

City of Fremont, Nebraska, is inviting you to a Zoom webinar.
When: September 8, 2021 5:30 PM Central Time (US and Canada)
Topic: September 8, 2021 City Council Special Meeting

ZOOM Meeting Information

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Please note: Zoom requires a name and an email address to participate via computer, tablet or smartphone. Please enter your first name and enter attendee@fremontne.gov as your email address.

If you participate by telephone, no identification is required. To request to make a comment during a public hearing or public comment period, please **press *9 to electronically raise your hand** allowing the Mayor to call on you. Once called upon you will be notified that you are unmuted. **Press *6 to unmute your phone and press *6** to mute your phone when you are finished speaking, or wait to be muted by the host.



SPECIAL CITY COUNCIL MEETING AGENDA
September 8, 2021
Special Meeting – 5:30 PM
City Council Chambers 400 East Military, Fremont NE

SPECIAL CITY COUNCIL MEETING

MEETING CALLED TO ORDER

ROLL CALL

1. Ordinance 5586 to approve Government Salary Ordinance (second reading & consider request to suspend the rules and move to final reading)
2. Ordinance 5587 to approve Utility Salary Ordinance (second reading & consider request to suspend the rules and move to final reading)

ADJOURNMENT

Agenda posted at the Municipal Building on September 3, 2021 and online at www.fremontne.gov. Agenda distributed to the Mayor and City Council on September 3, 2021. This meeting is preceded by publicized notice in the Fremont Tribune on the last Thursday of the preceding month and the agenda, including any notice of study session or public hearing, is displayed in the Municipal Building and is open to the public. The official current copy is available at City Hall, 400 East Military, City Clerk's Office. The City Council reserves the right to go into Executive Session at any time. A copy of the Open Meeting Law is posted in the City Council Chambers for review by the public. The City of Fremont reserves the right to adjust the order of items on the agenda.

§2-109 Audience / Participant; Rules of Conduct.

The following rules are established for audience members and participants at a Council meeting:

1. At the discretion of the presiding officer, any person may address the Council, on any agenda item; however, questions to City officials or staff, other speakers, or members of the audience are not permitted and will not be answered.
2. Any person wishing to address the Council shall first state their name and address
3. Remarks shall be limited to five minutes unless extended or limited by the Presiding Officer or majority vote of the Council.
4. No person will be permitted to address the Council more than once during discussion of a particular agenda item. Rebuttal comments are not permitted.
5. Repetitive or cumulative remarks may be limited or excluded by the Presiding Officer or majority vote of the Council.
6. Profanity or raised voice is not permitted.
7. Applause, booing, or other indications of support or displeasure with a speaker are not permitted.
8. Any person violating these rules may be removed from the Council Chambers.

The following additional rules are established and applicable for public participants at an Open Public Comment Period or Study

Session meeting:

9. At the direction of the presiding officer, Open Public Comment Period Speaker Topics will be limited to those not covered by a published agenda for any Study Session, or any regular City Council meeting.
10. A priority to speak at Open Public Comment Periods and Study Session shall be given to those speakers who reside within the City limits, or within the ETJ (Extra-Territorial Jurisdiction – a two (2) mile radius of the City limits) of Fremont, and then, as time allows, to those who do not.
11. Member of the public wishing to speak at a Study Session will be required to limit their comments to those that are directly related to the Publicly Noticed Study Session agenda topic(s).
12. Written letters addressed to the City Council will be accepted, as will comment cards that will be made available and collected from those who attend Open Public Comment Period and Study Session meetings who do not wish to speak publicly, but have an issue or concern that they believe the Council should be made aware of.

Staff Report

TO: Mayor and City Council
FROM: Jennifer McDuffee, Director of Human Resources
DATE: September 8, 2021
SUBJECT: Government Salary Ordinance

Recommendation: Hold second reading; consider request to suspend rules and move to third and final reading of Ordinance 5586.

Background:

Staff is recommending increases to the government salary ordinance in accordance with the AFSCME, FOP, and IAFF collective bargaining units.

In addition, staff is recommending several non-union pay grade changes based on comparability. A brief summary of these changes is below.

One position, Human Resources Tech I, is being removed from this ordinance and added to the Utility salary ordinance. This will now place all HR staff in the same department and on the same budget.

Staff has removed the Office Associate temporary classification, which is no longer utilized.

