

ORDINANCE NO. 2023-24

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:

2023-2024 SALARY SCHEDULE
PAY RANGE RATES

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
(A) CLERICAL (HOURLY)		
Payroll Clerk	20.11	27.17
Utility Billing/Account Clerk	17.86	25.11
Administrative Assistant	17.29	24.36
Admin Assistant - Municipal Bldg	16.38	22.32
Library Assistant II/Social Media/IT	18.49	24.32
Library Assistant I	14.13	16.50
Library Clerk	11.43	14.24
Aging Services Commission Assistant	17.23	24.78
Clubhouse Short Order Cook	14.49	22.77
Golf Shop Seasonal Employee	11.24	13.63
(B) LABOR & TRADES (HOURLY)		
Civic Center Assistant	11.21	13.09
Custodian	14.52	21.63
Electric Line Crew Chief	43.77	54.51
Electric Journeyman Lineman	38.67	52.12
Electric Lineman	38.67	52.12

Electric Seasonal Groundman	21.38	25.21
Meter Maintenance Utility Worker	19.78	26.00
Utilities Locator	19.17	35.86
Assistant Public Properties Director	23.78	29.95
Public Properties Maintenance Worker	16.96	25.06
Street Foreman	25.89	33.48
Street Maintenance Worker III	20.89	27.39
Street Maintenance Worker II	18.63	25.13
Street Maintenance Worker I	18.06	22.58
Burn Site Assistant	11.47	16.47
Recycling Center Worker	11.47	16.47
Facility Maintenance Supervisor	26.89	35.71
WW Treatment/Sanitary System Operator	22.39	29.78
Senior Utility Maintenance Worker II	24.65	33.15
Utility Maintenance Worker II	23.37	32.06
Utility Maintenance Worker I	21.20	28.26
Summer Seasonal Laborer	14.58	15.16
Pool Manager	13.68	16.18
Assistant Pool Manager	11.82	14.02
Swim Program Coordinator	11.52	13.62
Lifeguard	11.21	12.44
Pool Office/Concession Work	11.21	12.44
Water Safety Instructor	11.21	12.44
Water Safety Instructor Aide	7.46	8.09

(C) PUBLIC SAFETY (HOURLY)

Police Sergeant	29.34	38.89
Police Officer II	28.17	34.38
Police Officer I	25.91	32.24
Administrative Secretary/Records Clerk	18.08	24.86
Community Service Officer	15.76	22.30

(D) SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)

City Administrator	10,925	13,186
Chief of Police	7,135	8,906
City Engineer	6,827	9,102
Police Captain	6,209	7,436

Electric Superintendent	8,001	9,991
Public Properties Director	5,826	7,244
City Clerk/Human Resources Director	5,744	7,975
Water/Wastewater Director	5,523	8,207
Street Superintendent	5,700	7,293
Finance Director/Treasurer	7,356	9,419
Library Director	5,052	6,268
Deputy Treasurer	4,852	5,934
Golf Course Grounds Superintendent	4,852	5,658
Building/Zoning/Code Enforcement Director	4,946	6,171
Executive Director Wellness Center	4,852	5,658
Assistant Recreation Director	3,526	5,192
Golf Shop Manager	3,392	4,413
Assistant Library Director	3,384	4,576
Civic Center Manager	3,590	3,979

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 3rd day of October, 2023.

ATTEST:

THE CITY OF SEWARD, NEBRASKA


Derek Bargmann
City Clerk


Joshua Eickmeier, Mayor



2023-2024 (EFFECTIVE 1ST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2023)

