENT TO EXCEED THE REVENUE NEUTRAL RATE FOR PURPOSES OF THE CITY OF ABILENE, KANSAS 2025 BUDGET, AND DIRECTING THE CITY MANAGER TO NOTIFY THE COUNTY CLERK OF SUCH INTENT. Leann Johnson, Finance Director

**8. Items for discussion**

- a. Consider approval of Resolution No. 070824-3, A RESOLUTION AUTHORIZING THE PREPARATION AND SUBMITTAL OF AN APPLICATION TO THE KANSAS HOUSING RESOURCES CORPORATION (KHRC) FOR THE KANSAS HOUSING INVESTOR TAX CREDIT (HITC) PROGRAM. – Ron Marsh, City Manager
- b. Budget Review-Tax Levied Funds – Leann Johnson, Finance Director
- c. 2<sup>nd</sup> Quarter Treasurer’s Report – Leann Johnson, Finance Director

**9. Reports**

- a. City Manager’s Report

**10. Recess of Regular Meeting**

- a. Consider a motion to recess the July 8, 2024, City Commission Meeting. The study session will begin no sooner than 4:30 pm.



**12.** Call to Order – July 8, 2024, City Commission Study Session

**13.** July 8, 2024, City Commission Study Session Agenda

- a. DKEDC Budget Presentation - Jessica Goodale, DKEDC Executive Director
- b. 2025 CCLIP Discussion of Desing Concepts – Mark Bachamp, Olsson Engineering

**14.** Consider a motion to adjourn the July 8, 2024, City Commission Meeting.

#### Future Meeting Reminders

\*City Commission Regular Meeting, July 22, 2024, at 4 pm.

\*City Commission Study Session, July 22, 2024 - following the adjournment of the regular meeting, will not start before 4:30 pm.

\*City Commission Regular Meeting, August 12, 2024, at 4 pm.

\*City Commission Study Session, August 12, 2024 – following the adjournment of the regular meeting, will not start before 4:30 pm.



**Abilene City Commission Meeting Minutes**  
**Abilene Public Library – 209 NW Fourth Street**  
**June 24, 2024, @ 4:00 pm.**  
**Abilene, Kansas**

**1. Call to Order**

**2. Roll Call** – City Commission Present: Mayor Rein Commissioners, Kollhoff, Witt, Miller and Meysenburg.

Staff Present: City Manager Marsh, City Clerk Mohr, Finance Director Johnson, City Attorney Martin, Parks and Recreation Director Timbrook, Fire Chief Strunk, Public Works Director Anderson, Convention and Visitors Bureau Director Roller-Weeks, Streets and Utilities Superintendent Hawk, Administrative Manager-Public Works Hiatt, Water Treatment Plant Superintendent Leusman, Water Treatment Plant Operator Blacketer, Police Sergeant Haaga, and Administrative Assistant Olson.

**3. Pledge of Allegiance**

**Agenda**

**4. Approval of the Agenda for the June 24, 2024, City Commission Meeting**

Motion by Commissioner Miller, seconded by Commissioner Witt, to approve the agenda as presented. Roll call vote: Miller YES, Witt YES, Kollhoff YES, Meysenburg YES, Rein YES. The motion carried 5-0.

**Consent Agenda**

**5. Consent Agenda** - Consent Agenda items are considered routine business items. The consent agenda can be acted upon by one motion unless a majority of the City Commission votes to remove an item for discussion and separate action.

- a. Meeting Minutes for June 10, 2024, Regular Meeting
- b. Consider closing of all City non-essential services on July 5

Motion by Commissioner Witt, seconded by Commissioner Miller, to approve the consent agenda as presented. Roll call vote: Witt YES, Kollhoff YES, Meysenburg YES, Miller YES, Rein YES. The motion carried 5-0.

## 6. Public Comments and Communications

- a. Public Forum: Persons who wish to address the City Commission regarding items outside the agenda may do so when called upon by the Mayor. Speakers will be allowed a three-minute time limit.

There were no public comments or communications.

## 7. Business Items

- a. Consider approval of Resolution No. 062424-1, A RESOLUTION ACCEPTING THE INDEPENDENT AUDIT OF FINANCIAL STATEMENTS OF THE CITY OF ABILENE, KANSAS FOR YEAR-ENDING DECEMBER 31, 2023, AS PREPARED BY VARNEY AND ASSOCIATES, CPAS, LLC.

Motion by Commissioner Witt, seconded by Commissioner Kollhoff to approve Resolution No. 062424-1, A RESOLUTION ACCEPTING THE INDEPENDENT AUDIT OF FINANCIAL STATEMENTS OF THE CITY OF ABILENE, KANSAS FOR YEAR-ENDING DECEMBER 31, 2023, AS PREPARED BY VARNEY AND ASSOCIATES, CPAS, LLC. Roll call vote: Kolhoff YES, Meysenburg YES, Miller YES, Witt YES, Rein YES. The motion carried 5-0.

- b. Consider approval of Work Order No. 7 for the Construction and Closeout Phase for the Tree Mitigation Airport Project with Olsson Engineering in the amount of \$90,500.00.

Motion by Commissioner Witt, seconded by Commissioner Miller to approve Work Order No. 7 for the Construction and Closeout phase for the Tree Mitigation Airport Project with Olsson Engineering in the amount of \$90,500.00. Roll call vote: Meysenburg YES, Miller YES, Witt YES, Kollhoff YES, Rein YES. The motion carried 5-0.

- c. Consider approval of Ordinance No. 24-3451, AN ORDINANCE AMENDING SECTION 5-410 OF THE CITY CODE OF THE CITY OF ABILENE, KANSAS, CONCERNING HEAVY TRUCK ROUTES.

Kelly Wilson, 2228 Fair Rd. spoke against closing 14<sup>th</sup> Street to truck traffic.

Russ Johnson, spoke against closing 14<sup>th</sup> Street to truck traffic.

Evan Wilson, Doug Bradley Trucking, spoke against closing 14<sup>th</sup> Street to truck traffic and urged the commission to not slow business in the city.

Raymond Miller spoke against closing 14<sup>th</sup> Street to truck traffic; taxes have already been spent to upgrade it.

Fred Bailey spoke against closing 14<sup>th</sup> Street to truck traffic.

Cindy Montgomery, 611 NW 7<sup>th</sup> Street, urged the commission not to pass this ordinance. Truck traffic on 7<sup>th</sup> Street is already very busy.

Motion by Commissioner Kollhoff to table this ordinance for further study.

The motion died due to lack of a second.

