

ORDINANCE NO. 5434

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5426 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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
Non-union Exempt Classifications	Assistant City Administrator - Utilities	40.0	55.0666	57.8231	60.7100	63.7483	66.9378	70.2853	73.7980	77.4824
	Power Plant Superintendent	37.5	48.7702	51.2034	53.7673	56.4551	59.2803	62.2499	65.3637	68.6357
	Director of Finance	35.5	44.2335	46.4468	48.7702	51.2034	53.7673	56.4551	59.2803	62.2499
	City Attorney	35.5	44.2335	46.4468	48.7702	51.2034	53.7673	56.4551	59.2803	62.2499
	Director of Electrical Engineering	33.0	39.1399	41.0921	43.1474	45.3058	47.5741	49.9525	52.4476	55.0666
	Mechanical Engineer	33.0	39.1399	41.0921	43.1474	45.3058	47.5741	49.9525	52.4476	55.0666
	Assistant Power Plant Supt	32.5	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702	51.2034	53.7673
	Water/Wastewater Superintendent	32.5	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702	51.2034	53.7673
	Administrative Services Director	31.5	36.3904	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702	51.2034
	Director of Human Resources	31.5	36.3904	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702	51.2034
	Director of Information Systems	31.5	36.3904	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702	51.2034
	Distribution Superintendent	31.0	35.4967	37.2771	39.1399	41.0921	43.1474	45.3058	47.5741	49.9525
	Gas System Superintendent	30.0	33.8058	35.4967	37.2771	39.1399	41.0921	43.1474	45.3058	47.5741
	Senior Accountant	28.5	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299	44.2335
	Wastewater Treatment Superintendent	27.5	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299
	Network Systems Administrator	27.0	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399	41.0921
	Accountant	26.5	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230
	Water and Sewer Superintendent	26.5	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230
Safety Manager	25.5	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	
Stores Supervisor	25.0	26.4917	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
Non Union Hourly	Power Plant Electrical Supervisor	30.5	34.6581	36.3904	38.2119	40.1230	42.1299	44.2335	46.4468	48.7702
	Power Plant Maintenance Supervisor	30.0	33.8058	35.4967	37.2771	39.1399	41.0921	43.1474	45.3058	47.5741
	Power Plant Shift Supervisor	29.5	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299	44.2335	46.4468
	Electric Metering and Service Supervisor	27.5	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299
	Fuel Handling Supervisor	27.0	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399	41.0921
	Line Crew Supervisor	27.0	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399	41.0921
	Gas Crew Supervisor	26.5	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230
	Tree Trimming Supervisor	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904
	Water/Sewer Supervisor	24.0	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967
	Wastewater Supervisor	24.0	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967
	WWTP Laboratory Technician	22.0	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972
	Network/PC Technician	21.5	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342
	Automotive Maintenance Supervisor	21.0	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644
	Human Resources Technician II	19.0	19.7622	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186
	Accounting Associate	18.5	19.3018	20.2641	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586
	Utility Office Associate II (3/4-time)	15.5	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536
	Accounting Assistant	15.0	16.2498	17.0610	17.9201	18.8207	19.7622	20.7523	21.7903	22.8832
Custodian- 3/4 time	11.0	13.3766	14.0365	14.7375	15.4801	16.2498	17.0610	17.9201	18.8207	

SECTION III.

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

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Environmental Engineering Technician	27.5	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299
	Power Plant Operator III	27.5	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299
	Power Plant Statistical Technician II	27.5	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230	42.1299
	Instrument & Control Technician	27.0	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399	41.0921
	Senior Engineering Associate	26.5	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119	40.1230
	Environmental Engineering Assistant	26.0	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399
	Power Plant Operator II	26.0	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771	39.1399
	Electrician II	25.5	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119
	Senior Electrical Technician	25.5	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904	38.2119
	Lineworker First Class	25.0	26.4917	27.8186	29.2071	30.6644	32.1972	33.8058	35.4967	37.2771
	Gas Leak Surveyor	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Gas Service Worker	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904
	Measurement Technician	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904
	Power Plant Mechanic II	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904
	Power Plant Operator I	24.5	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581	36.3904
	Gas System Worker/Welder	23.5	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082	34.6581
	Power Plant Statistical Technician I	23.0	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972	33.8058
	Corrosion Technician/ Drafter	22.5	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082
	Fuel Handler	22.5	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082
	Gas System Worker II	22.5	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342	33.0082
	Engineering Associate	22.0	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972
	Water Treatment Technician	22.0	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644	32.1972
	Power Plant Mechanic I	21.5	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342
	Wastewater Plant Mechanic II	21.5	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426	31.4342
	Lineworker Apprentice	21.0	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644
	Utility Tree Trimmer	21.0	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071	30.6644
	Electrician I	20.5	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426
	Gas System Worker I	20.5	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426
	Water and Sewer Serviceworker II	20.5	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586	28.5196	29.9426
	Utility Equipment Mechanic II	20.0	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186	29.2071
	Stores Associate	19.0	19.7622	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186
	Wastewater Plant Mechanic I	19.0	19.7622	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186
	Utility Equipment Mechanic I	19.0	19.7622	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186
	Wastewater Plant Operator II	19.0	19.7622	20.7523	21.7903	22.8832	24.0311	25.2339	26.4917	27.8186
	Customer Services- Lead	18.5	19.3018	20.2641	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586
	Water and Sewer Serviceworker I	18.5	19.3018	20.2641	21.2746	22.3402	23.4536	24.6292	25.8663	27.1586
	Utility Maintenance Worker II	16.5	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536	24.6292
	Wastewater Plant Operator I	16.5	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536	24.6292
	Customer Billing Assistant	15.5	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536
	Customer Services Associate	15.5	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536
	Utility Office Associate II	15.5	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	23.4536
Utility Worker I	15.0	16.2498	17.0610	17.9201	18.8207	19.7622	20.7523	21.7903	22.8832	
Customer Services Assistant	14.5	15.8718	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402	

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
IBEW Union Classifications	Power Plant Service Worker	14.5	15.8718	16.6691	17.5009	18.3806	19.3018	20.2641	21.2746	22.3402
	Utility Office Associate I	14.0	15.4801	16.2498	17.0610	17.9201	18.8207	19.7622	20.7523	21.7903
	Custodian	11.0	13.3766	14.0365	14.7375	15.4801	16.2498	17.0610	17.9201	18.8207

	Class Title	Hourly Wage
Temporary/ Seasonal	Utility Worker	9.00 -12.70
	Custodian- Part time	9.00 -12.70 *
	Utility & Infrastructure Board Members	\$75/mo

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

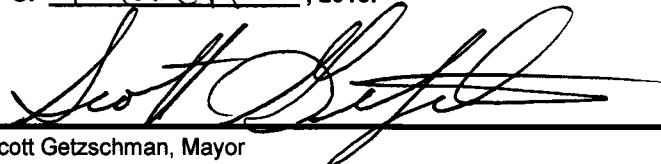
SECTION V. The above salary adjustments are effective March 5, 2018. Employees whose current pay is above their current pay grade shall have their salaries frozen.


SECTION VI. Add positions for Utility Worker I pay grade 15, Wastewater Supervisor and Water/Sewer Supervisor pay grade 24, and Water/Wastewater Superintendent pay grade 32.5.

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

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

PASSED AND APPROVED THIS 13th DAY OF March, 2018.


 Scott Getzschman, Mayor

ATTEST:

 Tyler Ficken, City Clerk

