

**City of Scottsbluff, Nebraska**  
**Tuesday, September 3, 2019**  
**Regular Meeting**

**Item Resolut.12**

**Council to consider the 2019-2020 Pay Resolution.**

**Staff Contact: Nathan Johnson, City Manager**

**RESOLUTION NO. ~~17-08-02~~**

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

- That the following Pay Plan for officers and employees of the City of Scottsbluff, Nebraska employed in Classified Positions be approved ~~August 20, 2018~~ September 3, 2018 ~~December 18, 2017~~ and effective January 8, 2018 ~~October 1, 2018~~ September 30, 2018.

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

| <u>Grade</u> | <u>A</u>                      | <u>B</u>                      | <u>C</u>                      | <u>D</u>                      | <u>E</u>                      | <u>L1</u>                    | <u>L2</u>                   |
|--------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------|-----------------------------|
| 2            | <u>8.90</u> <del>9.08</del>   | <u>9.35</u> <del>9.54</del>   | <u>9.82</u> <del>10.02</del>  | <u>10.31</u> <del>10.52</del> | <u>10.83</u> <del>11.05</del> | <u>11.37</u> <del>11.6</del> | <u>11.94</u> <del>12.</del> |
| 3            | <u>9.54</u> <del>9.35</del>   | <u>10.02</u> <del>9.82</del>  | <u>10.52</u> <del>10.31</del> | <u>11.05</u> <del>10.83</del> | <u>11.60</u> <del>11.37</del> | <u>12.18</u> <del>11.9</del> | <u>12.54</u> <del>12.</del> |
| 4            | <u>10.02</u> <del>9.82</del>  | <u>10.52</u> <del>10.31</del> | <u>11.05</u> <del>10.83</del> | <u>11.60</u> <del>11.37</del> | <u>12.18</u> <del>11.94</del> | <u>12.79</u> <del>12.5</del> | <u>13.17</u> <del>13.</del> |
| 5            | <u>10.52</u> <del>10.31</del> | <u>11.05</u> <del>10.83</del> | <u>11.60</u> <del>11.37</del> | <u>12.18</u> <del>11.94</del> | <u>12.79</u> <del>12.54</del> | <u>13.43</u> <del>13.1</del> | <u>14.11</u> <del>13.</del> |
| 6            | <u>11.05</u> <del>10.83</del> | <u>11.60</u> <del>11.37</del> | <u>12.18</u> <del>11.94</del> | <u>12.79</u> <del>12.54</del> | <u>13.43</u> <del>13.17</del> | <u>14.11</u> <del>13.8</del> | <u>14.52</u> <del>14.</del> |
| 7            | <u>11.60</u> <del>11.37</del> | <u>12.18</u> <del>11.94</del> | <u>12.79</u> <del>12.54</del> | <u>13.43</u> <del>13.17</del> | <u>14.11</u> <del>13.83</del> | <u>14.81</u> <del>14.5</del> | <u>15.25</u> <del>15.</del> |
| 8            | <u>12.18</u> <del>11.94</del> | <u>12.79</u> <del>12.54</del> | <u>13.43</u> <del>13.17</del> | <u>14.11</u> <del>13.83</del> | <u>14.81</u> <del>14.52</del> | <u>15.56</u> <del>15.2</del> | <u>16.01</u> <del>16.</del> |
| 9            | <u>12.79</u> <del>12.54</del> | <u>13.43</u> <del>13.17</del> | <u>14.11</u> <del>13.83</del> | <u>14.81</u> <del>14.52</del> | <u>15.56</u> <del>15.25</del> | <u>16.33</u> <del>16.0</del> | <u>16.81</u> <del>17.</del> |
| 10           | <u>13.43</u> <del>13.17</del> | <u>14.11</u> <del>13.83</del> | <u>14.81</u> <del>14.52</del> | <u>15.56</u> <del>15.25</del> | <u>16.33</u> <del>16.01</del> | <u>17.15</u> <del>16.8</del> | <u>17.65</u> <del>18.</del> |
| -11          | <u>14.11</u> <del>13.83</del> | <u>14.81</u> <del>14.52</del> | <u>15.56</u> <del>15.25</del> | <u>16.33</u> <del>16.01</del> | <u>17.15</u> <del>16.81</del> | <u>18.00</u> <del>17.6</del> | <u>18.53</u> <del>18.</del> |
| 12           | <u>14.81</u> <del>14.52</del> | <u>15.56</u> <del>15.25</del> | <u>16.33</u> <del>16.01</del> | <u>17.15</u> <del>16.81</del> | <u>18.00</u> <del>17.65</del> | <u>18.90</u> <del>18.5</del> | <u>19.46</u> <del>19.</del> |
| 13           | <u>15.56</u> <del>15.25</del> | <u>16.33</u> <del>16.01</del> | <u>17.15</u> <del>16.81</del> | <u>18.00</u> <del>17.65</del> | <u>18.90</u> <del>18.53</del> | <u>19.85</u> <del>19.4</del> | <u>20.43</u> <del>20.</del> |
| 14           | <u>16.33</u> <del>16.01</del> | <u>17.15</u> <del>16.81</del> | <u>18.00</u> <del>17.65</del> | <u>18.90</u> <del>18.53</del> | <u>19.85</u> <del>19.46</del> | <u>20.84</u> <del>20.4</del> | <u>21.45</u> <del>88</del>  |
| 15           | <u>17.15</u> <del>16.81</del> | <u>18.00</u> <del>17.65</del> | <u>18.90</u> <del>18.53</del> | <u>19.85</u> <del>19.46</del> | <u>20.84</u> <del>20.43</del> | <u>21.88</u> <del>21.4</del> | <u>22.52</u> <del>22.</del> |
| 16           | <u>18.00</u> <del>17.65</del> | <u>18.90</u> <del>18.53</del> | <u>19.85</u> <del>19.46</del> | <u>20.84</u> <del>20.43</del> | <u>21.88</u> <del>21.45</del> | <u>22.97</u> <del>22.5</del> | <u>23.65</u> <del>24.</del> |
| 17           | <u>18.90</u> <del>18.53</del> | <u>19.85</u> <del>19.46</del> | <u>20.84</u> <del>20.43</del> | <u>21.88</u> <del>21.45</del> | <u>22.97</u> <del>22.52</del> | <u>24.12</u> <del>23.6</del> | <u>24.83</u> <del>25.</del> |
| 18           | <u>19.85</u> <del>19.46</del> | <u>20.84</u> <del>20.43</del> | <u>21.88</u> <del>21.45</del> | <u>22.97</u> <del>22.52</del> | <u>24.12</u> <del>23.65</del> | <u>25.33</u> <del>24.8</del> | <u>26.07</u> <del>26.</del> |
| 19           | <u>20.84</u> <del>20.43</del> | <u>21.88</u> <del>21.45</del> | <u>22.97</u> <del>22.52</del> | <u>24.12</u> <del>23.65</del> | <u>25.33</u> <del>24.83</del> | <u>26.59</u> <del>26.0</del> | <u>27.37</u> <del>27.</del> |
| 20           | <u>21.88</u> <del>21.45</del> | <u>22.97</u> <del>22.52</del> | <u>24.12</u> <del>23.65</del> | <u>25.33</u> <del>24.83</del> | <u>26.59</u> <del>26.07</del> | <u>27.92</u> <del>27.3</del> | <u>28.74</u> <del>29.</del> |

