

**ORDINANCE NO. 5468**

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5434 and all other ordinances and parts of ordinances in conflict herewith; providing for publication in pamphlet form and providing for an effective date.

Be it ordained by the Mayor and City Council of Fremont, Nebraska:

**SECTION I.** That the following schedule of Pay Grades be used for pay purposes in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.

**SECTION II.** That the Class Title and Pay Grade of each non union position for the City shall be as follows:

	<b>Job Title</b>	<b>Pay Grade</b>	<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>	<b>Step 8</b>
<b>Non-union Exempt Classifications</b>	<b>Assistant City Administrator - Utilities</b>	<b>40.0</b>	56.4433	59.2687	62.2278	65.3420	68.6112	72.0424	75.6430	79.4195
	<b>Power Plant Superintendent</b>	<b>37.5</b>	49.9895	52.4835	55.1115	57.8665	60.7623	63.8061	66.9978	70.3516
	<b>Director of Finance</b>	<b>35.5</b>	45.3393	47.6080	49.9895	52.4835	55.1115	57.8665	60.7623	63.8061
	<b>City Attorney</b>	<b>35.5</b>	45.3393	47.6080	49.9895	52.4835	55.1115	57.8665	60.7623	63.8061
	<b>Director of Electrical Engineering</b>	<b>33.0</b>	40.1184	42.1194	44.2261	46.4384	48.7635	51.2013	53.7588	56.4433
	<b>Mechanical Engineer</b>	<b>33.0</b>	40.1184	42.1194	44.2261	46.4384	48.7635	51.2013	53.7588	56.4433
	<b>Assistant Power Plant Supt</b>	<b>32.5</b>	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895	52.4835	55.1115
	<b>Water/Wastewater Superintendent</b>	<b>32.5</b>	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895	52.4835	55.1115
	<b>Administrative Services Director</b>	<b>31.5</b>	37.3002	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895	52.4835
	<b>Director of Human Resources</b>	<b>31.5</b>	37.3002	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895	52.4835
	<b>Director of Information Systems</b>	<b>31.5</b>	37.3002	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895	52.4835
	<b>Distribution Superintendent</b>	<b>31.0</b>	36.3841	38.2090	40.1184	42.1194	44.2261	46.4384	48.7635	51.2013
	<b>Gas System Superintendent</b>	<b>30.0</b>	34.6509	36.3841	38.2090	40.1184	42.1194	44.2261	46.4384	48.7635
	<b>Senior Accountant</b>	<b>28.5</b>	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831	45.3393
	<b>Wastewater Treatment Superintendent</b>	<b>27.5</b>	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831
	<b>Network Systems Administrator</b>	<b>27.0</b>	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184	42.1194
	<b>Accountant</b>	<b>26.5</b>	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261
	<b>Water and Sewer Superintendent</b>	<b>26.5</b>	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261
	<b>Safety Manager</b>	<b>25.5</b>	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672
	<b>Stores Supervisor</b>	<b>25.0</b>	27.1540	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
<b>Non Union Hourly</b>	<b>Power Plant Electrical Supervisor</b>	<b>30.5</b>	35.5246	37.3002	39.1672	41.1261	43.1831	45.3393	47.6080	49.9895
	<b>Power Plant Maintenance Supervisor</b>	<b>30.0</b>	34.6509	36.3841	38.2090	40.1184	42.1194	44.2261	46.4384	48.7635
	<b>Power Plant Shift Supervisor</b>	<b>29.5</b>	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831	45.3393	47.6080
	<b>Electric Metering and Service Supervisor</b>	<b>27.5</b>	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831
	<b>Fuel Handling Supervisor</b>	<b>27.0</b>	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184	42.1194
	<b>Line Crew Supervisor</b>	<b>27.0</b>	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184	42.1194
	<b>Gas Crew Supervisor</b>	<b>26.5</b>	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261
	<b>Tree Trimming Supervisor</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002
	<b>Water/Sewer Supervisor</b>	<b>24.0</b>	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841
	<b>Wastewater Supervisor</b>	<b>24.0</b>	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841
	<b>WWTP Laboratory Technician</b>	<b>22.0</b>	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021
	<b>Network/PC Technician</b>	<b>21.5</b>	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201
	<b>Automotive Maintenance Supervisor</b>	<b>21.0</b>	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310
	<b>Human Resources Technician II</b>	<b>19.0</b>	20.2563	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141
	<b>Accounting Associate</b>	<b>18.5</b>	19.7843	20.7707	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376
	<b>Utility Office Associate II (3/4-time)</b>	<b>15.5</b>	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399
	<b>Accounting Assistant</b>	<b>15.0</b>	16.6560	17.4875	18.3681	19.2912	20.2563	21.2711	22.3351	23.4553
<b>Custodian- 3/4 time</b>	<b>11.0</b>	13.7110	14.3874	15.1059	15.8671	16.6560	17.4875	18.3681	19.2912	