New positions for Police Captain and Community Crisis Responder have been added to reflect structure changes and additional services being added to the police department.

Fiscal Impact:

All costs have been accounted for in the proposed budget.

Job Title	Old Pay Grade	New Pay Grade	Notes
Director of Parks and Recreation	30	31.5	
Director of Planning	30.5	31.0	
Library Director	27.5	28.5	
City Clerk	25.5	26.5	
Director of Communications	21	26.5	
Street Superintendent	25.5	26.5	Formerly Superintendent of Public Services
Recreation Superintendent	23.5	25.5	
Police Lieutenant	27	29.0	
Park Maintenance Supervisor	23	24.5	
Cemetery Sexton	16.5	22.5	

Senior Center Director	16	22.0	
Building Inspector I	19.5	20.5	
Custodian- Part time	HT1	HT1	Adjustment made to wage range
Library Aide- Part time	HT1	HT1	Adjustment made to wage range
Heavy Equipment Mechanic	18.5	19.5	
Equipment Operator	16.5	17.5	
Senior Office Associate	15	16.0	
Library Assistant III	13	14.0	
Transfer Station Cashier	11	14.0	
Library Assistant II	11.5	12.5	
Custodian	11	12.0	
Temporary Classifications	Varies	Varies	Adjustments made to remain competitive for temporary/seasonal candidates.
Police Captain	N/A	30.0	New Position
Community Crisis Responder	N/A	21.0	New Position
City Clerk Office Associate	15.0	16.0	Formerly non-union Sr. Office Associate

ORDINANCE NO. 5586

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5551 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
Subsection A. Non Union Exempt	City Administrator	45.5	79.9286	83.9251	88.1214	92.5275	97.1538	102.0115	107.1121	112.4677
	Assistant City Administrator-City	37.5	54.0970	56.7961	59.6402	62.6215	65.7550	69.0490	72.5029	76.1322
	Director of Public Works	34.0	45.5803	47.8600	50.2543	52.7703	55.4086	58.1762	61.0812	64.1385
	City Engineer	33.5	44.5054	46.7317	49.0648	51.5199	54.0970	56.7961	59.6402	62.6215
	Police Chief	33.0	43.4150	45.5803	47.8600	50.2543	52.7703	55.4086	58.1762	61.0812
	Director of Parks and Recreation	31.5	40.3650	42.3855	44.5054	46.7317	49.0648	51.5199	54.0970	56.7961
	Fire Chief	31.0	39.3738	41.3484	43.4150	45.5803	47.8600	50.2543	52.7703	55.4086
	Director of Planning	31.0	39.3738	41.3484	43.4150	45.5803	47.8600	50.2543	52.7703	55.4086
	Police Captain	30.0	37.4982	39.3738	41.3484	43.4150	45.5803	47.8600	50.2543	52.7703
	Library Director	28.5	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054	46.7317	49.0648
	Assistant Fire Chief	26.5	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054
	Chief Building Inspector	26.5	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054
	City Clerk	26.5	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054
	Director of Communications	26.5	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054
	Street Superintendent	26.5	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	44.5054
	Civil Engineer	26.0	30.8572	32.3971	34.0136	35.7138	37.4982	39.3738	41.3484	43.4150
Recreation Superintendent	25.5	30.1250	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650	42.3855	

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection B. Non Union Hourly	Police Lieutenant	29.0	35.7138	37.4982	39.3738	41.3484	43.4150	45.5803	47.8600	50.2543
	Park Maintenance Supervisor	24.5	28.6914	30.1250	31.6346	33.2131	34.8677	36.6136	38.4435	40.3650
	Executive Asst- Comm & Grants	23.5	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677	36.6136	38.4435
	Cemetery Sexton	22.5	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677	36.6136
	Senior Center Director	22.0	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136	35.7138

