

ORDINANCE NO. 5652

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5646 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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	42.0	71.4825	75.0566	78.8096	82.7500	86.8875	91.2318	95.7933	100.5832
	Assistant City Administrator-City	37.5	57.3915	60.2550	63.2723	66.4351	69.7595	73.2541	76.9183	80.7687
	Director of Public Works	34.0	48.3561	50.7747	53.3148	55.9840	58.7830	61.7191	64.8010	68.0446
	City Engineer	33.5	47.2158	49.5777	52.0528	54.6575	57.3915	60.2550	63.2723	66.4351
	Police Chief	33.0	46.0590	48.3561	50.7747	53.3148	55.9840	58.7830	61.7191	64.8010
	Director of Parks and Recreation	31.5	42.8233	44.9668	47.2158	49.5777	52.0528	54.6575	57.3915	60.2550
	Fire Chief	31.0	41.7717	43.8666	46.0590	48.3561	50.7747	53.3148	55.9840	58.7830
	Director of Planning	31.0	41.7717	43.8666	46.0590	48.3561	50.7747	53.3148	55.9840	58.7830
	Assistant Public Works Director	30.5	40.7847	42.8233	44.9668	47.2158	49.5777	52.0528	54.6575	57.3915
	Police Captain	30.0	39.7818	41.7717	43.8666	46.0590	48.3561	50.7747	53.3148	55.9840
	Chief Building Inspector	29.0	37.8888	39.7818	41.7717	43.8666	46.0590	48.3561	50.7747	53.3148
	Library Director	28.5	36.9911	38.8434	40.7847	42.8233	44.9668	47.2158	49.5777	52.0528
	Assistant Fire Chief	26.5	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233	44.9668	47.2158
	City Clerk	26.5	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233	44.9668	47.2158
	Director of Communications	26.5	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233	44.9668	47.2158
	Street Superintendent	26.5	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233	44.9668	47.2158
	Civil Engineer	26.0	32.7364	34.3701	36.0850	37.8888	39.7818	41.7717	43.8666	46.0590
Recreation Superintendent	25.5	31.9597	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233	44.9668	

	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	37.8888	39.7818	41.7717	43.8666	46.0590	48.3561	50.7747	53.3148
	Park Maintenance Supervisor	24.5	30.4387	31.9597	33.5611	35.2358	36.9911	38.8434	40.7847	42.8233
	Executive Asst- Comm & Grants	23.5	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911	38.8434	40.7847
	Building Inspector II	23.5	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911	38.8434	40.7847
	Cemetery Sexton	22.5	27.5996	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911	38.8434

Senior Center Director	22.0	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850	37.8888
Fire Captain/EMT-P	21.5	26.2893	27.5996	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911
IT Specialist-Library	21.5	26.2893	27.5996	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911
Community Crisis Responder	21.0	25.6422	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850
Automotive Maintenance Supv	21.0	25.6422	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850
Street Construction Supervisor	21.0	25.6422	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850
Building Inspector I	20.5	25.0356	26.2893	27.5996	28.9829	30.4387	31.9597	33.5611	35.2358
City Attorney Investigator	20.0	24.4209	25.6422	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701
Library Technology Specialist	19.5	23.8464	25.0356	26.2893	27.5996	28.9829	30.4387	31.9597	33.5611
Legal Secretary	18.0	22.1479	23.2559	24.4209	25.6422	26.9286	28.2792	29.6947	31.1749
Events Maintenance Supervisor	16.5	20.5949	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996	28.9829
Evidence/Equipment Tech	16.5	20.5949	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996	28.9829
Community Service Supervisor	16.0	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422	26.9286	28.2792
City Clerk Office Associate	16.0	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422	26.9286	28.2792
Deputy City Clerk	15.5	19.6156	20.5949	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996
Community Service Officer	15.0	19.1225	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422	26.9286
Dispatcher I- Part-time	HD1	18.1372	19.1282	20.1187	21.1095	22.1006	23.0913	24.0820	25.0730
Transfer Station Cashier-Part-time	14.0	18.2165	19.1225	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422
Public Transit Coordinator	14.0	18.2165	19.1225	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422
Public Transit Driver	13.5	17.7879	18.6775	19.6156	20.5949	21.6299	22.7140	23.8464	25.0356
Custodian- Part time	HT1	13.4658	14.1390	14.8460	15.5883	16.3677	17.1862	18.0455	18.9477
Library Aide- Part time	HT1	13.4658	14.1390	14.8460	15.5883	16.3677	17.1862	18.0455	18.9477