Motion by Mayor Rein, seconded by Commissioner Miller to reject Ordinance No. 24-3451. Roll call vote: Miller YES, Witt YES, Kollhoff YES, Meysenburg YES, Rein YES. The motion carried 5-0.

**d. Discussion to keep 14<sup>th</sup> Street closed from Vine to Washington**

Jacque Berkley Webb, 1409 N. Van Buren, requested to open 14<sup>th</sup> Street from Vine to Washington because citizens have to drive longer distances to get into Abilene and asked if there was something wrong with the bridge on 14<sup>th</sup> Street.

Janelle Dockendorf, Dickinson County Administrator, commented that the bridge is not structurally flawed. 14<sup>th</sup> Street will remain closed for the safety of staff and construction workers, and Dickinson County is fine with keeping it closed.

Raymond Miller commented that keeping 14<sup>th</sup> Street closed may be an inconvenience, but we need to keep the workers safe.

Motion by Commissioner Kollhoff to open 14<sup>th</sup> Street immediately.

The motion died due to lack of a second.

Motion by Commissioner Witt, seconded by Mayor Rein to keep 14<sup>th</sup> Street closed for the project's duration per the contract agreement. Roll call vote: Witt YES, Kollhoff NO, Meysenburg YES, Miller YES, Rein YES. The motion carried 4-1.

**8. Items for Discussion**

- a. Consider approval of Ordinance No. 24-3450, AN ORDINANCE PERMITTING THE POSSESSION AND DISCHARGE OF FIREWORKS WITHIN THE CITY OF ABILENE, KANSAS ON JULY 5 AND 6, 2024.

Motion by Mayor Rein, seconded by Commissioner Miller to approve Ordinance No. 24-3450, AN ORDINANCE PERMITTING THE POSSESSION AND DISCHARGE OF FIREWORKS WITHIN THE CITY OF ABILENE, KANSAS ON JULY 5 AND 6, 2024. Discharge of fireworks can occur from 8 am to 10 pm July 1-3 and from 8 am to midnight on July 4-6. Roll call vote: Kollhoff YES, Meysenburg YES, Miller YES, Witt YES, Rein YES. The motion carried 5-0.

- b. Consider approval of a request from St. Andrews Catholic Church for funding for a playground for their school.

Father Peter O'Donnell of St. Andrews Church spoke about the project and expressed gratitude for anything the city can contribute.

Mayor Rein suggested guiding St. Andrews to apply for funds from the drug and alcohol fund. This would not set good precedent if the commission approved this request.

## 9. Reports

### a. City Manager's Report

- Construction updates:
  - 14<sup>th</sup> St: Underground drainage structures and pre-cast boxes are set; the first pavement pour is expected around 9-10 of July
  - CCLIP: Striping is complete, and punch list items have been addressed.
  - 2025 CCLIP – Buckeye from UPRR north to NW 5<sup>th</sup> St.: Working with the City Engineer to develop designs for the Governing Body to consider and schedule a meeting with affected businesses.
  - GBH East Sewer Extension: we need to extend the sewer main on Glen Eagle Dr. to the north. Engineering plans are being finalized, and we will go out for bid as soon as possible.
- At your seat, you will find a note from our Water Treatment Plant Superintendent on the current state of our water wells and production. Unless the water table changes (all but two of our wells are below the 25-year average), we will issue a water watch to the community on July 5, 2024. You can access the water conservation plan on the city website to learn more.
- Ron will be out of the office this Friday, June 28.

## **10. Executive Session**

- a.** Executive Session: Motion by Commissioner Witt, seconded by Commissioner Miller, to recess into executive session for five minutes to discuss personnel matters of non-elected personnel pursuant to K.S.A. 75-4319(b)(1), for the City Manager's quarterly review to include the City Manager and City Attorney. The regular meeting will resume in this room at 5:14 pm.

The regular meeting resumed at 5:14 pm. There was no action taken in the executive session.

## **11. Recess of Regular Meeting**

- a.** Consider a motion to recess the June 24, 2024, City Commission Meeting.

Motion by Commissioner Witt, seconded by Commissioner Miller to recess the June 24, 2024, City Commission Meeting at 5:15 pm. Roll call vote: Miller YES, Witt YES, Kollhoff YES, Meysenburg YES, Rein YES. The motion carried 5-0. The City Commission Study Session will begin at 5:20 pm.

## **12. Call to Order – City Commission Study Session**

The City Commission Study Session was called to order at 5:20 pm.

## **13. June 24, 2024, City Commission Study Session Agenda**

- a.** Discussion regarding adjustments to the 2024 Pay Plan based on findings from the Market Survey Update completed by the Austin Peters Group.
- b.** Discussion regarding Resolution of Intent to exceed the Revenue Neutral Rate.

## **14. Adjournment**

- a.** Consider a motion to adjourn the June 24, 2024, City Commission Meeting

Motion by Commissioner Witt, seconded by Commissioner Miller, to adjourn the June 24, 2024, City Commission Meeting at 5:45 pm. Roll call vote: Witt YES, Kollhoff YES, Meysenburg YES, Miller YES, Rein YES. The motion carried 5-0.

(Seal)

\_\_\_\_\_  
Brandon Rein, Mayor

ATTEST:

\_\_\_\_\_  
Shayla L. Mohr, CMC  
City Clerk



**City Commission Meeting Date:** Monday, July 8, 2024

**Session:** Regular Meeting

**Topic:** Wage & Salary Market Survey Update

**Department:** Administration

**Staff Contact:** City Manager

## City Commission

**Brandon Rein**  
*Mayor*

**Wendy Miller**  
*Vice-Mayor*

**John Kollhoff**  
*Commissioner*

**Trevor Witt**  
*Commissioner*

**Amy Meysenburg**  
*Commissioner*

## CITY STAFF

**Ron Marsh**  
*City Manager*

**Leann Johnson**  
*Finance Director*

**Shayla Mohr**  
*City Clerk*

**Kari Zook**  
*Community Development*

**Kellee Timbrook**  
*Recreation Director*

**Julie Roller Weeks**  
*CVB Director*

**Anna Hatter**  
*Chief of Police*

**Kale Strunk**  
*Fire Chief*

**Brad Anderson**  
*Public Works Director*

### Background:

The City of Abilene, Kansas engaged the services of The Austin Peters Group (APG) based in Fort Collins, Colorado to conduct a Salary Survey Update. The Austin Peters Group (APG) completed a salary survey for Abilene in 2019. This document is an overview of the findings of the salary survey update. APG has provided the City Manager with detailed worksheets supporting the findings of this report.

The “Great Resignation” coupled with today’s labor shortages has created some of the most challenging recruitment eras we have ever experienced. Yes, we have had past shortages in sectors of the economy – but the widespread nature today signals a shift in how we need to think about recruitment and retention. Local governments find they must be more competitive in pay than in prior years.