Building Inspector II	21.5	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677
Fire Captain/EMT-P	21.5	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677
IT Specialist-Library	21.5	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677
Community Crisis Responder	21.0	24.1702	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136
Automotive Maintenance Supv	21.0	24.1702	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136
Street Construction Supervisor	21.0	24.1702	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136
Building Inspector I	20.5	23.5984	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131
City Attorney Investigator	20.0	23.0190	24.1702	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971
Library Technology Specialist	19.5	22.4775	23.5984	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346
Legal Secretary	18.0	20.8765	21.9209	23.0190	24.1702	25.3828	26.6558	27.9901	29.3853
Events Maintenance Supervisor	16.5	19.4126	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152	27.3191
Evidence/Equipment Tech	16.5	19.4126	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152	27.3191
Community Service Supervisor	16.0	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702	25.3828	26.6558
City Clerk Office Associate	16.0	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702	25.3828	26.6558
Deputy City Clerk	15.5	18.4896	19.4126	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152
Community Service Officer	15.0	18.0248	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702	25.3828
Dispatcher I- Part-time	HD1	17.0960	18.0302	18.9638	19.8978	20.8319	21.7657	22.6996	23.6337
Transfer Station Cashier-Part-time	14.0	17.1708	18.0248	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702
Custodian- Part time	HT1	12.6928	13.3274	13.9938	14.6935	15.4282	16.1996	17.0096	17.8600
Library Aide- Part time	HT1	12.6928	13.3274	13.9938	14.6935	15.4282	16.1996	17.0096	17.8600

Subsection C. Temporary/ Seasonal Hourly	Job Title
	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
	Park Ranger

Minimum	Maximum
12.00	13.00
14.00	16.00
15.00	17.00
12.00	13.00
13.00	15.00
12.00	14.00
13.00	15.00
14.50	15.50
14.00	16.00
12.00	14.00
14.25	16.25
14.00	16.00
14.00	16.00
15.00	17.00

Rec: Arts & Crafts Instructor	12.00	14.00
Rec: Baseball/ Softball Instruct	12.00	14.00
Recreation: Chief Instructor	13.00	15.00
Recreation Leader	12.00	15.00
Rec: Playground Asst Director	13.00	15.00
Recreation: Playground Director	15.00	16.00
Recreation: Playground Leader	13.00	15.00
Rec:Umpire/Scorekeeper Supv	12.00	15.00
Relief Dispatcher	16.00	18.00
Reserve Police Officer	15.00	20.00
Reserve Firefighter	12.00	12.00
Senior Center Assistant Manager	12.00	15.00
Splash Station: Head Maint	12.00	15.00
Splash Station: Maintenance Asst	12.00	15.00
City Utility Worker	12.00	18.00

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
Subsection E. AFSCME Hourly	Engineering Associate II	23.0	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136	35.7138	37.4982
	Librarian II	22.5	26.0152	27.3191	28.6914	30.1250	31.6346	33.2131	34.8677	36.6136
	Engineering Associate	22.0	25.3828	26.6558	27.9901	29.3853	30.8572	32.3971	34.0136	35.7138
	Heavy Equipment Mechanic	19.5	22.4775	23.5984	24.7802	26.0152	27.3191	28.6914	30.1250	31.6346
	Librarian I	19.0	21.9209	23.0190	24.1702	25.3828	26.6558	27.9901	29.3853	30.8572
	Equipment Mechanic I	17.5	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152	27.3191	28.6914
	Equipment Operator	17.5	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152	27.3191	28.6914
	Maintenance Worker III	17.0	19.8774	20.8765	21.9209	23.0190	24.1702	25.3828	26.6558	27.9901
	Senior Office Associate	16.0	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702	25.3828	26.6558
	Maintenance Worker II	15.5	18.4896	19.4126	20.3883	21.4101	22.4775	23.5984	24.7802	26.0152
	Library Assistant III	14.0	17.1708	18.0248	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702
	Transfer Station Cashier	14.0	17.1708	18.0248	18.9243	19.8774	20.8765	21.9209	23.0190	24.1702

Office Associate	13.5	16.7668	17.6053	18.4896	19.4126	20.3883	21.4101	22.4775	23.5984
Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Library Assistant II	12.5	15.9661	16.7668	17.6053	18.4896	19.4126	20.3883	21.4101	22.4775
Custodian	12.0	15.5697	16.3474	17.1708	18.0248	18.9243	19.8774	20.8765	21.9209
Code Enforcement Assistant	11.5	15.2036	15.9661	16.7668	17.6053	18.4896	19.4126	20.3883	21.4101
Library Assistant I	8.0	12.8096	13.4498	14.1285	14.8376	15.5697	16.3474	17.1708	18.0248

