

**ORDINANCE NO. 5725**

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5714 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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>Subsection A. Non Union Exempt</b>	City Administrator	43.0	83.6595	87.8426	92.2346	96.8464	101.6888	106.7734	112.1119	117.7174
	Assistant City Administrator-City	40.0	72.2276	75.8431	79.6298	83.6148	87.7986	92.1893	96.7966	101.6294
	Director of Public Works	38.0	65.5201	68.7927	72.2276	75.8431	79.6298	83.6148	87.7986	92.1893
	City Engineer	37.5	63.9691	67.1607	70.5238	74.0492	77.7545	81.6497	85.7338	90.0254
	Police Chief	34.0	53.8981	56.5939	59.4251	62.4002	65.5201	68.7927	72.2276	75.8431
	Director of Parks and Recreation	32.0	48.8941	51.3378	53.8981	56.5939	59.4251	62.4002	65.5201	68.7927
	Fire Chief	32.0	48.8941	51.3378	53.8981	56.5939	59.4251	62.4002	65.5201	68.7927
	Deputy Police Chief	31.5	47.7312	50.1203	52.6271	55.2596	58.0185	60.9216	63.9691	67.1607
	Director of Planning	31.0	46.5591	48.8941	51.3378	53.8981	56.5939	59.4251	62.4002	65.5201
	Assistant Public Works Director	30.5	45.4589	47.7312	50.1203	52.6271	55.2596	58.0185	60.9216	63.9691
	Police Captain	30.0	44.3411	46.5591	48.8941	51.3378	53.8981	56.5939	59.4251	62.4002
	Facilities Manager	30.0	44.3411	46.5591	48.8941	51.3378	53.8981	56.5939	59.4251	62.4002
	Chief Building Inspector	29.0	42.2311	44.3411	46.5591	48.8941	51.3378	53.8981	56.5939	59.4251
	Assistant Fire Chief	29.0	42.2311	44.3411	46.5591	48.8941	51.3378	53.8981	56.5939	59.4251
	Library Director	28.5	41.2306	43.2951	45.4589	47.7312	50.1203	52.6271	55.2596	58.0185
	City Clerk	27.0	38.3093	40.2206	42.2311	44.3411	46.5591	48.8941	51.3378	53.8981
	Street Superintendent	27.0	38.3093	40.2206	42.2311	44.3411	46.5591	48.8941	51.3378	53.8981
	Director of Communications	26.5	37.4074	39.2741	41.2306	43.2951	45.4589	47.7312	50.1203	52.6271
Recreation Superintendent	26.5	37.4074	39.2741	41.2306	43.2951	45.4589	47.7312	50.1203	52.6271	
Civil Engineer	26.0	36.4882	38.3093	40.2206	42.2311	44.3411	46.5591	48.8941	51.3378	