**BI-WEEKLY RATES – GENERAL EMPLOYEES**

|    |                  |                  |                  |                  |                  |                  |                  |
|----|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 18 | <u>1553.7315</u> | <u>1664.0516</u> | <u>1747.2517</u> | <u>1834.6117</u> | <u>1926.3418</u> | <u>2022.6619</u> | <u>2123.7920</u> |
|    | <u>84.80</u>     | <u>31.42</u>     | <u>12.99</u>     | <u>98.64</u>     | <u>88.57</u>     | <u>83.00</u>     | <u>82.15</u>     |
| 19 | <u>1631.4216</u> | <u>1747.2517</u> | <u>1834.6117</u> | <u>1926.3418</u> | <u>2022.6619</u> | <u>2123.7920</u> | <u>2229.9921</u> |
|    | <u>64.05</u>     | <u>12.99</u>     | <u>98.64</u>     | <u>88.57</u>     | <u>83.00</u>     | <u>82.15</u>     | <u>86.26</u>     |
| 20 | <u>1712.9917</u> | <u>1834.6117</u> | <u>1926.3418</u> | <u>2022.6619</u> | <u>2123.7920</u> | <u>2229.9921</u> | <u>2341.4822</u> |
|    | <u>47.25</u>     | <u>98.64</u>     | <u>88.57</u>     | <u>83.00</u>     | <u>82.15</u>     | <u>86.26</u>     | <u>95.57</u>     |
| 21 | <u>1798.6418</u> | <u>1926.3418</u> | <u>2022.6619</u> | <u>2123.7920</u> | <u>2229.9921</u> | <u>2341.4822</u> | <u>2458.5624</u> |
|    | <u>34.61</u>     | <u>88.57</u>     | <u>83.00</u>     | <u>82.15</u>     | <u>86.26</u>     | <u>95.57</u>     | <u>10.35</u>     |
| 22 | <u>1888.5719</u> | <u>2022.6619</u> | <u>2123.7920</u> | <u>2229.9921</u> | <u>2341.4822</u> | <u>2458.5624</u> | <u>2581.4925</u> |
|    | <u>26.34</u>     | <u>83.00</u>     | <u>82.15</u>     | <u>86.26</u>     | <u>95.57</u>     | <u>10.35</u>     | <u>30.87</u>     |
| 23 | <u>1983.0020</u> | <u>2123.7920</u> | <u>2229.9921</u> | <u>2341.4822</u> | <u>2458.5624</u> | <u>2581.4925</u> | <u>2710.5626</u> |
|    | <u>22.66</u>     | <u>82.15</u>     | <u>86.26</u>     | <u>95.57</u>     | <u>10.35</u>     | <u>30.87</u>     | <u>57.41</u>     |
| 24 | <u>2082.1521</u> | <u>2229.9921</u> | <u>2341.4822</u> | <u>2458.5624</u> | <u>2581.4925</u> | <u>2710.5626</u> | <u>2846.0927</u> |
|    | <u>23.79</u>     | <u>86.26</u>     | <u>95.57</u>     | <u>10.35</u>     | <u>30.87</u>     | <u>57.41</u>     | <u>90.28</u>     |
| 25 | <u>2186.2622</u> | <u>2341.4822</u> | <u>2458.5624</u> | <u>2581.4925</u> | <u>2710.5626</u> | <u>2846.0927</u> | <u>2988.3929</u> |
|    | <u>29.99</u>     | <u>95.57</u>     | <u>10.35</u>     | <u>30.87</u>     | <u>57.41</u>     | <u>90.28</u>     | <u>29.79</u>     |
| 26 | <u>2295.5723</u> | <u>2458.5624</u> | <u>2581.4925</u> | <u>2710.5626</u> | <u>2846.0927</u> | <u>2988.3929</u> | <u>3137.8130</u> |
|    | <u>41.48</u>     | <u>10.35</u>     | <u>30.87</u>     | <u>57.41</u>     | <u>90.28</u>     | <u>29.79</u>     | <u>76.28</u>     |
| 27 | <u>2410.3524</u> | <u>2581.4925</u> | <u>2710.5626</u> | <u>2846.0927</u> | <u>2988.3929</u> | <u>3137.8130</u> | <u>3294.6932</u> |
|    | <u>58.56</u>     | <u>30.87</u>     | <u>57.41</u>     | <u>90.28</u>     | <u>29.79</u>     | <u>76.28</u>     | <u>30.09</u>     |
