

ORDINANCE NO. 5403

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No.5379 and all other ordinances and parts of ordinances in conflict herewith; providing for publication in pamphlet form and providing for an effective date.

Be it ordained by the Mayor and City Council of Fremont, Nebraska:

SECTION I. That the following schedule of Pay Grades be used for pay purposes in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.

SECTION II. That the Class Title and Pay Grade of each non union position for the City shall be as follows:

	Job Title	Paygrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection A. Non Union Exempt	City Administrator	45.5	70.1313	73.6379	77.3198	81.1858	85.2451	89.5073	93.9827	98.8818
	Assistant City Administrator-City	37.5	47.4660	49.8343	52.3297	54.9456	57.6950	60.5852	63.6158	66.8003
	Director of Public Works	34.0	39.9933	41.9935	44.0943	46.3019	48.6168	51.0452	53.5941	56.2767
	City Engineer	33.5	39.0500	41.0035	43.0506	45.2048	47.4660	49.8343	52.3297	54.9456
	Police Chief	33.0	38.0933	39.9933	41.9935	44.0943	46.3019	48.6168	51.0452	53.5941
	Fire Chief	31.0	34.5475	36.2802	38.0933	39.9933	41.9935	44.0943	46.3019	48.6168
	Director of Planning	30.5	33.7313	35.4172	37.1901	39.0500	41.0035	43.0506	45.2048	47.4660
	Director of Parks and Recreation	30.0	32.9017	34.5475	36.2802	38.0933	39.9933	41.9935	44.0943	46.3019
	Library Director	27.5	29.1419	30.5937	32.1256	33.7313	35.4172	37.1901	39.0500	41.0035
	Chief Building Inspector	26.5	27.7570	29.1419	30.5937	32.1256	33.7313	35.4172	37.1901	39.0500
	Civil Engineer	26.0	27.0747	28.4260	29.8444	31.3362	32.9017	34.5475	36.2802	38.0933
	City Clerk	25.5	26.4323	27.7570	29.1419	30.5937	32.1256	33.7313	35.4172	37.1901
	Superintendent of Public Services	25.5	26.4323	27.7570	29.1419	30.5937	32.1256	33.7313	35.4172	37.1901
	Recreation Superintendent	23.5	23.9705	25.1745	26.4323	27.7570	29.1419	30.5937	32.1256	33.7313
Director of Communications	21.0	21.2075	22.2714	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444	
Subsection B. Non Union Hourly	Police Lieutenant	25.5	26.4323	27.7570	29.1419	30.5937	32.1256	33.7313	35.4172	37.1901
	Executive Asst- Comm & Grants	23.5	23.9705	25.1745	26.4323	27.7570	29.1419	30.5937	32.1256	33.7313
	Park Maintenance Supervisor	23.0	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444	31.3362	32.9017
	Building Inspector II	21.5	21.7427	22.8264	23.9705	25.1745	26.4323	27.7570	29.1419	30.5937
	Automotive Maintenance Supv	21.0	21.2075	22.2714	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444
	Street Construction Supervisor	21.0	21.2075	22.2714	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444

Fire Captain/EMT-P	FP8	20.6978	21.6471	22.6469	23.6920	24.7877	25.9440	27.1557	28.4281
City Attorney Investigator	20.0	20.1974	21.2075	22.2714	23.3884	24.5592	25.7834	27.0747	28.4260
Building Inspector I	19.5	19.7222	20.7058	21.7427	22.8264	23.9705	25.1745	26.4323	27.7570
Fire Captain	F08	18.9997	19.9490	20.9488	21.9939	23.0896	24.2459	25.4576	26.7300
Legal Secretary	18.0	18.3175	19.2339	20.1974	21.2075	22.2714	23.3884	24.5592	25.7834
Human Resources Technician I	17.0	17.4409	18.3175	19.2339	20.1974	21.2075	22.2714	23.3884	24.5592
Cemetery Sexton	16.5	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705
Events Maintenance Supervisor	16.5	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705
Evidence/Equipment Tech	16.5	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705
Senior Center Director	16.0	16.6047	17.4409	18.3175	19.2339	20.1974	21.2075	22.2714	23.3884
Deputy City Clerk	15.5	16.2233	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264
Senior Office Associate	14.0	15.0661	15.8154	16.6047	17.4409	18.3175	19.2339	20.1974	21.2075
Dispatcher I- Part-time	HD1	15.0005	15.8200	16.6393	17.4588	18.2783	19.0977	19.9172	20.7367
Transfer Station Cashier-Part-time	11.0	13.0188	13.6612	14.3436	15.0661	15.8154	16.6047	17.4409	18.3175
Custodian- Part time	HT1	9.2700	9.7335	10.2202	10.7312	11.2677	11.8311	12.4226	13.0437
Library Aide- Part time	HT1	9.2700	9.7335	10.2202	10.7312	11.2677	11.8311	12.4226	13.0437

Subsection C. Temporary/ Seasonal Hourly	Admissions Attendant
	Admissions Supervisor
	Aquatic Supervisor
	Concessions Attendant
	Concessions Supervisor
	Custodian Helper
	After Hour Custodian Helper
	Head Guard
	Head Water Safety Instructor
	Library Aide
	Lifeguard (w/CPO)
	Lifeguard I
	Lifeguard II
	Office Trainee
	Park Ranger
	Rec: Arts & Crafts Instructor
	Rec: Baseball/ Softball Instruct

