

ORDINANCE NO. 2023-14

AN ORDINANCE TO PROVIDE FOR ANNUAL CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO PROVIDE FOR LONGEVITY PAY AND PAYMENT OF PART-TIME EMPLOYEES; TO PROVIDE FOR A DATE SUCH CLASSIFICATION AND PAY RANGES OF COMPENSATION SHALL BECOME EFFECTIVE; TO PROVIDE FOR PUBLICATION IN PAMPHLET FORM; TO PROVIDE FOR A TIME WHEN THIS ORDINANCE SHALL TAKE EFFECT.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF SEWARD, NEBRASKA:

Section 1. CLASSIFICATION, RANGES OF COMPENSATION. The classification of officers and employees of the City of Seward, Nebraska, pay grades and ranges of compensation for such classification are as follows:

2022-2023 SALARY SCHEDULE
PAY RANGE RATES

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
(A) CLERICAL (HOURLY)		
Payroll Clerk	19.43	26.25
Utility Billing/Account Clerk	17.26	24.26
Administrative Assistant	16.71	23.54
Admin Assistant - Municipal Bldg	15.83	21.57
Library Assistant II/Social Media/IT	17.86	23.50
Library Assistant I	13.65	15.94
Library Clerk	11.04	13.76
Aging Services Commission Assistant	16.65	23.94
Clubhouse Short Order Cook	14.00	22.00
Golf Shop Seasonal Employee	10.86	13.17
(B) LABOR & TRADES (HOURLY)		
Civic Center Assistant	10.83	12.65
Custodian	14.03	20.90
Electric Line Crew Chief	42.29	52.67
Electric Journeyman Lineman	37.36	50.36
Electric Lineman	37.36	50.36

Electric Seasonal Groundman	20.66	24.36
Meter Maintenance Utility Worker	19.11	25.12
Utilities Locator	18.52	34.65
Assistant Public Properties Director	22.98	28.94
Public Properties Maintenance Worker	16.39	24.21
Street Foreman	25.01	32.35
Street Maintenance Worker III	20.18	26.46
Street Maintenance Worker II	18.00	24.28
Street Maintenance Worker I	17.45	21.82
Burn Site Assistant	11.08	15.91
Recycling Center Worker	11.08	15.91
Facility Maintenance Supervisor	25.98	34.50
WW Treatment/Sanitary System Operator	21.63	28.77
Senior Utility Maintenance Worker II	23.82	32.03
Utility Maintenance Worker II	22.58	30.98
Utility Maintenance Worker I	20.48	27.30
Summer Seasonal Laborer	14.09	14.65
Pool Manager	13.22	15.63
Assistant Pool Manager	11.42	13.55
Swim Program Coordinator	11.13	13.16
Lifeguard	10.83	12.02
Pool Office/Concession Work	10.83	12.02
Water Safety Instructor	10.83	12.02
Water Safety Instructor Aide	7.21	7.82

(C) PUBLIC SAFETY (HOURLY)

Police Sergeant	28.35	37.09
Police Officer II	27.22	33.22
Police Officer I	25.03	31.15
Administrative Secretary/Records Clerk	17.47	24.02
Community Service Officer	15.23	21.55

(D) SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)

City Administrator	10,556	12,740
Chief of Police	6,894	8,605
City Engineer	6,596	8,794
Police Captain	5,999	7,185

Electric Superintendent	7,730	9,653
Public Properties Director	5,629	6,999
City Clerk/Human Resources Director	5,550	7,705
Water/Wastewater Director	5,336	7,929
Street Superintendent	5,507	7,046
Finance Director/Treasurer	7,107	9,100
Library Director	4,881	6,056
Deputy Treasurer	4,688	5,733
Golf Course Grounds Superintendent	4,688	5,467
Building/Zoning/Code Enforcement Director	4,779	5,962
Executive Director Wellness Center	4,688	5,467
Assistant Recreation Director	3,407	5,016
Golf Shop Manager	3,277	4,264
Assistant Library Director	3,270	4,421
Civic Center Manager	3,469	3,844

Section 2. LONGEVITY PAY. Each employee, who has completed their introductory period, will, for each year of service to the City, receive three dollars and forty-seven cents (\$3.47) per month if classified as exempt, or two cents (\$0.02) per hour if classified as non-exempt. This pay will be in addition to the established base pay in their classification as set forth in Section One of this ordinance.

Section 3. COMPENSATION PAYABLE BIWEEKLY. The compensation and salary fixed for the respective officers and employees of the City by this ordinance shall be paid biweekly.

Section 4. PART-TIME EMPLOYEES. Persons employed by the City on a part-time or occasional basis shall be paid on an hourly rate and at such time as shall be fixed by the Mayor and Council by motion.