| 28 | <u>2530.8725</u> | <u>2710.5626</u> | <u>2846.0927</u> | <u>2988.3929</u> | <u>3137.8130</u> | <u>3294.6932</u> | <u>3459.4333</u> |
|    | <u>81.49</u>     | <u>57.41</u>     | <u>90.28</u>     | <u>29.79</u>     | <u>76.28</u>     | <u>30.09</u>     | <u>91.60</u>     |
| 29 | <u>2657.4127</u> | <u>2846.0927</u> | <u>2988.3929</u> | <u>3137.8130</u> | <u>3294.6932</u> | <u>3459.4333</u> | <u>3632.4035</u> |
|    | <u>10.56</u>     | <u>90.28</u>     | <u>29.79</u>     | <u>76.28</u>     | <u>30.09</u>     | <u>91.60</u>     | <u>61.18</u>     |
| 30 | <u>2790.2828</u> | <u>2988.3929</u> | <u>3137.8130</u> | <u>3294.6932</u> | <u>3459.4333</u> | <u>3632.4035</u> | <u>3814.0237</u> |
|    | <u>46.09</u>     | <u>29.79</u>     | <u>76.28</u>     | <u>30.09</u>     | <u>91.60</u>     | <u>61.18</u>     | <u>39.24</u>     |
| 31 | <u>2929.7929</u> | <u>3137.8130</u> | <u>3230.0932</u> | <u>3391.6034</u> | <u>3561.1836</u> | <u>3739.2438</u> | <u>3926.2040</u> |
|    | <u>88.39</u>     | <u>76.28</u>     | <u>94.69</u>     | <u>59.43</u>     | <u>32.40</u>     | <u>14.02</u>     | <u>04.72</u>     |

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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>                         |
|--------------|--|--------------|---|
| 7            | <u>Library Technician</u>                | 13           | <u>Maintenance Worker – Parks, Cemetery</u> |
| 7            | <u>Waterpark Manager</u>                 | 15           | <u>Crew Leader</u>                          |
| 9            | <u>Building &amp; Grounds Custodian</u>  | 18           | <u>Utilities Administrative Coordinator</u> |
| 9            | <u>Compliance Officer</u>                | 18           | <u>Account Clerk - Finance</u>              |
| 10           | <u>Library Assistant</u>                 | 18           | <u>Admin. Assist. - Police Department</u>   |
| 11           | <u>Record Technician</u>                 | 19           | <u>Cemetery Supervisor</u>                  |
| 11           | <u>Humane Officer</u>                    | 20           | <u>Fire Prevention Officer</u>              |
| 12           | <u>Administrative Services Assistant</u> | 20           | <u>Code Administrator I</u>                 |
| 12           | <u>Administrative Records Technician</u> | 20           | <u>Deputy City Clerk</u>                    |
| 13           | <u>Account Clerk</u>                     | 20           | <u>Payroll Clerk/Benefit Administrator</u>  |
| 13           | <u>Administrative Assistant</u>          |              |   |
| <u>Grade</u> | <u>Class Titles</u>                      | <u>Grade</u> | <u>Class Titles</u>                         |
| 7            | <u>Library Technician</u>                | 15           | <u>Crew Leader</u>                          |
| 7            | <u>Waterpark Manager</u>                 | 16           | <u>Maintenance Mechanic</u>                 |

