

ORDINANCE NO. 2018-26

AN ORDINANCE TO PROVIDE FOR ANNUAL CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO ADD JOURNEYMAN LINEMAN TO THE CLASSIFICATION PLAN; TO PROVIDE FOR A COMPARABILITY ADJUSTMENT; TO PROVIDE FOR LONGEVITY PAY AND PAYMENT OF PART-TIME EMPLOYEES; TO PROVIDE FOR A DATE SUCH CLASSIFICATION AND PAY RANGES OF COMPENSATION SHALL BECOME EFFECTIVE; TO PROVIDE FOR PUBLICATION IN PAMPHLET FORM; TO PROVIDE FOR A TIME WHEN THIS ORDINANCE SHALL TAKE EFFECT.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF SEWARD, NEBRASKA:

Section 1. CLASSIFICATION, RANGES OF COMPENSATION. The classification of officers and employees of the City of Seward, Nebraska, pay grades and ranges of compensation for such classification are as follows:

2018-2019 SALARY SCHEDULE  
PAY RANGE RATES  
(A) CLERICAL (HOURLY)

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Account Clerk III	16.53	22.19
Util Billing Clerk/ Customer Service Representative	15.34	20.34
Account Clerk I	14.14	19.22
Admin Assistant - Municipal Bldg	13.62	17.82
Library Assistant II	15.88	20.89
Library Assistant I/Community Outreach	12.14	14.17
Library Assistant I/Children's Services	11.55	14.17
Library Clerk I	9.81	12.23
Aging Services Commission Assistant	13.88	18.55

(B) LABOR & TRADES (HOURLY)

Code Enforcement/Inspection Official	19.19	24.08
Civic Center Caretaker	9.62	11.25
Custodian	12.47	18.57
Asst Power Director/Line Crew Chief	28.70	37.93
Journeyman Lineman	26.65	35.88
Lineman First Class	24.33	30.80
Electric Service Technician	23.45	29.17
Electric Seasonal Groundman	18.36	21.65
Meter Reader	15.71	21.05
Assistant Park Director	20.44	23.63
Public Properties Caretaker II/Horticulturist	15.83	20.91
Public Properties Caretaker II	15.29	20.58

Public Properties Caretaker I	14.11	18.49
Public Properties Summer Laborer	9.65	11.71
Golf Shop Seasonal Employee	9.65	11.71
Street Division Foreman	21.54	27.82
Street Maintenance Worker III	16.69	22.46
Street Maintenance Worker II	15.28	20.52
Street Maintenance Worker I	14.08	18.59
Recycling Center Worker	9.84	14.14
Facility Maintenance Supervisor	22.16	29.73
WW Treatment/Water Plant Operator	19.23	25.57
Senior Utility Maintenance Worker II	20.25	27.47
Utility Maintenance Worker II	19.17	26.19
Utility Maintenance Worker I	16.47	21.94
W/WW Summer Laborer	9.65	11.71
Recreation Summer Laborer	9.65	11.71
Pool Manager	11.76	13.90
Assistant Pool Manager	10.16	12.03
Swim Program Coordinator	9.89	11.70
Lifeguard	9.62	10.69
Pool Office/Concession Work	9.62	10.69
Water Safety Instructor	9.62	10.69
Swim Lesson Aide	6.41	6.95

(C) PUBLIC SAFETY (HOURLY)

Police Sergeant	22.98	30.36
Police Officer II	20.25	26.90
Police Officer I	19.39	25.83
Administrative Secretary/Records Clerk	14.69	19.78
Community Service Officer	13.02	17.84

(D) SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)

City Administrator	9,265	9,986
Chief of Police	5,967	7,320
City Engineer	5,863	7,817
Asst. Chief of Police	5,170	6,068
Electric Power/Resource Director	5,330	7,284
Parks/Recreation/Cemetery/Golf Director	5,003	6,222
Asst. Adm/Clk-Treas/Budget & HR Director	4,934	6,849
Water/Wastewater Director	4,744	7,048
St/Transportation/Recycling Supt.	4,573	6,827
Finance Director/Treasurer	4,975	6,574
Library Director	4,171	5,231
Deputy Clerk/Fin Director/Asst. Treasurer	4,167	5,096
Golf Course Superintendent	4,167	4,860
Building Zoning/Code Enforcement Director	4,092	5,123
Assistant Recreation Director	2,913	3,790
Assistant Library Director	2,885	3,929

Civic Center Manager  
Golf Shop Manager

2,774      3,354  
2,618      3,190

Section 2. LONGEVITY PAY. Each employee, who is a full-time employee, will, for each two years of service to the City, receive five dollars (\$5.00) per month in addition to the established base pay in his classification as set forth in Section One of this ordinance.

Section 3. COMPENSATION PAYABLE BIWEEKLY. The compensation and salary fixed for the respective officers and employees of the City by this ordinance shall be paid biweekly.

