

City of Scottsbluff, Nebraska

Monday, October 7, 2019

Regular Meeting

Item Reports5

Council to consider the amended 2019-2020 Pay Resolution.

Staff Contact: Nathan Johnson, City Manager

RESOLUTION NO. 19-10-01

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 October 7, 2019 and effective September 30, 2019.

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	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

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
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 18	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

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
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 October 7, 2019 and effective September 30, 2019.

<u>Position</u>	<u>Salary Minimum</u>	<u>Salary Maximum</u>
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City Manager Established by City Council

**Seasonal and Part-time
Hourly Rates**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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
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*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 October 7, 2019 and effective September 30, 2019.

<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	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 October 7, 2019 to be effective September 30, 2019.

<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	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 October 7, 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. 19-09-03 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 7th day of October, 2019.

Mayor

ATTEST:

City Clerk

RESOLUTION NO. 19-10-01

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

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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>
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
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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
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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
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HOURLY RATES (Based on 40 hour work week)**

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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
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8. Resolution No. 19-09-03 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 7th day of October, 2019.

Mayor

ATTEST:

City Clerk