

ORDINANCE NO. 5500

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5467 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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:

Subsection A. Non Union Exempt	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	City Administrator	45.5	75.7079	79.4934	83.4681	87.6415	92.0235	96.6247	101.4559	106.5287
	Assistant City Administrator-City	37.5	51.2404	53.7969	56.4908	59.3147	62.2827	65.4028	68.6743	72.1120
	Director of Public Works	34.0	43.1734	45.3327	47.6006	49.9837	52.4827	55.1041	57.8557	60.7516
	City Engineer	33.5	42.1552	44.2640	46.4739	48.7993	51.2404	53.7969	56.4908	59.3147
	Police Chief	33.0	41.1224	43.1734	45.3327	47.6006	49.9837	52.4827	55.1041	57.8557
	Fire Chief	31.0	37.2946	39.1650	41.1224	43.1734	45.3327	47.6006	49.9837	52.4827
	Director of Planning	30.5	36.4135	38.2335	40.1473	42.1552	44.2640	46.4739	48.7993	51.2404
	Director of Parks and Recreation	30.0	35.5180	37.2946	39.1650	41.1224	43.1734	45.3327	47.6006	49.9837
	Library Director	27.5	31.4592	33.0264	34.6802	36.4135	38.2335	40.1473	42.1552	44.2640
	Assistant Fire Chief	26.5	29.9641	31.4592	33.0264	34.6802	36.4135	38.2335	40.1473	42.1552
	Chief Building Inspector	26.5	29.9641	31.4592	33.0264	34.6802	36.4135	38.2335	40.1473	42.1552
	Civil Engineer	26.0	29.2277	30.6863	32.2175	33.8279	35.5180	37.2946	39.1650	41.1224
	City Clerk	25.5	28.5342	29.9641	31.4592	33.0264	34.6802	36.4135	38.2335	40.1473
	Superintendent of Public Services	25.5	28.5342	29.9641	31.4592	33.0264	34.6802	36.4135	38.2335	40.1473
	Recreation Superintendent	23.5	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264	34.6802	36.4135
	Director of Communications	21.0	22.8939	24.0424	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175

Subsection B. Non Union Hourly	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Police Lieutenant	27.0	30.5863	32.2175	33.8279	35.5180	37.2946	39.1650	41.1224	43.1734
	Executive Asst- Comm & Grants	23.5	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264	34.6802	36.4135
	Park Maintenance Supervisor	23.0	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175	33.8279	35.5180
	Building Inspector II	21.5	23.4716	24.6415	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264
	Fire Captain/EMT-P	21.5	23.4716	24.6415	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264
	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	23.4716	24.6415	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264

Automotive Maintenance Supv	21.0	22.8939	24.0424	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175
Street Construction Supervisor	21.0	22.8939	24.0424	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175
City Attorney Investigator	20.0	21.8034	22.8939	24.0424	25.2482	26.5121	27.8336	29.2277	30.6863
Building Inspector I	19.5	21.2905	22.3523	23.4716	24.6415	25.8765	27.1763	28.5342	29.9641
Legal Secretary	18.0	19.7740	20.7633	21.8034	22.8939	24.0424	25.2482	26.5121	27.8336
Human Resources Technician I	17.0	18.8277	19.7740	20.7633	21.8034	22.8939	24.0424	25.2482	26.5121
Cemetery Sexton	16.5	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765
Events Maintenance Supervisor	16.5	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765
Evidence/Equipment Tech	16.5	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765
Senior Center Director	16.0	17.9250	18.8277	19.7740	20.7633	21.8034	22.8939	24.0424	25.2482
Deputy City Clerk	15.5	17.5133	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415
Senior Office Associate	15.0	17.0730	17.9250	18.8277	19.7740	20.7633	21.8034	22.8939	24.0424
Dispatcher I- Part-time	HD1	16.1933	17.0780	17.9624	18.8471	19.7318	20.6163	21.5009	22.3857
Transfer Station Cashier-Part-time	11.0	14.0540	14.7475	15.4842	16.2641	17.0730	17.9250	18.8277	19.7740
Custodian- Part time	HT1	10.0071	10.5075	11.0329	11.5846	12.1637	12.7719	13.4104	14.0809
Library Aide- Part time	HT1	10.0071	10.5075	11.0329	11.5846	12.1637	12.7719	13.4104	14.0809