A recent report by the U.S. Bureau of Labor Statistics (BLS) showed that wage and salary increases continued at 4.8 percent for state and local government workers from April 2023 through April 2024 (source: SHRM HR Daily News, May 1, 2024 Wage and Salary Growth Outpaces Predictions). U.S. employers at the end of April 2024 reported total salary increases are anticipated to be 3.6 percent for 2024. (source: SHRM HR Daily News, April 26, 2024). This report outlines changes in compensation and benefits to operate in today’s competitive environment.

Abilene approved the engagement of The Austin Peters Group to conduct a Salary Survey Update on April 4, 2024. The salary data collected was current as of May 1, 2024. The compensation study included a salary and benefits survey for all positions. The results provide pay ranges and compression adjustments based on the Average of the Market.

The Average of the Market is where Abilene was positioned in the 2019 study by APG. Pay adjustments made by the City of Abilene have kept the City in a fairly competitive position. Several starting pay ranges were found to be in line with the market and required no adjustment. In planning for 2025 adjustments, it is advised that the ranges presented here be adjusted at the start of the year to account for general market increases. This will help keep pace with peers. For example, if the City makes a 4% adjustment in 2025, the ranges should be adjusted by this percentage as well.

The complete study is attached for your review.

### Recommendation:

Approve adopting the recommended pay plan starting with the July 19, 2024 pay period.

**Fiscal Note:** \$44,780.93

**Funding Source:** Realized payroll savings for 2024

## RESOLUTION 070824-2

**A RESOLUTION PROVIDING FOR THE ADOPTION OF A CLASSIFICATION AND COMPENSATION STUDY FOR THE CITY OF ABILENE, KANSAS, TO ENSURE APPROPRIATE COMPENSATION FOR CITY EMPLOYEES AS PREPARED BY THE AUSTIN PETERS GROUP, INC.**

**WHEREAS**, the City Commission sought a Classification and Compensation Study from The Austin Peters Group, Inc.;

**NOW THEREFORE, BE IT RESOLVED** by the City Commission of the City of Abilene, Kansas as follows:

**SECTION ONE.** Adoption of Classification and Compensation Study. New pay ranges were presented to the City Commission from the Classification and Compensation Study prepared by The Austin Peters Group, Inc. The new pay ranges will apply starting July 19, 2024, as shown in the tables below:

<b>RANGE</b>	<b>2024 Proposed MIN</b>	<b>2024 Proposed Max</b>
1	\$18.29	\$25.61
2	\$19.28	\$26.99
3	\$19.88	\$27.84
4	\$21.33	\$29.86
5	\$22.82	\$31.95
6	\$23.82	\$32.16
7	\$26.73	\$37.42
8	\$30.79	\$43.10
9	\$34.11	\$47.75
10	\$39.25	\$54.95
11	\$42.62	\$59.67

<b>RANGE FIRE</b>	<b>2024 Proposed MIN</b>	<b>2024 Proposed Max</b>
Fire 1	\$15.89	\$22.24
Fire 2	\$17.89	\$25.05
Fire 3	\$19.41	\$27.17
Fire 4	\$26.89	\$37.64
<b>RANGE POLICE</b>	<b>2024 Proposed MIN</b>	<b>2024 Proposed Max</b>
Police 1	\$22.15	\$31.01
Police 2	\$24.37	\$34.12
Police 3	\$28.72	\$40.21
Police 4	\$33.36	\$46.70

**SECTION TWO. Implementation.** The City Manager is hereby authorized to implement changes to the Pay Plan as provided in the Classification and Compensation Study for the City of Abilene, Kansas, prepared by The Austin Peters Group, Inc. and this Resolution.

**SECTION THREE. Repeal.** Adoption of this Resolution superseded and repeals all previous Pay Plans adopted by the City of Abilene, Kansas.

**SECTION THREE. Effective Date.** That the effects of the Resolution shall be in full force and effective as of July 19, 2024.

**PASSED AND APPROVED** by the Governing Body of the City of Abilene, Kansas, on this 8<sup>th</sup> day of July 2024.

\_\_\_\_\_  
Brandon Rein, Mayor

ATTEST:

\_\_\_\_\_  
Shayla L. Mohr, CMC, City Clerk

<b>RANGE</b>	<b>2024 MIN</b>	<b>2024 MAX</b>	<b>RANGE</b>	<b>2024 Proposed MIN</b>	<b>2024 Proposed Max</b>
1	\$16.47	\$22.25	1	\$18.29	\$25.61
2	\$18.31	\$24.73	2	\$19.28	\$26.99
3	\$19.69	\$26.60	3	\$19.88	\$27.84
4	\$21.09	\$28.50	4	\$21.33	\$29.86
5	\$22.33	\$30.16	5	\$22.82	\$31.95
6	\$23.82	\$32.16	6	\$23.82	\$32.16
7	\$26.73	\$36.08	7	\$26.73	\$37.42
9	\$28.65	\$38.70	8	\$30.79	\$43.10
10	\$30.10	\$40.62	9	\$34.11	\$47.75
11	\$39.11	\$52.81	10	\$39.25	\$54.95
11	\$39.11	\$52.81	11	\$42.62	\$59.67

<b>RANGE FIRE</b>	<b>2024 MIN</b>	<b>2024 MAX</b>	<b>RANGE FIRE</b>	<b>2024 Proposed MIN</b>	<b>2024 Proposed Max</b>
3-F	\$15.06	\$20.32	Fire 1	\$15.89	\$22.24
5-F	\$17.03	\$22.99	Fire 2	\$17.89	\$25.05
NO	RANGE		Fire 3	\$19.41	\$27.17
9-F	\$21.79	\$29.43	Fire 4	\$26.89	\$37.64

<b>RANGE</b>	<b>2024</b>	<b>2024</b>	<b>RANGE</b>	<b>2024</b>	<b>2024</b>
<b>POLICE</b>	<b>MIN</b>	<b>MAX</b>	<b>POLICE</b>	<b>Proposed</b>	<b>Proposed</b>
				<b>MIN</b>	<b>Max</b>
3	\$19.69	\$26.60	Police 1	\$22.15	\$31.01
5	\$22.33	\$30.16	Police 2	\$24.37	\$34.12
7	\$26.73	\$36.08	Police 3	\$28.72	\$40.21
9	\$28.65	\$38.70	Police 4	\$33.36	\$46.70



Market Survey Update  
Final Report  
Abilene, Kansas  
June 10, 2024

The  
**AustinPetersGroup**

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## I. Background and Introduction

The City of Abilene, Kansas engaged the services of The Austin Peters Group (APG) based in Fort Collins, Colorado to conduct a Salary Survey Update. The Austin Peters Group (APG) completed a salary survey for Abilene in 2019. This document is an overview of the findings of the salary survey update. APG has provided the City Manager with detailed worksheets supporting the findings of this report.

