

# **City of Scottsbluff, Nebraska**

**Monday, August 30, 2021**

**Regular Meeting**

## **Item Resolut.5**

**Council to consider the 2021-2022 Pay Resolution and authorize the Mayor to sign the Resolution.**

**Staff Contact: Jana Bode, HR Director**

**RESOLUTION NO. 21-08-04**

**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 August 30, 2021 and effective September 27, 2021.

**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	\$9.45	\$9.92	\$10.42	\$10.94	\$11.50	\$12.07	\$12.67
3	\$9.92	\$10.42	\$10.94	\$11.50	\$12.07	\$12.67	\$13.31
4	\$10.42	\$10.94	\$11.50	\$12.07	\$12.67	\$13.31	\$13.97
5	\$10.94	\$11.50	\$12.07	\$12.67	\$13.31	\$13.97	\$14.68
6	\$11.50	\$12.07	\$12.67	\$13.31	\$13.97	\$14.68	\$15.41
7	\$12.07	\$12.67	\$13.31	\$13.97	\$14.68	\$15.41	\$16.19
8	\$12.67	\$13.31	\$13.97	\$14.68	\$15.41	\$16.19	\$16.99
9	\$13.31	\$13.97	\$14.68	\$15.41	\$16.19	\$16.99	\$17.84
10	\$13.97	\$14.68	\$15.41	\$16.19	\$16.99	\$17.84	\$18.73
11	\$14.68	\$15.41	\$16.19	\$16.99	\$17.84	\$18.73	\$19.67
12	\$15.41	\$16.19	\$16.99	\$17.84	\$18.73	\$19.67	\$20.66
13	\$16.19	\$16.99	\$17.84	\$18.73	\$19.67	\$20.66	\$21.69
14	\$16.99	\$17.84	\$18.73	\$19.67	\$20.66	\$21.69	\$22.77
15	\$17.84	\$18.73	\$19.67	\$20.66	\$21.69	\$22.77	\$23.90
16	\$18.73	\$19.67	\$20.66	\$21.69	\$22.77	\$23.90	\$25.09
17	\$19.67	\$20.66	\$21.69	\$22.77	\$23.90	\$25.09	\$26.36
18	\$20.66	\$21.69	\$22.77	\$23.90	\$25.09	\$26.36	\$27.66
19	\$21.69	\$22.77	\$23.90	\$25.09	\$26.36	\$27.66	\$29.05
20	\$22.77	\$23.90	\$25.09	\$26.36	\$27.66	\$29.05	\$30.50

**BI-WEEKLY RATES - EXEMPT EMPLOYEES**

<b>Grade</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>L1</b>	<b>L2</b>
18	\$1,648.83	\$1,731.28	\$1,817.84	\$1,908.73	\$2,004.17	\$2,104.37	\$2,209.60
19	\$1,731.28	\$1,817.84	\$1,908.73	\$2,004.17	\$2,104.37	\$2,209.60	\$2,320.08
20	\$1,817.84	\$1,908.73	\$2,004.17	\$2,104.37	\$2,209.60	\$2,320.08	\$2,436.08
21	\$1,908.73	\$2,004.17	\$2,104.37	\$2,209.60	\$2,320.08	\$2,436.08	\$2,557.88
22	\$2,004.17	\$2,104.37	\$2,209.60	\$2,320.08	\$2,436.08	\$2,557.88	\$2,685.78
23	\$2,104.37	\$2,209.60	\$2,320.08	\$2,436.08	\$2,557.88	\$2,685.78	\$2,820.07
24	\$2,209.60	\$2,320.08	\$2,436.08	\$2,557.88	\$2,685.78	\$2,820.07	\$2,961.07
25	\$2,320.08	\$2,436.08	\$2,557.88	\$2,685.78	\$2,820.07	\$2,961.07	\$3,109.12
26	\$2,436.08	\$2,557.88	\$2,685.78	\$2,820.07	\$2,961.07	\$3,109.12	\$3,264.58
27	\$2,557.88	\$2,685.78	\$2,820.07	\$2,961.07	\$3,109.12	\$3,264.58	\$3,427.79
28	\$2,685.78	\$2,820.07	\$2,961.07	\$3,109.12	\$3,264.58	\$3,427.79	\$3,599.19
29	\$2,820.07	\$2,961.07	\$3,109.12	\$3,264.58	\$3,427.79	\$3,599.19	\$3,779.15
30	\$2,961.07	\$3,109.12	\$3,264.58	\$3,427.79	\$3,599.19	\$3,779.15	\$3,968.11
31	\$3,109.12	\$3,264.58	\$3,427.79	\$3,599.19	\$3,779.15	\$3,968.11	\$4,166.51