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|    |                                   |    |                                      |
|----|-----------------------------------|----|--------------------------------------|
| 9  | Building & Grounds Custodian      | 16 | Fire Prevention Officer              |
| 9  | Compliance Officer                | 17 | Wastewater Plant Operator II         |
| 10 | Library Assistant                 | 17 | Water System Operator II             |
| 11 | Record Technician                 | 17 | Construction Locator Specialist      |
| 11 | Humane Officer                    | 18 | Utilities Administrative Coordinator |
| 12 | Administrative Services Assistant | 18 | Account Clerk—Finance                |
| 12 | Administrative Records Technician | 18 | Admin. Assist.—Police Department     |
| 13 | Account Clerk                     | 18 | Lead Maintenance Mechanic            |
| 13 | Administrative Assistant          | 18 | Cemetery Supervisor                  |
| 13 | Maintenance Worker                | 19 | Stormwater Program Specialist        |
| 13 | Motor Equipment Operator          | 20 | Code Administrator I                 |
| 14 | Wastewater Plant Operator I       | 20 | Deputy City Clerk                    |
| 14 | Water System Operator I           | 20 | Payroll Clerk/Benefit Administrator  |
| 14 | Heavy Equipment Operator          |    |                                      |
| 14 | Solid Waste Equip.-Operator       |    |                                      |

**EXEMPT POSITIONS**

**Professional, Administrative and Executive**

| <b><u>Grade</u></b> | <b><u>Class Titles</u></b>        | <b><u>Grade</u></b> | <b><u>Class Titles</u></b>       |
|---------------------|-----------------------------------|---------------------|----------------------------------|
| 18                  | Librarian                         | 26                  | Deputy Director of Finance       |
| 19                  | Recreation Supervisor             | 26                  | Deputy Director of Public Works  |
| 20                  | GIS Analyst                       | 27                  | Director of Economic Development |
| 22                  | Transportation Supervisor         | 27                  | Police Captain                   |
| 22                  | Water System Supervisor           | 27                  | Director of Human Resources      |
| 22                  | Wastewater Plant Supervisor       | 29                  | Director of Public Works         |
| 22                  | Environmental Services Supervisor | 29                  | Fire Chief                       |
| 22                  | Code Administrator II             | 30                  | Police Chief                     |
| 23                  | Planning Administrator            | 31                  | Director of Finance              |
| 24                  | City Clerk/Risk Manager           |                     |                                  |
| 24                  | Library Director                  |                     |                                  |
| 24                  | Emergency Management Director     |                     |                                  |
| 24                  | Park Supervisor                   |                     |                                  |

3. That the following pay schedule for officers and employees in Unclassified Positions of the city is approved ~~August 20, 2018~~ ~~September 3, 2019~~ ~~September 5, 2016~~ and effective ~~October 3, 2016~~ ~~October 1, 2018~~.

| <u>Position</u> | <u>Salary Minimum</u> | <u>Salary Maximum</u> |
|-----------------|-----------------------|-----------------------|
|-----------------|-----------------------|-----------------------|

City Manager                      Established by City Council

**Seasonal and Part-time  
Hourly Rates**

|                           | <u>Step 1</u>               | <u>Step 2</u>               | <u>Step 3</u>                | <u>Step 4</u>                | <u>Step 5</u>                   | <u>Step 6</u>                | <u>Step 7</u>                   |
|---------------------------|-----------------------------|-----------------------------|------------------------------|------------------------------|---------------------------------|------------------------------|---------------------------------|
| School Crossing Guard     | <del>\$9.00</del> <u>20</u> | <del>\$9.50</del> <u>70</u> | <del>\$10.00</del> <u>20</u> | <del>\$10.20</del> <u>40</u> | <del>\$10.40</del> <u>60</u>    | <del>\$10.60</del> <u>80</u> | <del>\$10.80</del> <u>11.00</u> |
| Library Page              | <del>\$9.00</del> <u>20</u> | <del>\$9.70</del> <u>50</u> | <del>\$10.20</del> <u>00</u> | <del>\$10.40</del> <u>20</u> | <del>\$10.60</del> <u>40</u>    | <del>\$10.80</del> <u>60</u> | <del>\$11.00</del> <u>80</u>    |
| Laborer                   | <del>\$9.00</del> <u>20</u> | <del>\$9.70</del> <u>50</u> | <del>\$10.20</del> <u>00</u> | <del>\$10.40</del> <u>20</u> | <del>\$10.60</del> <u>40</u>    | <del>\$10.80</del> <u>60</u> | <del>\$11.00</del> <u>80</u>    |
| Field Mntc. Groundskeeper | <del>\$9.40</del> <u>60</u> | <del>\$9.90</del> <u>10</u> | <del>\$10.40</del> <u>60</u> | <del>\$10.80</del> <u>60</u> | <del>\$10.80</del> <u>11.00</u> | <del>\$11.20</del> <u>00</u> | <del>\$11.42</del> <u>00</u>    |
|                           |                             |                             |                              |                              |                                 |                              |                                 |
|                           |                             |                             |                              |                              |                                 |                              |                                 |