The “Great Resignation” coupled with today’s labor shortages has created some of the most challenging recruitment eras we have ever experienced. Yes, we have had past shortages in sectors of the economy – but the widespread nature today signals a shift in how we need to think about recruitment and retention. Local governments find they must be more competitive in pay than in prior years.

A recent report by the U.S. Bureau of Labor Statistics (BLS) showed that wage and salary increases continued at 4.8 percent for state and local government workers from April 2023 through April 2024 (source: SHRM HR Daily News, May 1, 2024 Wage and Salary Growth Outpaces Predictions). U.S. employers at the end of April 2024 reported total salary increases are anticipated to be 3.6 percent for 2024. (source: SHRM HR Daily News, April 26, 2024). This report outlines changes in compensation and benefits to operate in today’s competitive environment.

## II. Findings

Abilene approved the engagement of The Austin Peters Group to conduct a Salary Survey Update on April 4, 2024. The salary data collected was current as of May 1, 2024. The compensation study included a salary and benefits survey for all positions. The results provide pay ranges and compression adjustments based on the Average of the Market.

The Average of the Market is where Abilene was positioned in the 2019 study by APG. Pay adjustments made by the City of Abilene have kept the City in a fairly competitive position. Several starting pay ranges were found to be in line with the market and required no adjustment. In planning for 2025 adjustments, it is advised that the ranges presented here be adjusted at the start of the year to account for general market increases. This will help keep pace with peers. For example, if the City makes a 4% adjustment in 2025, the ranges should be adjusted by this percentage as well.

**Finding 1:** Move employees to the new pay ranges for 2024 based on the Average of the Market for a total cost of \$85,965.65. The cost represents the amount to bring employees to the new pay range minimum (\$24,271.05) and the cost to move employees through the pay range to adjust for compression of pay (\$61,694.60). APG provided the City Manager with a detailed worksheet for employee pay adjustments. Compression occurs in organizations where new employees and employees with experience are close together in pay. This can occur for many reasons including when new and seasoned employees are paid similar amounts or when entry-level wages rise without adjustments to other wages. Overall, the governing body has done a very good job maintaining competitive pay for employees. See Table 3 for proposed ranges.

**Finding 2:** Abilene's maximum pay ranges need to be adjusted to match more closely with the market. This was done by creating a wider pay range from the minimum to the maximum. This mirrors the market more closely. The proposed pay ranges have a 40% range spread from the minimum to the maximum range.

**Finding 3:** Department Head pay varied in the market as expected. To mirror the market, department heads were grouped according to market responses. This resulted in a decrease in new pay ranges for three positions (City Clerk/HR Director, CVB Director, and Parks and Recreation Director). It is not recommended that current pay be affected and that planned adjustments continue. These ranges would be used in the future as positions become vacant.

**Finding 4:** Police pay ranges were separated from regular employee pay ranges. This provides alignment to their market. This is like recent changes that moved Fire pay ranges apart from regular employee pay ranges.

**Finding 5:** Comparison of benefits shows Abilene lags behind peers in the amount of health insurance coverage provided for employees and families. Abilene also lags behind peers who provide vision and dental coverage. Many factors influence price including the quality of plan, deductibles, co-pays, and age of the workforce. A comparison of benefits is found in Table 2.

**Finding 6:** Abilene lags behind peers in leave for employees across all groups and tenure of employees. This affects regular, police, and fire employees. Paid leave has become a desired incentive since the pandemic. Organizations are finding themselves challenged to offer competitive leave packages to attract and retain workers. Given the strong demand by workers for leave, we recommend reviewing leave for all groups and making adjustments as needed. A comparison of leave is found in Table 2.

**Finding 7:** Abilene pay increases for 2024 are planned at 3 percent. Peers are planning a more competitive pay adjustment in 2024 at nearly 5.4 percent as a total adjustment (cost of living, merit, step, or other adjustments). Recent reports find that employers are planning to continue fairly competitive pay hikes in 2024, as mentioned above with a 3.6% adjustment in total salary (this excludes benefit adjustments). Local government often lags other sectors of the economy in the 'timing of adjustments' in pay which is most likely reflected in a peer increase that is

higher than the U.S. survey of employers referred to above. A comparison of pay increases is found in Table 2.

### III. Market Study and Results

#### Collection of Salary Data

The salary survey was completed with data collected from peer cities and Dickinson County. The salary survey included a total of 51 job titles/positions for the City of Abilene. Before finalizing the market survey instrument, the City Manager and Department Heads reviewed the job summaries. In addition, job descriptions were provided to better understand positions and recent changes.

Each market respondent was asked to complete a survey that included the following:

- The salary survey asked participants to match and rate their positions with those in the salary survey instrument. For each position, the respondent provided the title of the position, minimum pay, maximum pay, average or actual pay, number of people in the position, number of people supervised by the position, and exempt or non-exempt status under the Fair Labor Standards Act. Wage rates were reported as of May 1, 2024. A sample and guide were provided to assist respondents.
- Each Market Peer was contacted a minimum of three times using email and telephone. Many Market Peers were contacted more than three times to clarify positions, reporting, and responsibilities. Some peers were able to provide all of the data requested, while others were able to provide partial information. In addition, several peers had recently participated in a salary survey with The Austin Peters Group and they provided data for all of their positions.
- All respondent data was converted to local Dickinson County/Abilene wage rates. APG used the Council for Community and Economic Research (C2ER) Cost of Living Index (COLI) to adjust wages to local rates. The Cost of Living Index is the most reliable source of comparisons of key consumer costs available anywhere. COLI data is recognized by the U.S. Census Bureau, U.S. Bureau of Labor Statistics, CNN Money, and the President's Council of Economic Advisors.

Once salary survey data was collected, the review with current positions and pay was used to develop adjusted pay ranges.

**Twenty (20) cities, county, and data sources were used in the survey (see Table 1).** The League of Kansas Municipalities 2024 salary survey was used if available for non-responding organizations.

