

ORDINANCE NO. 2021- 1

AN ORDINANCE TO PROVIDE FOR ANNUAL CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO PROVIDE FOR A TITLE CHANGE FOR UTILITY BILLING/ACCOUNT CLERK AND WASTEWATER TREATMENT/SANITARY SYSTEM OPERATOR; 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:

2020-2021 SALARY SCHEDULE
PAY RANGE RATES

<u>POSITION</u>	(20)	CLERICAL (HOURLY)	<u>MINIMUM</u>	<u>MAXIMUM</u>
(A) CLERICAL (HOURLY)				
Account Clerk III			17.03	22.86
Util Billing Clerk/Customer Service Representative			15.81	20.96
Utility Billing/Account Clerk			15.81	20.96
Administrative Assistant			14.57	19.80
Admin Assistant - Municipal Bldg			14.04	18.36
Library Assistant II/Social Media/IT			16.36	21.52
Library Assistant I/Community Outreach			12.50	14.60
Library Assistant I/Children's Services			11.90	14.60
Library Clerk I			10.11	12.60
Aging Services Commission Assistant			14.30	19.11
Golf Shop Seasonal Employee			9.94	12.06
(B) LABOR & TRADES (HOURLY)				
Civic Center Caretaker			9.91	11.59
Custodian			12.85	19.13
Electric Line Crew Chief			29.57	39.08
Electric Journeyman Lineman			27.45	36.96
Electric Lineman			25.06	31.73

Electric Service Technician	24.15	30.05
Electric Seasonal Groundman	18.92	22.31
Meter Maintenance Utility Worker	16.18	21.68
Assistant Public Properties Director	21.05	24.35
Public Properties Maintenance Worker	14.53	21.21
Street Division Foreman	22.19	28.66
Street Maintenance Worker III	17.19	23.14
Street Maintenance Worker II	15.74	21.14
Street Maintenance Worker I	14.50	19.15
Recycling Center Worker	10.14	14.57
Facility Maintenance Supervisor	22.83	30.63
WW Treatment/Water Plant Operator	19.81	26.35
WW Treatment/Sanitary System Operator	19.81	26.35
Senior Utility Maintenance Worker II	20.86	28.30
Utility Maintenance Worker II	19.75	26.98
Utility Maintenance Worker I	16.96	22.60
Water/Wastewater Seasonal Laborer	12.90	13.41
Summer Seasonal Laborer	12.90	13.41
Pool Manager	12.11	14.32
Assistant Pool Manager	10.46	12.40
Swim Program Coordinator	10.19	12.05
Lifeguard	9.91	11.01
Pool Office/Concession Work	9.91	11.01
Water Safety Instructor	9.91	11.01
Swim Lesson Aide	6.61	7.16

(C) PUBLIC SAFETY (HOURLY)

Police Sergeant	23.68	31.28
Police Officer II	20.86	27.72
Police Officer I	19.97	26.61
Administrative Secretary/Records Clerk	15.13	20.37
Community Service Officer	13.41	18.38

(D) SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)

City Administrator	9,545	10,288
Chief of Police	6,147	7,541
City Engineer	6,040	8,053
Asst. Chief of Police	5,326	6,251

Electric Superintendent	5,491	7,253
Public Properties Director	5,155	6,410
Asst. Adm/Clk-Treas/Budget & HR Director	5,083	7,056
Water/Wastewater Director	4,887	7,261
Street Superintendent	4,711	5,952
Finance Director/Treasurer	5,125	6,773
Library Director	4,297	5,389
Deputy Clerk/Fin Director/Asst. Treasurer	4,293	5,250
Golf Course Grounds Superintendent	4,293	5,007
Building/Zoning/Code Enforcement Director	4,215	5,278
Assistant Recreation Director	3,001	3,904
Golf Shop Manager	3,001	3,905
Assistant Library Director	2,994	4,048
Civic Center Manager	2,994	3,455

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 after its approval, passage and publication as required by law and the ordinances of the City.

Passed and approved this 5th day of January, 2021.

