

**RESOLUTION NO. 3034**

WHEREAS, under the provisions of Section 2.52.010 of Title 2, Chapter 2.52 of the Code of the City of El Dorado, Kansas, 1996, it is made the duty of the City Commission of the City of El Dorado, Kansas, to fix by Resolution, the salaries and wages to be paid to the various employees of said City, and to allocate to the various funds of said city, charges and debits for the payment of the compensation and wages of all City Officials and Employees; and

WHEREAS, the last such Resolution was adopted by the Commissioners of said City on the 20<sup>th</sup> day of November, 2023, and thereafter; and

WHEREAS, it has become necessary to make certain changes in the salaries to be paid to Officers and Employees of said City:

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSIONERS OF THE CITY OF EL DORADO, KANSAS:

That beginning January 1, 2025, and continuing thereafter, until modified by the City Commission of the City of El Dorado, Kansas, a position classification system and salary range schedule shall be established, thus repealing Resolution No. 2971 with the Personnel Pay Plan and Job Classification, attached hereto.

Unclassified

<u>Position</u>	<u>Maximum</u>
Mayor (Annual)	\$2,000.00
City Commissioners (Annual)	\$1,500.00
City Manager	Per Agreement
City Attorney	Per Agreement
City Prosecutor	Per Agreement
Municipal Judge	Per Agreement
Temporary and Part Time (Hourly)	\$7.25 - \$30.00

BE IT FURTHER RESOLVED, that beginning January 1, 2025, and continuing thereafter until modified by the City Commission of the City of El Dorado, Kansas, the Officers and Employees of said City shall be paid respectively the amount set opposite the name of their office or position, or between the range set forth, such salary for the period of time designated.

That all employees shall be compensated from the specific funds for which their services were performed, such application to be made by the City Manager of said City.

BE IT FURTHER RESOLVED, that there is hereby established a schedule of longevity pay in addition to the basic salary above defined, for each Employee of the City of El Dorado, Kansas, having completed sixty (60) months of service, computed as follows:

For the first 60 months of service	\$240.00
For each month of the next 180 months of service	\$ 4.00

This schedule of rate of pay based on longevity service with the City shall be annually computed as of November 30, and paid in November, provided that longevity pay for any one employee shall not exceed the sum of \$960.00 per annum.


BE IT FURTHER RESOLVED, that in addition to all other wages and benefits that overtime exempt as determined under the provisions of the Fair Labor Standard Act and designated by the City Manager, shall be paid at a rate of \$300.00 per year deferred compensation. Such deferred compensation is to be placed in applicable the Empower Retirement Services accounts.

BE IT FURTHER RESOLVED, that in addition to all other wages and benefits, that all regular full time employees, not eligible to participate in the KP&F retirement system, will be eligible for an additional retirement benefit as follows: the employee will receive a fixed percentage contribution of 0.74% of their annual gross salary into the Empower Retirement Services account upon hire. Additional employee elections will receive an employer match. The

City will contribute up to 5.74% of gross wages per pay period for every eligible employee who contributes at least 1% of their wages. The deferred compensation is to be deposited bi-weekly into the employee's Empower Retirement Services account.

PASSED AND APPROVED by the Governing Body of the City, this 1st day of December 2025.

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Mayor Bill Young

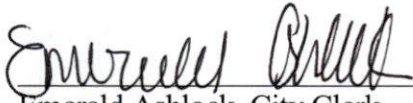
  
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Commissioner Andrew Tipton

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Commissioner Syndee Scribner

  
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Commissioner Leon Leachman

  
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Commissioner Kendra Wilkinson



  
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Emerald Ashlock, City Clerk

2026  
CITY OF EL DORADO  
PAY PLAN CLASSIFICATION  
RESOLUTION NO. 3034

**Administration**

Position	Grade	Min.	Max
City Attorney	Per Contract		
City Prosecutor			
Municipal Court Judge			
City Manager **	42	\$ 57.06	\$ 82.11
Assistant City Manager **	41	\$ 50.94	\$ 73.31
Human Resources Director **	40	\$ 45.48	\$ 65.45
Marketing Manager	32	\$ 25.72	\$ 42.87
Municipal Information Officer	31	\$ 23.82	\$ 39.69
City Clerk	30	\$ 22.05	\$ 36.75
Payroll & Benefits Clerk	15	\$ 20.25	\$ 30.40
Accounts Payable Clerk			
Accounts Receivable Clerk			
Marketing Specialist			
Management Intern			
Utility Cashier	12	\$ 17.45	\$ 26.20

