

City of Scottsbluff, Nebraska

Monday, July 20, 2020

Regular Meeting

Item Reports3

**Council to discuss and consider action on the revised 2019-2020
Pay Resolution amending IBEW Eligible Employee wages.**

Staff Contact: Rick Kuckkahn, Interim City Manager

RESOLUTION NO. 20-07-03

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)**

<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

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 March 16, 2020 to be effective March 16, 2020.

Class Title

Hourly Pay Schedule

	1	2	3	4	5	6	7	8
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

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 July 20, 2020 and Effective July 20, 2020.

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

Class Title	Hourly Pay Schedule							
	A	B	C	D	E	L1	L2	L3
Transportation Motor Equip Opr	\$15.25	\$16.01	\$16.81	\$17.65	\$18.54	\$19.46	\$20.44	\$21.46
Transportation Heavy Equip Opr	\$16.57	\$17.40	\$18.27	\$19.18	\$20.14	\$21.15	\$22.21	\$23.32
Environmental Svcs Solid Waste Opr	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88	\$22.98
Wastewater Maintenance Worker	\$15.91	\$16.71	\$17.54	\$18.42	\$19.34	\$20.31	\$21.32	\$22.39
Wastewater Plant Operator I	\$16.01	\$16.81	\$17.65	\$18.53	\$19.46	\$20.43	\$21.45	\$22.53
Wastewater Plant Operator II	\$18.53	\$19.46	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	\$26.07
Stormwater Program Specialist	\$20.90	\$21.95	\$22.93	\$23.94	\$24.96	\$25.97	\$28.00	\$29.40
Water Maintenance Worker	\$15.91	\$16.71	\$17.54	\$18.42	\$19.34	\$20.31	\$21.32	\$22.39
Water System Operator I	\$16.65	\$17.48	\$18.36	\$19.27	\$20.24	\$21.25	\$22.31	\$23.43
Water System Operator II	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.50	\$25.73	\$27.02
Water Construction Location Spec	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.50	\$25.73	\$27.02
Central Garage Maint Mechanic	\$17.65	\$18.53	\$19.46	\$20.43	\$21.45	\$22.53	\$23.65	\$24.84
Central Garage Lead Mechanic	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.61

8. Resolution No. 20-03-03 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 20th day of July, 2020

Mayor

ATTEST:

City Clerk