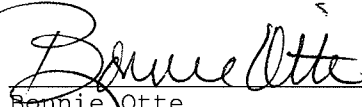
Section 4. PART-TIME EMPLOYEES. Persons employed by the City on a part-time or occasional basis shall be paid on an hourly rate and at such time as shall be fixed by the Mayor and Council by motion.

Section 5. REPEAL. Any City of Seward ordinance, resolution, or employee handbook or part of any ordinance, resolution, or employee handbook of the City of Seward, Nebraska in conflict with this Ordinance is hereby repealed to the extent of such conflict.


Section 6. WHEN OPERATIVE. This ordinance shall be effective on December 15, 2018, after its approval, passage and publication as required by law and the ordinances of the City.

Passed and approved this 18th day of December, 2018.

ATTEST:

  
\_\_\_\_\_  
Bonnie Otte  
Assistant Administrator  
Clerk/Treasurer  
Budget & Human Resources Director

THE CITY OF SEWARD, NEBRASKA

  
\_\_\_\_\_  
Joshua Eickmeier, Mayor



2018-2019 Comparability Adjustments (Effective Dec 15, 2018)

CLERICAL (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
ACCOUNT CLERK III	16.53	17.24	17.94	18.65	19.36	20.07	20.77	21.48	22.19
UTIL BILLING CLK-CUST SERV REP	15.34	15.97	16.59	17.22	17.84	18.47	19.09	19.72	20.34
ACCOUNT CLERK I	14.14	14.77	15.41	16.04	16.68	17.32	17.95	18.59	19.22
ADMIN ASSISTANT - MUNI BUILDING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	13.62	14.15	14.67	15.20	15.72	16.24	16.77	17.29	17.82
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
LIBRARY ASSISTANT II/Social Media/IT	15.88	16.50	17.13	17.76	18.38	19.01	19.64	20.26	20.89
LIBRARY ASSISTANT I/Community Outreach	12.14	12.39	12.64	12.90	13.15	13.41	13.66	13.92	14.17
LIBRARY ASSISTANT I/Children's Services	11.55	11.88	12.20	12.53	12.86	13.19	13.51	13.84	14.17
LIBRARY CLERK I	9.81	10.11	10.42	10.72	11.02	11.32	11.63	11.93	12.23
AGING SERV. COMM. ASSISTANT	13.88	14.46	15.05	15.63	16.22	16.80	17.38	17.97	18.55

LABOR & TRADES (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
CODE ENFORCEMENT/INSPECTION OFFICIAL	19.19	19.80	20.41	21.01	21.62	22.23	22.84	23.45	24.08
CIVIC CENTER CARETAKER	9.62	9.82	10.03	10.23	10.43	10.64	10.84	11.04	11.25
CUSTODIAN	12.47	13.23	14.00	14.76	15.52	16.28	17.05	17.81	18.57
ASST POWER DIR/LINE CREW CHIEF	28.70	29.85	31.01	32.16	33.32	34.47	35.62	36.78	37.93
JOURNEYMAN LINEMAN	26.65	27.80	28.96	30.11	31.27	32.42	33.57	34.73	35.88
LINEMAN 1ST CLASS	24.33	25.13	25.94	26.75	27.56	28.37	29.18	29.99	30.80
ELEC SERVICE TECHNICIAN	23.45	24.16	24.88	25.59	26.31	27.02	27.74	28.45	29.17
ELEC. SEASONAL GROUNDMAN	18.36	18.77	19.18	19.60	20.01	20.42	20.83	21.24	21.65
METER READER	15.71	16.38	17.04	17.71	18.38	19.04	19.71	20.38	21.05
ASSIST. PARK DIRECTOR	20.44	20.94	21.34	21.74	22.15	22.54	22.94	23.34	23.63
PUBLIC PROP. CRTKR HORTICUL	15.83	16.46	17.10	17.73	18.37	19.00	19.64	20.27	20.91
PUBLIC PROP. CARETAKER II	15.29	15.95	16.61	17.28	17.93	18.61	19.25	19.91	20.58
PUBLIC PROP. CARETAKER I	14.11	14.66	16.45	16.74	17.08	17.43	17.78	18.12	18.49
PUB PROP SUMMER LABORER	9.65	9.91	10.17	10.42	10.68	10.94	11.19	11.45	11.71
GOLF SHOP SEASONAL EMPLOYEE	9.65	9.91	10.17	10.43	10.68	10.93	11.19	11.44	11.71