POSITION	CLERICAL (HOURLY)								
	1	2	3	4	5	6	7	8	9
PAYROLL CLERK	20.11	20.99	21.87	22.76	23.64	24.52	25.40	26.29	27.17
UTIL BILLING/ACCOUNT CLERK	17.86	18.77	19.68	20.58	21.49	22.39	23.30	24.20	25.11
ADMIN ASSISTANT	17.29	18.18	19.06	19.95	20.83	21.71	22.60	23.48	24.36
ADMIN ASSISTANT - MUNI BUILDING	16.38	17.13	17.87	18.61	19.35	20.10	20.84	21.58	22.32
LIBRARY ASSISTANT II/Social Media/IT	18.49	19.21	19.94	20.67	21.40	22.13	22.86	23.59	24.32
LIBRARY ASSISTANT I	14.13	14.42	14.72	15.02	15.31	15.61	15.91	16.20	16.50
LIBRARY CLERK	11.43	11.78	12.13	12.48	12.83	13.19	13.54	13.89	14.24
AGING SERV. COMM. ASSISTANT	17.23	18.18	19.12	20.06	21.01	21.95	22.89	23.83	24.78
CLUBHOUSE SHORT ORDER COOK	14.49	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.77
GOLF SHOP SEASONAL EMPLOYEE	11.24	11.54	11.84	12.14	12.44	12.73	13.03	13.33	13.63

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
CIVIC CENTER ASSISTANT	11.21	11.44	11.68	11.92	12.15	12.39	12.62	12.86	13.09
CUSTODIAN	14.52	15.41	16.30	17.19	18.08	18.97	19.85	20.74	21.63
ELECTRIC LINE CREW CHIEF	43.77	45.11	46.46	47.80	49.14	50.48	51.83	53.17	54.51
ELECTRIC JOURNEYMAN LINEMAN	38.67	40.49	42.31	44.13	45.95	47.77	49.59	50.11	52.12
ELECTRIC LINEMAN	38.67	40.49	42.31	44.13	45.95	47.77	49.59	50.11	52.12
ELECTRIC SEASONAL GROUNDMAN	21.38	21.86	22.34	22.82	23.30	23.78	24.26	24.73	25.21
METER MAINTENANCE UTILITY WORKER	19.78	20.56	21.33	22.11	22.89	23.67	24.44	25.22	26.00
UTILITIES LOCATOR	19.17	21.26	23.34	25.43	27.52	29.60	31.69	33.78	35.86
ASSIST. PUBLIC PROP. DIRECTOR	23.78	24.56	25.33	26.10	26.87	27.64	28.41	29.18	29.95
PUBLIC PROP. MAINTENANCE WORKER	16.96	17.98	18.99	20.00	21.01	22.02	23.03	24.05	25.06

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
STREET FOREMAN	25.89	26.83	27.78	28.73	29.68	30.63	31.58	32.53	33.48
STREET MAINT. WORKER III	20.89	21.70	22.51	23.32	24.14	24.95	25.76	26.57	27.39
STREET MAINT. WORKER II	18.63	19.44	20.25	21.07	21.88	22.69	23.50	24.32	25.13
STREET MAINT. WORKER I	18.06	18.63	19.19	19.76	20.32	20.89	21.45	22.02	22.58
RECYCLING WORKER	11.47	12.09	12.72	13.34	13.97	14.59	15.22	15.84	16.47
BURN SITE ASSISTANT	11.47	12.09	12.72	13.34	13.97	14.59	15.22	15.84	16.47
FACILITY MAINTENANCE SUPERV	26.89	27.99	29.09	30.20	31.30	32.40	33.50	34.61	35.71
WW TRMT / SANITARY SYS OPER	22.39	23.31	24.23	25.16	26.08	27.01	27.93	28.85	29.78
SENIOR UTIL. MAINT. WORKER II	24.65	25.72	26.78	27.84	28.90	29.96	31.03	32.09	33.15
UTIL MAINT. WORKER II	23.37	24.46	25.54	26.63	27.72	28.80	29.89	30.98	32.06
UTIL MAINT. WORKER I	21.20	22.08	22.96	23.84	24.73	25.61	26.49	27.37	28.26

