

City of Scottsbluff, Nebraska

Monday, December 15, 2014

Regular Meeting

Item Resolut.1

Council to consider the amended pay Resolution to meet the minimum wage as a result of Nebraska Initiative Measure 425.

Staff Contact: Jana Bode, HR Director

Agenda Statement

Item No.

For Meeting of: December 15, 2014

AGENDA TITLE: Council to consider amended pay resolution 2014-2015 (Minimum Wage)

SUBMITTED BY DEPARTMENT/ORGANIZATION: Administration

PRESENTATION BY: Rick Kuckkahn

SUMMARY EXPLANATION: Amend 2014-15 pay resolution to update unclassified positions to meet \$8.00 minimum wage Nebraska Initiative Measure 425/January 1, 2015.

Unclassified Positions amended – School Crossing Guards/Library Page/Recreation Aide

BOARD/COMMISSION RECOMMENDATION:

STAFF RECOMMENDATION:

EXHIBITS				
Resolution X	Ordinance <input type="checkbox"/>	Contract <input type="checkbox"/>	Minutes <input type="checkbox"/>	Plan/Map <input type="checkbox"/>
Other (specify) _____				

NOTIFICATION LIST: Yes ☐ No ☐ Further Instructions ☐

APPROVAL FOR SUBMITTAL: _____
City Manager

Rev 3/1/99CClerk

RESOLUTION NO.

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 2, 2014 and effective October 6, 2014.

**PAY SCHEDULE
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	8.54	8.97	9.42	9.89	10.38	10.90	11.45
3	8.97	9.42	9.89	10.38	10.90	11.45	12.02
4	9.42	9.89	10.38	10.90	11.45	12.02	12.62
5	9.89	10.38	10.90	11.45	12.02	12.62	13.25
6	10.38	10.90	11.45	12.02	12.62	13.25	13.92
7	10.90	11.45	12.02	12.62	13.25	13.92	14.61
8	11.45	12.02	12.62	13.25	13.92	14.61	15.34
9	12.02	12.62	13.25	13.92	14.61	15.34	16.11
10	12.62	13.25	13.92	14.61	15.34	16.11	16.91
11	13.25	13.92	14.61	15.34	16.11	16.91	17.76
12	13.92	14.61	15.34	16.11	16.91	17.76	18.65
13	14.61	15.34	16.11	16.91	17.76	18.65	19.58
14	15.34	16.11	16.91	17.76	18.65	19.58	20.56
15	16.11	16.91	17.76	18.65	19.58	20.56	21.59
16	16.91	17.76	18.65	19.58	20.56	21.59	22.67
17	17.76	18.65	19.58	20.56	21.59	22.67	23.80
18	18.65	19.58	20.56	21.59	22.67	23.80	24.99
19	19.58	20.56	21.59	22.67	23.80	24.99	26.24
20	20.56	21.59	22.67	23.80	24.99	26.24	27.55

BI-WEEKLY RATES

17	1419.61	1490.59	1565.12	1643.38	1725.54	1811.82	1902.41
18	1490.59	1565.12	1643.38	1725.54	1811.82	1902.41	1997.53
19	1565.12	1643.38	1725.54	1811.82	1902.41	1997.53	2097.41
20	1643.38	1725.54	1811.82	1902.41	1997.53	2097.41	2202.28
21	1725.54	1811.82	1902.41	1997.53	2097.41	2202.28	2312.40
22	1811.82	1902.41	1997.53	2097.41	2202.28	2312.40	2428.01
23	1902.41	1997.53	2097.41	2202.28	2312.40	2428.01	2549.42
24	1997.53	2097.41	2202.28	2312.40	2428.01	2549.42	2676.89
25	2097.41	2202.28	2312.40	2428.01	2549.42	2676.89	2810.73
26	2202.28	2312.40	2428.01	2549.42	2676.89	2810.73	2951.27
27	2312.40	2428.01	2549.42	2676.89	2810.73	2951.27	3098.83
28	2428.01	2549.42	2676.89	2810.73	2951.27	3098.83	3253.77
29	2549.42	2676.89	2810.73	2951.27	3098.83	3253.77	3416.46
30	2676.89	2810.73	2951.27	3098.83	3253.77	3416.46	3587.28
31	2810.73	2951.27	3098.83	3253.77	3416.46	3587.28	3766.65

