

ORDINANCE NO. 2026-1

AN ORDINANCE TO PROVIDE FOR ANNUAL CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO UPDATE THE STREET SUPERINTENDENT TITLE; 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:

2025-2026 SALARY SCHEDULE PAY RANGE RATES

A. CLERICAL (HOURLY)	MIN	MAX
Payroll Clerk	21.33	28.83
Utility Billing/Account Clerk	18.95	26.64
Administrative Assistant	18.34	25.84
Admin Assistant – Municipal Bldg	18.34	25.84
Library Assistant II	19.61	25.80
Library Assistant I	14.99	17.51
Library Clerk	12.12	15.11
Senior Center Manager	18.28	26.29
Clubhouse Bartender	15.91	19.10
Golf Shop Seasonal Employee	11.93	14.46
B. LABOR & TRADES (HOURLY)	MIN	MAX
Civic Center Assistant	11.90	13.88
Custodian	15.41	22.95
Electric Line Crew Chief	46.43	57.83
Electric Journeyman Lineman	41.02	55.29
Electric Lineman	41.02	55.29
Intern/Seasonal Groundman	22.68	26.75
Meter Maintenance Utility Worker	20.98	27.58
Utilities Locator	20.34	38.05
Assistant Public Properties Director	25.22	31.78
Public Properties Maintenance Worker	17.99	26.58
Assistant Greenskeeper	17.99	26.58
Child Care Director	21.78	26.54
Before/After School Instructor	16.00	17.00
Child Watch Attendant	15.00	16.00
Facility Director	20.80	25.34
Group Exercise Instructor	15.00	15.00
Wellness Center Lifeguard	15.00	16.00
Wellness Center Lead Attendant	16.00	17.00

Wellness Center Attendant	15.00	16.00
Street Foreman	27.47	35.51
Street Maintenance Worker III	22.17	29.06
Street Maintenance Worker II	19.77	26.66
Street Maintenance Worker I	19.16	23.96
Burn Site Assistant	12.16	17.47
Recycling Center Worker	12.16	17.47
Facility Maintenance Supervisor	28.53	37.88
WW Treatment/Sanitary System Operator	23.75	31.59
Senior Utility Maintenance Worker II	26.15	35.16
Utility Maintenance Worker II	24.79	34.01
Utility Maintenance Worker I	22.50	29.98
Summer Seasonal Laborer	15.47	16.08
Pool Manager	16.57	19.23
Assistant Pool Manager	14.60	16.93
Swim Program Coordinator	14.29	16.51
Lifeguard	13.50	14.50
Pool Office/Concession Work	12.00	13.00
Water Safety Instructor	13.50	14.50
Water Safety Instructor Aide	8.00	9.00
C. PUBLIC SAFETY (HOURLY)	MIN	MAX
Police Sergeant	31.13	40.73
Police Officer II	29.89	36.47
Police Officer I	27.49	34.21
Administrative Secretary/Records Clerk	19.18	26.38
Community Service Officer	16.72	23.66
D. SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)	MIN	MAX
City Administrator	11,591	13,989
Chief of Police	7,937	9,816
City Engineer	7,243	9,656
Police Captain	6,955	8,256
Electric Superintendent	8,488	10,918
Public Properties Director	6,181	7,685
City Clerk/Human Resources Director	6,093	8,460
Water/Wastewater Director	5,860	8,707
Street Superintendent-Maintenance Director	6,047	7,737
Finance Director/Treasurer	7,804	9,993
Library Director	5,360	6,650
Deputy Treasurer	5,148	6,295
Golf Course Superintendent	5,148	6,003
Building/Zoning/Code Enforcement Director	5,247	6,547
Executive Director of Wellness Center	5,148	6,003
Recreation Director	3,741	5,508
Golf Shop Manager	3,599	4,681
Assistant Library Director	3,591	4,854
Civic Center Manager	3,809	4,221

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 January, 2026.

