

ORDINANCE NO. 2026-18

AN ORDINANCE TO PROVIDE FOR ANNUAL CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO UPDATE THE PAYROLL CLERK TITLE; TO UPDATE THE INTERN/SEASONAL GROUNDMAN TITLE; TO UPDATE THE ASSISTANT LIBRARY DIRECTOR TITLE; TO UPDATE THE SUMMER SEASONAL LABORER TITLE; TO CREATE THE LEAD EQUIPMENT OPERATOR TITLE; TO CREATE THE ON-CALL SNOW PLOW DRIVER TITLE; TO ELIMINATE THE CLUBHOUSE BARTENDER 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:

2026-2027 SALARY SCHEDULE PAY RANGE RATES

A. CLERICAL (HOURLY)	MIN	MAX
~~Payroll Clerk/Deputy City Clerk/Payroll Specialist~~	22.08	29.84
Utility Billing/Account Clerk	19.61	27.57
Administrative Assistant	18.98	26.74
Admin Assistant – Municipal Bldg	18.98	26.74
Library Assistant II	20.30	26.70
Library Assistant I	15.51	18.12
Library Clerk	12.54	15.64
Senior Center Manager	18.92	27.21
~~Clubhouse Bartender~~	~~15.91~~	~~19.10~~
Golf Shop Seasonal Employee	12.35	14.97
B. LABOR & TRADES (HOURLY)	MIN	MAX
Civic Center Assistant	12.32	14.37
Custodian	15.95	23.75
Electric Line Crew Chief	48.06	59.85
Electric Journeyman Lineman	42.46	57.23
Electric Lineman	42.46	57.23
Intern/ ~~Seasonal~~ Groundman	23.47	27.69
Meter Maintenance Utility Worker	21.71	28.55
Utilities Locator	21.05	39.38
Assistant Public Properties Director	26.10	32.89
Public Properties Maintenance Worker	18.62	27.51
Assistant Greenskeeper	18.62	27.51
Child Care Director	22.54	27.47
Before/After School Instructor	16.00	17.00
Child Watch Attendant	15.00	16.00
Facility Director	21.53	26.23

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	28.43	36.75
~~Street Maintenance Worker III~~ Lead Equipment Operator	24.00	32.00
Street Maintenance Worker II	20.46	27.59
Street Maintenance Worker I	19.83	24.80
On-Call Snow Plow Driver	25.00	30.00
Burn Site Assistant	12.59	18.08
Recycling Center Worker	12.59	18.08
Facility Maintenance Supervisor	29.53	39.21
WW Treatment/Sanitary System Operator	24.58	32.70
Senior Utility Maintenance Worker II	27.07	36.39
Utility Maintenance Worker II	25.66	35.20
Utility Maintenance Worker I	23.29	31.03
~~Summer Seasonal~~ General Laborer	16.01	16.64
Pool Manager	17.15	19.90
Assistant Pool Manager	15.11	17.52
Swim Program Coordinator	14.79	17.09
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	32.22	42.16
Police Officer II	30.94	37.75
Police Officer I	28.45	35.41
Administrative Secretary/Records Clerk	19.85	27.30
Community Service Officer	17.31	24.49
D. SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)		
	MIN	MAX
City Administrator	11,997	14,479
Chief of Police	8,215	10,160
City Engineer	7,497	9,994
Police Captain	7,198	8,545
Electric Superintendent	8,785	11,300
Public Properties Director	6,397	7,954
City Clerk/Human Resources Director	6,306	8,756
Water/Wastewater Director	6,065	9,012
Street Maintenance Director	6,259	8,008
Finance Director/Treasurer	8,077	10,343
Library Director	5,548	6,883
Deputy Treasurer	5,328	6,515
Golf Course Superintendent	5,328	6,213
Building/Zoning/Code Enforcement Director	5,431	6,776
Executive Director of Wellness Center	5,328	6,213
Recreation Director	3,872	5,701
Golf Shop Manager	3,725	4,845

~~Assistant~~ Library Assistant Director
Civic Center Manager

3,717	5,024
3,942	4,369

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 6th day of October, 2026.

