

# **City of Scottsbluff, Nebraska**

**Monday, March 18, 2024**

**Regular Meeting**

## **Item Resolut.3**

**Council to consider action on the amended Pay Resolution and authorize the Mayor to sign the Resolution.**

**Staff Contact: Cami Kite, Human Resources Director**

**RESOLUTION NO. 24-03-04**

**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 March 18, 2024 and effective March 18, 2024.

**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> |
|--------------|----------|----------|----------|----------|----------|-----------|-----------|
| <b>8</b>     | \$13.71  | \$14.39  | \$15.12  | \$15.87  | \$16.68  | \$17.50   | \$18.38   |
| <b>9</b>     | \$14.39  | \$15.12  | \$15.87  | \$16.68  | \$17.50  | \$18.38   | \$19.29   |
| <b>10</b>    | \$15.12  | \$15.87  | \$16.68  | \$17.50  | \$18.38  | \$19.29   | \$20.26   |
| <b>11</b>    | \$15.87  | \$16.68  | \$17.50  | \$18.38  | \$19.29  | \$20.26   | \$21.28   |
| <b>12</b>    | \$16.68  | \$17.50  | \$18.38  | \$19.29  | \$20.26  | \$21.28   | \$22.34   |
| <b>13</b>    | \$17.50  | \$18.38  | \$19.29  | \$20.26  | \$21.28  | \$22.34   | \$23.45   |
| <b>14</b>    | \$18.38  | \$19.29  | \$20.26  | \$21.28  | \$22.34  | \$23.45   | \$24.62   |
| <b>15</b>    | \$19.29  | \$20.26  | \$21.28  | \$22.34  | \$23.45  | \$24.62   | \$25.84   |
| <b>16</b>    | \$20.26  | \$21.28  | \$22.34  | \$23.45  | \$24.62  | \$25.84   | \$27.15   |
| <b>17</b>    | \$21.28  | \$22.34  | \$23.45  | \$24.62  | \$25.84  | \$27.15   | \$28.49   |
| <b>18</b>    | \$22.34  | \$23.45  | \$24.62  | \$25.84  | \$27.15  | \$28.49   | \$29.92   |
| <b>19</b>    | \$23.45  | \$24.62  | \$25.84  | \$27.15  | \$28.49  | \$29.92   | \$31.42   |
| <b>20</b>    | \$24.62  | \$25.84  | \$27.15  | \$28.49  | \$29.92  | \$31.42   | \$32.99   |
| <b>21</b>    | \$25.84  | \$27.15  | \$28.49  | \$29.92  | \$31.42  | \$32.99   | \$34.64   |

**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>  |
|--------------|------------|------------|------------|------------|------------|------------|------------|
| <b>18</b>    | \$1,783.22 | \$1,872.38 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 |
| <b>19</b>    | \$1,872.38 | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 |
| <b>20</b>    | \$1,965.99 | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 |
| <b>21</b>    | \$2,064.30 | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 |
| <b>22</b>    | \$2,167.50 | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 |
| <b>23</b>    | \$2,275.89 | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 |
| <b>24</b>    | \$2,389.68 | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 |
| <b>25</b>    | \$2,509.16 | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 |
| <b>26</b>    | \$2,634.62 | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 |
| <b>27</b>    | \$2,766.35 | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 |
| <b>28</b>    | \$2,904.67 | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 |
| <b>29</b>    | \$3,049.90 | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 |
| <b>30</b>    | \$3,202.39 | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 | \$4,291.51 |
| <b>31</b>    | \$3,362.52 | \$3,530.62 | \$3,707.17 | \$3,892.52 | \$4,087.15 | \$4,291.51 | \$4,506.09 |
| <b>32</b>    | \$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                   | 18           | Waterpark Manager                    |
| 10           | Waterpark Assistant Manager          | 18           | Crew Leader                          |
| 11           | Building & Grounds Custodian         | 19           | Utilities Administrative Coordinator |
| 11           | Library Assistant                    | 19           | Account Clerk - Finance              |
| 14           | Record Technician                    | 19           | Admin. Assist. - Police Department   |
| 14           | Human Resources Assistant            | 20           | Cemetery Supervisor                  |
| 15           | Administrative Services Assistant    | 20           | Code Administrator I                 |
| 15           | Administrative Records Technician    | 21           | Fire Prevention Officer              |
| 15           | Administrative Assistant             | 21           | Stormwater Specialist                |
| 15           | Maintenance Worker – Parks, Cemetery | 21           | Senior Account Clerk                 |
| 15           | Compliance Officer                   |              |                                      |

**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> |
|--------------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| <b>1</b>     | 16.96    | 17.81    | 18.70    | 19.64    | 20.62    | 21.65     | 22.74     | 23.88     |
| <b>2</b>     | 17.81    | 18.70    | 19.64    | 20.62    | 21.65    | 22.74     | 23.88     | 25.07     |
| <b>3</b>     | 18.70    | 19.64    | 20.62    | 21.65    | 22.74    | 23.88     | 25.07     | 26.33     |
| <b>4</b>     | 19.64    | 20.62    | 21.65    | 22.74    | 23.88    | 25.07     | 26.33     | 27.65     |
| <b>5</b>     | 20.62    | 21.65    | 22.74    | 23.88    | 25.07    | 26.33     | 27.65     | 29.03     |
| <b>6</b>     | 21.65    | 22.74    | 23.88    | 25.07    | 26.33    | 27.65     | 29.03     | 30.48     |
| <b>7</b>     | 22.74    | 23.88    | 25.07    | 26.33    | 27.65    | 29.03     | 30.48     | 32.01     |
| <b>8</b>     | 23.88    | 25.07    | 26.33    | 27.65    | 29.03    | 30.48     | 32.01     | 33.61     |
| <b>9</b>     | 25.07    | 26.33    | 27.65    | 29.03    | 30.48    | 32.01     | 33.61     | 35.29     |
| <b>10</b>    | 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>             |
|--------------|--------------------------------------------|--------------|---------------------------------|
| <b>3</b>     | Maintenance Worker – Compost Facility      | <b>5</b>     | Water System Operator I         |
| <b>3</b>     | Motor Equipment Operator                   | <b>6</b>     | Compost Facility Operator II    |
| <b>3</b>     | Wastewater Plant - Maintenance Worker      | <b>7</b>     | Wastewater Plant Operator II    |
| <b>4</b>     | Environmental Services Solid Waste Operato | <b>7</b>     | Mechanic-Environmental Services |
| <b>4</b>     | Heavy Equipment Operator                   | <b>7</b>     | Mechanic-Transportation         |
| <b>5</b>     | Traffic Control Tech                       | <b>7</b>     | Water System Operator II        |
| <b>5</b>     | Wastewater Plant Operator I                | <b>7</b>     | Construction Locator Specialist |

**8. Resolution No.** 23-09-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 18th day of March, 2024.

\_\_\_\_\_  
Mayor

ATTEST:

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