Section 5. REPEAL. Any City of Seward ordinance, resolution, or employee handbook or part of any ordinance, resolution, or employee handbook of the City of Seward, Nebraska in conflict with this Ordinance is hereby repealed to the extent of such conflict.

Section 6. WHEN OPERATIVE. This ordinance shall be effective after its approval, passage and publication as required by law and the ordinances of the City.

Passed and approved this 20th day of June, 2023.

ATTEST:

THE CITY OF SEWARD, NEBRASKA


 Derek Bargmann
 City Clerk


 Joshua Eickmeier, Mayor



2022-2023 (EFFECTIVE 1ST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2022)

CLERICAL (HOURLY)									
POSITION	1	2	3	4	5	6	7	8	9
PAYROLL CLERK	19.43	20.28	21.13	21.98	22.84	23.69	24.54	25.40	26.25
UTIL BILLING/ACCOUNT CLERK	17.26	18.14	19.01	19.88	20.76	21.63	22.51	23.38	24.26
ADMIN ASSISTANT	16.71	17.56	18.41	19.27	20.12	20.98	21.83	22.69	23.54
ADMIN ASSISTANT - MUNI BUILDING	15.83	16.55	17.27	17.98	18.70	19.42	20.13	20.85	21.57
LIBRARY ASSISTANT II/Social Media/IT	17.86	18.57	19.27	19.97	20.68	21.38	22.09	22.79	23.50
LIBRARY ASSISTANT I	13.65	13.94	14.22	14.51	14.79	15.08	15.37	15.65	15.94
LIBRARY CLERK	11.04	11.38	11.72	12.06	12.40	12.74	13.08	13.42	13.76
AGING SERV. COMM. ASSISTANT	16.65	17.56	18.47	19.39	20.30	21.21	22.12	23.03	23.94
CLUBHOUSE SHORT ORDER COOK	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00
GOLF SHOP SEASONAL EMPLOYEE	10.86	11.15	11.43	11.72	12.01	12.30	12.59	12.88	13.17

LABOR & TRADES (HOURLY)									
POSITION	1	2	3	4	5	6	7	8	9
CIVIC CENTER ASSISTANT	10.83	11.05	11.28	11.51	11.74	11.97	12.20	12.42	12.65
CUSTODIAN	14.03	14.89	15.74	16.60	17.46	18.32	19.18	20.04	20.90
ELECTRIC LINE CREW CHIEF	42.29	43.59	44.88	46.18	47.48	48.78	50.08	51.37	52.67
ELECTRIC JOURNEYMAN LINEMAN	37.36	39.18	41.00	42.82	44.64	46.46	48.28	50.11	50.36
ELECTRIC LINEMAN	37.36	39.18	41.00	42.82	44.64	46.46	48.28	50.11	50.36
ELECTRIC SEASONAL GROUNDMAN	20.66	21.13	21.59	22.05	22.51	22.97	23.44	23.90	24.36
METER MAINTENANCE UTILITY WORKER	19.11	19.86	20.61	21.36	22.11	22.86	23.61	24.37	25.12
UTILITIES LOCATOR	18.52	20.54	22.55	24.57	26.59	28.60	30.62	32.63	34.65
ASSIST. PUBLIC PROP. DIRECTOR	22.98	23.73	24.47	25.22	25.96	26.71	27.45	28.19	28.94
PUBLIC PROP. MAINTENANCE WORKER	16.39	17.37	18.35	19.32	20.30	21.28	22.26	23.24	24.21

LABOR & TRADES (HOURLY)									
POSITION	1	2	3	4	5	6	7	8	9
STREET FOREMAN	25.01	25.93	26.85	27.76	28.68	29.60	30.52	31.43	32.35
STREET MAINT. WORKER III	20.18	20.97	21.75	22.54	23.32	24.11	24.89	25.68	26.46
STREET MAINT. WORKER II	18.00	18.78	19.57	20.35	21.14	21.92	22.71	23.49	24.28
STREET MAINT. WORKER I	17.45	18.00	18.54	19.09	19.64	20.18	20.73	21.27	21.82
RECYCLING WORKER	11.08	11.68	12.29	12.89	13.49	14.10	14.70	15.30	15.91
BURN SITE ASSISTANT	11.08	11.68	12.29	12.89	13.49	14.10	14.70	15.30	15.91
FACILITY MAINTENANCE SUPERV	25.98	27.04	28.11	29.17	30.24	31.31	32.37	33.44	34.50
WW TRMT / SANITARY SYS OPER	21.63	22.52	23.42	24.31	25.20	26.09	26.99	27.88	28.77
SENIOR UTIL. MAINT. WORKER II	23.82	24.85	25.87	26.90	27.92	28.95	29.97	31.00	32.03
UTIL MAINT. WORKER II	22.58	23.63	24.68	25.73	26.78	27.83	28.88	29.93	30.98
UTIL MAINT. WORKER I	20.48	21.33	22.18	23.03	23.89	24.74	25.59	26.45	27.30

