

RESOLUTION NUMBER 673

A RESOLUTION ESTABLISHING WAGE RATES FOR CITY OF ROSE HILL EMPLOYEES FOR 2024.

**WHEREAS**, City of Rose Hill (CITY) values the employees providing services to the residents, customers and taxpayers of the community and surrounding area; and

**WHEREAS**, CITY recognizes that during record unemployment rates, there exists a very tight labor market and desires to retain employees and be competitive with the labor market; and

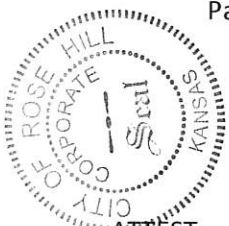
**WHEREAS**, CITY created and adopted an operating budget for 2024 that was able to enhance salaries for existing employees and offer an increase to future employees; and

**BE IT RESOLVED THAT**, effective for the first payroll for 2024, all CITY full-time employees working as of December 1, 2023, will receive a 2.4% wage increase plus a \$0.41 per hour increase after implementation of the general wage increase. All employees employed with CITY on the passage date of this resolution, and remaining in good standing and employment with CITY on December 1, 2024 shall be eligible to receive a \$600.00 one-time retention payment on the following payroll check. In 2024, CITY will also provide a \$30 stipend, per pay period to any employee who does not enroll in CITY sponsored health insurance plan. The stipend for not enrolling in CITY sponsored health care plan will cease upon the enrollment into CITY sponsored health care plan and is also not guaranteed to be funded past 2024. Employees not enrolling in CITY sponsored health care plan may enroll in CITY sponsored dental plan and still receive the stipend for non-health plan enrollment. All full-time employees working in the departments of Public Works or Utilities on-call after hours and weekends for call-back for essential services shall receive ten dollars (\$10.00), before withholdings, per day for the calendar day they are on-call.

The starting wage for non-certified Police Officers shall be \$19.03 per hour. Starting wage for Certified Officers shall be based upon experience. The starting wage for Utility and Public Works employees shall be \$17.00 per hour, unless the employee has minimal experience and the City Administrator may establish a training wage less than the starting wage. If an employee has utility certifications recognized by Kansas Department of Health and Environment (KDHE), the starting wage shall be increased the standard amounts offered CITY for each certification.

**NOW, THEREFORE BE IT RESOLVED** the City Council of Rose Hill, Kansas, has considered, discussed and adopts this Resolution acknowledging and rewarding the efforts of essential workers with the CITY and shall be effective upon adoption and shall be filed with the City Clerk.

Passed and adopted this 20th day of November, 2023.



ATTEST:

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Kelly Mendoza, City Clerk

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Gary Weaver, Mayor