Subsection C.	
Temporary/	
Seasonal	
Hourly	

Admissions Attendant	9:00-9:50
Admissions Supervisor	9:00-10:00
Aquatic Supervisor	10:00-12:00
Concessions Attendant	9:00-9:50
Concessions Supervisor	9:00-10:00
Custodian Helper	9:00-10:55
After Hour Custodian Helper	10:00-11:00
Head Guard	9:00-12:00
Head Water Safety Instructor	9:00-9:50
Library Aide	9:00-10:25
Lifeguard (w/CPO)	9:00-12:00
Lifeguard I	9:00-11:00
Lifeguard II	9:00-11:00
Office Trainee	9:00-10:80
Park Ranger	10:00-12:00
Rec: Arts & Crafts Instructor	9:00-9:50
Rec: Baseball/ Softball Instruct	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

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	
Recreation: Chief Instructor	
Recreation Leader	
Rec: Playground Asst Director	

Recreation: Playground Director
Recreation: Playground Leader
Rec:Umpire/Scorekeeper Supv
Relief Dispatcher
Reserve Police Officer
Reserve Firefighter
Senior Center Assistant Manager
Splash Station: Head Maint
Splash Station: Maintenance Asst
City Utility Worker

9.00-10.00
9.00-9.50
9.00-9.50
10.50-12
15.00-20.00
9.00
9.00-11.25
10.00-12.00
9.00-12.00
9.00-12.70

Subsection D. Temporary and Part-Time Hourly	City Council Member
	City Physician
	City Prosecutor
	Mayor
	Civil Defense Director

\$500/mo
\$50/mo
\$377.75/mo
\$1000/mo
\$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
Engineering Associate II	23.0	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175	33.8279	35.5180
Librarian II	22.5	24.6415	25.8765	27.1763	28.5342	29.9641	31.4592	33.0264	34.6802
Engineering Associate	22.0	24.0424	25.2482	26.5121	27.8336	29.2277	30.6863	32.2175	33.8279
Librarian I	19.0	20.7633	21.8034	22.8939	24.0424	25.2482	26.5121	27.8336	29.2277
Heavy Equipment Mechanic	18.5	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765	27.1763	28.5342
Equipment Mechanic I	17.5	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765	27.1763
Maintenance Worker III	17.0	18.8277	19.7740	20.7633	21.8034	22.8939	24.0424	25.2482	26.5121
Equipment Operator	16.5	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415	25.8765
Maintenance Worker II	15.5	17.5133	18.3875	19.3117	20.2795	21.2905	22.3523	23.4716	24.6415
Senior Office Associate	15.0	17.0730	17.9250	18.8277	19.7740	20.7633	21.8034	22.8939	24.0424
Office Associate	13.5	15.8814	16.6756	17.5133	18.3875	19.3117	20.2795	21.2905	22.3523
Library Assistant III	13.0	15.4842	16.2641	17.0730	17.9250	18.8277	19.7740	20.7633	21.8034
Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Code Enforcement Assistant	11.5	14.4008	15.1230	15.8814	16.6756	17.5133	18.3875	19.3117	20.2795
Library Assistant II	11.5	14.4008	15.1230	15.8814	16.6756	17.5133	18.3875	19.3117	20.2795
Custodian	11.0	14.0540	14.7475	15.4842	16.2641	17.0730	17.9250	18.8277	19.7740
Transfer Station Cashier	11.0	14.0540	14.7475	15.4842	16.2641	17.0730	17.9250	18.8277	19.7740
Library Assistant I	8.0	12.1332	12.7396	13.3824	14.0540	14.7475	15.4842	16.2641	17.0730

Subsection E.
AFSCME Hourly

Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Police Sergeant	PS1	27,6184	28,8201	30,0218	31,2234	32,4251	33,6267	34,8286	36,0303
Police Detective	PT1	22,9093	24,1767	25,4438	26,7115	27,9788	29,2462	30,5138	31,7810
Police Officer	PO1	22,1614	23,3800	24,5984	25,8168	27,0351	28,2537	29,4721	30,6904
Dispatcher I	PD1	16,3915	17,2870	18,1822	19,0776	19,9731	20,8685	21,7640	22,6595
Dispatcher I- Lead	PD2	17,2396	18,0999	19,0114	19,9669	20,9659	22,0161	23,1172	24,2770

Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Fire Lieutenant/EMT-P or I *	FP6	19,9025	20,8050	21,7529	22,7462	23,7849	24,8804	26,0270	27,2305
Firefighter/EMT-P or I *	FP5	17,2058	17,9724	18,7783	19,6234	20,5133	21,4480	22,4273	23,4515
Firefighter/EMT	F05	15,0331	15,7851	16,5758	17,4050	18,2779	19,1948	20,1555	21,1604

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

SECTION V. The above salary adjustments are effective October 1, 2019. 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 10th DAY OF SEPTEMBER, 2019.

ATTEST:


Tyler Ficken, City Clerk


Scott Getzschman, Mayor