

RESOLUTION NO. 22-09-01

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SCOTTSBLUFF, NEBRASKA:

1. That the following Pay Plan for officers and employees of the City of Scottsbluff, Nebraska employed in Classified Positions be approved September 6, 2022 and effective September 26, 2022.

**PAY SCHEDULE - GENERAL EMPLOYEES ONLY
HOURLY RATES (Based on 40 hour work week)**

| Grade | A | B | C | D | E | L1 | L2 |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 8 | \$13.05 | \$13.71 | \$14.39 | \$15.12 | \$15.87 | \$16.68 | \$17.50 |
| 9 | \$13.71 | \$14.39 | \$15.12 | \$15.87 | \$16.68 | \$17.50 | \$18.38 |
| 10 | \$14.39 | \$15.12 | \$15.87 | \$16.68 | \$17.50 | \$18.38 | \$19.29 |
| 11 | \$15.12 | \$15.87 | \$16.68 | \$17.50 | \$18.38 | \$19.29 | \$20.26 |
| 12 | \$15.87 | \$16.68 | \$17.50 | \$18.38 | \$19.29 | \$20.26 | \$21.28 |
| 13 | \$16.68 | \$17.50 | \$18.38 | \$19.29 | \$20.26 | \$21.28 | \$22.34 |
| 14 | \$17.50 | \$18.38 | \$19.29 | \$20.26 | \$21.28 | \$22.34 | \$23.45 |
| 15 | \$18.38 | \$19.29 | \$20.26 | \$21.28 | \$22.34 | \$23.45 | \$24.62 |
| 16 | \$19.29 | \$20.26 | \$21.28 | \$22.34 | \$23.45 | \$24.62 | \$25.84 |
| 17 | \$20.26 | \$21.28 | \$22.34 | \$23.45 | \$24.62 | \$25.84 | \$27.15 |
| 18 | \$21.28 | \$22.34 | \$23.45 | \$24.62 | \$25.84 | \$27.15 | \$28.49 |
| 19 | \$22.34 | \$23.45 | \$24.62 | \$25.84 | \$27.15 | \$28.49 | \$29.92 |
| 20 | \$23.45 | \$24.62 | \$25.84 | \$27.15 | \$28.49 | \$29.92 | \$31.42 |
| 21 | \$24.62 | \$25.84 | \$27.15 | \$28.49 | \$29.92 | \$31.42 | \$32.99 |

BI-WEEKLY RATES - EXEMPT EMPLOYEES

| Grade | A | B | C | D | E | L1 | L2 |
|--------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 18 | \$1,698.29 | \$1,783.22 | \$1,872.38 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 |
| 19 | \$1,783.22 | \$1,872.38 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 |
| 20 | \$1,872.38 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 |
| 21 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 |
| 22 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 |
| 23 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 |
| 24 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 |
| 25 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 |
| 26 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 |
| 27 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 |
| 28 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 |
| 29 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 |
| 30 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 |
| 31 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 | \$4,291.51 |
| 32 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 | \$4,291.51 | \$4,506.09 |

2. That the following positions in the Classification Plan are assigned to the following Class Grades:

HOURLY POSITIONS - GENERAL EMPLOYEES ONLY

| <u>Grade</u> | <u>Class Titles</u> | <u>Grade</u> | <u>Class Titles</u> |
|--------------|--------------------------------------|--------------|--------------------------------------|
| 8 | Library Technician | 15 | Compliance Officer |
| 10 | Waterpark Manager | 18 | Crew Leader |
| 11 | Building & Grounds Custodian | 19 | Utilities Administrative Coordinator |
| 11 | Library Assistant | 19 | Account Clerk - Finance |
| 14 | Record Technician | 19 | Admin. Assist. - Police Department |
| 15 | Administrative Services Assistant | 20 | Cemetery Supervisor |
| 15 | Administrative Records Technician | 20 | Code Administrator I |
| 15 | Administrative Assistant | 21 | Fire Prevention Officer |
| 15 | Maintenance Worker – Parks, Cemetery | 21 | Stormwater Specialist |

EXEMPT POSITIONS

Professional, Administrative and Executive

| <u>Grade</u> | <u>Class Titles</u> | <u>Grade</u> | <u>Class Titles</u> |
|--------------|--|--------------|----------------------------------|
| 19 | Librarian | 27 | Planning Administrator |
| 21 | GIS Analyst | 27 | Deputy Director of Public Works |
| 22 | Code Administrator II | 27 | Director of Economic Development |
| 23 | Small Business Outreach PR Coordinator | 28 | Deputy Director of Finance |
| 24 | Water System Supervisor | 29 | Police Captain |
| 24 | Wastewater Plant Supervisor | 29 | Director of Human Resources |
| 24 | Environmental Services Supervisor | 30 | Director of Public Works |
| 24 | Transportation Supervisor | 30 | Fire Chief |
| 24 | Park Supervisor | 32 | Police Chief |
| 26 | City Clerk/Risk Manager | 32 | Director of Finance |
| 26 | Library Director | | |

3. That the following pay schedule for officers and employees in Unclassified Positions of the City is approved September 6, 2022 and effective September 26, 2022.

