

ORDINANCE NO. 5467

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5425 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Subsection A. Non Union Exempt</b>	City Administrator	45.5	73.8614	77.5545	81.4323	85.5039	89.7790	94.2680	98.9814	103.9304
	Assistant City Administrator-City	37.5	49.9906	52.4848	55.1130	57.8680	60.7636	63.8076	66.9993	70.3532
	Director of Public Works	34.0	42.1204	44.2270	46.4396	48.7646	51.2026	53.7601	56.4446	59.2699
	City Engineer	33.5	41.1270	43.1844	45.3404	47.6091	49.9906	52.4848	55.1130	57.8680
	Police Chief	33.0	40.1194	42.1204	44.2270	46.4396	48.7646	51.2026	53.7601	56.4446
	Fire Chief	31.0	36.3850	38.2098	40.1194	42.1204	44.2270	46.4396	48.7646	51.2026
	Director of Planning	30.5	35.5254	37.3010	39.1681	41.1270	43.1844	45.3404	47.6091	49.9906
	Director of Parks and Recreation	30.0	34.6517	36.3850	38.2098	40.1194	42.1204	44.2270	46.4396	48.7646
	Library Director	27.5	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681	41.1270	43.1844
	Assistant Fire Chief	26.5	29.2333	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681	41.1270
	Chief Building Inspector	26.5	29.2333	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681	41.1270
	Civil Engineer	26.0	28.5148	29.9379	31.4317	33.0028	34.6517	36.3850	38.2098	40.1194
	City Clerk	25.5	27.8382	29.2333	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681
	Superintendent of Public Services	25.5	27.8382	29.2333	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681
	Recreation Superintendent	23.5	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209	33.8343	35.5254
Director of Communications	21.0	22.3355	23.4560	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317	

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Subsection B. Non Union Hourly</b>	Police Lieutenant	26.5	29.2333	30.6919	32.2209	33.8343	35.5254	37.3010	39.1681	41.1270
	Executive Asst- Comm & Grants	23.5	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209	33.8343	35.5254
	Park Maintenance Supervisor	23.0	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317	33.0028	34.6517
	Building Inspector II	21.5	22.8991	24.0405	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209
	Fire Captain/EMT-P	21.5	22.8991	24.0405	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209

Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
IT Specialist-Library	21.5	22.8991	24.0405	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209
Automotive Maintenance Supv	21.0	22.3355	23.4560	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317
Street Construction Supervisor	21.0	22.3355	23.4560	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317
City Attorney Investigator	20.0	21.2716	22.3355	23.4560	24.6324	25.8655	27.1547	28.5148	29.9379
Building Inspector I	19.5	20.7712	21.8071	22.8991	24.0405	25.2454	26.5135	27.8382	29.2333
Legal Secretary	18.0	19.2917	20.2569	21.2716	22.3355	23.4560	24.6324	25.8655	27.1547
Human Resources Technician I	17.0	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560	24.6324	25.8655
Cemetery Sexton	16.5	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454
Events Maintenance Supervisor	16.5	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454
Evidence/Equipment Tech	16.5	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454
Senior Center Director	16.0	17.4878	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560	24.6324
Deputy City Clerk	15.5	17.0861	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405
Senior Office Associate	15.0	16.6566	17.4878	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560
Dispatcher I- Part-time	HD1	15.7983	16.6615	17.5243	18.3874	19.2505	20.1135	20.9765	21.8397
Transfer Station Cashier-Part-time	11.0	13.7112	14.3878	15.1065	15.8674	16.6566	17.4878	18.3685	19.2917
Custodian- Part time	HT1	9.7630	10.2512	10.7638	11.3020	11.8670	12.4604	13.0833	13.7375
Library Aide- Part time	HT1	9.7630	10.2512	10.7638	11.3020	11.8670	12.4604	13.0833	13.7375

<b>Subsection C. Temporary/ Seasonal Hourly</b>	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

9:00-9:50
9:00-10:00
10:00-11:00
9:00-9:50
9:00-10:00
9:00-10:55
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