	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	31.1577	32.5134	33.8691	35.2247	36.5804	37.9359	39.2919	40.6476
	Police Detective	PT1	25.0152	26.3992	27.7827	29.1670	30.5508	31.9346	33.3188	34.7024
	Police Officer	PO1	24.6573	26.0132	27.3687	28.7244	30.0799	31.4358	32.7914	34.1469
	Dispatcher I	PD1	17.9831	18.9655	19.9477	20.9300	21.9125	22.8948	23.8772	24.8598
	Dispatcher I- Lead	PD2	19.6273	20.6067	21.6445	22.7323	23.8697	25.0654	26.3189	27.6394

	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	21.3691	22.3380	23.3558	24.4224	25.5375	26.7138	27.9449	29.2371
	Firefighter/EMT-P or I *	FP5	18.2532	19.0665	19.9215	20.8180	21.7620	22.7536	23.7926	24.8791
	Firefighter/EMT	F05	16.0253	16.8269	17.6698	18.5537	19.4842	20.4617	21.4858	22.5570

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

SECTION V. The above salary adjustments are effective October 1, 2021. 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 _____ DAY OF _____, 2021.

Joey Spellerberg, Mayor

ATTEST:

Tyler Ficken, City Clerk

Staff Report

TO: Mayor and City Council
FROM: Jennifer McDuffee, Director of Human Resources
DATE: September 8, 2021
SUBJECT: Utility Salary Ordinance

Recommendation: Hold second reading; consider request to suspend rules and move to third and final reading of Ordinance 5587

Background:

Staff is recommending a 2.5% increase to all non-union classifications on the utility salary ordinance effective October 1, 2021.

Since a revised collective bargaining agreement has not been tentatively agreed upon, staff is unable to advise any wage increase for the IBEW bargaining unit. Once an agreement has been tentatively agreed upon by the negotiation teams and approved by the IBEW membership, Staff will propose a new salary ordinance based on the wages agreed upon in negotiations.

Additionally, staff is recommending several pay grade changes based on comparability. A brief summary of these changes is below.

One position, Human Resources Tech I, is being moved from the City to the Utility budget (and therefore changing salary ordinances). This will now place all HR staff in the same department and on the same budget. Staff is also recommending the addition of an Assistant WWTP Superintendent position, to replace the WWTP supervisor position, due to the increased operations at the Wastewater Treatment Plant.

Job Title	Old Pay Grade	New Pay Grade	Notes
Director of Electrical Engineering	33.0	38.5	
Director of Finance	35.5	36.5	
Assistant Power Plant Supt	32.5	35.0	
Director of Information Systems	31.5	35.5	
Distribution Superintendent	31.0	33.5	
Power Plant Electrical Supervisor	30.5	33.0	Moving from hourly to salaried exempt
Director of Human Resources	31.5	32.5	
Power Plant Maintenance Supervisor	30.0	31.5	Moving from hourly to salaried exempt
Gas System Superintendent	30.0	31.0	
Fuel Handling Supervisor	27.0	30.5	Moving from hourly to salaried exempt

Safety Manager	25.5	30.5	
Stores Supervisor	25.0	25.5	
Assistant WWTP Superintendent	NA	26.5	New Position
Water/Sewer Supervisor	24.0	24.5	Moving from hourly to salaried exempt
Power Plant Shift Supervisor	29.5	31.5	
Electric Metering and Service Supervisor	27.5	30.0	
Line Crew Supervisor	27.0	29.5	
Gas Crew Supervisor	26.5	27.5	
Tree Trimming Supervisor	27.0	27.0	
Human Resources Technician II	19.0	20.0	
Human Resources Technician I	17.0	18.0	Moving from the City Ordinance
Accounting Assistant	15.0	16.5	

Fiscal Impact:

All costs have been accounted for in the proposed budget.

