

**ORDINANCE NO. 5602**

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5587 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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
<b>Non-union Exempt Classifications</b>	Utility General Manager	48	90.2333	94.745	99.4823	104.4564	109.6792	115.1632	120.9214	126.9675
	Assistant Utility General Manager	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
<b>Non Union Hourly</b>	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

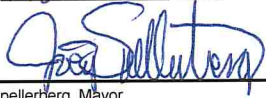
Wastewater Plant Operator I	16.5	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569	26.5229
Customer Billing Assistant	15.5	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569
Customer Services Associate	15.5	17.9507	18.8466	19.7939	20.7859	21.8223	22.9105	24.0580	25.2569
Utility Office 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/	Utility Worker	9.00 -18.00
Seasonal	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 January 5, 2022. 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 30<sup>th</sup> DAY OF November, 2021.

  
 \_\_\_\_\_  
 Joey Spellerberg, Mayor

ATTEST:  
  
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 Tyler Ficken, City Clerk