9:00-9:50
9:00-10:00
10:00-11:00
9:00-9:50
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10:00-11:00
9:00-9:80
9:00-9:50
9:00-10:25
9:00-10:00
9:00-9:50
9:00-9:60
9:00-10:80
9:00-11:00
9:00-9:50
9:00-9:50

Recreation: Chief Instructor	9.00-10.00
Recreation Leader	9.00-11.25
Rec: Playground Asst Director	9.00-9.50
Recreation: Playground Director	9.00-10.00
Recreation: Playground Leader	9.00-9.50
Rec:Umpire/Scorekeeper Supv	9.00-9.50
Relief Dispatcher	10.45-10.55
Reserve Police Officer	10.45-10.55
Reserve Firefighter	9.00
Senior Center Assistant Manager	8.00-11.25
Splash Station: Head Maint	9.00-10.00
Splash Station: Maintenance Asst	9.00-9.50
City Utility Worker	9.00-12.70

Subsection D. Temporary and Part-Time Hourly	City Council Member	\$500/mo
	City Physician	\$50/mo
	City Prosecutor	\$377.75/mo
	Mayor	\$1000/mo
	Civil Defense Director	\$333/mo

SECTION III. That the Class Title and Pay Grade of each union position for the City shall be as follows:

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection E. AFSCME Hourly	Engineering Associate II	23.0	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444	31.3362	32.9017
	Librarian II	22.5	22.8264	23.9705	25.1745	26.4323	27.7570	29.1419	30.5937	32.1256
	Engineering Associate	22.0	22.2714	23.3884	24.5592	25.7834	27.0747	28.4260	29.8444	31.3362
	Librarian I	19.0	19.2339	20.1974	21.2075	22.2714	23.3884	24.5592	25.7834	27.0747
	Heavy Equipment Mechanic	18.5	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705	25.1745	26.4323
	Equipment Mechanic I	17.5	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705	25.1745
	Maintenance Worker III	17.0	17.4409	18.3175	19.2339	20.1974	21.2075	22.2714	23.3884	24.5592
	Equipment Operator	16.5	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264	23.9705
	Maintenance Worker II	15.5	16.2233	17.0331	17.8892	18.7857	19.7222	20.7058	21.7427	22.8264
	Senior Office Associate	14.0	15.0661	15.8154	16.6047	17.4409	18.3175	19.2339	20.1974	21.2075
Library Assistant III	13.0	14.3436	15.0661	15.8154	16.6047	17.4409	18.3175	19.2339	20.1974	

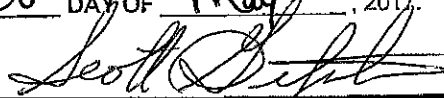
Office Associate	12.5	14.0090	14.7115	15.4473	16.2233	17.0331	17.8892	18.7857	19.7222
Library Assistant II	11.5	13.3400	14.0090	14.7115	15.4473	16.2233	17.0331	17.8892	18.7857
Transfer Station Cashier	11.0	13.0188	13.6612	14.3436	15.0661	15.8154	16.6047	17.4409	18.3175
Code Enforcement Assistant	10.5	12.7045	13.3400	14.0090	14.7115	15.4473	16.2233	17.0331	17.8892
Custodian	10.5	12.7045	13.3400	14.0090	14.7115	15.4473	16.2233	17.0331	17.8892
Library Assistant I	8.0	11.2395	11.8013	12.3967	13.0188	13.6612	14.3436	15.0661	15.8154

Subsection F. FOP Union	Police Sergeant	PS1	24.7939	25.8727	26.9515	28.0302	29.1090	30.1878	31.2667	32.3455
	Police Detective	PT1	20.4689	21.6013	22.7335	23.8661	24.9985	26.1308	27.2633	28.3956
	Police Officer	PO1	19.7074	20.7909	21.8744	22.9579	24.0413	25.1250	26.2085	27.2919
	Dispatcher I	PD1	15.0009	15.8204	16.6396	17.4591	18.2786	19.0981	19.9176	20.7371

Subsection G. IAFF Union	Fire Lieutenant/EMT-P	FP6	17.7042	18.5070	19.3502	20.2337	21.1578	22.1323	23.1522	24.2227
	Fire Lieutenant/EMT-I	FI6	16.6287	17.4315	18.2747	19.1582	20.0823	21.0568	22.0767	23.1472
	Fire Lieutenant	F06	16.0061	16.8089	17.6521	18.5356	19.4597	20.4342	21.4541	22.5246
	Firefighter/EMT-P	FP6	15.5229	16.2145	16.9417	17.7042	18.5070	19.3502	20.2337	21.1578
	Firefighter/EMT-I	FI5	14.4474	15.1390	15.8662	16.6287	17.4315	18.2747	19.1582	20.0823
	Firefighter/EMT	F05	13.8248	14.5164	15.2436	16.0061	16.8089	17.6521	18.5356	19.4597

- SECTION IV. All ordinances and parts of ordinances in conflict herewith are repealed.
- SECTION V. That this ordinance be effective October 1, 2016. Employees whose current pay is above their current pay grade shall have their salaries frozen.
- SECTION VI. That the Assistant City Administrator- City position be added and the reclassification of City Administrator position to include utility responsibilities be effective 15 days after this ordinance is published.
- SECTION VII. That this ordinance be effective from and after its passage and publication according to law and published in pamphlet form by the City Clerk.

PASSED AND APPROVED THIS 30th DAY OF May, 2017.


 Scott Getzen, Mayor

ATTEST:

 Tyler Fieber, City Clerk