THE CITY OF SEWARD, NEBRASKA


Joshua Eickmeier, Mayor

ATTEST:


Derek Bargmann, City Clerk



2026-2027 (EFFECTIVE 1ST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2026)

	CLERICAL (HOURLY)								
POSITION	1	2	3	4	5	6	7	8	9
DEPUTY CITY CLERK/PAYROLL SPECIALIST	22.08	23.05	24.02	24.99	25.96	26.93	27.90	28.87	29.84
UTIL BILLING/ACCOUNT CLERK	19.61	20.61	21.60	22.60	23.59	24.59	25.58	26.58	27.57
ADMIN ASSISTANT	18.98	19.95	20.92	21.89	22.86	23.83	24.80	25.77	26.74
ADMIN ASSISTANT - MUNI BUILDING	18.98	19.95	20.92	21.89	22.86	23.83	24.80	25.77	26.74
LIBRARY ASSISTANT II	20.30	21.10	21.90	22.70	23.50	24.30	25.10	25.90	26.70
LIBRARY ASSISTANT I	15.51	15.84	16.17	16.49	16.82	17.14	17.47	17.80	18.12
LIBRARY CLERK	12.54	12.93	13.32	13.70	14.09	14.48	14.87	15.25	15.64
SENIOR CENTER MANAGER	18.92	19.96	20.99	22.03	23.06	24.10	25.14	26.17	27.21
CLUBHOUSE BARTENDER	15.91	16.31	16.71	17.11	17.50	17.90	18.30	18.70	19.10
GOLF SHOP SEASONAL EMPLOYEE	12.35	12.67	13.00	13.33	13.66	13.98	14.31	14.64	14.97

	LABOR & TRADES (HOURLY)								
POSITION	1	2	3	4	5	6	7	8	9
CIVIC CENTER ASSISTANT	12.32	12.57	12.83	13.08	13.34	13.60	13.85	14.11	14.37
CUSTODIAN	15.95	16.92	17.90	18.88	19.85	20.83	21.80	22.78	23.75
ELECTRIC LINE CREW CHIEF	48.06	49.53	51.00	52.48	53.95	55.43	56.90	58.38	59.85
ELECTRIC JOURNEYMAN LINEMAN	42.46	44.30	46.15	47.99	49.84	51.69	53.53	55.38	57.23
ELECTRIC LINEMAN	42.46	44.30	46.15	47.99	49.84	51.69	53.53	55.38	57.23
INTERN/GROUNDMAN	23.47	24.00	24.53	25.05	25.58	26.11	26.63	27.16	27.69
METER MAINTENANCE UTILITY WORKER	21.71	22.57	23.42	24.28	25.13	25.98	26.84	27.69	28.55
UTILITIES LOCATOR	21.05	23.34	25.63	27.93	30.22	32.51	34.80	37.09	39.38
ASSIST. PUBLIC PROP. DIRECTOR	26.10	26.95	27.80	28.65	29.50	30.35	31.19	32.04	32.89
PUBLIC PROP. MAINTENANCE WORKER	18.62	19.73	20.84	21.95	23.06	24.18	25.29	26.40	27.51
ASSISTANT GREENSKEEPER	18.62	19.73	20.84	21.95	23.06	24.18	25.29	26.40	27.51
GENERAL LABORER	16.01	16.64							
POOL MANAGER	17.15	17.49	17.84	18.18	18.53	18.87	19.21	19.56	19.90
ASST. POOL MANAGER	15.11	15.41	15.71	16.02	16.32	16.62	16.92	17.22	17.52
SWIM PROGRAM COORDINATOR	14.79	15.08	15.36	15.65	15.94	16.23	16.51	16.80	17.09
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	22.54	23.16	23.77	24.39	25.01	25.62	26.24	26.85	27.47
FACILITY DIRECTOR	21.53	22.12	22.70	23.29	23.88	24.46	25.05	25.64	26.23
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	28.43	29.47	30.51	31.55	32.59	33.63	34.67	35.71	36.75
LEAD EQUIPMENT OPERATOR	24.00	25.00	26.00	27.00	28.00	29.00	30.00	31.00	32.00
STREET MAINT. WORKER II	20.46	21.35	22.24	23.14	24.03	24.92	25.81	26.70	27.59