ORDINANCE NO. 5587

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5577 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
Non-union Exempt Classifications	Assistant City Administrator - Utilities	40.0	60.7833	63.8259	67.0126	70.3663	73.8868	77.5818	81.4593	85.5261
	Director of Electrical Engineering	38.5	56.5190	59.3490	62.3159	65.4344	68.7122	72.1492	75.7610	79.5469
	Power Plant Superintendent	37.5	53.8332	56.5190	59.3490	62.3159	65.4344	68.7122	72.1492	75.7610
	Director of Finance	36.5	51.2687	53.8332	56.5190	59.3490	62.3159	65.4344	68.7122	72.1492
	City Attorney	35.5	48.8255	51.2687	53.8332	56.5190	59.3490	62.3159	65.4344	68.7122
	Assistant Power Plant Supt	35.0	47.6267	50.0091	52.5130	55.1381	57.8924	60.7833	63.8259	67.0126
	Director of Information Systems	35.5	48.8255	51.2687	53.8332	56.5190	59.3490	62.3159	65.4344	68.7122
	Distribution Superintendent	33.5	44.2884	46.5035	48.8255	51.2687	53.8332	56.5190	59.3490	62.3159
	Power Plant Electrical Supervisor	33.0	43.2031	45.3580	47.6267	50.0091	52.5130	55.1381	57.8924	60.7833
	Mechanical Engineer	33.0	43.2031	45.3580	47.6267	50.0091	52.5130	55.1381	57.8924	60.7833
	Director of Human Resources	32.5	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332	56.5190	59.3490
	Water/Wastewater Superintendent	32.5	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332	56.5190	59.3490
	Power Plant Maintenance Supervisor	31.5	40.1682	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332	56.5190
	Gas System Superintendent	31.0	39.1817	41.1469	43.2031	45.3580	47.6267	50.0091	52.5130	55.1381
	Fuel Handling Supervisor	30.5	38.2561	40.1682	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332
	Safety Manager	30.5	38.2561	40.1682	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332
	Customer Service Director	30.0	37.3152	39.1817	41.1469	43.2031	45.3580	47.6267	50.0091	52.5130
	Senior Accountant	28.5	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884	46.5035	48.8255
	Wastewater Treatment Superintendent	27.5	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884	46.5035
	Network Systems Administrator	27.0	32.2391	33.8478	35.5397	37.3152	39.1817	41.1469	43.2031	45.3580
	Accountant	26.5	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884
	Water and Sewer Superintendent	26.5	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884
	Assistant WWTP Superintendent	26.5	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884
Stores Supervisor	25.5	29.9780	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	
Water/Sewer Supervisor	24.5	28.5516	29.9780	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682	

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
Non Union Hourly	Power Plant Shift Supervisor	31.5	40.1682	42.1789	44.2884	46.5035	48.8255	51.2687	53.8332	56.5190
	Electric Metering and Service Supervisor	30.0	37.3152	39.1817	41.1469	43.2031	45.3580	47.6267	50.0091	52.5130
	Line Crew Supervisor	29.5	36.4349	38.2561	40.1682	42.1789	44.2884	46.5035	48.8255	51.2687
	Gas Crew Supervisor	27.5	33.0511	34.6975	36.4349	38.2561	40.1682	42.1789	44.2884	46.5035
	Tree Trimming Supervisor	27.0	32.2391	33.8478	35.5397	37.3152	39.1817	41.1469	43.2031	45.3580
	GIS Coordinator	24.5	28.5516	29.9780	31.4803	33.0511	34.6975	36.4349	38.2561	40.1682
	Wastewater Supervisor	24.0	27.8535	29.2419	30.7066	32.2391	33.8478	35.5397	37.3152	39.1817
	WWTP Laboratory Technician	22.0	25.2588	26.5259	27.8535	29.2419	30.7066	32.2391	33.8478	35.5397
	Network/PC Technician	21.5	24.6595	25.8883	27.1860	28.5516	29.9780	31.4803	33.0511	34.6975
	Automotive Maintenance Supervisor	21.0	24.0524	25.2588	26.5259	27.8535	29.2419	30.7066	32.2391	33.8478
	Human Resources Technician II	20.0	22.9067	24.0524	25.2588	26.5259	27.8535	29.2419	30.7066	32.2391
	Accounting Associate	18.5	21.3055	22.3679	23.4833	24.6595	25.8883	27.1860	28.5516	29.9780
	Human Resources Technician I	18.0	20.7745	21.8138	22.9067	24.0524	25.2588	26.5259	27.8535	29.2419
	Accounting Assistant	16.5	19.3178	20.2887	21.3055	22.3679	23.4833	24.6595	25.8883	27.1860
	Utility Office Associate II (3/4-time)	15.5	18.3995	19.3178	20.2887	21.3055	22.3679	23.4833	24.6595	25.8883
	Custodian- 3/4 time	11.0	14.7652	15.4937	16.2674	17.0872	17.9367	18.8321	19.7805	20.7745