|                |                               |                               |                                 |                                 |                                 |                                 |                                 |
|----------------|-------------------------------|-------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Waterpark Aide | <del>\$9.20</del> <u>9.00</u> | <del>\$9.70</del> <u>9.50</u> | <del>\$10.20</del> <u>10.00</u> | <del>\$10.40</del> <u>10.20</u> | <del>\$10.60</del> <u>10.40</u> | <del>\$10.80</del> <u>10.60</u> | <del>\$11.00</del> <u>10.80</u> |
|----------------|-------------------------------|-------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

|            |                               |                               |                                 |                                 |                                 |                                 |                                 |
|------------|-------------------------------|-------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| *Lifeguard | <del>\$9.20</del> <u>9.00</u> | <del>\$9.70</del> <u>9.50</u> | <del>\$10.20</del> <u>10.00</u> | <del>\$10.40</del> <u>10.20</u> | <del>\$10.60</del> <u>10.40</u> | <del>\$10.80</del> <u>10.60</u> | <del>\$11.00</del> <u>10.80</u> |
|            |                               |                               |                                 |                                 |                                 |                                 |                                 |

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

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

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4. The Pay Schedule for the position 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 ~~August 7, 2017~~[2018September 3, 2019](#) and effective ~~October 2, 2017~~[September 30, 2018](#).

| <u>Class Title</u>              | <u>Hourly Pay Schedule (56 hour week)</u> |              |              |              |              |              |              |              |
|---------------------------------|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                                 | <u>1</u>                                  | <u>2</u>     | <u>3</u>     | <u>4</u>     | <u>5</u>     | <u>6</u>     | <u>7</u>     | <u>8</u>     |
| Firefighter                     | 13.95                                     | 14.65        | 15.38        | 16.15        | 16.96        | 17.81        | 18.70        | <u>19.64</u> |
| <a href="#">Fire Lieutenant</a> | <u>16.04</u>                              | <u>16.85</u> | <u>17.68</u> | <u>18.57</u> | <u>19.50</u> | <u>20.48</u> | <u>21.50</u> | <u>22.58</u> |
| Fire Captain                    | 18.07                                     | 18.97        | 19.92        | 20.92        | 21.97        | 23.07        | 24.22        | <u>25.43</u> |

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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 ~~August 7, 2017~~[2018September 3, 2019](#) to be effective ~~October 2, 2017~~[September 30, 2018](#).

| <u>Class Title</u> | <u>Hourly Pay Schedule</u> |              |              |              |              |              |              |
|--------------------|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                    | <u>1</u>                   | <u>2</u>     | <u>3</u>     | <u>4</u>     | <u>5</u>     | <u>6</u>     | <u>7</u>     |
| Patrol Officer     | <u>19.30</u>               | <u>20.27</u> | <u>21.28</u> | <u>22.34</u> | <u>23.46</u> | <u>24.63</u> | <u>25.86</u> |
|                    | <u>19.49</u>               | <u>20.47</u> | <u>21.49</u> | <u>22.56</u> | <u>23.70</u> | <u>24.88</u> | <u>26.12</u> |
| Police Corporal    | <u>20.91</u>               | <u>21.96</u> | <u>23.06</u> | <u>24.21</u> | <u>25.42</u> | <u>26.69</u> | <u>28.03</u> |
|                    | <u>21.12</u>               | <u>22.18</u> | <u>23.29</u> | <u>24.45</u> | <u>25.67</u> | <u>26.96</u> | <u>28.31</u> |
| Police Sergeant    | <u>23.06</u>               | <u>24.21</u> | <u>25.42</u> | <u>26.69</u> | <u>28.03</u> | <u>29.43</u> | <u>30.90</u> |
|                    | <u>23.29</u>               | <u>24.45</u> | <u>25.67</u> | <u>26.96</u> | <u>28.31</u> | <u>29.72</u> | <u>31.21</u> |

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

**HOURLY POSITIONS – IBEW UNION ELIGIBLE POSITIONS**

| <u>Grade</u> | <u>Class Titles</u>                                       | <u>Grade</u> | <u>Class Titles</u>                             |
|--------------|---|--------------|---|
| 13           | <a href="#">Maintenance Worker - Water</a>                | 16           | <a href="#">Maintenance Mechanic</a>            |
| 13           | <a href="#">Maintenance Worker - Wastewater</a>           | 17           | <a href="#">Wastewater Plant Operator II</a>    |
| 13           | <a href="#">Transportation - Motor Equipment Operator</a> | 17           | <a href="#">Water System Operator II</a>        |
| 14           | <a href="#">Wastewater Plant Operator I</a>               | 17           | <a href="#">Construction-Locator Specialist</a> |
| 14           | <a href="#">Water System Operator I</a>                   | 18           | <a href="#">Lead Maintenance Mechanic</a>       |
| 14           | <a href="#">Transportation - Heavy Equipment Operator</a> | 19           | <a href="#">Stormwater Program Specialist</a>   |
| 14           | <a href="#">Solid Waste Equipment Operator</a>            |              |   |

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7. 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 3, 2019 and effective September 30, 2019.