LABOR & TRADES (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
STREET DIVISION FOREMAN	21.54	22.32	23.11	23.89	24.68	25.46	26.25	27.03	27.82
STREET MAINT. WORKER III	16.69	17.41	18.13	18.85	19.57	20.29	21.02	21.74	22.46
STREET MAINT. WORKER II	15.28	15.94	16.59	17.25	17.90	18.56	19.21	19.87	20.52
STREET MAINT. WORKER I	14.08	14.64	15.20	15.77	16.33	16.90	17.46	18.03	18.59
RECYCLING WORKER	9.84	10.38	10.92	11.45	11.99	12.53	13.06	13.60	14.14
FACILITY MAINTENANCE SUPERV	22.16	23.10	24.05	25.00	25.94	26.90	27.84	28.78	29.73
WW PLANT / WATER PLANT OPER	19.23	20.02	20.82	21.61	22.40	23.19	23.99	24.78	25.57
SENIOR UTIL. MAINT. WORKER II	20.25	21.15	22.05	22.96	23.86	24.76	25.66	26.57	27.47
UTIL MAINT. WORKER II	19.17	20.05	20.92	21.80	22.68	23.55	24.44	25.32	26.19
UTIL MAINT. WORKER I	16.47	17.15	17.83	18.52	19.20	19.88	20.57	21.25	21.94
W/WW SUMMER LABORER	9.65	9.91	10.17	10.42	10.68	10.94	11.19	11.45	11.71
REC SUMMER LABORER	9.65	9.91	10.17	10.42	10.68	10.94	11.19	11.45	11.71
POOL MANAGER	11.76	12.03	12.29	12.56	12.83	13.10	13.36	13.63	13.90
ASST. POOL MANAGER	10.16	10.39	10.62	10.86	11.09	11.33	11.56	11.80	12.03
SWIM PROGRAM COORDINATOR	9.89	10.12	10.34	10.57	10.80	11.02	11.25	11.47	11.70
POOL LIFEGUARD	9.62	9.75	9.89	10.02	10.16	10.29	10.42	10.56	10.69
POOL OFFICE/CONCESSIONS	9.62	9.75	9.89	10.02	10.16	10.29	10.42	10.56	10.69
WATER SAFETY INSTR.	9.62	9.75	9.89	10.02	10.16	10.29	10.42	10.56	10.69
SWIM LESSON AIDE	6.41	6.48	6.55	6.61	6.68	6.75	6.82	6.88	6.95

**POLICE (HOURLY)**

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	22.98	23.91	24.83	25.75	26.67	27.60	28.52	29.44	30.36
POLICE OFFICER II	20.25	21.08	21.91	22.74	23.58	24.41	25.24	26.07	26.90
POLICE OFFICER I	19.39	20.19	21.00	21.81	22.61	23.42	24.22	25.03	25.83
ADM/SEC RECORDS CLK PD	14.68	15.32	15.96	16.59	17.23	17.87	18.50	19.14	19.78
COMMUNITY SERVICE OFFICER	13.02	13.62	14.22	14.82	15.43	16.03	16.63	17.24	17.84

**SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)**

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	9,265	9,355	9,445	9,535	9,625	9,716	9,806	9,896	9,986
CHIEF OF POLICE	5,967	6,136	6,305	6,474	6,643	6,812	6,981	7,151	7,320
CITY ENGINEER	5,863	6,107	6,352	6,596	6,840	7,084	7,329	7,573	7,817
ASST CHIEF OF POLICE	5,170	5,282	5,394	5,507	5,619	5,731	5,843	5,955	6,068

ELEC/POWER/ RESOURCE DIRECTOR	5,330	5,574	5,819	6,063	6,307	6,551	6,796	7,040	7,284
PARKS/REC/CEM/GOLF DIRECTOR	5,003	5,156	5,308	5,460	5,613	5,765	5,917	6,070	6,222
ASST ADM/CLK-TREAS/BUD/HUMAN	4,934	5,174	5,413	5,652	5,892	6,131	6,370	6,610	6,849
W/WWW DIRECTOR	4,744	5,032	5,320	5,608	5,896	6,184	6,472	6,760	7,048
ST/TRANS/RECYCLING SUPT	4,573	4,854	5,136	5,418	5,700	5,982	6,263	6,545	6,827
FINANCE DIRECTOR/TREASURER	4,975	5,175	5,375	5,575	5,775	5,974	6,174	6,374	6,574
LIBRARY DIRECTOR	4,171	4,304	4,436	4,569	4,701	4,834	4,966	5,098	5,231
DEPUTY CLK/FIN/ASST. TREAS.	4,167	4,283	4,399	4,515	4,631	4,747	4,864	4,980	5,096
GOLF COURSE SUPERINTENDENT	4,167	4,254	4,340	4,436	4,523	4,609	4,696	4,783	4,860
BLDG/ZONING/CODE ENFORCEMENT	4,092	4,221	4,349	4,478	4,607	4,736	4,865	4,994	5,123
ASSISTANT RECREATION DIRECTOR	2,913	3,022	3,132	3,242	3,351	3,461	3,570	3,680	3,790
ASST LIB DIRECTOR	2,885	3,016	3,146	3,277	3,407	3,538	3,668	3,799	3,929
CIVIC CENTER MANAGER	2,774	2,847	2,919	2,992	3,064	3,136	3,209	3,281	3,354
GOLF SHOP MANAGER	2,618	2,690	2,761	2,833	2,904	2,976	3,047	3,119	3,190

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