**Table 1: Data Collection and Response to the Survey**

City/Organization	Data Collected for City Positions
Baldwin City	Yes
Basehor	Yes
Bonner Springs	Yes
Concordia	Yes
De Soto	No
Dickinson County	Yes
Eudora	Yes
Fort Scott	Yes
Goddard	No
Herington	Yes
Iola	Yes
Junction City	No
Mulvane	Yes
Paola	Yes
Park City	Yes
Salina	Yes
Spring Hill	Yes
Tonganoxie	Yes
Valley Center	Yes
Wamego	Yes
Wellington	Yes
State of Kansas Field Positions (law enforcement and transportation)	Yes
State of Kansas Non-Metro Data, U.S. Bureau Of Labor Statistics	Yes

**Benefits, Leave, Incentive, and Pay Practices:** Table 2 summarizes the results of the information provided. Not all organizations provided information on benefits and leave. Table 2 provides the results for Regular, Fire, and Police employees.

**Table 2: Benefits, Leave, and Pay Practices for Regular, Fire and Police Employees**

Benefits Item for Regular, Fire, and Police Employees	Employer Share %		Employer Monthly Amount		Responses by Peers
	Abilene	Peer Group Average "yes" responses	Abilene	Peer Group Average "yes" responses	Number of responses <b>14 Responses</b>
Health Insurance (single)	75%	94%	\$425.54	\$643.87	13 yes; 1 no data
Health Insurance (family)	75%	81%	\$1,113.03	\$1,466.31	13 yes; 1 no data
Vision (single)	Screening included above	90%	Screening included above	\$7.40	5 yes; 7 no; 1 no data
Vision (family)	Screening included above	70%	Screening included above	\$16.60	5 yes; 7 no; 1 no data
Dental (single)	75%	96%	\$30.57	\$31.22	9 yes; 4 no; 1 no data
Dental (family)	75%	74%	\$101.14	\$81.03	9 yes; 4 no; 1 no data

Leave for Regular Employees	Annual	
	Abilene	Peer Group Average <b>14 responses</b>
Vacation after 1 year (hours)	80	88
Vacation after 5 years (hours)	100	113
Vacation after 10 years (hours)	120	139
Sick leave after 1 year (hours)	96	96
Sick leave after 5 years (hours)	96	99
Sick leave after 10 years (hours)	96	101

<b>Total PTO after 1 year (hours)</b>	176	183
<b>Total PTO after 5 years (hours)</b>	196	212
<b>Total PTO after 10 years (hours)</b>	216	241
<b>Holidays provided annually</b>	11 days	12 days
<b>Personal days*</b>	1 days	2 days
<b>Compensatory Time**</b>	Yes	3 yes

\*Eight peers provide personal days, one peer provides this only for exempt employees (they were excluded from the average calculation).

\*\*Three peers provide compensatory time with varying amounts allowed.

PTO represents Paid Time Off. Two peers use PTO for all leave.

<b>Leave for Police Employees</b>	<b>Annual</b>	
	<b>Abilene</b>	<b>Peer Group Average</b>
		<b>12 responses</b>
<b>Vacation after 1 year (hours)</b>	80	94
<b>Vacation after 5 years (hours)</b>	100	117
<b>Vacation after 10 years (hours)</b>	120	145
<b>Sick leave after 1 year (hours)</b>	96	99
<b>Sick leave after 5 years (hours)</b>	96	103
<b>Sick leave after 10 years (hours)</b>	96	106
<b>Total PTO after 1 year (hours)</b>	176	193
<b>Total PTO after 5 years (hours)</b>	196	221
<b>Total PTO after 10 years (hours)</b>	216	251
<b>Holidays provided annually</b>	11 days	12 days
<b>Personal days*</b>	1 days (12 hours)	2 days
<b>Compensatory Time**</b>	Yes	2 yes

\*Six peers provide personal days.

\*\*Two peers provide compensatory time with varying amounts allowed.

PTO represents Paid Time Off. Two peers use PTO for all leave.

Leave for Fire Employees	Annual	
	Abilene	Peer Group Average 6 responses
Vacation after 1 year (hours)	109.46	136
Vacation after 5 years (hours)	136.24	167
Vacation after 10 years (hours)	164.06	201
Sick leave after 1 year (hours)	96	148
Sick leave after 5 years (hours)	96	152
Sick leave after 10 years (hours)	96	152
Total PTO after 1 year (hours)	205.46	264
Total PTO after 5 years (hours)	232.24	306
Total PTO after 10 years (hours)	260.06	348
Holidays provided annually	11 days	12 days
Personal days*	1 days (24 hours)	1 days
Compensatory Time**	Yes	1 yes

\*Three peers provide personal days.

\*\*One peer provides compensatory time for Fire employees.

PTO represents Paid Time Off.

2024 Pay Practices for Regular , Fire, and Police Employees	Abilene		Peer Group "Yes"	Peer Group Average of "Yes" responses
	Abilene	Abilene		
COLA	Yes	3.00%	12 yes	3.50%
Step Increase	No		1 yes	1.30%
Longevity	Yes	5-9 years = \$200, 10-14 years = \$400, 15-19 years = \$600, 20-24 years = \$800, 25 & over = \$1,000.	6 yes	See responses below
Merit	No		10 yes	2.75%
Other	No		1 yes	No amount
Total		3.00% plus longevity		5.44%

Longevity responses:

- 2-4 years = \$100, 5-9 years = \$250, 10-14 years = \$500, 15-19 years = \$750, 20+ = \$1000
- \$0.15 per hour after 5 years, \$0.03 per hour every year after 5 up to 20 years.
- \$5.00 per month of service not to exceed 20 years.
- \$3.50/month of service after 5 years for full-time.
- One-time payment: 2-4 years (\$100), 5-9 years (\$250), 10-14 (\$500), 15-19 (\$750), 20+ years (\$1,000).

**Table 3: Proposed Ranges**

DEPT	JOB TITLE	Current Range Minimum	Current Range Maximum		Proposed Range Minimum	Proposed Range Maximum
CVB	Convention & Visitors Bureau Tourism Assistant	\$ 16.47	\$ 22.25		\$ 18.29	\$ 25.61
Parks & Recreation	Horticulturist Assistant	\$ 16.47	\$ 22.25		\$ 18.29	\$ 25.61
Public Works	Street Maintenance Worker I	\$ 16.47	\$ 22.25		\$ 18.29	\$ 25.61
Public Works	Water Maintenance Worker I	\$ 16.47	\$ 22.25		\$ 18.29	\$ 25.61
Administration	Account Clerk II	\$ 18.31	\$ 24.73		\$ 19.28	\$ 26.99
Police	Police Dept. Clerk I	\$ 18.31	\$ 24.73		\$ 19.28	\$ 26.99
Administration	Administrative Assistant	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Parks & Recreation	Park Maintenance Worker II	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Public Works	Street Maintenance Worker II	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Public Works	Wastewater Treatment Plant Operator I	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Public Works	Water Treatment Plant Operator I	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Public Works	Water Maintenance Worker II	\$ 19.69	\$ 26.60		\$ 19.88	\$ 27.84
Police	Community Service Officer	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Administration	Deputy Finance Director/Clerk II	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Police	Court Clerk/Office Manager	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Public Works	Electrical/GIS Technician	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Public Works	Mechanic/Equipment Operator	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Public Works	Wastewater Treatment Plant Operator II	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Public Works	Water Treatment Plant Operator II	\$ 21.09	\$ 28.50		\$ 21.33	\$ 29.86
Parks & Recreation	Horticulturist	\$ 22.33	\$ 30.16		\$ 22.82	\$ 31.95
Parks & Recreation	Program Supervisor	\$ 22.33	\$ 30.16		\$ 22.82	\$ 31.95
Public Works	Water/Sewer Asst. Supervisor	\$ 22.33	\$ 30.16		\$ 22.82	\$ 31.95