**PAY SCHEDULE – IBEW ELIGIBLE EMPLOYEES ONLY**  
**HOURLY RATES (Based on 40 hour work week)**

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| <u>Grade</u> | <u>A</u>     | <u>B</u>     | <u>C</u>     | <u>D</u>     | <u>E</u>     | <u>L1</u>    | <u>L2</u>    |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <u>13</u>    | <u>15.25</u> | <u>16.01</u> | <u>16.81</u> | <u>17.65</u> | <u>18.53</u> | <u>19.46</u> | <u>20.43</u> |
| <u>14</u>    | <u>16.01</u> | <u>16.81</u> | <u>17.65</u> | <u>18.53</u> | <u>19.46</u> | <u>20.43</u> | <u>21.45</u> |
| <u>16</u>    | <u>17.65</u> | <u>18.53</u> | <u>19.46</u> | <u>20.43</u> | <u>21.45</u> | <u>22.52</u> | <u>23.65</u> |
| <u>17</u>    | <u>18.53</u> | <u>19.46</u> | <u>20.43</u> | <u>21.45</u> | <u>22.52</u> | <u>23.65</u> | <u>24.83</u> |
| <u>18</u>    | <u>19.46</u> | <u>20.43</u> | <u>21.45</u> | <u>22.52</u> | <u>23.65</u> | <u>24.83</u> | <u>26.07</u> |
| <u>19</u>    | <u>20.43</u> | <u>21.45</u> | <u>22.52</u> | <u>23.65</u> | <u>24.83</u> | <u>26.07</u> | <u>27.37</u> |

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6-8. Resolution No. 17-08-02 and all other resolutions in conflict with this resolution are repealed.

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Passed and approved this 18<sup>th</sup> 20<sup>th</sup> day of December, 2017 August, 2018 of September, 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

**RESOLUTION NO.**

**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 3, 2019 and effective September 30, 2019.

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

| <b>Grade</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> | <b>L1</b> | <b>L2</b> |
|--------------|----------|----------|----------|----------|----------|-----------|-----------|
| 2            | 9.08     | 9.54     | 10.02    | 10.52    | 11.05    | 11.60     | 12.18     |
| 3            | 9.54     | 10.02    | 10.52    | 11.05    | 11.60    | 12.18     | 12.79     |
| 4            | 10.02    | 10.52    | 11.05    | 11.60    | 12.18    | 12.79     | 13.43     |
| 5            | 10.52    | 11.05    | 11.60    | 12.18    | 12.79    | 13.43     | 14.11     |
| 6            | 11.05    | 11.60    | 12.18    | 12.79    | 13.43    | 14.11     | 14.81     |
| 7            | 11.60    | 12.18    | 12.79    | 13.43    | 14.11    | 14.81     | 15.56     |
| 8            | 12.18    | 12.79    | 13.43    | 14.11    | 14.81    | 15.56     | 16.33     |
| 9            | 12.79    | 13.43    | 14.11    | 14.81    | 15.56    | 16.33     | 17.15     |
| 10           | 13.43    | 14.11    | 14.81    | 15.56    | 16.33    | 17.15     | 18.00     |
| 11           | 14.11    | 14.81    | 15.56    | 16.33    | 17.15    | 18.00     | 18.90     |
| 12           | 14.81    | 15.56    | 16.33    | 17.15    | 18.00    | 18.90     | 19.85     |
| 13           | 15.56    | 16.33    | 17.15    | 18.00    | 18.90    | 19.85     | 20.84     |
| 14           | 16.33    | 17.15    | 18.00    | 18.90    | 19.85    | 20.84     | 21.88     |
| 15           | 17.15    | 18.00    | 18.90    | 19.85    | 20.84    | 21.88     | 22.97     |
| 16           | 18.00    | 18.90    | 19.85    | 20.84    | 21.88    | 22.97     | 24.12     |
| 17           | 18.90    | 19.85    | 20.84    | 21.88    | 22.97    | 24.12     | 25.33     |
| 18           | 19.85    | 20.84    | 21.88    | 22.97    | 24.12    | 25.33     | 26.59     |
| 19           | 20.84    | 21.88    | 22.97    | 24.12    | 25.33    | 26.59     | 27.92     |
| 20           | 21.88    | 22.97    | 24.12    | 25.33    | 26.59    | 27.92     | 29.31     |