Subsection C.	Job Title
Temporary/	Admissions Attendant
Seasonal	Admissions Supervisor
Hourly	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

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

Park Ranger	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	\$500/mo
	City Prosecutor	\$377.75/mo
	City Physician	\$100/hour
	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	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850	37.8888	39.7818
	Librarian II	22.5	27.5996	28.9829	30.4387	31.9597	33.5611	35.2358	36.9911	38.8434
	Engineering Associate	22.0	26.9286	28.2792	29.6947	31.1749	32.7364	34.3701	36.0850	37.8888
	Heavy Equipment Mechanic	19.5	23.8464	25.0356	26.2893	27.5996	28.9829	30.4387	31.9597	33.5611
	Librarian I	19.0	23.2559	24.4209	25.6422	26.9286	28.2792	29.6947	31.1749	32.7364
	Equipment Mechanic I	17.5	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996	28.9829	30.4387
	Equipment Operator	17.5	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996	28.9829	30.4387
	Maintenance Worker III	17.0	21.0879	22.1479	23.2559	24.4209	25.6422	26.9286	28.2792	29.6947
	Senior Office Associate	16.0	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422	26.9286	28.2792
	Maintenance Worker II	15.5	19.6156	20.5949	21.6299	22.7140	23.8464	25.0356	26.2893	27.5996
	Library Assistant III	14.0	18.2165	19.1225	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422
	Transfer Station Cashier	14.0	18.2165	19.1225	20.0768	21.0879	22.1479	23.2559	24.4209	25.6422

Office Associate	13.5	17.7879	18.6775	19.6156	20.5949	21.6299	22.7140	23.8464	25.0356
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	16.9385	17.7879	18.6775	19.6156	20.5949	21.6299	22.7140	23.8464
Custodian	12.0	16.5179	17.3429	18.2165	19.1225	20.0768	21.0879	22.1479	23.2559
Code Enforcement Assistant	11.5	16.1295	16.9385	17.7879	18.6775	19.6156	20.5949	21.6299	22.7140
Library Assistant I	8.0	13.5897	14.2689	14.9890	15.7412	16.5179	17.3429	18.2165	19.1225

	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 Officer	PO1	28.2500	29.6625	31.1456	32.7029	34.3381	36.0550	37.8577	39.7506
	Police Detective	PT1	28.6500	30.0825	31.5866	33.1660	34.8243	36.5655	38.3937	40.3134
	Police Sergeant	PS1	34.0000	35.7000	37.4850	39.3593	41.3272	43.3936	45.5633	47.8414
	Dispatcher	PD1	21.5000	22.5750	23.7038	24.8889	26.1334	27.4401	28.8121	30.2527
	Lead Dispatcher	PD2	23.5000	24.6750	25.9088	27.2042	28.5644	29.9926	31.4922	33.0669

	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	22.6705	23.6983	24.7782	25.9098	27.0927	28.3407	29.6467	31.0176
	Firefighter/EMT-P or I *	FP5	19.3648	20.2277	21.1347	22.0858	23.0873	24.1393	25.2416	26.3943
	Firefighter/EMT	F05	17.0013	17.8517	18.7459	19.6836	20.6708	21.7079	22.7943	23.9307

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

SECTION V. The above salary adjustments are effective the pay period that includes October 1, 2023. 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 12th DAY OF September, 2023.

ATTEST: 
Tyler Ficken, City Clerk


Joey Spellerberg, Mayor