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

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

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

	<b>Job Title</b>	<b>Pay Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>Subsection E. AFSCME Hourly</b>	<b>Engineering Associate II</b>	<b>23.0</b>	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317	33.0028	34.6517
	<b>Librarian II</b>	<b>22.5</b>	24.0405	25.2454	26.5135	27.8382	29.2333	30.6919	32.2209	33.8343
	<b>Engineering Associate</b>	<b>22.0</b>	23.4560	24.6324	25.8655	27.1547	28.5148	29.9379	31.4317	33.0028
	<b>Librarian I</b>	<b>19.0</b>	20.2569	21.2716	22.3355	23.4560	24.6324	25.8655	27.1547	28.5148
	<b>Heavy Equipment Mechanic</b>	<b>18.5</b>	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454	26.5135	27.8382
	<b>Equipment Mechanic I</b>	<b>17.5</b>	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454	26.5135
	<b>Maintenance Worker III</b>	<b>17.0</b>	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560	24.6324	25.8655
	<b>Equipment Operator</b>	<b>16.5</b>	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405	25.2454
	<b>Maintenance Worker II</b>	<b>15.5</b>	17.0861	17.9390	18.8407	19.7849	20.7712	21.8071	22.8991	24.0405
	<b>Senior Office Associate</b>	<b>15.0</b>	16.6566	17.4878	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560
	<b>Office Associate</b>	<b>13.5</b>	15.4940	16.2689	17.0861	17.9390	18.8407	19.7849	20.7712	21.8071
	<b>Library Assistant III</b>	<b>13.0</b>	15.1065	15.8674	16.6566	17.4878	18.3685	19.2917	20.2569	21.2716

Code Enforcement Assistant	11.5	14.0496	14.7541	15.4940	16.2689	17.0861	17.9390	18.8407	19.7849
Library Assistant II	11.5	14.0496	14.7541	15.4940	16.2689	17.0861	17.9390	18.8407	19.7849
Custodian	11.0	13.7112	14.3878	15.1065	15.8674	16.6566	17.4878	18.3685	19.2917
Transfer Station Cashier	11.0	13.7112	14.3878	15.1065	15.8674	16.6566	17.4878	18.3685	19.2917
Library Assistant I	8.0	11.8373	12.4289	13.0560	13.7112	14.3878	15.1065	15.8674	16.6566

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection F. FOP Union	Police Sergeant	PS1	26.6844	27.8455	29.0066	30.1675	31.3286	32.4896	33.6508	34.8119
	Police Detective	PT1	22.1346	23.3591	24.5834	25.8082	27.0327	28.2572	29.4819	30.7063
	Police Officer	PO1	21.4120	22.5894	23.7666	24.9438	26.1209	27.2983	28.4755	29.6526
	Dispatcher I	PD1	15.8372	16.7024	17.5673	18.4325	19.2977	20.1628	21.0280	21.8932
	Dispatcher I- Lead	PD2	16.6566	17.4878	18.3685	19.2917	20.2569	21.2716	22.3355	23.4560

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection G. IAFF Union	Fire Lieutenant/EMT-P or I *	FP6	19.4171	20.2976	21.2223	22.1914	23.2048	24.2736	25.3922	26.5663
	Firefighter/EMT-P or I *	FP5	16.7861	17.5340	18.3203	19.1448	20.0130	20.9249	21.8803	22.8795
	Firefighter/EMT	F05	14.6664	15.4001	16.1715	16.9805	17.8321	18.7266	19.6639	20.6443

**SECTION IV.** All ordinances and parts of ordinances in conflict herewith are appealed.

**SECTION V.** The above salary adjustments are effective October 1, 2018. Employees whose current pay is above their current pay grade shall have their salaries frozen.

**SECTION VI.** That this ordinance be effective from and after its passage and publication according to law.

**SECTION VII.** This ordinance shall be published in pamphlet form by the City Clerk.

PASSED AND APPROVED THIS 11<sup>th</sup> DAY OF September, 2018.

ATTEST: Tyler Ficken  
Tyler Ficken, City Clerk

Scott Getzschman  
Scott Getzschman, Mayor