**BI-WEEKLY RATES – GENERAL EMPLOYEES**

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 18 | 1584.80 | 1664.05 | 1747.25 | 1834.61 | 1926.34 | 2022.66 | 2123.79 |
| 19 | 1664.05 | 1747.25 | 1834.61 | 1926.34 | 2022.66 | 2123.79 | 2229.99 |
| 20 | 1747.25 | 1834.61 | 1926.34 | 2022.66 | 2123.79 | 2229.99 | 2341.48 |
| 21 | 1834.61 | 1926.34 | 2022.66 | 2123.79 | 2229.99 | 2341.48 | 2458.56 |
| 22 | 1926.34 | 2022.66 | 2123.79 | 2229.99 | 2341.48 | 2458.56 | 2581.49 |
| 23 | 2022.66 | 2123.79 | 2229.99 | 2341.48 | 2458.56 | 2581.49 | 2710.56 |
| 24 | 2123.79 | 2229.99 | 2341.48 | 2458.56 | 2581.49 | 2710.56 | 2846.09 |
| 25 | 2229.99 | 2341.48 | 2458.56 | 2581.49 | 2710.56 | 2846.09 | 2988.39 |
| 26 | 2341.48 | 2458.56 | 2581.49 | 2710.56 | 2846.09 | 2988.39 | 3137.81 |
| 27 | 2458.56 | 2581.49 | 2710.56 | 2846.09 | 2988.39 | 3137.81 | 3294.69 |
| 28 | 2581.49 | 2710.56 | 2846.09 | 2988.39 | 3137.81 | 3294.69 | 3459.43 |
| 29 | 2710.56 | 2846.09 | 2988.39 | 3137.81 | 3294.69 | 3459.43 | 3632.40 |
| 30 | 2846.09 | 2988.39 | 3137.81 | 3294.69 | 3459.43 | 3632.40 | 3814.02 |
| 31 | 2988.39 | 3137.81 | 3294.69 | 3459.43 | 3632.40 | 3814.02 | 4004.72 |

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

**HOURLY POSITIONS – GENERAL EMPLOYEES ONLY**

| <b><u>Grade</u></b> | <b><u>Class Titles</u></b>        | <b><u>Grade</u></b> | <b><u>Class Titles</u></b>           |
|---------------------|-----------------------------------|---------------------|--------------------------------------|
| 7                   | Library Technician                | 13                  | Maintenance Worker – Parks, Cemetery |
| 7                   | Waterpark Manager                 | 15                  | Crew Leader                          |
| 9                   | Building & Grounds Custodian      | 18                  | Utilities Administrative Coordinator |
| 9                   | Compliance Officer                | 18                  | Account Clerk - Finance              |
| 10                  | Library Assistant                 | 18                  | Admin. Assist. - Police Department   |
| 11                  | Record Technician                 | 19                  | Cemetery Supervisor                  |
| 11                  | Humane Officer                    | 20                  | Fire Prevention Officer              |
| 12                  | Administrative Services Assistant | 20                  | Code Administrator I                 |
| 12                  | Administrative Records Technician | 20                  | Deputy City Clerk                    |
| 13                  | Account Clerk                     | 20                  | Payroll Clerk/Benefit Administrator  |
| 13                  | Administrative Assistant          |                     |                                      |

**EXEMPT POSITIONS**

**Professional, Administrative and Executive**

| <b><u>Grade</u></b> | <b><u>Class Titles</u></b>        | <b><u>Grade</u></b> | <b><u>Class Titles</u></b>       |
|---------------------|-----------------------------------|---------------------|----------------------------------|
| 18                  | Librarian                         | 26                  | Deputy Director of Finance       |
| 19                  | Recreation Supervisor             | 26                  | Deputy Director of Public Works  |
| 20                  | GIS Analyst                       | 27                  | Director of Economic Development |
| 22                  | Transportation Supervisor         | 27                  | Police Captain                   |
| 22                  | Water System Supervisor           | 27                  | Director of Human Resources      |
| 22                  | Wastewater Plant Supervisor       | 29                  | Director of Public Works         |
| 22                  | Environmental Services Supervisor | 29                  | Fire Chief                       |
| 22                  | Code Administrator II             | 30                  | Police Chief                     |
| 23                  | Planning Administrator            | 31                  | Director of Finance              |
| 24                  | City Clerk/Risk Manager           |                     |                                  |
| 24                  | Library Director                  |                     |                                  |
| 24                  | Emergency Management Director     |                     |                                  |
| 24                  | Park Supervisor                   |                     |                                  |

3. That the following pay schedule for officers and employees in Unclassified Positions of the city is approved September 3, 2019 and effective October 1, 2019.

| <u>Position</u> | <u>Salary Minimum</u> | <u>Salary Maximum</u> |
|-----------------|-----------------------|-----------------------|
|-----------------|-----------------------|-----------------------|