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	Power Plant Operator III	27.5	32.2450	33.8512	35.5462	37.3230	39.1885	41.1501	43.2082	45.3693
	Power Plant Statistical Technician II	27.5	32.2450	33.8512	35.5462	37.3230	39.1885	41.1501	43.2082	45.3693
	Environmental Engineering Technician	27.0	31.4528	33.0222	34.6729	36.4051	38.2260	40.1433	42.1494	44.2517
	Instrument & Control Technician	27.0	31.4528	33.0222	34.6729	36.4051	38.2260	40.1433	42.1494	44.2517
	Senior Engineering Associate	26.5	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885	41.1501	43.2082
	Environmental Engineering Assistant	26.0	29.9577	31.4528	33.0222	34.6729	36.4051	38.2260	40.1433	42.1494
	Power Plant Operator II	26.0	29.9577	31.4528	33.0222	34.6729	36.4051	38.2260	40.1433	42.1494
	Electrician II	25.5	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885	41.1501

Senior Electrical Technician	25.5	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885	41.1501
Lineworker First Class	25.0	28.5287	29.9577	31.4528	33.0222	34.6729	36.4051	38.2260	40.1433
Gas Leak Surveyor	24.5	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885

	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	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885
	Measurement Technician	24.5	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885
	Power Plant Mechanic II	24.5	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885
	Power Plant Operator I	24.5	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230	39.1885
	Gas System Worker/Welder	23.5	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462	37.3230
	Power Plant Statistical Technician I	23.0	25.8789	27.1741	28.5287	29.9577	31.4528	33.0222	34.6729	36.4051
	Corrosion Technician/ Drafter	22.5	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462
	Fuel Handler	22.5	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462
	Gas System Worker II	22.5	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512	35.5462
	Engineering Associate	22.0	24.6427	25.8789	27.1741	28.5287	29.9577	31.4528	33.0222	34.6729
	Water Treatment Technician	22.0	24.6427	25.8789	27.1741	28.5287	29.9577	31.4528	33.0222	34.6729
	Power Plant Mechanic I	21.5	24.0580	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512
	Wastewater Plant Mechanic II	21.5	24.0580	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450	33.8512
	Lineworker Apprentice	21.0	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577	31.4528	33.0222
	Utility Tree Trimmer	21.0	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577	31.4528	33.0222
	Electrician I	20.5	22.9105	24.0580	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450
	Gas System Worker I	20.5	22.9105	24.0580	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450
	Water and Sewer Serviceworker II	20.5	22.9105	24.0580	25.2569	26.5229	27.8552	29.2468	30.7125	32.2450
	Utility Equipment Mechanic II	20.0	22.3480	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577	31.4528
	Stores Associate	19.0	21.2818	22.3480	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577
	Wastewater Plant Mechanic I	19.0	21.2818	22.3480	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577
	Utility Equipment Mechanic I	19.0	21.2818	22.3480	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577
	Wastewater Plant Operator II	19.0	21.2818	22.3480	23.4658	24.6427	25.8789	27.1741	28.5287	29.9577
	Customer Services- Lead	18.5	20.7859	21.8223	22.9105	24.0580	25.2569	26.5229	27.8552	29.2468
	Water and Sewer Serviceworker I	18.5	20.7859	21.8223	22.9105	24.0580	25.2569	26.5229	27.8552	29.2468
	Utility Maintenance Worker II	16.5	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569	26.5229
	Wastewater Plant Operator I	16.5	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569	26.5229
	Customer Billing Assistant	15.5	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569
	Customer Services Associate	15.5	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569
	Utility Office Associate II	15.5	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569
	Utility Worker I	15.0	17.4992	18.3728	19.2980	20.2678	21.2818	22.3480	23.4658	24.6427
	Customer Services Assistant	14.5	17.0922	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Power Plant Service Worker	14.5	17.0922	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580
	Utility Office Associate I	14.0	16.6704	17.4992	18.3728	19.2980	20.2678	21.2818	22.3480	23.4658
	Custodian	11.0	14.4051	15.1158	15.8706	16.6704	17.4992	18.3728	19.2980	20.2678

	Class Title	Hourly Wage
Temporary/ Seasonal	Utility Worker	9.00 -18.00
	Custodian- Part time	12.00 - 14.00
	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 October 1, 2021. 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 _____ DAY OF _____, 2021.

Joey Spellerberg, Mayor

ATTEST:

Tyler Ficken, City Clerk