Public Works	Administrative Manager	\$ 23.82	\$ 32.16		\$ 23.82	\$ 32.16
Administration	Facilities Maintenance Specialist	\$ 26.73	\$ 36.08		\$ 26.73	\$ 37.42
Community Dev.	City Inspector	\$ 23.82	\$ 32.16		\$ 26.73	\$ 37.42
Parks & Recreation	Park Maintenance Supervisor	\$ 26.73	\$ 36.08		\$ 26.73	\$ 37.42
Parks & Recreation	Recreation Supervisor	\$ 26.73	\$ 36.08		\$ 26.73	\$ 37.42
Public Works	Water Treatment Plant Operator III	\$ 26.73	\$ 36.08		\$ 26.73	\$ 37.42
Public Works	Wastewater Treatment Plant Operator III	\$ 26.73	\$ 36.08		\$ 26.73	\$ 37.42
Public Works	Street/Utilities Superintendent	\$ 28.65	\$ 38.70		\$ 30.79	\$ 43.10
Public Works	Wastewater Treatment Plant Superintendent	\$ 28.65	\$ 38.70		\$ 30.79	\$ 43.10
Public Works	Water Treatment Plant Superintendent	\$ 28.65	\$ 38.70		\$ 30.79	\$ 43.10
Administration	City Clerk/Human Resources Director	\$ 39.11	\$ 52.81		\$ 34.11	\$ 47.75
CVB	Convention & Visitors Bureau Director	\$ 39.11	\$ 52.81		\$ 34.11	\$ 47.75
Parks & Recreation	Parks and Recreation Director	\$ 39.11	\$ 52.81		\$ 34.11	\$ 47.75
Community Dev.	Community Development Director	\$ 39.11	\$ 52.81		\$ 39.25	\$ 54.95
Fire	Fire Chief	\$ 39.11	\$ 52.81		\$ 39.25	\$ 54.95
Administration	Finance Director	\$ 39.11	\$ 52.81		\$ 42.62	\$ 59.67
Police	Police Chief	\$ 39.11	\$ 52.81		\$ 42.62	\$ 59.67
Public Works	Public Works Director	\$ 39.11	\$ 52.81		\$ 42.62	\$ 59.67
Fire Schedule						
Fire	Firefighter I	\$ 15.06	\$ 20.32		\$ 15.89	\$ 22.24
Fire	Firefighter II	\$ 17.03	\$ 22.99		\$ 17.03	\$ 23.84
Fire	Fire Officer	\$ 19.41	\$ 26.20		\$ 19.41	\$ 27.17

Fire	Assistant Fire Chief	\$ 21.79	\$ 29.43		\$ 26.89	\$ 37.64
<b>Police Schedule</b>						
Police	Police Officer I	\$ 19.69	\$ 26.60		\$ 22.15	\$ 31.01
Police	Police Officer II	\$ 22.33	\$ 30.16		\$ 24.37	\$ 34.12
Police	Police Officer II/Detective	\$ 22.33	\$ 30.16		\$ 24.37	\$ 34.12
Police	Police Sergeant	\$ 26.73	\$ 36.08		\$ 28.72	\$ 40.21
Police	Assistant Police Chief	\$ 28.65	\$ 38.70		\$ 33.36	\$ 46.70





**City Commission Meeting Date:** Monday, July 8, 2024

**Session:** Regular Meeting

**Topic:** Resolution 070824-1, Notifying County Clerk of Intent to Exceed RNR for 2025

**Department:** Finance

**Staff Contact:** City Manager/Finance Director

## City Commission

**Brandon Rein**  
*Mayor*

**Wendy Miller**  
*Vice-Mayor*

**John Kollhoff**  
*Commissioner*

**Trevor Witt**  
*Commissioner*

**Amy Meysenburg**  
*Commissioner*

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*City Manager*

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*City Clerk*

**Kari Zook**  
*Community Development*

**Kellee Timbrook**  
*Recreation Director*

**Julie Roller Weeks**  
*CVB Director*

**Anna Hatter**  
*Chief of Police*

**Kale Strunk**  
*Fire Chief*

**Brad Anderson**  
*Public Works Director*

### Background:

SB 13 requires taxing entities to hold a separate public hearing if they intend to exceed the Revenue Neutral Rate (RNR) for the next budget year. The RNR is determined by the June 15th city valuation and 2024 mill levy. Part of that requirement is to notify their County Clerk NLT July 20<sup>th</sup> with the date/time/location of the hearing and the amount of the mill levy the city is proposing.

The League has also recommended that the governing body pass a resolution as notification to the County Clerk of our intent to exceed the RNR (45.667).

The resolution of notice still allows the city to levy less than the published amount. We cannot exceed the published amount.

Abilene's mill levy for 2024 is 47.356, our proposed mill levy for 2025 is 46.903.

### Recommendation:

Approve Resolution 070824-1 Intent to Exceed the RNR for the 2024 Budget and Notify the County Clerk of such Intent.

### Fiscal Note:

### Funding Source:

**RESOLUTION NO. 070824-1**

**A RESOLUTION OF INTENT TO EXCEED THE REVENUE NEUTRAL RATE FOR PURPOSES OF THE CITY OF ABILENE, KANSAS 2025 BUDGET, AND DIRECTING THE CITY MANAGER TO NOTIFY THE COUNTY CLERK OF SUCH INTENT.**

**WHEREAS**, pursuant to Kansas municipal budget laws applicable to the City of Abilene, Kansas, the Governing Body may not levy a tax rate in excess of the revenue neutral rate calculated by the county clerk, unless the Governing Body complies with certain statutory procedures, commencing with notification to the county clerk, on or before July 20, of its proposed intent to exceed the revenue neutral rate and specifying the proposed date, time, and location of the public hearing and the proposed tax rate; and

**WHEREAS**, the Governing Body wishes to notify the county clerk of its intent to levy a tax rate in excess of the revenue neutral rate, for the 2025 budget year.

**NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ABILENE, KANSAS, AS FOLLOWS:**

**SECTION 1.** The Governing Body hereby determines that it intends to levy a tax rate in excess of the revenue neutral rate for purposes of the 2025 budget. The public hearing will be held on Monday, August 26, 2024, at 4:00 p.m., in the City Commission meeting room located in the Abilene Public Library, 209 NW Fourth Street, Abilene, Kansas. The proposed tax rate is 46.903 mills.

**SECTION 2.** The Governing Body hereby directs and authorizes the City Manager to cause this resolution to be delivered to the county clerk, and to cause notice of the August 26, 2024, hearing to be published as required by law.

**PASSED AND APPROVED BY THE GOVERNING BODY OF THE CITY OF ABILENE, KANSAS, ON THIS 8<sup>th</sup> DAY OF JULY 2024.**

**CITY OF ABILENE, KANSAS**

By: \_\_\_\_\_  
Brandon Rein, Mayor

**ATTEST:**

\_\_\_\_\_  
Shayla L. Mohr, City Clerk



**City Commission Meeting Date:** Monday, July 8, 2024

**Session:** Regular Meeting

**Topic:** Resolution of Support

**Department:** Community Development

**Staff Contact:** City Manager/Community Dev Director

## City Commission

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*Mayor*

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*Vice-Mayor*

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*CVB Director*

**Anna Hatter**  
*Chief of Police*

**Kale Strunk**  
*Fire Chief*

**Brad Anderson**  
*Public Works Director*

### Background:

Included in your packet is a resolution of support for R & R Developers KHITC application for duplexes in Golden Belt Heights West.

There will be 8 duplexes and are 1368 sq ft with 3bd/2ba/2 car garage and will be either sold or rented.

This is similar to resolutions of support for other developers and there is no cost to the city.

The application is due to the state by July 12 and we received the request after the June 24 meeting.

### Recommendation:

Approve the resolution of support for R & R Developers KHITC application.

### Fiscal Note:

None

**Funding Source:** NA

**RESOLUTION NUMBER 070824-3**

**A RESOLUTION AUTHORIZING THE PREPARATION AND SUBMITTAL OF AN APPLICATION TO THE KANSAS HOUSING RESOURCES CORPORATION (KHRC) FOR THE KANSAS HOUSING INVESTOR TAX CREDIT (HITC) PROGRAM.**

**WHEREAS**, the Housing Investor Tax Credit (HITC) Program authorizes Builders or Developers of Projects located in counties with a population of less than 75,000 to apply; and

**WHEREAS**, Dickinson County has a population of less than 75,000 and, therefore, constitutes an eligible county as said term is defined by the HITC program; and

**WHEREAS**, R & R Developers Inc. desires to apply for HITC in connection with its proposed development of the Golden Belt West Duplex Project in the City of Abilene, Kansas; and

**BE IT RESOLVED** by the Governing Body of the City of Abilene, Kansas:

**SECTION 1.** The Governing Body hereby finds and determines that there is a shortage of quality housing of various price ranges in the City despite the best efforts of public and private housing developers.

**SECTION 2.** The Governing Body hereby finds and determines that the shortage of quality housing can be expected to persist and that additional financial incentives are necessary in order to encourage the private sector to construct or renovate housing in the City.

**SECTION 3.** The Governing Body hereby finds and determines that the shortage of quality housing is a substantial deterrent to future economic growth and development in the City.

**SECTION 4.** The Governing Body hereby offers support of R & R Developers, Inc.'s application for the HITC to the Kansas Housing Resources Corporation for the Golden Belt West Duplex Project.

**SECTION 5.** That this resolution will be in full force and effect from and after its adoption and remain in place until July 8, 2025.

Adopted by the Board of Commissioners and signed by the Mayor this 8<sup>th</sup> day of July, 2024.

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Brandon Rein, Mayor

ATTEST:

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Shayla L. Mohr, CMC, City Clerk

**CITY OF ABILENE, KANSAS**  
**CITY TREASURER'S QUARTERLY REPORT**

The statement below shows the standing of the various funds of the City of Abilene, Kansas for the Quarter Ending June 30, 2024.

		2nd Quarter	2nd Quarter	2nd Quarter	2nd Quarter
		Beginning Balance	Revenue	Expense	Ending Balance
General	1	\$ 2,423,863	\$ 1,524,485	\$ 1,781,845	\$ 2,166,503
Water	2	\$ 842,626	\$ 521,336	\$ 1,153,769	\$ 210,193
Recycle	3	\$ 58,771	\$ 30,316	\$ 45,720	\$ 43,367
Sewer	4	\$ 151,946	\$ 425,730	\$ 430,185	\$ 147,492
Airport	5	\$ 162,719	\$ 992	\$ 68,322	\$ 95,389
Bond & Interest	6	\$ 229,263	\$ 173,589	\$ -	\$ 402,852
Fire Apparatus	7	\$ 20,411	\$ 44,581	\$ -	\$ 64,992
Special Parks & Rec	8	\$ 75,695	\$ 14,661	\$ 20,008	\$ 70,348
Special Alcohol & Drug	9	\$ (934)	\$ 3,310	\$ -	\$ 2,376
Medical Expense Reimbursement Account	10	\$ 86,567	\$ 314,221	\$ 204,283	\$ 196,505
Library	11	\$ -	\$ 192,648	\$ 192,648	\$ -
Tourism & Convention	13	\$ 59,664	\$ 88,409	\$ 59,663	\$ 88,410
Special Street	14	\$ 1,116	\$ 491,914	\$ 485,663	\$ 7,367
Recreation Commission	15	\$ 645,465	\$ 209,002	\$ 185,684	\$ 668,784
Capital Improvement	18	\$ 444,648	\$ 2,508	\$ 300,000	\$ 147,156
Equipment Reserve	20	\$ 275,658	\$ 345,888	\$ 32,957	\$ 588,588
Storm Water	27	\$ 584,337	\$ 17,713	\$ 7,180	\$ 594,870
Water Equipment Reserve	28	\$ 236,086	\$ 200,010	\$ 24,650	\$ 411,447
Sewer Equipment Reserve	29	\$ 112,954	\$ 100,019	\$ -	\$ 212,973
Special Law Enforcement Trust Fund	34	\$ 6,651	\$ 0	\$ -	\$ 6,651
Special Revenue - Lib-Pool Renov	36	\$ 16,419	\$ -	\$ -	\$ 16,419
Special Revenue - Streets	37	\$ 612,458	\$ 150,000	\$ 739,975	\$ 22,483
KS Fights Addiction Fund	44	\$ 12,441	\$ 2,283	\$ -	\$ 14,724
American Rescue Plan Act Fund	45	\$ 488,113	\$ -	\$ 303,450	\$ 184,663
Land Bank Fund	46	\$ 49,920	\$ 200,000	\$ 2,500	\$ 247,420
Sister City Scholarship Fund	47	\$ 12,129	\$ -	\$ -	\$ 12,129
Tree Board Program Fund	48	\$ 3,000	\$ -	\$ -	\$ 3,000
<b>Total</b>		\$ 7,611,986	\$ 5,053,616	\$ 6,038,501	\$ 6,627,101

