

ORDINANCE NO. 5554

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5501 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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	59,3008	62,2692	65,3781	68,6500	72,0847	75,6896	79,4725	83,4401
	Power Plant Superintendent	37.5	52,5202	55,1405	57,9015	60,7960	63,8364	67,0363	70,3895	73,9132
	Director of Finance	35.5	47,6346	50,0182	52,5202	55,1405	57,9015	60,7960	63,8364	67,0363
	City Attorney	35.5	47,6346	50,0182	52,5202	55,1405	57,9015	60,7960	63,8364	67,0363
	Director of Electrical Engineering	33.0	42,1494	44,2517	46,4651	48,7894	51,2322	53,7933	56,4804	59,3008
	Mechanical Engineer	33.0	42,1494	44,2517	46,4651	48,7894	51,2322	53,7933	56,4804	59,3008
	Assistant Power Plant Supt	32.5	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202	55,1405	57,9015
	Water/Wastewater Superintendent	32.5	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202	55,1405	57,9015
	Administrative Services Director	31.5	39,1885	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202	55,1405
	Director of Human Resources	31.5	39,1885	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202	55,1405
	Director of Information Systems	31.5	39,1885	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202	55,1405
	Distribution Superintendent	31.0	38,2260	40,1433	42,1494	44,2517	46,4651	48,7894	51,2322	53,7933
	Gas System Superintendent	30.0	36,4051	38,2260	40,1433	42,1494	44,2517	46,4651	48,7894	51,2322
	Senior Accountant	28.5	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082	45,3693	47,6346
	Wastewater Treatment Superintendent	27.5	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082	45,3693
	Network Systems Administrator	27.0	31,4528	33,0222	34,6729	36,4051	38,2260	40,1433	42,1494	44,2517
	Accountant	26.5	30,7125	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082
	Water and Sewer Superintendent	26.5	30,7125	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082
	Safety Manager	25.5	29,2468	30,7125	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501
	Stores Supervisor	25.0	28,5287	29,9577	31,4528	33,0222	34,6729	36,4051	38,2260	40,1433

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Non Union Hourly	Power Plant Electrical Supervisor	30.5	37,3230	39,1885	41,1501	43,2082	45,3693	47,6346	50,0182	52,5202
	Power Plant Maintenance Supervisor	30.0	36,4051	38,2260	40,1433	42,1494	44,2517	46,4651	48,7894	51,2322
	Power Plant Shift Supervisor	29.5	35,5462	37,3230	39,1885	41,1501	43,2082	45,3693	47,6346	50,0182
	Electric Metering and Service Supervisor	27.5	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082	45,3693
	Fuel Handling Supervisor	27.0	31,4528	33,0222	34,6729	36,4051	38,2260	40,1433	42,1494	44,2517
	Line Crew Supervisor	27.0	31,4528	33,0222	34,6729	36,4051	38,2260	40,1433	42,1494	44,2517
	Gas Crew Supervisor	26.5	30,7125	32,2450	33,8512	35,5462	37,3230	39,1885	41,1501	43,2082
	Tree Trimming Supervisor	24.5	27,8552	29,2468	30,7125	32,2450	33,8512	35,5462	37,3230	39,1885
	Water/Sewer Supervisor	24.0	27,1741	28,5287	29,9577	31,4528	33,0222	34,6729	36,4051	38,2260
	Wastewater Supervisor	24.0	27,1741	28,5287	29,9577	31,4528	33,0222	34,6729	36,4051	38,2260
	WWTP Laboratory Technician	22.0	24,6427	25,8789	27,1741	28,5287	29,9577	31,4528	33,0222	34,6729
	Network/PC Technician	21.5	24,0580	25,2569	26,5229	27,8552	29,2468	30,7125	32,2450	33,8512
	Automotive Maintenance Supervisor	21.0	23,4658	24,6427	25,8789	27,1741	28,5287	29,9577	31,4528	33,0222
	Human Resources Technician II	19.0	21,2818	22,3480	23,4658	24,6427	25,8789	27,1741	28,5287	29,9577
	Accounting Associate	18.5	20,7859	21,8223	22,9105	24,0580	25,2569	26,5229	27,8552	29,2468
	Utility Office Associate II (3/4-time)	15.5	17,9507	18,8466	19,7939	20,7859	21,8223	22,9105	24,0580	25,2569
	Accounting Assistant	15.0	17,4992	18,3728	19,2980	20,2678	21,2818	22,3480	23,4658	24,6427
	Custodian- 3/4 time	11.0	14,4051	15,1158	15,8706	16,6704	17,4992	18,3728	19,2980	20,2678

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	Step 7	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

IBEW Union Classifications	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	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

IBEW Union Classifications	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	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	9.00 -12.70
	Utility & Infrastructure Board Members	\$75/mo


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

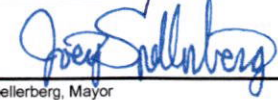
SECTION V. The above salary adjustments are effective February 25, 2021. Employees whose current pay is above their current pay grade shall have their salaries frozen.

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 9th DAY OF February, 2021.

ATTEST: 
 Tyler Ficker, City Clerk


 Joey Spellerberg, Mayor

