

City of Scottsbluff, Nebraska

Monday, September 21, 2020

Regular Meeting

Item Resolut.4

Council to consider and take action on the amended 2020-2021 Pay Resolution and authorize the Mayor to sign the Resolution.

Staff Contact: Rick Kuckkahn, Interim City Manager

RESOLUTION NO. 20-09-05

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 21, 2020 and effective September 28, 2020.

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

Grade	A	B	C	D	E	L1	L2
2	\$9.26	\$9.73	\$10.22	\$10.73	\$11.27	\$11.83	\$12.42
3	\$9.73	\$10.22	\$10.73	\$11.27	\$11.83	\$12.42	\$13.05
4	\$10.22	\$10.73	\$11.27	\$11.83	\$12.42	\$13.05	\$13.70
5	\$10.73	\$11.27	\$11.83	\$12.42	\$13.05	\$13.70	\$14.39
6	\$11.27	\$11.83	\$12.42	\$13.05	\$13.70	\$14.39	\$15.11
7	\$11.83	\$12.42	\$13.05	\$13.70	\$14.39	\$15.11	\$15.87
8	\$12.42	\$13.05	\$13.70	\$14.39	\$15.11	\$15.87	\$16.66
9	\$13.05	\$13.70	\$14.39	\$15.11	\$15.87	\$16.66	\$17.49
10	\$13.70	\$14.39	\$15.11	\$15.87	\$16.66	\$17.49	\$18.36
11	\$14.39	\$15.11	\$15.87	\$16.66	\$17.49	\$18.36	\$19.28
12	\$15.11	\$15.87	\$16.66	\$17.49	\$18.36	\$19.28	\$20.25
13	\$15.87	\$16.66	\$17.49	\$18.36	\$19.28	\$20.25	\$21.26
14	\$16.66	\$17.49	\$18.36	\$19.28	\$20.25	\$21.26	\$22.32
15	\$17.49	\$18.36	\$19.28	\$20.25	\$21.26	\$22.32	\$23.43
16	\$18.36	\$19.28	\$20.25	\$21.26	\$22.32	\$23.43	\$24.60
17	\$19.28	\$20.25	\$21.26	\$22.32	\$23.43	\$24.60	\$25.84
18	\$20.25	\$21.26	\$22.32	\$23.43	\$24.60	\$25.84	\$27.12
19	\$21.26	\$22.32	\$23.43	\$24.60	\$25.84	\$27.12	\$28.48
20	\$22.32	\$23.43	\$24.60	\$25.84	\$27.12	\$28.48	\$29.90

BI-WEEKLY RATES - EXEMPT EMPLOYEES

Grade	A	B	C	D	E	L1	L2
18	\$1,616.50	\$1,697.33	\$1,782.20	\$1,871.30	\$1,964.87	\$2,063.11	\$2,166.27
19	\$1,697.33	\$1,782.20	\$1,871.30	\$1,964.70	\$2,063.11	\$2,166.27	\$2,274.59
20	\$1,782.20	\$1,871.30	\$1,964.87	\$2,063.11	\$2,166.27	\$2,274.59	\$2,388.31
21	\$1,871.30	\$1,964.87	\$2,063.11	\$2,166.27	\$2,274.59	\$2,388.31	\$2,507.73
22	\$1,964.87	\$2,063.11	\$2,166.27	\$2,274.59	\$2,388.31	\$2,507.73	\$2,633.12
23	\$2,063.11	\$2,166.27	\$2,274.59	\$2,388.31	\$2,507.73	\$2,633.12	\$2,764.77
24	\$2,166.27	\$2,274.59	\$2,388.31	\$2,507.73	\$2,633.12	\$2,764.77	\$2,903.01
25	\$2,274.59	\$2,388.31	\$2,507.73	\$2,633.12	\$2,764.77	\$2,903.01	\$3,048.16
26	\$2,388.31	\$2,507.73	\$2,633.12	\$2,764.77	\$2,903.01	\$3,048.16	\$3,200.57
27	\$2,507.73	\$2,633.12	\$2,764.77	\$2,903.01	\$3,048.16	\$3,200.57	\$3,360.58
28	\$2,633.12	\$2,764.77	\$2,903.01	\$3,048.16	\$3,200.57	\$3,360.58	\$3,528.62
29	\$2,764.77	\$2,903.01	\$3,048.16	\$3,200.57	\$3,360.58	\$3,528.62	\$3,705.05
30	\$2,903.01	\$3,048.16	\$3,200.57	\$3,360.58	\$3,528.62	\$3,705.05	\$3,890.30
31	\$3,048.16	\$3,200.57	\$3,360.58	\$3,528.62	\$3,705.05	\$3,890.30	\$4,084.81

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	14	Compliance Officer
9	Building & Grounds Custodian	15	Crew Leader
10	Library Assistant	18	Utilities Administrative Coordinator
11	Record Technician	18	Account Clerk - Finance
11	Humane Officer	18	Admin. Assist. - Police Department
11	Assistant Compliance Officer	18	Cemetery Supervisor
12	Administrative Services Assistant	20	Fire Prevention Officer
12	Administrative Records Technician	20	Code Administrator I
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	24	Park Supervisor
19	Recreation Supervisor	26	Deputy Director of Finance
20	GIS Analyst	26	Deputy Director of Public Works
22	Transportation Supervisor	27	Director of Economic Development
22	Water System Supervisor	27	Police Captain
22	Wastewater Plant Supervisor	27	Director of Human Resources
22	Environmental Services Supervisor	29	Director of Public Works
22	Code Administrator II	29	Fire Chief
22	Project & Planning Coordinator	30	Police Chief
24	City Clerk/Risk Manager	31	Director of Finance
24	Library Director		

3. That the following pay schedule for officers and employees in Unclassified Positions of the City is approved September 21, 2020 and effective September 28, 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	\$9.40	\$9.90	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20
Library Page	\$9.40	\$9.90	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20
Laborer	\$9.40	\$9.90	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20
Field Mt. Grdskpr	\$9.80	\$10.30	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60
Waterpark Aide	\$9.40	\$9.90	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20
Lifeguard*	\$9.80	\$10.30	\$10.80	\$11.00	\$11.20	\$11.40	\$11.60

*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 21, 2020 and effective September 28, 2020.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 Hour Week)</u>							
	1	2	3	4	5	6	7	8
Firefighter	\$14.73	\$15.47	\$16.24	\$17.05	\$17.90	\$18.80	\$19.74	\$20.73
Fire Lieutenant	\$16.93	\$17.79	\$18.66	\$19.60	\$20.59	\$21.62	\$22.70	\$23.84
Fire Captain	\$19.08	\$20.03	\$21.03	\$22.09	\$23.19	\$24.35	\$25.57	\$26.85

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 21, 2020 and effective September 28, 2020.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	1	2	3	4	5	6	7	8
Patrol Officer	\$20.67	\$21.71	\$22.80	\$23.93	\$25.14	\$26.39	\$27.71	\$29.09
Police Corporal	\$22.40	\$23.53	\$24.71	\$25.94	\$27.23	\$28.60	\$30.03	\$31.53
Police Sergeant	\$24.71	\$25.94	\$27.23	\$28.60	\$30.03	\$31.53	\$33.11	\$34.76

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 21, 2020 and Effective September 28, 2020.

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

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	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
Transportation Traffic Control Tech	\$16.81	\$17.65	\$18.54	\$19.46	\$20.44	\$21.46	\$22.53	\$23.66
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

7. Resolution No. 20-07-03 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 21st day September, 2020.

Mayor

ATTEST:

City Clerk