

City of Scottsbluff, Nebraska

Tuesday, September 5, 2023

Regular Meeting

Item Resolut.6

Council to discuss and consider action on the 2023-2024 Pay Resolution and authorize the Mayor to sign the Resolution.

Staff Contact: Chris Burbach, Deputy Finance Director

RESOLUTION NO. 23-09-01

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 September 5, 2023 and effective September 25, 2023.

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

Grade	A	B	C	D	E	L1	L2
8	\$13.71	\$14.39	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38
9	\$14.39	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29
10	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26
11	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28
12	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34
13	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45
14	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62
15	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84
16	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15
17	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49
18	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92
19	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42
20	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42	\$32.99
21	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42	\$32.99	\$34.64

BI-WEEKLY RATES - EXEMPT EMPLOYEES

Grade	A	B	C	D	E	L1	L2
18	\$1,783.22	\$1,872.38	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68
19	\$1,872.38	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16
20	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62
21	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35
22	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67
23	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90
24	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39
25	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52
26	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62
27	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17
28	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52
29	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15
30	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51
31	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51	\$4,506.09
32	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51	\$4,506.09	\$4,731.39

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>
8	Library Technician	15	Compliance Officer
10	Waterpark Assistant Manager	18	Waterpark Manager
11	Building & Grounds Custodian	18	Crew Leader
11	Library Assistant	19	Utilities Administrative Coordinator
14	Record Technician	19	Account Clerk - Finance
14	Human Resources Assistant	19	Admin. Assist. - Police Department
15	Administrative Services Assistant	20	Cemetery Supervisor
15	Administrative Records Technician	20	Code Administrator I
15	Administrative Assistant	21	Fire Prevention Officer
15	Maintenance Worker – Parks, Cemetery	21	Stormwater Specialist

EXEMPT POSITIONS

Professional, Administrative and Executive

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
19	Librarian	27	Director of Developmental Services
21	GIS Analyst	27	Director of Economic Development
22	Code Administrator II	27	Director of Parks and Recreation
23	Recreation Supervisor	28	Deputy Director of Finance
24	Water System Supervisor	29	Police Captain
24	Wastewater Plant Supervisor	29	Director of Human Resources
24	Environmental Services Supervisor	30	Director of Public Works
24	Transportation Supervisor	30	Fire Chief
24	Parks Supervisor	32	Police Chief
26	City Clerk/Risk Manager	32	Director of Finance
26	Library Director		

3. That the following pay schedule for officers and employees in Unclassified Positions of the City is approved September 5, 2023 and effective September 25, 2023.

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	\$15.00						
Library Page	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Laborer	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Field Mt. Grdskpr	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50
Waterpark Aide	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Lifeguard*	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50

*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 5, 2023 and effective September 25, 2023.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 Hour Week)</u>							
	1	2	3	4	5	6	7	8
Firefighter	\$16.73	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54
Fire Lieutenant	\$19.05	\$20.01	\$21.01	\$22.06	\$23.16	\$24.32	\$25.53	\$26.81
Fire Captain	\$21.27	\$22.33	\$23.45	\$24.62	\$25.85	\$27.14	\$28.50	\$29.92

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 5, 2023 and effective September 25, 2023.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	1	2	3	4	5	6	7	8
Patrol Officer	\$24.78	\$26.02	\$27.32	\$28.69	\$30.12	\$31.63	\$33.21	\$34.87
Police Detective	\$26.33	\$27.65	\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$37.05
Police Corporal	\$26.33	\$27.65	\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$37.05
Police Sergeant	\$29.05	\$30.51	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	\$40.88

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 5, 2023 and effective September 25, 2023.

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>	<u>L3</u>
1	16.96	17.81	18.70	19.64	20.62	21.65	22.74	23.88
2	17.81	18.70	19.64	20.62	21.65	22.74	23.88	25.07
3	18.70	19.64	20.62	21.65	22.74	23.88	25.07	26.33
4	19.64	20.62	21.65	22.74	23.88	25.07	26.33	27.65
5	20.62	21.65	22.74	23.88	25.07	26.33	27.65	29.03
6	21.65	22.74	23.88	25.07	26.33	27.65	29.03	30.48
7	22.74	23.88	25.07	26.33	27.65	29.03	30.48	32.01
8	23.88	25.07	26.33	27.65	29.03	30.48	32.01	33.61
9	25.07	26.33	27.65	29.03	30.48	32.01	33.61	35.29
10	26.33	27.65	29.03	30.48	32.01	33.61	35.29	37.06

HOURLY POSITIONS - IBEW EMPLOYEES ONLY

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
3	Maintenance Worker – Compost Facility	5	Water System Operator I
3	Motor Equipment Operator	6	Compost Facility Operator II
3	Wastewater Plant - Maintenance Worker	7	Wastewater Plant Operator II
4	Environmental Services Solid Waste Operato	7	Mechanic-Environmental Services
4	Heavy Equipment Operator	7	Mechanic-Transportation
5	Traffic Control Tech	7	Water System Operator II
5	Wastewater Plant Operator I	7	Construction Locator Specialist

8. Resolution No. 23-04-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 5th day of September, 2023.

Mayor

ATTEST:

City Clerk