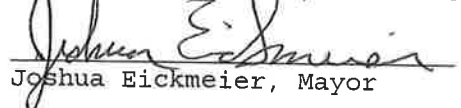
ATTEST:



Bennie Otte
Assistant Administrator
Clerk/Treasurer/
Budget & Human Resources Director



THE CITY OF SEWARD, NEBRASKA


Joshua Eickmeier, Mayor

2020-2021 COLA (EFFECTIVE JANUARY 6, 2021)

POSITION	CLERICAL (HOURLY)								
	1	2	3	4	5	6	7	8	9
ACCOUNT CLERK III	17.03	17.76	18.48	19.21	19.94	20.67	21.40	22.13	22.86
UTILITY BILLING/ACCOUNT CLERK	15.81	16.45	17.09	17.74	18.38	19.03	19.67	20.31	20.96
ADMIN ASSISTANT	14.57	15.22	15.87	16.53	17.18	17.84	18.49	19.15	19.80
ADMIN ASSISTANT - MUNI BUILDING	14.04	14.58	15.12	15.66	16.20	16.74	17.28	17.82	18.36
LIBRARY ASSISTANT II/Social Media/IT	16.36	17.00	17.65	18.29	18.94	19.58	20.23	20.87	21.52
LIBRARY ASSISTANT I/Community Outreach	12.50	12.76	13.03	13.29	13.55	13.81	14.07	14.34	14.60
LIBRARY ASSISTANT I/Children's Services	11.90	12.24	12.57	12.91	13.25	13.59	13.92	14.26	14.60
LIBRARY CLERK I	10.11	10.42	10.73	11.04	11.35	11.66	11.98	12.29	12.60
AGING SERV. COMM. ASSISTANT	14.30	14.90	15.50	16.10	16.71	17.31	17.90	18.51	19.11
GOLF SHOP SEASONAL EMPLOYEE	9.94	10.21	10.47	10.74	11.00	11.26	11.53	11.79	12.06

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
CIVIC CENTER CARETAKER	9.91	10.12	10.33	10.54	10.75	10.96	11.17	11.38	11.59
CUSTODIAN	12.85	13.63	14.42	15.21	15.99	16.78	17.56	18.35	19.13
ELECTRIC LINE CREW CHIEF	29.57	30.75	31.95	33.13	34.33	35.51	36.70	37.89	39.08
ELECTRIC JOURNEYMAN LINEMAN	27.45	28.64	29.83	31.02	32.21	33.40	34.58	35.78	36.96
ELECTRIC LINEMAN	25.06	25.89	26.72	27.55	28.40	29.23	30.06	30.89	31.73
ELEC SERVICE TECHNICIAN	24.15	24.89	25.63	26.36	27.10	27.84	28.57	29.31	30.05
ELECTRIC SEASONAL GROUNDMAN	18.92	19.34	19.76	20.19	20.61	21.04	21.46	21.88	22.31
METER MAINTENANCE UTILITY WORKER	16.18	16.87	17.56	18.25	18.93	19.62	20.31	20.99	21.68
ASSIST. PUBLIC PROP. DIRECTOR	21.05	21.57	21.98	22.39	22.81	23.22	23.63	24.05	24.35
PUBLIC PROP. MAINTENANCE WORKER	14.53	15.37	16.20	17.04	17.87	18.71	19.54	20.37	21.21