2. That the following positions in the Classification Plan are assigned to the following Class Grades:

HOURLY POSITIONS

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
5	Assistant Pool Manager	14	Wastewater Plant Operator I
7	Library Technician	14	Water System Operator I
7	Pool Manager	14	Heavy Equipment Operator
9	Building & Grounds Custodian	14	Solid Waste Equip. Operator
9	Code Enforcement Assistant	15	Crew leader
9	Clerical Technician	16	Maintenance Mechanic
10	Clerk Typist	16	Finance/HR Assistant
10	Customer Services Clerk	16	Fire Prevention Officer
10	Library Assistant	17	Wastewater Plant Operator II
11	Record Technician	17	Water System Operator II
11	Humane Officer	17	Construction-Locator Spec.
12	Admin. Services Assistant	18	Cemetery Supervisor
12	Accounts Payable Clerk	19	Stormwater Program Specialist
12	Accounts Receivable Clerk	20	Code Administrator I
12	Admin. Records Technician		
13	Administrative Assistant		
13	Maintenance Worker		
13	Motor Equipment Operator		

EXEMPT POSITIONS

Professional, Administrative and Executive

17	Recreation Supervisor	24	Development Serv. Director
18	Utilities Adm. Coordinator	24	City Clerk/Risk Manager
18	Librarian	24	Library Director
20	GIS Analyst	24	Public Safety/Em Mgmt Dir
22	Transportation Supervisor	25	IS Coordinator
22	Park Supervisor	26	Police Captain
22	Water System Supervisor	26	Director of Parks/Recreation
22	Wastewater Plant Supervisor	26	Assistant City Manager
22	Environmental Services Supervisor	27	Director of Human Resources
22	Code Administrator II	28	Director of Public Works
22	Planner	29	Fire Chief
23	Network Administrator	30	Police Chief
23	Planning Administrator	31	Director of Finance

3. That the following pay schedule for officers and employees in Unclassified Positions of the city is approved December 15, 2014 and effective December 29, 2014.

<u>Position</u>	<u>Salary Minimum</u>	<u>Salary Maximum</u>
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City Manager

Established by City Council

**Seasonal and Part-time
Hourly Rates**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
School Crossing Guard	\$8.00	\$8.50	\$9.00	\$9.20	\$9.40	\$9.60	\$9.80
Library Page	\$8.00	\$8.50	\$9.00	\$9.20	\$9.40	\$9.60	\$9.80
Laborer	\$8.25	\$8.75	\$9.25	\$9.45	\$9.65	\$9.85	\$10.05
Field Mntc. Groundskeeper	\$8.65	\$9.15	\$9.65	\$9.85	\$10.05	\$10.25	\$10.45

Recreation Aide	\$8.00	\$8.50	\$9.00	\$9.20	\$9.40	\$9.60	\$9.80
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Lifeguard	\$8.65	\$9.15	\$9.65	\$9.85	\$10.05	\$10.25	\$10.45
Head Lifeguard	\$8.95	\$9.45	\$9.95	\$10.15	\$10.35	\$10.55	\$10.75

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 position of Firefighters 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 2, 2014 and effective October 6, 2014.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 hour week)</u>							
	1	2	3	4	5	6	7	8
Firefighter	12.49	13.12	13.77	14.46	15.18	15.94	16.74	17.58
Fire Captain	16.19	17.00	17.85	18.74	19.68	20.66	21.70	22.78

5. That the Pay Schedule for the position of Patrol Officer and Police Sergeant shall be the Schedule approved in a resolution approved by the Mayor and City Council on September 2, 2014 to be effective October 6, 2014.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	1	2	3	4	5	6	7	8
Patrol Officer	17.64	18.49	19.38	20.31	21.28	22.31	23.38	24.50
Police Sergeant	21.32	22.34	23.41	24.54	25.71	26.95	28.24	29.60

6. Resolution No. 14-03-06 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 2nd day of September, 2014.

Mayor

ATTEST:

City Clerk