THE CITY OF SEWARD, NEBRASKA


Joshua Eickmeier, Mayor

ATTEST:


Derek Bargmann, City Clerk



2025-2026 (EFFECTIVE 1ST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2025)

POSITION	CLERICAL (HOURLY)								
	1	2	3	4	5	6	7	8	9
PAYROLL CLERK	21.33	22.27	23.21	24.14	25.08	26.02	26.96	27.89	28.83
UTIL BILLING/ACCOUNT CLERK	18.95	19.91	20.87	21.83	22.79	23.75	24.71	25.68	26.64
ADMIN ASSISTANT	18.34	19.28	20.22	21.16	22.09	23.03	23.97	24.91	25.84
ADMIN ASSISTANT - MUNI BUILDING	18.34	19.28	20.22	21.16	22.09	23.03	23.97	24.91	25.84
LIBRARY ASSISTANT II	19.61	20.38	21.16	21.93	22.71	23.48	24.25	25.03	25.80
LIBRARY ASSISTANT I	14.99	15.30	15.62	15.93	16.25	16.56	16.88	17.19	17.51
LIBRARY CLERK	12.12	12.50	12.87	13.24	13.62	13.99	14.36	14.74	15.11
SENIOR CENTER MANAGER	18.28	19.28	20.28	21.28	22.28	23.28	24.28	25.29	26.29
CLUBHOUSE BARTENDER	15.91	16.31	16.71	17.11	17.50	17.90	18.30	18.70	19.10
GOLF SHOP SEASONAL EMPLOYEE	11.93	12.24	12.56	12.88	13.19	13.51	13.83	14.14	14.46

POSITION	LABOR & TRADES (HOURLY)								
	1	2	3	4	5	6	7	8	9
CIVIC CENTER ASSISTANT	11.90	12.14	12.39	12.64	12.89	13.14	13.39	13.64	13.88
CUSTODIAN	15.41	16.35	17.29	18.24	19.18	20.12	21.06	22.01	22.95
ELECTRIC LINE CREW CHIEF	46.43	47.86	49.28	50.71	52.13	53.56	54.98	56.41	57.83
ELECTRIC JOURNEYMAN LINEMAN	41.02	42.81	44.59	46.37	48.16	49.94	51.72	53.51	55.29
ELECTRIC LINEMAN	41.02	42.81	44.59	46.37	48.16	49.94	51.72	53.51	55.29
INTERN/SEASONAL GROUNDMAN	22.68	23.19	23.70	24.21	24.71	25.22	25.73	26.24	26.75
METER MAINTENANCE UTILITY WORKER	20.98	21.81	22.63	23.46	24.28	25.11	25.93	26.76	27.58
UTILITIES LOCATOR	20.34	22.56	24.77	26.98	29.20	31.41	33.62	35.83	38.05
ASSIST. PUBLIC PROP. DIRECTOR	25.22	26.04	26.86	27.68	28.50	29.32	30.14	30.96	31.78
PUBLIC PROP. MAINTENANCE WORKER	17.99	19.07	20.14	21.22	22.29	23.36	24.44	25.51	26.58
ASSISTANT GREENSKEEPER	17.99	19.07	20.14	21.22	22.29	23.36	24.44	25.51	26.58
SUMMER SEASONAL LABORER	15.47	16.08							
POOL MANAGER	16.57	16.90	17.24	17.57	17.90	18.23	18.57	18.90	19.23
ASST. POOL MANAGER	14.60	14.89	15.18	15.47	15.76	16.06	16.35	16.64	16.93
SWIM PROGRAM COORDINATOR	14.29	14.56	14.84	15.12	15.40	15.68	15.95	16.23	16.51
POOL LIFEGUARD	13.50	14.50							
POOL OFFICE/CONCESSIONS	12.00	13.00							
WATER SAFETY INSTR.	13.50	14.50							
WATER SAFETY INSTR. AIDE	8.00	9.00							
CHILD CARE DIRECTOR	21.78	22.38	22.97	23.57	24.16	24.76	25.35	25.95	26.54
FACILITY DIRECTOR	20.80	21.36	21.93	22.50	23.07	23.63	24.20	24.77	25.34
BEFORE/AFTER SCHOOL INSTRUCTOR	16.00	17.00							
CHILD WATCH ATTENDANT	15.00	16.00							
GROUP EXERCISE INSTRUCTOR	15.00								
WELLNESS CENTER LIFEGUARD	15.00	16.00							
WELLNESS CENTER LEAD ATTENDANT	16.00	17.00							
WELLNESS CENTER ATTENDANT	15.00	16.00							
STREET FOREMAN	27.47	28.48	29.48	30.49	31.49	32.50	33.50	34.51	35.51
STREET MAINT. WORKER III	22.17	23.03	23.89	24.75	25.61	26.47	27.33	28.19	29.06
STREET MAINT. WORKER II	19.77	20.63	21.49	22.35	23.21	24.07	24.93	25.80	26.66