City Manager                      Established by City Council

**Seasonal and Part-time  
Hourly Rates**

|                           | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> |
|---------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| School Crossing Guard     | \$9.20        | \$9.70        | \$10.20       | \$10.40       | \$10.60       | \$10.80       | \$11.00       |
| Library Page              | \$9.20        | \$9.70        | \$10.20       | \$10.40       | \$10.60       | \$10.80       | \$11.00       |
| Laborer                   | \$9.20        | \$9.70        | \$10.20       | \$10.40       | \$10.60       | \$10.80       | \$11.00       |
| Field Mntc. Groundskeeper | \$9.60        | \$10.10       | \$10.60       | \$10.80       | \$11.00       | \$11.20       | \$11.40       |
|                           |               |               |               |               |               |               |               |

|                |        |        |         |         |         |         |         |
|----------------|--------|--------|---------|---------|---------|---------|---------|
| Waterpark Aide | \$9.20 | \$9.70 | \$10.20 | \$10.40 | \$10.60 | \$10.80 | \$11.00 |
|----------------|--------|--------|---------|---------|---------|---------|---------|

|            |        |        |         |         |         |         |         |
|------------|--------|--------|---------|---------|---------|---------|---------|
| *Lifeguard | \$9.20 | \$9.70 | \$10.20 | \$10.40 | \$10.60 | \$10.80 | \$11.00 |
|            |        |        |         |         |         |         |         |

\*Lifeguard with Nebraska Certified Pool Operator’s License & assigned to the maintenance of the waterpark facility will receive an additional 30 cents 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 position 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 3, 2019 and effective September 30, 2019.

| <u>Class Title</u> | <u>Hourly Pay Schedule (56 hour week)</u> |          |          |          |          |          |          |          |
|--------------------|---|----------|----------|----------|----------|----------|----------|----------|
|                    | <b>1</b>                                  | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> |
| Firefighter        | 13.95                                     | 14.65    | 15.38    | 16.15    | 16.96    | 17.81    | 18.70    | 19.64    |
| Fire Lieutenant    | 16.04                                     | 16.85    | 17.68    | 18.57    | 19.50    | 20.48    | 21.50    | 22.58    |
| Fire Captain       | 18.07                                     | 18.97    | 19.92    | 20.92    | 21.97    | 23.07    | 24.22    | 25.43    |

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 3, 2019 to be effective September 30, 2019.

| <u>Class Title</u> | <u>Hourly Pay Schedule</u> |          |          |          |          |          |          |
|--------------------|----------------------------|----------|----------|----------|----------|----------|----------|
|                    | <b>1</b>                   | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
| Patrol Officer     | 19.49                      | 20.47    | 21.49    | 22.56    | 23.70    | 24.88    | 26.12    |
| Police Corporal    | 21.12                      | 22.18    | 23.29    | 24.45    | 25.67    | 26.96    | 28.31    |
| Police Sergeant    | 23.29                      | 24.45    | 25.67    | 26.96    | 28.31    | 29.72    | 31.21    |

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

**HOURLY POSITIONS – IBEW UNION ELIGIBLE POSITIONS**

| <u>Grade</u> | <u>Class Titles</u>                       | <u>Grade</u> | <u>Class Titles</u>             |
|--------------|---|--------------|---------------------------------|
| 13           | Maintenance Worker - Water                | 16           | Maintenance Mechanic            |
| 13           | Maintenance Worker - Wastewater           | 17           | Wastewater Plant Operator II    |
| 13           | Transportation - Motor Equipment Operator | 17           | Water System Operator II        |
| 14           | Wastewater Plant Operator I               | 17           | Construction-Locator Specialist |
| 14           | Water System Operator I                   | 18           | Lead Maintenance Mechanic       |
| 14           | Transportation - Heavy Equipment Operator | 19           | Stormwater Program Specialist   |
| 14           | Solid Waste Equipment Operator            |              |                                 |

7. 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 3, 2019 and effective September 30, 2019.

**PAY SCHEDULE – IBEW ELIGIBLE EMPLOYEES ONLY  
HOURLY RATES (Based on 40 hour work week)**

| <u>Grade</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>L1</u> | <u>L2</u> |
|--------------|----------|----------|----------|----------|----------|-----------|-----------|
| 13           | 15.25    | 16.01    | 16.81    | 17.65    | 18.53    | 19.46     | 20.43     |
| 14           | 16.01    | 16.81    | 17.65    | 18.53    | 19.46    | 20.43     | 21.45     |
| 16           | 17.65    | 18.53    | 19.46    | 20.43    | 21.45    | 22.52     | 23.65     |
| 17           | 18.53    | 19.46    | 20.43    | 21.45    | 22.52    | 23.65     | 24.83     |
| 18           | 19.46    | 20.43    | 21.45    | 22.52    | 23.65    | 24.83     | 26.07     |
| 19           | 20.43    | 21.45    | 22.52    | 23.65    | 24.83    | 26.07     | 27.37     |

8. **Resolution No.** and all other resolutions in conflict with this resolution are repealed.

**Passed and approved this 3<sup>rd</sup> day of September, 2019.**

\_\_\_\_\_

Mayor

ATTEST:

\_\_\_\_\_

City Clerk