

ORDINANCE NO. 2024-22

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:

2024-2025 SALARY SCHEDULE PAY RANGE RATES

A. CLERICAL (HOURLY)	MIN	MAX
Payroll Clerk	20.71	27.99
Utility Billing/Account Clerk	18.40	25.86
Administrative Assistant	17.81	25.09
Admin Assistant – Municipal Bldg	16.87	22.99
Library Assistant II	19.04	25.05
Library Assistant I	14.55	17.00
Library Clerk	11.77	14.67
Aging Services Commission Assistant	17.75	25.52
Clubhouse Bartender	15.45	18.54
Golf Shop Seasonal Employee	11.58	14.04
B. LABOR & TRADES (HOURLY)	MIN	MAX
Civic Center Assistant	11.55	13.48
Custodian	14.96	22.28
Electric Line Crew Chief	45.08	56.15
Electric Journeyman Lineman	39.83	53.68
Electric Lineman	39.83	53.68
Electric Seasonal Groundman	22.02	25.97
Meter Maintenance Utility Worker	20.37	26.78
Utilities Locator	19.75	36.94
Assistant Public Properties Director	24.49	30.85
Public Properties Maintenance Worker	17.47	25.81
Child Care Director	21.15	25.77

Street Foreman	26.67	34.48
Street Maintenance Worker III	21.52	28.21
Street Maintenance Worker II	19.19	25.88
Street Maintenance Worker I	18.60	23.26
Burn Site Assistant	11.81	16.96
Recycling Center Worker	11.81	16.96
Facility Maintenance Supervisor	27.70	36.78
WW Treatment/Sanitary System Operator	23.06	30.67
Senior Utility Maintenance Worker II	25.39	34.14
Utility Maintenance Worker II	24.07	33.02
Utility Maintenance Worker I	21.84	29.11
Summer Seasonal Laborer	15.02	15.61
Pool Manager	14.09	16.67
Assistant Pool Manager	12.17	14.44
Swim Program Coordinator	11.87	14.03
Lifeguard	11.55	12.81
Pool Office/Concession Work	11.55	12.81
Water Safety Instructor	11.55	12.81
Water Safety Instructor Aide	7.68	8.33
C. PUBLIC SAFETY (HOURLY)	MIN	MAX
Police Sergeant	30.22	39.54
Police Officer II	29.02	35.41
Police Officer I	26.69	33.21
Administrative Secretary/Records Clerk	18.62	25.61
Community Service Officer	16.23	22.97
D. SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)	MIN	MAX
City Administrator	11,253	13,582
Chief of Police	7,706	9,530
City Engineer	7,032	9,375
Police Captain	6,752	8,016
Electric Superintendent	8,241	10,291
Public Properties Director	6,001	7,461
City Clerk/Human Resources Director	5,916	8,214
Water/Wastewater Director	5,689	8,453
Street Superintendent	5,871	7,512
Finance Director/Treasurer	7,577	9,702
Library Director	5,204	6,456
Deputy Treasurer	4,998	6,112
Golf Course Superintendent	4,998	5,828
Building/Zoning/Code Enforcement Director	5,094	6,356
Executive Director of Wellness Center	4,998	5,828
Assistant Recreation Director	3,632	5,348
Golf Shop Manager	3,494	4,545
Assistant Library Director	3,486	4,713
Civic Center Manager	3,698	4,098

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 5th day of November, 2024.

THE CITY OF SEWARD, NEBRASKA


Joshua Eickmeier, Mayor

ATTEST:


Derek Bargmann, City Clerk



2024-2025 (EFFECTIVE 1ST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2024)