STREET MAINT. WORKER I	19.16	19.76	20.36	20.96	21.56	22.16	22.76	23.36	23.96
RECYCLING WORKER	12.16	12.83	13.49	14.15	14.82	15.48	16.14	16.81	17.47
BURN SITE ASSISTANT	12.16	12.83	13.49	14.15	14.82	15.48	16.14	16.81	17.47
FACILITY MAINTENANCE SUPERV	28.53	29.70	30.87	32.04	33.21	34.38	35.55	36.71	37.88
WW TRMT / SANITARY SYS OPER	23.75	24.73	25.71	26.69	27.67	28.65	29.63	30.61	31.59
SENIOR UTIL. MAINT. WORKER II	26.15	27.28	28.40	29.53	30.66	31.78	32.91	34.04	35.16
UTIL MAINT. WORKER II	24.79	25.94	27.10	28.25	29.40	30.55	31.71	32.86	34.01
UTIL MAINT. WORKER I	22.50	23.43	24.37	25.30	26.24	27.18	28.11	29.05	29.98

POLICE (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	31.13	32.33	33.53	34.73	35.93	37.13	38.33	39.53	40.73
POLICE OFFICER II	29.89	30.71	31.54	32.36	33.18	34.00	34.83	35.65	36.47
POLICE OFFICER I	27.49	28.33	29.17	30.01	30.85	31.69	32.53	33.37	34.21
ADM/SEC RECORDS CLK PD	19.18	20.08	20.98	21.88	22.78	23.68	24.58	25.48	26.38
COMMUNITY SERVICE OFFICER	16.72	17.58	18.45	19.32	20.19	21.06	21.92	22.79	23.66

ADVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	11,591	11,890	12,190	12,490	12,790	13,090	13,390	13,690	13,989
CHIEF OF POLICE	7,937	8,172	8,407	8,642	8,877	9,111	9,346	9,581	9,816
CITY ENGINEER	7,243	7,545	7,846	8,148	8,450	8,751	9,053	9,355	9,656
POLICE CAPTAIN	6,955	7,117	7,280	7,443	7,606	7,768	7,931	8,094	8,256
ELECTRIC SUPERINTENDENT	8,488	8,792	9,096	9,399	9,703	10,007	10,311	10,614	10,918
PUBLIC PROPERTIES DIRECTOR	6,181	6,369	6,557	6,745	6,933	7,121	7,309	7,497	7,685
CITY CLERK/HR DIRECTOR	6,093	6,389	6,685	6,981	7,277	7,573	7,869	8,165	8,460
W/WWTW DIRECTOR	5,860	6,216	6,571	6,927	7,283	7,639	7,995	8,351	8,707
STREET MAINTENANCE DIRECTOR	6,047	6,258	6,470	6,681	6,892	7,104	7,315	7,526	7,737
FINANCE DIRECTOR/TREASURER	7,804	8,078	8,351	8,625	8,899	9,172	9,446	9,719	9,993
LIBRARY DIRECTOR	5,360	5,521	5,683	5,844	6,005	6,166	6,327	6,488	6,650
DEPUTY TREASURER	5,148	5,291	5,435	5,578	5,722	5,865	6,009	6,152	6,295
GOLF COURSE GROUNDS SUPERINTENDENT	5,148	5,255	5,362	5,469	5,575	5,682	5,789	5,896	6,003
BLDG/ZONING/CODE ENFORCEMENT	5,247	5,409	5,572	5,734	5,897	6,059	6,222	6,384	6,547
EXECUTIVE DIRECTOR WELLNESS CENTER	5,148	5,255	5,362	5,469	5,575	5,682	5,789	5,896	6,003
RECREATION DIRECTOR	3,741	3,962	4,183	4,404	4,625	4,846	5,067	5,288	5,508
GOLF SHOP MANAGER	3,599	3,734	3,869	4,005	4,140	4,275	4,411	4,546	4,681
ASST LIBRARY DIRECTOR	3,591	3,749	3,907	4,065	4,222	4,380	4,538	4,696	4,854
CIVIC CENTER MANAGER	3,809	3,860	3,912	3,963	4,015	4,066	4,118	4,169	4,221