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	14	Compliance Officer
7	Waterpark Manager	15	Crew Leader
9	Building & Grounds Custodian	18	Utilities Administrative Coordinator
10	Library Assistant	18	Account Clerk - Finance
11	Record Technician	18	Admin. Assist. - Police Department
12	Administrative Services Assistant	18	Cemetery Supervisor
12	Administrative Records Technician	20	Fire Prevention Officer
13	Administrative Assistant	20	Code Administrator I
13	Maintenance Worker – Parks, Cemetery	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	24	Park Supervisor
20	GIS Analyst	26	Deputy Director of Finance
22	Transportation Supervisor	26	Deputy Director of Public Works
22	Water System Supervisor	27	Director of Economic Development
22	Wastewater Plant Supervisor	27	Police Captain
22	Environmental Services Supervisor	27	Director of Human Resources
22	Code Administrator II	29	Director of Public Works
23	Small Business Outreach Public Relations Coordin:	29	Fire Chief
23	Planning Administrator	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 August 30, 2021 and effective September 27, 2021.

**Seasonal and Part-Time Hourly Rates**

Class Title	Hourly Pay Schedule						
	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
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 August 30, 2021 and effective September 27, 2021.

Class Title	Hourly Pay Schedule (56 Hour Week)							
	1	2	3	4	5	6	7	8
Firefighter	\$15.02	\$15.78	\$16.56	\$17.39	\$18.26	\$19.18	\$20.13	\$21.14
Fire Lieutenant	\$17.27	\$18.15	\$19.03	\$19.99	\$21.00	\$22.05	\$23.15	\$24.32
Fire Captain	\$19.46	\$20.43	\$21.45	\$22.53	\$23.65	\$24.84	\$26.08	\$27.39

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 30, 2021 and effective September 27, 2021.

Class Title	Hourly Pay Schedule							
	1	2	3	4	5	6	7	8
Patrol Officer	\$21.08	\$22.14	\$23.26	\$24.41	\$25.64	\$26.92	\$28.26	\$29.67
Police Corporal	\$22.85	\$24.00	\$25.20	\$26.46	\$27.77	\$29.17	\$30.63	\$32.16
Police Sergeant	\$25.20	\$26.46	\$27.77	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46

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 August 30, 2021 and Effective September 27, 2021.

**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	\$15.57	\$16.35	\$17.16	\$18.02	\$18.93	\$19.87	\$20.87	\$21.91
Transportation Heavy Equip Opr	\$16.92	\$17.77	\$18.65	\$19.58	\$20.56	\$21.59	\$22.68	\$23.81
Transportation Traffic Control Tech	\$17.16	\$18.02	\$18.93	\$19.87	\$20.87	\$21.91	\$23.00	\$24.16
Environmental Svcs Solid Waste Opr	\$16.67	\$17.51	\$18.38	\$19.30	\$20.27	\$21.28	\$22.34	\$23.46
Wastewater Maintenance Worker	\$16.24	\$17.06	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77	\$22.86
Wastewater Plant Operator I	\$16.35	\$17.16	\$18.02	\$18.92	\$19.87	\$20.86	\$21.90	\$23.00
Wastewater Plant Operator II	\$18.92	\$19.87	\$20.86	\$21.90	\$22.99	\$24.15	\$25.35	\$26.62
Compost Facility Opr II	\$18.92	\$19.87	\$20.86	\$21.90	\$22.99	\$24.15	\$25.35	\$26.62
Compost Facility Maintenance Worker	\$16.24	\$17.06	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77	\$22.86
Stormwater Program Specialist	\$21.34	\$22.41	\$23.41	\$24.44	\$25.48	\$26.52	\$28.59	\$30.02
Water Maintenance Worker	\$16.24	\$17.06	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77	\$22.86
Water System Operator I	\$17.00	\$17.85	\$18.75	\$19.67	\$20.67	\$21.70	\$22.78	\$23.92
Water System Operator II	\$19.60	\$20.58	\$21.61	\$22.70	\$23.83	\$25.01	\$26.27	\$27.59
Water Construction Location Spec	\$19.60	\$20.58	\$21.61	\$22.70	\$23.83	\$25.01	\$26.27	\$27.59
Environmental Svcs Mechanic	\$20.03	\$21.03	\$22.08	\$23.19	\$24.35	\$25.57	\$26.84	\$28.19
Transportation Mechanic	\$20.03	\$21.03	\$22.08	\$23.19	\$24.35	\$25.57	\$26.84	\$28.19

7. Resolution No. 20-09-05 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 30th day of August, 2021.

\_\_\_\_\_  
Mayor

ATTEST:

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