POSITION	CLERICAL (HOURLY)								
	1	2	3	4	5	6	7	8	9
PAYROLL CLERK	20.71	21.62	22.53	23.44	24.35	25.26	26.17	27.08	27.99
UTIL BILLING/ACCOUNT CLERK	18.40	19.33	20.26	21.20	22.13	23.06	24.00	24.93	25.86
ADMIN ASSISTANT	17.81	18.72	19.63	20.54	21.45	22.36	23.27	24.18	25.09
ADMIN ASSISTANT - MUNI BUILDING	16.87	17.64	18.40	19.17	19.93	20.70	21.46	22.22	22.99
LIBRARY ASSISTANT II	19.04	19.80	20.55	21.30	22.05	22.80	23.55	24.30	25.05
LIBRARY ASSISTANT I	14.55	14.86	15.16	15.47	15.77	16.08	16.38	16.69	17.00
LIBRARY CLERK	11.77	12.13	12.50	12.86	13.22	13.58	13.94	14.31	14.67
AGING SERV. COMM. ASSISTANT	17.75	18.72	19.69	20.66	21.64	22.61	23.58	24.55	25.52
CLUBHOUSE BARTENDER	15.45	15.84	16.22	16.61	17.00	17.38	17.77	18.15	18.54
GOLF SHOP SEASONAL EMPLOYEE	11.58	11.88	12.19	12.50	12.81	13.12	13.42	13.73	14.04

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
CIVIC CENTER ASSISTANT	11.55	11.79	12.03	12.27	12.51	12.76	13.00	13.24	13.48
CUSTODIAN	14.96	15.87	16.79	17.70	18.62	19.53	20.45	21.36	22.28
ELECTRIC LINE CREW CHIEF	45.08	46.47	47.85	49.23	50.61	52.00	53.38	54.76	56.15
ELECTRIC JOURNEYMAN LINEMAN	39.83	41.56	43.29	45.03	46.76	48.49	50.22	51.95	53.68
ELECTRIC LINEMAN	39.83	41.56	43.29	45.03	46.76	48.49	50.22	51.95	53.68
ELECTRIC SEASONAL GROUNDMAN	22.02	22.51	23.01	23.50	23.99	24.49	24.98	25.47	25.97
METER MAINTENANCE UTILITY WORKER	20.37	21.17	21.98	22.78	23.58	24.38	25.18	25.98	26.78
UTILITIES LOCATOR	19.75	21.89	24.04	26.19	28.34	30.49	32.64	34.79	36.94
ASSIST. PUBLIC PROP. DIRECTOR	24.49	25.29	26.08	26.88	27.67	28.47	29.26	30.05	30.85
PUBLIC PROP. MAINTENANCE WORKER	17.47	18.51	19.55	20.60	21.64	22.68	23.73	24.77	25.81
CHILD CARE DIRECTOR	21.15	21.73	22.31	22.89	23.46	24.04	24.62	25.20	25.77

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
STREET FOREMAN	26.67	27.64	28.62	29.60	30.58	31.55	32.53	33.51	34.48
STREET MAINT. WORKER III	21.52	22.35	23.19	24.03	24.86	25.70	26.54	27.37	28.21
STREET MAINT. WORKER II	19.19	20.03	20.86	21.70	22.54	23.37	24.21	25.05	25.88
STREET MAINT. WORKER I	18.60	19.18	19.77	20.35	20.93	21.51	22.09	22.68	23.26
RECYCLING WORKER	11.81	12.46	13.10	13.75	14.39	15.03	15.68	16.32	16.96
BURN SITE ASSISTANT	11.81	12.46	13.10	13.75	14.39	15.03	15.68	16.32	16.96
FACILITY MAINTENANCE SUPERV	27.70	28.83	29.97	31.10	32.24	33.37	34.51	35.65	36.78
WW TRMT / SANITARY SYS OPER	23.06	24.01	24.96	25.92	26.87	27.82	28.77	29.72	30.67
SENIOR UTIL. MAINT. WORKER II	25.39	26.48	27.58	28.67	29.77	30.86	31.96	33.05	34.14
UTIL MAINT. WORKER II	24.07	25.19	26.31	27.43	28.55	29.67	30.78	31.90	33.02
UTIL MAINT. WORKER I	21.84	22.74	23.65	24.56	25.47	26.38	27.29	28.20	29.11