**SECTION III.** That the Class Title and Pay Grade of each union position for the City shall be as follows:

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
<b>IBEW Union Classifications</b>	<b>Environmental Engineering Technician</b>	<b>27.5</b>	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831
	<b>Power Plant Operator III</b>	<b>27.5</b>	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831
	<b>Power Plant Statistical Technician II</b>	<b>27.5</b>	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261	43.1831
	<b>Instrument &amp; Control Technician</b>	<b>27.0</b>	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184	42.1194
	<b>Senior Engineering Associate</b>	<b>26.5</b>	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672	41.1261
	<b>Environmental Engineering Assistant</b>	<b>26.0</b>	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184
	<b>Power Plant Operator II</b>	<b>26.0</b>	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090	40.1184
	<b>Electrician II</b>	<b>25.5</b>	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672
	<b>Senior Electrical Technician</b>	<b>25.5</b>	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002	39.1672
	<b>Lineworker First Class</b>	<b>25.0</b>	27.1540	28.5141	29.9373	31.4310	33.0021	34.6509	36.3841	38.2090
	<b>Gas Leak Surveyor</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
<b>IBEW Union Classifications</b>	<b>Gas Service Worker</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002
	<b>Measurement Technician</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002
	<b>Power Plant Mechanic II</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002
	<b>Power Plant Operator I</b>	<b>24.5</b>	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246	37.3002
	<b>Gas System Worker/Welder</b>	<b>23.5</b>	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334	35.5246
	<b>Power Plant Statistical Technician I</b>	<b>23.0</b>	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021	34.6509
	<b>Corrosion Technician/ Drafter</b>	<b>22.5</b>	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334
	<b>Fuel Handler</b>	<b>22.5</b>	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334
	<b>Gas System Worker II</b>	<b>22.5</b>	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201	33.8334
	<b>Engineering Associate</b>	<b>22.0</b>	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021
	<b>Water Treatment Technician</b>	<b>22.0</b>	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310	33.0021
	<b>Power Plant Mechanic I</b>	<b>21.5</b>	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201
	<b>Wastewater Plant Mechanic II</b>	<b>21.5</b>	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912	32.2201
	<b>Lineworker Apprentice</b>	<b>21.0</b>	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310
	<b>Utility Tree Trimmer</b>	<b>21.0</b>	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373	31.4310
	<b>Electrician I</b>	<b>20.5</b>	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912
	<b>Gas System Worker I</b>	<b>20.5</b>	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912
	<b>Water and Sewer Serviceworker II</b>	<b>20.5</b>	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376	29.2326	30.6912
	<b>Utility Equipment Mechanic II</b>	<b>20.0</b>	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141	29.9373
	<b>Stores Associate</b>	<b>19.0</b>	20.2563	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141
	<b>Wastewater Plant Mechanic I</b>	<b>19.0</b>	20.2563	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141
	<b>Utility Equipment Mechanic I</b>	<b>19.0</b>	20.2563	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141
	<b>Wastewater Plant Operator II</b>	<b>19.0</b>	20.2563	21.2711	22.3351	23.4553	24.6319	25.8647	27.1540	28.5141
	<b>Customer Services- Lead</b>	<b>18.5</b>	19.7843	20.7707	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376
	<b>Water and Sewer Serviceworker I</b>	<b>18.5</b>	19.7843	20.7707	21.8065	22.8987	24.0399	25.2449	26.5130	27.8376
	<b>Utility Maintenance Worker II</b>	<b>16.5</b>	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399	25.2449
	<b>Wastewater Plant Operator I</b>	<b>16.5</b>	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399	25.2449
	<b>Customer Billing Assistant</b>	<b>15.5</b>	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399
	<b>Customer Services Associate</b>	<b>15.5</b>	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399
	<b>Utility Office Associate II</b>	<b>15.5</b>	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	24.0399
<b>Utility Worker I</b>	<b>15.0</b>	16.6560	17.4875	18.3681	19.2912	20.2563	21.2711	22.3351	23.4553	
<b>Customer Services Assistant</b>	<b>14.5</b>	16.2686	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987	

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
IBEW Union Classifications	Power Plant Service Worker	14.5	16.2686	17.0858	17.9384	18.8401	19.7843	20.7707	21.8065	22.8987
	Utility Office Associate I	14.0	15.8671	16.6560	17.4875	18.3681	19.2912	20.2563	21.2711	22.3351
	Custodian	11.0	13.7110	14.3874	15.1059	15.8671	16.6560	17.4875	18.3681	19.2912

	Class Title	Hourly Wage
Temporary/ Seasonal	Utility Worker	9.00 -12.70
	Custodian- Part time	9.00 -12.70
	Utility & Infrastructure Board Members	\$75/mo

**SECTION IV.** All ordinances and parts of ordinances in conflict herewith are appealed.

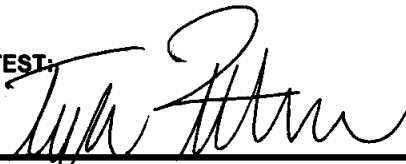
**SECTION V.** The above salary adjustments are effective October 1, 2018. Employees whose current pay is above their current pay grade shall have their salaries frozen.

**SECTION VI.** That this ordinance be effective from and after its passage and publication according to law.

**SECTION VII.** This ordinance shall be published in pamphlet form by the City Clerk.

PASSED AND APPROVED THIS 11<sup>th</sup> DAY OF September, 2018.

  
 \_\_\_\_\_  
 Scott Getzschman, Mayor

ATTEST:  
  
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 Tyler Ficken, City Clerk

