

City of Scottsbluff, Nebraska

Monday, March 16, 2020

Regular Meeting

Item Reports6

Council to discuss and consider action on the amended Pay Resolution 2019-2020 revising Police Officer and Lifeguard wages.

Staff Contact: Rick Kuckkahn, Interim City Manager

Agenda Statement

Item No.

For Meeting of:
March 16, 2020

AGENDA TITLE: Council to consider amended pay resolution 2019-2020 (Lifeguard wages)

SUBMITTED BY DEPARTMENT/ORGANIZATION: Administration

PRESENTATION BY: Rick Kuckkahn

SUMMARY EXPLANATION:

Lifeguard (Unclassified Position) – recommend pay increase of 40 cents per hour to provide a competitive wage in order to assist in recruitment and retention of seasonal lifeguards at the waterpark. (Support information and revised pay resolution attached)

BOARD/COMMISSION RECOMMENDATION:

STAFF RECOMMENDATION:

EXHIBITS				
Resolution X	Ordinance <input type="checkbox"/>	Contract <input type="checkbox"/>	Minutes <input type="checkbox"/>	Plan/Map <input type="checkbox"/>
Other (specify) _____				

NOTIFICATION LIST: Yes ☐ No ☐ Further Instructions ☐

APPROVAL FOR SUBMITTAL: _____
City Manager

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 October 1, 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 - EXEMPT EMPLOYEES

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>L1</u>	<u>L2</u>
18	\$1,584.80	\$1,664.05	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79
19	\$1,664.05	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99
20	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48
21	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56
22	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49
23	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56
24	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09
25	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39
26	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81
27	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69
28	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43
29	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40
30	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40	\$3,814.02
31	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40	\$3,814.02	\$4,004.72

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	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 March 16, 2020 and effective March 16, 2020.

Seasonal and Part-Time Hourly Rates

<u>Class Title</u>	<u>Hourly Pay Schedule</u>						
	1	2	3	4	5	6	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 Mt. Grdskpr	\$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*	\$9.60	\$10.10	\$10.60	\$10.80	\$11.00	\$11.20	\$11.40

*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 May and City Council on February 3, 2020 and effective February 3, 2020.

Class Title

Hourly Pay Schedule (56 Hour Week)

	1	2	3	4	5	6	7	8
Firefighter	\$14.44	\$15.16	\$15.92	\$16.72	\$17.55	\$18.43	\$19.35	\$20.33
Fire Lieutenant	\$16.60	\$17.44	\$18.30	\$19.22	\$20.18	\$21.20	\$22.25	\$23.37
Fire Captain	\$18.70	\$19.63	\$20.62	\$21.65	\$22.74	\$23.88	\$25.07	\$26.32

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 March 16, 2020.

Class Title

Hourly Pay Schedule

	1	2	3	4	5	6	7	
Patrol Officer	\$20.27	\$21.29	\$22.35	\$23.46	\$24.65	\$25.88	\$27.16	\$28.52
Police Corporal	\$21.96	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Police Sergeant	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91	\$32.46	\$34.08

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 October 1, 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. 20-02-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 16th day of March, 2020

Mayor

ATTEST:

City Clerk