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Subsection B.</b>	<b>Police Lieutenant</b>	<b>29.0</b>	<b>42.2311</b>	<b>44.3411</b>	<b>46.5591</b>	<b>48.8941</b>	<b>51.3378</b>	<b>53.8981</b>	<b>56.5939</b>	<b>59.4251</b>
<b>Non Union Hourly</b>	<b>Park Maintenance Supervisor</b>	<b>26.0</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>	<b>42.2311</b>	<b>44.3411</b>	<b>46.5591</b>	<b>48.8941</b>	<b>51.3378</b>
	<b>Executive Asst- Comm &amp; Grants</b>	<b>25.5</b>	<b>35.6226</b>	<b>37.4074</b>	<b>39.2741</b>	<b>41.2306</b>	<b>43.2951</b>	<b>45.4589</b>	<b>47.7312</b>	<b>50.1203</b>
	<b>Forestry Supervisor</b>	<b>25.0</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>	<b>42.2311</b>	<b>44.3411</b>	<b>46.5591</b>	<b>48.8941</b>
	<b>Building Inspector II</b>	<b>23.5</b>	<b>32.3046</b>	<b>33.9273</b>	<b>35.6226</b>	<b>37.4074</b>	<b>39.2741</b>	<b>41.2306</b>	<b>43.2951</b>	<b>45.4589</b>
	<b>Senior Center Director</b>	<b>23.5</b>	<b>32.3046</b>	<b>33.9273</b>	<b>35.6226</b>	<b>37.4074</b>	<b>39.2741</b>	<b>41.2306</b>	<b>43.2951</b>	<b>45.4589</b>
	<b>Cemetery Sexton</b>	<b>23.0</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>	<b>42.2311</b>	<b>44.3411</b>
	<b>Street Construction Supervisor</b>	<b>22.5</b>	<b>30.7628</b>	<b>32.3046</b>	<b>33.9273</b>	<b>35.6226</b>	<b>37.4074</b>	<b>39.2741</b>	<b>41.2306</b>	<b>43.2951</b>
	<b>Building Inspector I</b>	<b>22.0</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>	<b>42.2311</b>
	<b>Dispatch Supervisor</b>	<b>21.0</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>
	<b>Community Crisis Responder</b>	<b>21.0</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>	<b>40.2206</b>
	<b>Library Technology Specialist</b>	<b>20.5</b>	<b>27.9049</b>	<b>29.3023</b>	<b>30.7628</b>	<b>32.3046</b>	<b>33.9273</b>	<b>35.6226</b>	<b>37.4074</b>	<b>39.2741</b>
	<b>Planning Assistant</b>	<b>20.0</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>
	<b>City Attorney Investigator</b>	<b>20.0</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>	<b>38.3093</b>
	<b>City Clerk Office Associate</b>	<b>19.0</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>	<b>36.4882</b>
	<b>Legal Secretary</b>	<b>18.0</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>	<b>34.7478</b>
	<b>Transit Manager</b>	<b>17.0</b>	<b>23.5048</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>
	<b>Evidence/Equipment Tech</b>	<b>17.0</b>	<b>23.5048</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>	<b>33.0980</b>
	<b>Community Service Supervisor</b>	<b>16.5</b>	<b>22.9553</b>	<b>24.1088</b>	<b>25.3173</b>	<b>26.5795</b>	<b>27.9049</b>	<b>29.3023</b>	<b>30.7628</b>	<b>32.3046</b>
	<b>Grant Assistant</b>	<b>16.0</b>	<b>22.3778</b>	<b>23.5048</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>	<b>31.5203</b>
	<b>Deputy City Clerk</b>	<b>15.5</b>	<b>21.8637</b>	<b>22.9553</b>	<b>24.1088</b>	<b>25.3173</b>	<b>26.5795</b>	<b>27.9049</b>	<b>29.3023</b>	<b>30.7628</b>
	<b>Community Service Officer</b>	<b>15.5</b>	<b>21.8637</b>	<b>22.9553</b>	<b>24.1088</b>	<b>25.3173</b>	<b>26.5795</b>	<b>27.9049</b>	<b>29.3023</b>	<b>30.7628</b>
	<b>Transfer Station Cashier-Part-time</b>	<b>15.0</b>	<b>21.3141</b>	<b>22.3778</b>	<b>23.5048</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>	<b>30.0148</b>
	<b>Public Transit Coordinator</b>	<b>14.5</b>	<b>20.8181</b>	<b>21.8637</b>	<b>22.9553</b>	<b>24.1088</b>	<b>25.3173</b>	<b>26.5795</b>	<b>27.9049</b>	<b>29.3023</b>
	<b>Public Transit Driver</b>	<b>14.0</b>	<b>20.3043</b>	<b>21.3141</b>	<b>22.3778</b>	<b>23.5048</b>	<b>24.6862</b>	<b>25.9212</b>	<b>27.2197</b>	<b>28.5811</b>
	<b>Dispatcher I- Part-time</b>	<b>HD1</b>	<b>19.6270</b>	<b>20.6995</b>	<b>21.7714</b>	<b>22.8435</b>	<b>23.9160</b>	<b>24.9882</b>	<b>26.0602</b>	<b>27.1326</b>
	<b>Custodian- Part time</b>	<b>HT1</b>	<b>15.0091</b>	<b>15.7595</b>	<b>16.5475</b>	<b>17.3748</b>	<b>18.2436</b>	<b>19.1559</b>	<b>20.1136</b>	<b>21.1192</b>
	<b>Library Aide- Part time</b>	<b>HT1</b>	<b>15.0091</b>	<b>15.7595</b>	<b>16.5475</b>	<b>17.3748</b>	<b>18.2436</b>	<b>19.1559</b>	<b>20.1136</b>	<b>21.1192</b>

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

Minimum	Maximum
15.00	16.00
17.00	19.00
18.00	20.00

Concessions Attendant	15.00	16.00
Concessions Supervisor	16.00	18.00
Custodian Helper	15.00	17.00
After Hour Custodian Helper	16.00	18.00
Head Guard	17.50	18.50
Head Water Safety Instructor	17.00	19.00
Library Aide	15.00	17.00
Lifeguard (w/CPO)	17.25	19.25
Lifeguard I	17.00	19.00
Lifeguard II	17.00	19.00
Park Ranger	18.00	20.00
Rec: Arts & Crafts Instructor	15.00	17.00
Rec: Baseball/ Softball Instruct	15.00	17.00
Recreation: Chief Instructor	16.00	18.00
Recreation Leader	15.00	18.00
Rec: Playground Asst Director	16.00	18.00
Recreation: Playground Director	18.00	19.00
Recreation: Playground Leader	16.00	18.00
Rec: Umpire/Scorekeeper Supv	15.00	18.00
Relief Dispatcher	17.50	19.50
Reserve Police Officer	33.00	43.00
Senior Center Assistant Manager	15.00	18.00
Splash Station: Head Maint	15.00	18.00
Splash Station: Maintenance Asst	15.00	18.00
City Utility Worker	15.00	21.00