**Engineering**

Position	Grade	Min.	Max
City Engineer **	40	\$ 45.48	\$ 65.45
Building Official	33	\$ 27.78	\$ 46.30
Engineering Technician III	31	\$ 23.82	\$ 39.69
Engineering Technician II	30	\$ 22.05	\$ 36.75
Community Development Coordinator			
Code Enforcement Officer	14	\$ 19.25	\$ 28.90
Engineering Technician I			

**Fire Department**

Position*	Grade	Min.	Max
Fire Chief **	40	\$ 45.48	\$ 65.45
Deputy Fire Chief **	35	\$ 32.41	\$ 54.01
Fire Captain *	33F2	\$ 21.89	\$ 36.49
Fire Lieutenant *	32F2	\$ 20.27	\$ 33.78
Master Firefighter *	30F2	\$ 17.38	\$ 28.96
Firefighter *	15F2	\$ 15.96	\$ 23.96
Firefighter Recruit*	14F2	\$ 15.17	\$ 22.77

\*Based on a 24/48 Rate

**Public Utilities**

Position	Grade	Min.	Max
Public Utilities Director **	40	\$ 45.48	\$ 65.45
Superintendent **	34	\$ 30.00	\$ 50.01
Foreman	32	\$ 25.72	\$ 42.87
Chief Operator	31	\$ 23.82	\$ 39.69
Equipment Operator III			
Plant Operator IV	30	\$ 22.05	\$ 36.75
Equipment Operator II			
Equipment Operator I	15	\$ 20.25	\$ 30.40
Plant Operator III			
Plant Operator II			
Administrative Assistant	14	\$ 19.25	\$ 28.90
Maintenance Worker III			
Plant Operator I	13	\$ 18.35	\$ 27.50
Maintenance Worker II			
Meter Reader	12	\$ 17.45	\$ 26.20
Maintenance Worker I			
Operator in Training			

**Part-Time**

**Grade**

Part-Time Staff	1	\$ 7.25	\$ 30.00
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\*\* Positions Salaried (Exempt)

Updated- 10/31/2025

**Parks & Recreation**

Position	Grade	Min.	Max
Parks & Recreation Director **	40	\$ 45.48	\$ 65.45
Recreation Superintendent **	34	\$ 30.00	\$ 50.01
Parks & Recreation Facilities Manager **	32	\$ 25.72	\$ 42.87
Recreation Coordinator	31	\$ 23.82	\$ 39.69
Equipment Operator III			
Cemetery Sexton	30	\$ 22.05	\$ 36.75
Equipment Operator II			
Parks & Recreation Specialist	15	\$ 20.25	\$ 30.40
Recreation Programmer			
Downtown Maintenance Specialist			
Equipment Operator I			

**Police Department**

Position	Grade	Min.	Max
Police Chief **	40	\$ 45.48	\$ 65.45
Deputy Police Chief **	35	\$ 32.41	\$ 54.01
Detective/Patrol Lieutenant **	33S	\$ 31.95	\$ 53.25
Patrol / Detective Sergeant	32S	\$ 29.58	\$ 49.30
Master Patrol Officer	30S	\$ 25.36	\$ 42.27
Detective			
Patrol Officer	15S	\$ 23.29	\$ 34.96
Police Office Administrator	15	\$ 20.25	\$ 30.40
Patrol Officer Recruit	14S	\$ 22.14	\$ 33.24
Municipal Court Clerk	14	\$ 19.25	\$ 28.90
Animal Control Officer	13	\$ 18.35	\$ 27.50
Assistant Court/Records Clerk			

**Public Works**

Position	Grade	Min.	Max
Public Works Director **	40	\$ 45.48	\$ 65.45
Information Technology Director **			
Public Works Superintendent **	34	\$ 30.00	\$ 51.01
Public Works Foreman	32	\$ 25.72	\$ 42.87
Automotive Technician	31	\$ 23.82	\$ 39.69
Airport Technician			
Facilities Maintenance Technician			
Equipment Operator III			
Solid Waste Coordinator	30	\$ 22.05	\$ 36.75
Equipment Operator II			
IT Technician II	15	\$ 20.25	\$ 30.40
Rolloff Driver			
Sanitation Leadperson			
Equipment Operator I			
Administrative Assistant	14	\$ 19.25	\$ 28.90
Signs & Signals Technician			
IT Technician I			
Maintenance Worker III	13	\$ 18.35	\$ 27.50
Maintenance Worker II			
Animal Shelter Attendant			
Maintenance Worker I	12	\$ 17.45	\$ 26.20
Sanitation Collector			

1. Police "S" – Sworn Positions
2. Fire "F" - Fire Department