STREET MAINT. WORKER I	19.83	20.45	21.07	21.69	22.31	22.94	23.56	24.18	24.80
ON-CALL SNOW PLOW DRIVER	25.00	30.00							
RECYCLING WORKER	12.59	13.27	13.96	14.65	15.33	16.02	16.71	17.39	18.08
BURN SITE ASSISTANT	12.59	13.27	13.96	14.65	15.33	16.02	16.71	17.39	18.08
FACILITY MAINTENANCE SUPERV	29.53	30.74	31.95	33.16	34.37	35.58	36.79	38.00	39.21
WW TRMT / SANITARY SYS OPER	24.58	25.60	26.61	27.62	28.64	29.65	30.67	31.68	32.70
SENIOR UTIL. MAINT. WORKER II	27.07	28.23	29.40	30.56	31.73	32.89	34.06	35.22	36.39
UTIL MAINT. WORKER II	25.66	26.85	28.04	29.24	30.43	31.62	32.81	34.01	35.20
UTIL MAINT. WORKER I	23.29	24.26	25.22	26.19	27.16	28.13	29.09	30.06	31.03

POLICE (HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
POLICE SERGEANT	32.22	33.46	34.70	35.95	37.19	38.43	39.67	40.91	42.16
POLICE OFFICER II	30.94	31.79	32.64	33.49	34.34	35.19	36.04	36.90	37.75
POLICE OFFICER I	28.45	29.32	30.19	31.06	31.93	32.80	33.67	34.54	35.41
ADM/SEC RECORDS CLK PD	19.85	20.78	21.71	22.65	23.58	24.51	25.44	26.37	27.30
COMMUNITY SERVICE OFFICER	17.31	18.20	19.10	20.00	20.90	21.79	22.69	23.59	24.49

SUPERVISORY, TECHNICAL, ADMINISTRATIVE (MONTHLY)

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	11,997	12,307	12,617	12,927	13,238	13,548	13,858	14,168	14,479
CHIEF OF POLICE	8,215	8,458	8,701	8,944	9,187	9,430	9,673	9,916	10,160
CITY ENGINEER	7,497	7,809	8,121	8,433	8,745	9,057	9,370	9,682	9,994
POLICE CAPTAIN	7,198	7,367	7,535	7,703	7,872	8,040	8,208	8,377	8,545
ELECTRIC SUPERINTENDENT	8,785	9,099	9,414	9,728	10,043	10,357	10,671	10,986	11,300
PUBLIC PROPERTIES DIRECTOR	6,397	6,592	6,786	6,981	7,176	7,370	7,565	7,759	7,954
CITY CLERK/HR DIRECTOR	6,306	6,612	6,919	7,225	7,531	7,837	8,144	8,450	8,756
W/WWTW DIRECTOR	6,065	6,433	6,802	7,170	7,538	7,907	8,275	8,643	9,012
STREET MAINTENANCE DIRECTOR	6,259	6,477	6,696	6,915	7,133	7,352	7,571	7,789	8,008
FINANCE DIRECTOR/TREASURER	8,077	8,360	8,644	8,927	9,210	9,493	9,776	10,060	10,343
LIBRARY DIRECTOR	5,548	5,714	5,881	6,048	6,215	6,382	6,549	6,716	6,883
DEPUTY TREASURER	5,328	5,477	5,625	5,773	5,922	6,070	6,219	6,367	6,515
GOLF COURSE GROUNDS SUPERINTENDENT	5,328	5,439	5,549	5,660	5,771	5,881	5,992	6,102	6,213
BLDG/ZONING/CODE ENFORCEMENT	5,431	5,599	5,767	5,935	6,103	6,272	6,440	6,608	6,776
EXECUTIVE DIRECTOR WELLNESS CENTER	5,328	5,439	5,549	5,660	5,771	5,881	5,992	6,102	6,213
RECREATION DIRECTOR	3,872	4,101	4,329	4,558	4,786	5,015	5,244	5,472	5,701
GOLF SHOP MANAGER	3,725	3,865	4,005	4,145	4,285	4,425	4,565	4,705	4,845
LIBRARY ASSISTANT DIRECTOR	3,717	3,880	4,043	4,207	4,370	4,534	4,697	4,860	5,024
CIVIC CENTER MANAGER	3,942	3,996	4,049	4,102	4,156	4,209	4,262	4,315	4,369