Subsection D. Appointed Positions	City Physician
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\$100/hour

**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.	Engineering Associate II	23.0	31.5203	33.0980	34.7478	36.4882	38.3093	40.2206	42.2311	44.3411
AFSCME Hourly	Librarian II	22.5	30.7628	32.3046	33.9273	35.6226	37.4074	39.2741	41.2306	43.2951

Engineering Associate	22.0	30.0148	31.5203	33.0980	34.7478	36.4882	38.3093	40.2206	42.2311
Heavy Equipment Mechanic	20.5	27.9049	29.3023	30.7628	32.3046	33.9273	35.6226	37.4074	39.2741
Librarian I	19.5	26.5795	27.9049	29.3023	30.7628	32.3046	33.9273	35.6226	37.4074
Forestry Tree Trimmer	18.5	25.3173	26.5795	27.9049	29.3023	30.7628	32.3046	33.9273	35.6226
Equipment Operator	18.0	24.6862	25.9212	27.2197	28.5811	30.0148	31.5203	33.0980	34.7478
Maintenance Worker III	18.0	24.6862	25.9212	27.2197	28.5811	30.0148	31.5203	33.0980	34.7478
Equipment Mechanic I	17.5	24.1088	25.3173	26.5795	27.9049	29.3023	30.7628	32.3046	33.9273
Maintenance Worker II	17.0	23.5048	24.6862	25.9212	27.2197	28.5811	30.0148	31.5203	33.0980
Senior Office Associate	16.5	22.9553	24.1088	25.3173	26.5795	27.9049	29.3023	30.7628	32.3046
Transfer Station Cashier	15.0	21.3141	22.3778	23.5048	24.6862	25.9212	27.2197	28.5811	30.0148
Library Assistant III	14.0	20.3043	21.3141	22.3778	23.5048	24.6862	25.9212	27.2197	28.5811
Office Associate	14.5	20.8181	21.8637	22.9553	24.1088	25.3173	26.5795	27.9049	29.3023
Library Assistant II	13.5	19.8266	20.8181	21.8637	22.9553	24.1088	25.3173	26.5795	27.9049
Library Assistant I	12.5	18.8799	19.8266	20.8181	21.8637	22.9553	24.1088	25.3173	26.5795
Custodian	12.0	18.4109	19.3305	20.3043	21.3141	22.3778	23.5048	24.6862	25.9212

	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	32.0979	33.7027	35.3879	37.1573	39.0152	40.9660	43.0142	45.1649
	Police Detective	PT1	32.5477	34.1751	35.8838	37.6780	39.5619	41.5400	43.6170	45.7979
	Police Sergeant	PS1	38.6310	40.5625	42.5906	44.7202	46.9562	49.3039	51.7692	54.3576
	Dispatcher	PD1	24.4188	25.6397	26.9218	28.2678	29.6812	31.1653	32.7235	34.3597
	Lead Dispatcher	PD2	26.7000	28.0350	29.4368	30.9086	32.4541	34.0768	35.7806	37.5696

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Subsection G. IAFF Union	Firefighter/EMT	F05	20.5696	21.5981	22.6780	23.8119	25.0025	26.2526	27.5652	28.9435
	Firefighter/EMT-P or I *	FP5	23.2389	24.4008	25.6208	26.9019	28.2470	29.6593	31.1423	32.6994
	Fire Lieutenant/EMT-P or I *	FP6	27.2153	28.5761	30.0049	31.5051	33.0804	34.7344	36.4711	38.2947
	Fire Captain/EMT-P	FP7	31.3637	32.9391	34.5850	36.3179	38.1302	40.0297	42.0341	44.1349
	EMT	F09	22.0000	23.1000	24.2550	25.4678	26.7411	28.0782	29.4821	30.9562
	Paramedic	FP4	25.0000	26.2500	27.5625	28.9406	30.3877	31.9070	33.5024	35.1775

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

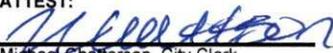
**SECTION V.** The above salary adjustments are effective they pay period that includes October 5, 2025.

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 16th DAY OF SEPTEMBER, 2025.

  
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Joey Spellerberg, Mayor

ATTEST:  
  
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Michael Chatterson, City Clerk

