

**RESOLUTION NO.**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SCOTTSBLUFF, NEBRASKA:**

1. That the following Pay Plan for officers and employees of the City of Scottsbluff, Nebraska employed in Classified Positions be approved September 8, 2009 and effective September 28, 2009.

**PAY SCHEDULE  
HOURLY RATES (Based on 40 hour work week)**

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>L1</u>	<u>L2</u>
2	7.77	8.16	8.57	9.00	9.45	9.92	10.42
3	8.16	8.57	9.00	9.45	9.92	10.42	10.94
4	8.57	9.00	9.45	9.92	10.42	10.94	11.48
5	9.00	9.45	9.92	10.42	10.94	11.48	12.06
6	9.45	9.92	10.42	10.94	11.48	12.06	12.66
7	9.92	10.42	10.94	11.48	12.06	12.66	13.29
8	10.42	10.94	11.48	12.06	12.66	13.29	13.96
9	10.94	11.48	12.06	12.66	13.29	13.96	14.66
10	11.48	12.06	12.66	13.29	13.96	14.66	15.39
11	12.06	12.66	13.29	13.96	14.66	15.39	16.16
12	12.66	13.29	13.96	14.66	15.39	16.16	16.97
13	13.29	13.96	14.66	15.39	16.16	16.97	17.81
14	13.96	14.66	15.39	16.16	16.97	17.81	18.70
15	14.66	15.39	16.16	16.97	17.81	18.70	19.64
16	15.39	16.16	16.97	17.81	18.70	19.64	20.62
17	16.16	16.97	17.81	18.70	19.64	20.62	21.65
18	16.97	17.81	18.70	19.64	20.62	21.65	22.73

**BI-WEEKLY RATES**

17	1291.22	1355.79	1423.58	1494.75	1569.49	1647.97	1730.36
18	1355.79	1423.58	1494.75	1569.49	1647.97	1730.36	1816.88
19	1423.58	1494.75	1569.49	1647.97	1730.36	1816.88	1907.73
20	1494.75	1569.49	1647.97	1730.36	1816.88	1907.73	2003.11
21	1569.49	1647.97	1730.36	1816.88	1907.73	2003.11	2103.27
22	1647.97	1730.36	1816.88	1907.73	2003.11	2103.27	2208.43
23	1730.36	1816.88	1907.73	2003.11	2103.27	2208.43	2318.85
24	1816.88	1907.73	2003.11	2103.27	2208.43	2318.85	2434.80
25	1907.73	2003.11	2103.27	2208.43	2318.85	2434.80	2556.54
26	2003.11	2103.27	2208.43	2318.85	2434.80	2556.54	2684.36
27	2103.27	2208.43	2318.85	2434.80	2556.54	2684.36	2818.58
28	2208.43	2318.85	2434.80	2556.54	2684.36	2818.58	2959.51
29	2318.85	2434.80	2556.54	2684.36	2818.58	2959.51	3107.49

2. That the following positions in the Classification Plan are assigned to the following Class Grades:

## HOURLY POSITIONS

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
4	Assistant Pool Manager	12	Wastewater Plant Operator I
6	Library Technician	12	Water System Operator I
6	Pool Manager	12	Meter Reader
8	Clerk Typist	12	Motor Equipment Operator
8	Customer Services Clerk	12	Yard Waste Site Operator
9	Clerical Technician	13	Crew leader
9	Record Technician	13	Heavy Equipment Operator
10	Library Assistant	13	Solid Waste Equip. Operator
10	Accounts Payable Clerk	15	Wastewater Plant Operator II
10	Accounts Receivable Clerk	15	Water System Operator II
10	Admin. Records Technician	15	Maintenance Mechanic
10	Visitor Services Coordinator	15	Construction-Locator Spec.
11	Administrative Assistant	15	HR/Finance Assistant
11	Maintenance Worker	15	Fire Prevention Officer
11	Humane Officer	17	Cemetery Supervisor
11	Zookeeper	17	Stormwater Program Specialist
		18	Code Administrator I

## EXEMPT POSITIONS

### Professional, Administrative and Executive

17	Utilities Adm. Coordinator	23	Planning Administrator
17	Associate Planning Coordinator	23	City Clerk/Risk Manager
17	Education & Events Curator	23	Library Director
17	Recreation Supervisor	23	Zoo Supervisor/Curator
18	Librarian	24	Public Safety/Em Mgmt Dir
19	GIS Analyst	24	Development Serv. Director
20	Community Dev Spec/Code Adm I	25	Police Captain
20	Transportation Supervisor	25	MIS Coordinator
21	Park Supervisor	26	Director of Parks/Recreation
21	Water System Supervisor	26	Director of Human Resources
21	Wastewater Plant Supervisor	27	Director of Public Works
22	Environmental Services Supervisor	27	Police Chief
22	Code Administrator II	27	Fire Chief
22	Network Administrator	28	Director of Finance

3. That the following pay schedule for officers and employees in Unclassified Positions of the city is approved September 8, 2009 and effective September 28, 2009.

<u>Position</u>	<u>Salary Minimum</u>	<u>Salary Maximum</u>
City Manager	Established by City Council	
Custodian	7.00 per day	7.21 per day
Campground Host	400.00 per month	450.00 per month

**Seasonal and Part-time  
Hourly Rates**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
School Crossing Guard	\$7.25	\$7.40	\$7.55	\$7.70	\$7.85	\$8.00	\$8.15
Library Page	\$7.25	\$7.40	\$7.55	\$7.70	\$7.85	\$8.00	\$8.15
Laborer	\$7.25	\$7.40	\$7.55	\$7.70	\$7.85	\$8.00	\$8.15
Field Mntc. Groundskeeper	\$7.65	\$7.80	\$7.95	\$8.10	\$8.25	\$8.40	\$8.55
Code Enforcement Assistant	\$8.10	\$8.25	\$8.40	\$8.55	\$8.70	\$8.85	\$9.00

Recreation Aide	\$7.25	\$7.40	\$7.55	\$7.70	\$7.85	\$8.00	\$8.15
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Lifeguard	\$7.35	\$7.50	\$7.65	\$7.80	\$7.95	\$8.10	\$8.25
Head Lifeguard	\$7.65	\$7.80	\$7.95	\$8.10	\$8.25	\$8.40	\$8.55

NOTE: Pay step increase may be given after one year of service from hire date, at the discretion of the Department Head.

4. The Pay Schedule for the position of Firefighters and Fire Captains working a 56 hour week shall be the schedule approved in a Resolution adopted by the Mayor and City Council on September 8, 2009 and effective September 28, 2009.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 hour week)</u>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Firefighter	11.25	11.80	12.38	12.99	13.63	14.29	14.99	15.73
Fire Captain	14.69	15.42	16.19	16.99	17.84	18.73	19.66	20.64

5. That the Pay Schedule for the position of Patrol Officer, Police Detective, and Police Sergeant shall be the Schedule approved in a resolution approved by the Mayor and City Council on September 21, 2009, to be effective September 28, 2009.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Patrol Officer	16.32	17.10	17.92	18.78	19.68	20.63	21.62	22.65
Police Detective	17.52	18.36	19.24	20.17	21.13	22.15	23.21	24.33
Police Sergeant	19.49	20.42	21.40	22.43	23.51	24.64	25.82	27.06

6. Resolution No. 09-9-2 and all other resolutions in conflict with this resolution are repealed.

**Passed and approved this 21st day of September, 2009.**

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Mayor

ATTEST:

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City Clerk