LABOR & TRADES (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
STREET DIVISION FOREMAN	22.19	23.00	23.80	24.61	25.42	26.23	27.04	27.85	28.66
STREET MAINT. WORKER III	17.19	17.93	18.68	19.42	20.16	20.91	21.65	22.39	23.14
STREET MAINT. WORKER II	15.74	16.42	17.09	17.77	18.44	19.12	19.79	20.47	21.14
STREET MAINT. WORKER I	14.50	15.08	15.66	16.25	16.83	17.41	17.99	18.57	19.15
RECYCLING WORKER	10.14	10.69	11.25	11.80	12.35	12.91	13.46	14.01	14.57
FACILITY MAINTENANCE SUPERV	22.83	23.80	24.77	25.75	26.73	27.71	28.68	29.65	30.63
WW TREAT./SANITARY SYSTEM OPERATOR	19.81	20.63	21.45	22.26	23.08	23.90	24.71	25.53	26.35
SENIOR UTIL. MAINT. WORKER II	20.86	21.79	22.72	23.65	24.58	25.51	26.44	27.37	28.30
UTIL MAINT. WORKER II	19.75	20.65	21.55	22.46	23.37	24.27	25.17	26.08	26.98
UTIL MAINT. WORKER I	16.96	17.67	18.37	19.08	19.78	20.48	21.19	21.89	22.60
WATER/WASTEWATER SEASONAL LABORER	12.90	13.41							
SUMMER SEASONAL LABORER	12.90	13.41							
POOL MANAGER	12.11	12.39	12.67	12.94	13.22	13.49	13.77	14.04	14.32
ASST. POOL MANAGER	10.46	10.70	10.95	11.19	11.43	11.67	11.91	12.15	12.40
SWIM PROGRAM COORDINATOR	10.19	10.42	10.66	10.89	11.12	11.35	11.59	11.82	12.05
POOL LIFE GUARD	9.91	10.05	10.19	10.32	10.46	10.60	10.74	10.88	11.01
POOL OFFICE/CONCESSIONS	9.91	10.05	10.19	10.32	10.46	10.60	10.74	10.88	11.01
WATER SAFETY INSTR.	9.91	10.05	10.19	10.32	10.46	10.60	10.74	10.88	11.01
SWIM LESSON AIDE	6.61	6.68	6.75	6.81	6.88	6.95	7.02	7.09	7.16
POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	23.68	24.63	25.58	26.53	27.48	28.43	29.38	30.33	31.28
POLICE OFFICER II	20.86	21.72	22.57	23.43	24.29	25.15	26.00	26.86	27.72
POLICE OFFICER I	19.97	20.80	21.63	22.46	23.29	24.12	24.95	25.78	26.61
ADM/SEC RECORDS CLK PD	15.13	15.78	16.44	17.09	17.75	18.41	19.06	19.72	20.37
COMMUNITY SERVICE OFFICER	13.41	14.03	14.65	15.27	15.89	16.51	17.14	17.76	18.38

POLICE (HOURLY)

SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	9,545	9,638	9,730	9,823	9,916	10,009	10,102	10,195	10,288
CHIEF OF POLICE	6,147	6,321	6,495	6,670	6,844	7,018	7,192	7,366	7,541
CITY ENGINEER	6,040	6,291	6,544	6,795	7,047	7,298	7,550	7,802	8,053
ASST CHIEF OF POLICE	5,326	5,442	5,557	5,673	5,789	5,904	6,020	6,135	6,251
ELECTRIC SUPERINTENDENT	5,491	5,711	5,932	6,151	6,372	6,592	6,813	7,032	7,253
PUBLIC PROPERTIES DIRECTOR	5,155	5,311	5,468	5,625	5,782	5,939	6,096	6,253	6,410
ASST ADM/CLK-TREAS/BUD/HUMAN	5,083	5,330	5,576	5,823	6,070	6,316	6,563	6,809	7,056
W/WWTW DIRECTOR	4,887	5,184	5,480	5,777	6,074	6,371	6,668	6,964	7,261
STREET SUPERINTENDENT	4,711	4,866	5,021	5,176	5,331	5,486	5,642	5,796	5,952
FINANCE DIRECTOR/TREASURER	5,125	5,331	5,537	5,743	5,949	6,154	6,360	6,566	6,773
LIBRARY DIRECTOR	4,297	4,434	4,570	4,707	4,843	4,980	5,116	5,252	5,389
DEPUTY CLK/FIN/ASST. TREAS.	4,293	4,413	4,532	4,652	4,771	4,891	5,010	5,130	5,250
GOLF COURSE GROUNDS SUPERINTENDENT	4,293	4,382	4,471	4,570	4,659	4,749	4,838	4,927	5,007
BLDG/ZONING/CODE ENFORCEMENT	4,215	4,348	4,481	4,614	4,746	4,879	5,012	5,145	5,278
ASSISTANT RECREATION DIRECTOR	3,001	3,113	3,226	3,339	3,452	3,565	3,678	3,791	3,904
GOLF SHOP MANAGER	3,001	3,114	3,227	3,339	3,452	3,565	3,678	3,792	3,905
ASST LIBRARY DIRECTOR	2,994	3,125	3,257	3,389	3,521	3,653	3,784	3,916	4,048
CIVIC CENTER MANAGER	2,994	3,051	3,109	3,166	3,224	3,283	3,340	3,398	3,455