SUMMER SEASONAL LABORER	14.09	14.65							
POOL MANAGER	13.22	13.52	13.82	14.13	14.43	14.73	15.03	15.33	15.63
ASST. POOL MANAGER	11.42	11.69	11.95	12.22	12.48	12.75	13.01	13.28	13.55
SWIM PROGRAM COORDINATOR	11.13	11.38	11.64	11.89	12.14	12.40	12.65	12.90	13.16
POOL LIFEGUARD	10.83	10.98	11.12	11.27	11.42	11.57	11.72	11.87	12.02
POOL OFFICE/CONCESSIONS	10.83	10.98	11.12	11.27	11.42	11.57	11.72	11.87	12.02
WATER SAFETY INSTR.	10.83	10.98	11.12	11.27	11.42	11.57	11.72	11.87	12.02
WATER SAFETY INSTR. AIDE	7.21	7.29	7.37	7.44	7.52	7.59	7.67	7.75	7.82

POLICE (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	28.35	29.44	30.53	31.63	32.72	33.81	34.90	35.99	37.09
POLICE OFFICER II	27.22	27.97	28.72	29.47	30.22	30.97	31.72	32.47	33.22
POLICE OFFICER I	25.03	25.80	26.56	27.33	28.09	28.86	29.62	30.39	31.15
ADM/SEC RECORDS CLK PD	17.47	18.29	19.11	19.93	20.75	21.57	22.39	23.21	24.02
COMMUNITY SERVICE OFFICER	15.23	16.02	16.81	17.60	18.39	19.18	19.97	20.76	21.55

SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	10,556	10,829	11,102	11,375	11,648	11,921	12,194	12,467	12,740
CHIEF OF POLICE	6,894	7,108	7,322	7,536	7,750	7,963	8,177	8,391	8,605
CITY ENGINEER	6,596	6,871	7,146	7,420	7,695	7,970	8,244	8,519	8,794
POLICE CAPTAIN	5,999	6,147	6,295	6,444	6,592	6,740	6,889	7,037	7,185
ELECTRIC SUPERINTENDENT	7,730	7,970	8,210	8,451	8,691	8,932	9,172	9,413	9,653
PUBLIC PROPERTIES DIRECTOR	5,629	5,800	5,972	6,143	6,314	6,485	6,657	6,828	6,999
CITY CLERK/HR DIRECTOR	5,550	5,820	6,089	6,358	6,628	6,897	7,166	7,436	7,705
W/WWTW DIRECTOR	5,336	5,660	5,984	6,308	6,632	6,956	7,280	7,604	7,929
STREET SUPERINTENDENT	5,507	5,700	5,892	6,084	6,276	6,469	6,661	6,853	7,046
<u>FINANCE DIRECTOR/TREASURER</u>	<u>7,107</u>	<u>7,356</u>	<u>7,605</u>	<u>7,854</u>	<u>8,103</u>	<u>8,352</u>	<u>8,602</u>	<u>8,851</u>	<u>9,100</u>
LIBRARY DIRECTOR	4,881	5,028	5,175	5,322	5,469	5,616	5,763	5,910	6,056
DEPUTY TREASURER	4,688	4,819	4,949	5,080	5,211	5,341	5,472	5,602	5,733
GOLF COURSE GROUNDS SUPERINTENDENT	4,688	4,786	4,883	4,980	5,078	5,175	5,273	5,370	5,467
BLDG/ZONING/CODE ENFORCEMENT	4,779	4,926	5,074	5,222	5,370	5,518	5,666	5,814	5,962
EXECUTIVE DIRECTOR WELLNESS CENTER	4,688	4,786	4,883	4,980	5,078	5,175	5,273	5,370	5,467
ASSISTANT RECREATION DIRECTOR	3,407	3,608	3,809	4,010	4,212	4,413	4,614	4,815	5,016
GOLF SHOP MANAGER	3,277	3,400	3,524	3,647	3,771	3,894	4,017	4,141	4,264
ASST LIBRARY DIRECTOR	3,270	3,414	3,557	3,701	3,845	3,989	4,133	4,277	4,421
CIVIC CENTER MANAGER	3,469	3,516	3,563	3,610	3,657	3,703	3,750	3,797	3,844