SUMMER SEASONAL LABORER	15.02	15.61							
POOL MANAGER	14.09	14.41	14.73	15.06	15.38	15.70	16.02	16.34	16.67
ASST. POOL MANAGER	12.17	12.46	12.74	13.02	13.31	13.59	13.87	14.16	14.44
SWIM PROGRAM COORDINATOR	11.87	12.14	12.41	12.68	12.95	13.22	13.49	13.76	14.03
POOL LIFEGUARD	11.55	11.70	11.86	12.02	12.18	12.34	12.50	12.65	12.81
POOL OFFICE/CONCESSIONS	11.55	11.70	11.86	12.02	12.18	12.34	12.50	12.65	12.81
WATER SAFETY INSTR.	11.55	11.70	11.86	12.02	12.18	12.34	12.50	12.65	12.81
WATER SAFETY INSTR. AIDE	7.68	7.76	7.85	7.93	8.01	8.09	8.17	8.25	8.33

POLICE (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	30.22	31.39	32.55	33.72	34.88	36.05	37.21	38.38	39.54
POLICE OFFICER II	29.02	29.81	30.61	31.41	32.21	33.01	33.81	34.61	35.41
POLICE OFFICER I	26.69	27.50	28.32	29.13	29.95	30.76	31.58	32.39	33.21
ADM/SEC RECORDS CLK PD	18.62	19.50	20.37	21.24	22.11	22.99	23.86	24.73	25.61
COMMUNITY SERVICE OFFICER	16.23	17.07	17.92	18.76	19.60	20.44	21.28	22.13	22.97

SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	11,253	11,544	11,835	12,126	12,417	12,708	12,999	13,290	13,582
CHIEF OF POLICE	7,706	7,934	8,162	8,390	8,618	8,846	9,074	9,302	9,530
CITY ENGINEER	7,032	7,325	7,618	7,911	8,203	8,496	8,789	9,082	9,375
POLICE CAPTAIN	6,752	6,910	7,068	7,226	7,384	7,542	7,700	7,858	8,016
ELECTRIC SUPERINTENDENT	8,241	8,497	8,753	9,010	9,266	9,522	9,778	10,035	10,291
PUBLIC PROPERTIES DIRECTOR	6,001	6,183	6,366	6,548	6,731	6,914	7,096	7,279	7,461
CITY CLERK/HR DIRECTOR	5,916	6,204	6,491	6,778	7,065	7,353	7,640	7,927	8,214
W/WWTW DIRECTOR	5,689	6,034	6,380	6,725	7,071	7,417	7,762	8,108	8,453
STREET SUPERINTENDENT	5,871	6,076	6,281	6,486	6,691	6,896	7,102	7,307	7,512
FINANCE DIRECTOR/TREASURER	7,577	7,842	8,108	8,374	8,639	8,905	9,170	9,436	9,702
LIBRARY DIRECTOR	5,204	5,360	5,517	5,673	5,830	5,986	6,143	6,299	6,456
DEPUTY TREASURER	4,998	5,137	5,276	5,415	5,555	5,694	5,833	5,973	6,112
GOLF COURSE GROUNDS SUPERINTENDENT	4,998	5,101	5,205	5,309	5,413	5,516	5,620	5,724	5,828
BLDG/ZONING/CODE ENFORCEMENT	5,094	5,252	5,410	5,568	5,725	5,883	6,041	6,198	6,356
EXECUTIVE DIRECTOR WELLNESS CENTER	4,998	5,101	5,205	5,309	5,413	5,516	5,620	5,724	5,828
ASSISTANT RECREATION DIRECTOR	3,632	3,846	4,061	4,275	4,490	4,704	4,919	5,133	5,348
GOLF SHOP MANAGER	3,494	3,625	3,757	3,888	4,020	4,151	4,282	4,414	4,545
ASST LIBRARY DIRECTOR	3,486	3,639	3,792	3,946	4,099	4,253	4,406	4,560	4,713
CIVIC CENTER MANAGER	3,698	3,748	3,798	3,848	3,898	3,948	3,998	4,048	4,098