Seasonal and Part-Time Hourly Rates

| Class Title | Hourly Pay Schedule | | | | | | |
|-----------------------|---------------------|---------|---------|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| School Crossing Guard | \$15.00 | | | | | | |
| Library Page | \$10.50 | \$11.00 | \$11.50 | \$12.00 | \$12.50 | \$13.00 | \$13.50 |
| Laborer | \$10.50 | \$11.00 | \$11.50 | \$12.00 | \$12.50 | \$13.00 | \$13.50 |
| Field Mt. Grdskpr | \$11.00 | \$11.50 | \$12.00 | \$12.50 | \$13.00 | \$13.50 | \$14.00 |
| Waterpark Aide | \$10.50 | \$11.00 | \$11.50 | \$12.00 | \$12.50 | \$13.00 | \$13.50 |
| Lifeguard* | \$11.00 | \$11.50 | \$12.00 | \$12.50 | \$13.00 | \$13.50 | \$14.00 |

*Lifeguard with Nebraska Certified Pool Operator's License & Assigned to the maintenance of the Waterpark facility will receive an additional \$.30 per hour.

NOTE: Pay Step increase may be given after one year of service from hire date, at the discretion of the Department Head.

4. The Pay Schedule for the positions of Firefighters, Fire Lieutenants and Fire Captains working a 56 hour week shall be the schedule approved in a Resolution adopted by the Mayor and City Council on September 6, 2022 and effective September 26, 2022.

| Class Title | Hourly Pay Schedule (56 Hour Week) | | | | | | | |
|-----------------|------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Firefighter | \$15.78 | \$16.57 | \$17.40 | \$18.26 | \$19.18 | \$20.14 | \$21.15 | \$22.21 |
| Fire Lieutenant | \$18.32 | \$19.24 | \$20.20 | \$21.21 | \$22.27 | \$23.39 | \$24.56 | \$25.78 |
| Fire Captain | \$20.85 | \$21.89 | \$22.98 | \$24.13 | \$25.34 | \$26.60 | \$27.93 | \$29.33 |

5. That the Pay Schedule for the position of Patrol Officer, Corporal and Police Sergeant shall be the Schedule approved in a resolution approved by the Mayor and City Council on September 6, 2022 and effective September 26, 2022.

| Class Title | Hourly Pay Schedule | | | | | | | |
|------------------|---------------------|---------|---------|---------|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Patrol Officer | \$23.60 | \$24.78 | \$26.02 | \$27.32 | \$28.69 | \$30.12 | \$31.62 | \$33.21 |
| Police Detective | \$25.08 | \$26.34 | \$27.66 | \$29.04 | \$30.49 | \$32.01 | \$33.61 | \$35.29 |
| Police Corporal | \$25.08 | \$26.34 | \$27.66 | \$29.04 | \$30.49 | \$32.01 | \$33.61 | \$35.29 |
| Police Sergeant | \$27.67 | \$29.05 | \$30.50 | \$32.02 | \$33.63 | \$35.31 | \$37.07 | \$38.92 |

6. That the following Pay Schedule for the above listed IBEW eligible positions of the City of Scottsbluff, Nebraska employed in Classified Positions be approved September 6, 2022 and effective September 26, 2022.

Pay Schedule - IBEW Eligible Employees Only Hourly Rates (Based on 40 hour work week)

| Grade | A | B | C | D | E | L1 | L2 | L3 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 16.15 | 16.95 | 17.81 | 18.69 | 19.63 | 20.61 | 21.64 | 22.72 |
| 2 | 16.95 | 17.81 | 18.69 | 19.63 | 20.61 | 21.64 | 22.72 | 23.87 |
| 3 | 17.81 | 18.69 | 19.63 | 20.61 | 21.64 | 22.72 | 23.87 | 25.05 |
| 4 | 18.69 | 19.63 | 20.61 | 21.64 | 22.72 | 23.87 | 25.05 | 26.31 |
| 5 | 19.63 | 20.61 | 21.64 | 22.72 | 23.87 | 25.05 | 26.31 | 27.62 |
| 6 | 20.61 | 21.64 | 22.72 | 23.87 | 25.05 | 26.31 | 27.62 | 29.00 |
| 7 | 21.64 | 22.72 | 23.87 | 25.05 | 26.31 | 27.62 | 29.00 | 30.46 |
| 8 | 22.72 | 23.87 | 25.05 | 26.31 | 27.62 | 29.00 | 30.46 | 31.98 |
| 9 | 23.87 | 25.05 | 26.31 | 27.62 | 29.00 | 30.46 | 31.98 | 33.58 |
| 10 | 25.05 | 26.31 | 27.62 | 29.00 | 30.46 | 31.98 | 33.58 | 35.26 |

7. That the following IBEW positions in the Classification Plan are assigned to the following Class Grades:

HOURLY POSITIONS - IBEW EMPLOYEES ONLY

| Grade | Class Titles | Grade | Class Titles |
|-------|---|-------|---------------------------------|
| 3 | Maintenance Worker – Compost Facility | 5 | Water System Operator I |
| 3 | Motor Equipment Operator | 6 | Compost Facility Operator II |
| 3 | Wastewater Plant - Maintenance Worker | 7 | Wastewater Plant Operator II |
| 4 | Environmental Services Solid Waste Operator | 7 | Mechanic-Environmental Services |
| 4 | Heavy Equipment Operator | 7 | Mechanic-Transportation |
| 4 | Water System Maintenance Worker | 7 | Water System Operator II |
| 5 | Traffic Control Tech | 7 | Construction Locator Specialist |
| 5 | Wastewater Plant Operator I | | |

8. Resolution No. 22-04-02 and all other resolutions in conflict with this resolution are repealed.

Passed and Approved this 6th day of September, 2022

Jeanne McKerrigan
Mayor

ATTEST:
Kimberley Knight
City Clerk