SUMMER SEASONAL LABORER	14.58	15.16							
POOL MANAGER	13.68	13.99	14.31	14.62	14.93	15.24	15.55	15.87	16.18
ASST. POOL MANAGER	11.82	12.10	12.37	12.65	12.92	13.20	13.47	13.75	14.02
SWIM PROGRAM COORDINATOR	11.52	11.78	12.04	12.31	12.57	12.83	13.10	13.36	13.62
POOL LIFEGUARD	11.21	11.36	11.52	11.67	11.82	11.98	12.13	12.29	12.44
POOL OFFICE/CONCESSIONS	11.21	11.36	11.52	11.67	11.82	11.98	12.13	12.29	12.44
WATER SAFETY INSTR.	11.21	11.36	11.52	11.67	11.82	11.98	12.13	12.29	12.44
WATER SAFETY INSTR. AIDE	7.46	7.54	7.62	7.70	7.78	7.86	7.94	8.01	8.09

POLICE (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	29.34	30.47	31.60	32.73	33.87	35.00	36.13	37.26	38.39
POLICE OFFICER II	28.17	28.95	29.73	30.50	31.28	32.05	32.83	33.61	34.38
POLICE OFFICER I	25.91	26.70	27.49	28.28	29.07	29.86	30.66	31.45	32.24
ADM/SEC RECORDS CLK PD	18.08	18.93	19.78	20.62	21.47	22.32	23.17	24.01	24.86
COMMUNITY SERVICE OFFICER	15.76	16.58	17.40	18.22	19.03	19.85	20.67	21.49	22.30

SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	10,925	11,208	11,491	11,773	12,056	12,338	12,621	12,903	13,186
CHIEF OF POLICE	7,135	7,357	7,578	7,799	8,021	8,242	8,463	8,685	8,906
CITY ENGINEER	6,827	7,111	7,396	7,680	7,964	8,249	8,533	8,817	9,102
POLICE CAPTAIN	6,209	6,362	6,516	6,669	6,823	6,976	7,130	7,283	7,436
ELECTRIC SUPERINTENDENT	8,001	8,249	8,498	8,747	8,996	9,244	9,493	9,742	9,991
PUBLIC PROPERTIES DIRECTOR	5,826	6,003	6,181	6,358	6,535	6,712	6,889	7,067	7,244
CITY CLERK/HR DIRECTOR	5,744	6,023	6,302	6,581	6,859	7,138	7,417	7,696	7,975
W/WWTW DIRECTOR	5,523	5,858	6,194	6,529	6,865	7,200	7,536	7,871	8,207
STREET SUPERINTENDENT	5,700	5,899	6,098	6,297	6,496	6,695	6,894	7,094	7,293
FINANCE DIRECTOR/TREASURER	7,356	7,614	7,871	8,129	8,387	8,645	8,903	9,161	9,419
LIBRARY DIRECTOR	5,052	5,204	5,356	5,508	5,660	5,812	5,964	6,116	6,268
DEPUTY TREASURER	4,852	4,987	5,122	5,258	5,393	5,528	5,663	5,798	5,934
GOLF COURSE GROUNDS SUPERINTENDENT	4,852	4,953	5,054	5,154	5,255	5,356	5,457	5,558	5,658
BLDG/ZONING/CODE ENFORCEMENT	4,946	5,099	5,252	5,405	5,558	5,712	5,865	6,018	6,171
EXECUTIVE DIRECTOR WELLNESS CENTER	4,852	4,953	5,054	5,154	5,255	5,356	5,457	5,558	5,658
ASSISTANT RECREATION DIRECTOR	3,526	3,734	3,943	4,151	4,359	4,567	4,775	4,983	5,192
GOLF SHOP MANAGER	3,392	3,519	3,647	3,775	3,902	4,030	4,158	4,286	4,413
ASST LIBRARY DIRECTOR	3,384	3,533	3,682	3,831	3,980	4,129	4,278	4,427	4,576
CIVIC CENTER MANAGER	3,590	3,639	3,687	3,736	3,784	3,833	3,882	3,930	3,979