**INDEBTEDNESS**

Wastewater Treatment Plant Bond	\$ 2,000,000
2015 Dawson Cottage Addition	\$ 50,000
2017 Highlands/Cedar Ridge/East Ridge/Dawson	\$ 3,050,000
2017 PBC Hospital Bonds	\$ 15,905,000
2019 8th Street/WTP/Sewer Bond	\$ 2,500,000
<b>Total Indebtedness</b>	<b>\$ 23,505,000</b>

I hereby certify the above to be a true and correct copy of the City Treasurer's Financial Statement ending June 30, 2024.

s/Leann Johnson  
Leann Johnson, Finance Director  
City of Abilene, Kansas



**12.** Call to Order – July 8, 2024, City Commission Study Session

**13.** July 8, 2024, City Commission Study Session Agenda

- a. DKEDC Budget Presentation - Jessica Goodale, DKEDC Executive Director
- b. 2025 CCLIP Discussion of Desing Concepts – Mark Bachamp, Olsson Engineering

**14.** Consider a motion to adjourn the July 8, 2024, City Commission Meeting.

#### Future Meeting Reminders

\*City Commission Regular Meeting, July 22, 2024, at 4 pm.

\*City Commission Study Session, July 22, 2024 - following the adjournment of the regular meeting, will not start before 4:30 pm.

\*City Commission Regular Meeting, August 12, 2024, at 4 pm.

\*City Commission Study Session, August 12, 2024 – following the adjournment of the regular meeting, will not start before 4:30 pm.



**City Commission Meeting Date:** Monday, July 8, 2024

**Session:** Study Session

**Topic:** 2025 City Connecting Link Improvement Program (CCLIP)

**Department:** City Engineer/Public Works

**Staff Contact:** City Manager/City Engineer/PW Director

## City Commission

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*Mayor*

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*Vice-Mayor*

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*Commissioner*

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*Fire Chief*

**Brad Anderson**  
*Public Works Director*

### Background:

In September 2023, the City of Abilene was awarded a \$400,000 KDOT City Connecting Link Improvement Program (CCLIP) grant. This project is a continuation of the recently completed CCLIP project on Buckeye (K-15). This project will be a surface preservation (2" mill and overlay) from the UPRR north to NW 5<sup>th</sup> St.

The road project will provide an opportune time to start a streetscape plan to help improve our downtown.

The engineer's estimate for the project is \$1,184,084. This includes some streetscape design. The CCLIP grant money can be used for the surface preservation and improvements made to sidewalks, curbs, parking, intersection modifications, etc. will be the responsibility of the city.

Mark Bachamp with Olsson (city engineer) will present several concept drawings for the Governing Body to consider. Copies of these drawings will be at your seat on Monday.

### Recommendation:

### Fiscal Note:

### Funding Source:

**City of Abilene**  
**Payroll Expenditures Report**  
**7/05/2024 PR #14**

PAYROLL CODE		TOTALS	
	NET SALARIES	\$	122,734.59
051 & 501	OASDI - CITY/EMPLOYEE	\$	20,886.92
049 & 502	MEDICARE - CITY/EMPLOYEE	\$	4,884.98
001	FEDERAL WITHHOLDING - EMPLOYEE	\$	12,136.55
503	KPERS - CITY	<b>\$</b>	<b>9,161.14</b>
056, 057, 059	KPERS EMPLOYEE	<b>\$</b>	<b>5,357.40</b>
			<b>\$ 14,518.54</b>
054	KPERS BUYBACK	\$	-
505	KPERS RETIREE/EMPLOYER	\$	-
153	KPERS GROUP LIFE - EMPLOYEE	\$	165.35
504	KPF - CITY	<b>\$</b>	<b>14,399.88</b>
061	KPF EMPLOYEE	<b>\$</b>	<b>4,457.10</b>
			<b>\$ 18,856.98</b>
155	KPF GROUP LIFE- EMPLOYEE	\$	98.54
105	FTC EMPLOYEE	\$	736.00
540	FTC CITY	\$	400.00
219	KPERS 457 EMPLOYEE	\$	284.00
507	KPERS 457 CITY	\$	160.00
220	KPERS ROTH	\$	122.00
204	LPL FINANCIAL 529 - EMPLOYEE	\$	50.00
110	LPL FINANCIAL SAVINGS - EMPLOYEE	\$	175.00
130 & 530	ICMA 457 CITY/EMPLOYEE	\$	-
005	STATE TAX - EMPLOYEE	\$	7,437.42
120	AFLAC After Tax D&L - EMPLOYEE	\$	256.62
170	AFLAC Before Tax INSURANCE - EMPLOYEE	\$	583.06
102	VISION CARE DIRECT-VISION PLAN EMPLOYEE	\$	295.90
104	VSP VISION PLANS - EMPLOYEE	\$	61.42
140	HEALTH INSURANCE - EMPLOYEE	\$	7,063.30
			<b>\$ 28,853.34</b>
510	HEALTH INSURANCE - CITY	\$	21,790.04
103	HEALTH SAVINGS ACCOUNT - EMPLOYEE	\$	345.00
506	HEALTH SAVINGS ACCOUNT - CITY	\$	175.00
111 & 520	IMPACT SPORTS & FITNESS- CITY/EMPLOYEE	\$	392.18
114 & 560	ABILENE PHYSICAL THERAPY - CITY/EMPLOYEE	\$	-
215	KS Support order- EMPLOYEE	\$	392.25
218	Training Reimbursement	\$	-
150	FLEXIBLE SPENDING ACCOUNT - EMPLOYEE	\$	1,557.03
121	POLICE & FIREMENS INS. - EMPLOYEE	\$	20.92
200	GARNISHMENT - EMPLOYEE	\$	341.01
	<b>TOTAL PAYROLL EXPENDITURES</b>	<b>\$</b>	<b>236,920.60</b>