

**ORDINANCE NO. 5651**

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5633 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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	48.0	95.7416	100.5315	105.5589	110.8348	116.368	122.1903	128.3002	134.7151
	Assistant Utility General Manager	40.0	64.7997	68.0433	71.4406	75.0159	78.769	82.7082	86.8419	91.1775
	Director of Electrical Engineering	38.5	60.2536	63.2706	66.4336	69.7581	73.2525	76.9166	80.767	84.8032
	Power Plant Superintendent	37.5	57.3904	60.2536	63.2706	66.4336	69.7581	73.2525	76.9166	80.767
	Director of Finance	36.5	54.6564	57.3904	60.2536	63.2706	66.4336	69.7581	73.2525	76.9166
	City Attorney	35.5	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336	69.7581	73.2525
	Director of Information Systems	35.5	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336	69.7581	73.2525
	Power Plant Operations Manager	34.5	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336	69.7581
	Distribution Superintendent	33.5	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336
	Power Plant Electrical Supervisor	33.5	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336
	Power Plant Maintenance Supervisor	33.5	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336
	Mechanical Engineer	33.0	46.0578	48.3551	50.7737	53.3135	55.983	58.7815	61.7177	64.7997
	Director of Human Resources	32.5	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706
	Water/Wastewater Superintendent	32.5	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706
	Gas System Superintendent	32.0	43.8657	46.0578	48.3551	50.7737	53.3135	55.983	58.7815	61.7177
	Fuel Handling Supervisor	30.5	40.784	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904
	Safety Manager	30.5	40.784	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904
	Customer Service Director	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Fleet Manager	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Asst. Director of Electrical Engineering	29.5	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564
	Senior Accountant	28.5	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	52.0518
	Wastewater Treatment Superintendent	27.5	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763
	Network Systems Administrator	27.0	34.3693	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551
	Accountant	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148
	Water and Sewer Superintendent	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148
	Assistant WWTP Superintendent	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148
	Stores Supervisor	25.5	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659
	Water/Sewer Supervisor	24.5	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Non Union Hourly</b>	Power Plant Shift Supervisor	33.5	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536	63.2706	66.4336
	Environmental Coordinator	31.5	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536
	Electric Metering and Service Supervisor	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Line Crew Supervisor	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Gas Crew Supervisor	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Tree Trimming Supervisor	27.0	34.3693	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551
	GIS Coordinator	24.5	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224
	Wastewater Supervisor	24.0	29.694	31.1741	32.7356	34.3693	36.0844	37.888	39.7809	41.7707
	Automotive Maintenance Supervisor	23.0	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	37.888	39.7809
	Network/PC Technician	21.5	26.2889	27.5989	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902
<b>Non Union Hourly (Cont'd)</b>	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Human Resources Generalist	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693
	Accounting Associate	18.5	22.7134	23.8459	25.035	26.2889	27.5989	28.9824	30.4381	31.9588
	Human Resources Specialist	18.0	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787	29.694	31.1741
	Accounting Assistant	16.5	20.5943	21.6293	22.7134	23.8459	25.035	26.2889	27.5989	28.9824
	Utility Office Associate II (3/4-time)	16.0	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787
	Custodian- 3/4 time	14.5	18.6772	19.6153	20.5943	21.6293	22.7134	23.8459	25.035	26.2889

**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
<b>IBEW Union Classifications</b>	Power Plant Operator III	31.5	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904	60.2536
	Power Plant Statistical Technician II	30.5	40.784	42.8224	44.9659	47.2148	49.5763	52.0518	54.6564	57.3904
	Power Plant Operator II	30.0	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135	55.983
	Power Plant Lab Technician	29.0	37.888	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	53.3135
	Gas Service Worker	28.5	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	52.0518
	Instrument & Control Technician	28.5	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	52.0518
	Power Plant Operator I	28.5	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	52.0518

Lineworker First Class	28.0	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	
Measurement Technician	28.0	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551	50.7737	
Senior Electrical Technician	27.5	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	
Senior Engineering Associate	27.5	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	49.5763	
Electrician II	27.0	34.3693	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551	
Gas System Worker/Welder	27.0	34.3693	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	48.3551	
Corrosion Technician/ Drafter	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	
Gas System Worker II	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	
Power Plant Lab Assistant	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	
Power Plant Mechanic II	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	
Lead Fuel Handler	26.5	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	47.2148	
Power Plant Statistical Technician I	26.0	32.7356	34.3693	36.0844	37.888	39.7809	41.7707	43.8657	46.0578	
Fuel Handler	25.5	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	44.9659	
Gas Leak Surveyor	24.5	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	
Lineworker Apprentice	24.5	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	42.8224	
Engineering Associate	23.5	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	
Power Plant Mechanic I	23.5	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	40.784	
Utility Tree Trimmer	22.5	27.5989	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	
Wastewater Plant Mechanic II	22.5	27.5989	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	
Water Treatment Technician	22.5	27.5989	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	38.8424	
Electrician I	22.0	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	37.888	
Gas System Worker I	22.0	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	37.888	
Utility Equipment Mechanic II	22.0	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	37.888	
WWTP Laboratory Technician	22.0	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	37.888	
Water and Sewer Serviceworker II	21.5	26.2889	27.5989	28.9824	30.4381	31.9588	33.5604	35.2351	36.9902	
Utility Equipment Mechanic I	21.0	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	36.0844	
Customer Services- Lead	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	
Stores Associate	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	
Wastewater Plant Mechanic I	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	
Wastewater Plant Operator II	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	
Water and Sewer Serviceworker I	20.0	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	34.3693	
Utility Maintenance Worker II	19.0	23.2552	24.4204	25.6417	26.9279	28.2787	29.694	31.1741	32.7356	
IBEW Union Classifications	Wastewater Plant Operator I	17.5	21.6293	22.7134	23.8459	25.035	26.2889	27.5989	28.9824	
	Utility Worker I	16.5	20.5943	21.6293	22.7134	23.8459	25.035	26.2889	27.5989	
	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Customer Billing Assistant	16.0	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787
	Customer Services Associate	16.0	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787
	Power Plant Service Worker	16.0	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787
	Utility Office Associate II	16.0	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279	28.2787
	Customer Service Assistant	15.0	19.1218	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279
	Utility Office Associate I	15.0	19.1218	20.0765	21.0875	22.1473	23.2552	24.4204	25.6417	26.9279
	Custodian	14.5	18.6772	19.6153	20.5943	21.6293	22.7134	23.8459	25.035	26.2889

Temporary/ Seasonal	Class Title	Hourly Wage
	Utility Worker	12.00 -18.00
	Custodian- Part time	17.00 - 19.00
SECTION IV.	Utility & Infrastructure Board Members	\$75/mo

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

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

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

PASSED AND APPROVED THIS 12<sup>th</sup> DAY OF September, 2022.

ATTEST:  
  
 Tyler Picken, City Clerk

  
 Joey Spellerberg, Mayor

