

ORDINANCE NO. 5726

An Ordinance of the City of Fremont, Nebraska pertaining to pay plan for officers and employees, repealing Ordinance No. 5707 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in place of those originally stated in all other ordinances and parts of ordinances in conflict herewith are hereby repealed.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:

	Job Title	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Non-union Exempt Classifications	Utility General Manager	49.0	112.5971	118.2279	124.1371	130.3343	136.9057	143.6986	150.8834	158.4277
	Assistant Utility General Manager	42.0	80.0148	84.0192	88.2227	92.6348	97.2645	102.1204	107.2297	112.5918
	Director of Infrastructure	42.0	80.0148	84.0192	88.2227	92.6348	97.2645	102.1204	107.2297	112.5918
	Director of Transmission and Distribution	38.5	67.4851	70.8644	74.4068	78.1305	82.0441	86.1480	90.4606	94.9812
	Power Plant Superintendent	38.0	65.8364	69.1250	72.5769	76.2097	80.0148	84.0192	88.2227	92.6348
	Director of Finance	37.0	62.7021	65.8364	69.1250	72.5769	76.2097	80.0148	84.0192	88.2227
	City Attorney	35.5	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068	78.1305	82.0441
	Director of Information Systems	35.5	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068	78.1305	82.0441
	Gas System Superintendent	35.5	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068	78.1305	82.0441
	Asst. Dir. of Transmission and Distribution	35.0	56.8675	59.7120	62.7021	65.8364	69.1250	72.5769	76.2097	80.0148
	Power Plant Operations Manager	34.5	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068	78.1305
	Distribution Superintendent	34.5	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068	78.1305
	Customer Service Director	33.5	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068
	Power Plant Electrical Supervisor	33.5	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068
	Power Plant Maintenance Supervisor	33.5	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068
	Mechanical Engineer	33.0	51.5855	54.1587	56.8675	59.7120	62.7021	65.8364	69.1250	72.5769
	Director of Human Resources	32.5	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644
	Water/Wastewater Superintendent	32.5	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644
	Assistant Director of Finance	32.0	49.1304	51.5855	54.1587	56.8675	59.7120	62.7021	65.8364	69.1250
	Fuel Handling Supervisor	30.5	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785
	Safety Manager	30.5	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785
	Fleet Manager	30.0	44.5554	46.7841	49.1304	51.5855	54.1587	56.8675	59.7120	62.7021
	Wastewater Treatment Superintendent	29.5	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162
	Senior Accountant	28.5	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990
	Network Systems Administrator	27.0	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855	54.1587
	Accountant	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
	Water and Sewer Superintendent	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
Assistant WWTP Superintendent	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	
Stores Supervisor	26.0	36.6645	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855	
Water/Sewer Supervisor	24.5	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Non Union Hourly	Power Plant Shift Supervisor	33.5	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851	70.8644	74.4068
	Environmental Coordinator	33.0	51.5855	54.1587	56.8675	59.7120	62.7021	65.8364	69.1250	72.5769
	Electric Metering and Service Supervisor	32.0	49.1304	51.5855	54.1587	56.8675	59.7120	62.7021	65.8364	69.1250
	Gas Service Supervisor	32.0	49.1304	51.5855	54.1587	56.8675	59.7120	62.7021	65.8364	69.1250
	Line Crew Supervisor	30.5	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785
	Gas Crew Supervisor	30.5	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785

Non Union Hourly (Cont'd)	Tree Trimming Supervisor	27.5	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264
	GIS Coordinator	25.0	34.9156	36.6645	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304
	Wastewater Supervisor	24.0	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353	44.5554	46.7841
	Automotive Maintenance Supervisor	23.0	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353	44.5554
	Network/PC Technician	22.5	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043
	GIS Analyst	21.5	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353	44.5554	46.7841
	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Human Resources Generalist	21.5	29.4441	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298
	Payroll Specialist	19.5	26.7079	28.0397	29.4441	30.9113	32.4609	34.0913	35.7944	37.5883
	Accounting Associate	18.5	25.4394	26.7079	28.0397	29.4441	30.9113	32.4609	34.0913	35.7944
	Human Resources Specialist	18.0	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156
	Accounting Assistant	16.5	23.0661	24.2252	25.4394	26.7079	28.0397	29.4441	30.9113	32.4609
	Utility Office Associate II (3/4-time)	16.0	22.4861	23.6184	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728
	Custodian- 3/4 time	14.5	20.9188	21.9695	23.0661	24.2252	25.4394	26.7079	28.0397	29.4441

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	Step 7	Step 8
IBEW Union Classifications	Power Plant Lead Operator	31.5	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785	67.4851
	Power Plant Statistical Technician II	30.5	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990	61.2162	64.2785
	Power Plant Operator	30.0	44.5554	46.7841	49.1304	51.5855	54.1587	56.8675	59.7120	62.7021
	Power Plant Lab Technician	29.0	42.4353	44.5554	46.7841	49.1304	51.5855	54.1587	56.8675	59.7120
	Gas Service Worker	28.5	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990
	Instrument & Control Technician	28.5	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264	58.2990
	Lineworker First Class	28.0	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855	54.1587	56.8675
	Senior Electrical Technician	27.5	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264
	Senior Engineering Associate	27.5	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816	55.5264
	Power Plant Electrician	27.0	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855	54.1587
	Gas System Worker/Welder	27.0	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855	54.1587
	Gas System Worker	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
	Power Plant Lab Assistant	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
	Power Plant Mechanic	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
	Lead Fuel Handler	26.5	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626	52.8816
	Power Plant Statistical Technician I	26.0	36.6645	38.4942	40.4152	42.4353	44.5554	46.7841	49.1304	51.5855
	Fuel Handler	25.5	35.7944	37.5883	39.4640	41.4298	43.5043	45.6788	47.9619	50.3626
	Engineering Associate	23.5	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043	45.6788
	Utility Tree Trimmer	22.5	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043
	Wastewater Plant Mechanic	22.5	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043
	Water Treatment Technician	22.5	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298	43.5043
	Wastewater Plant Electrician	22.0	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353
	Utility Equipment Mechanic	22.0	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353
	WWTP Laboratory Technician	22.0	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152	42.4353
	Water and Sewer Serviceworker 4	21.5	29.4441	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640	41.4298
	Utility Locator	21.0	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152
	Wastewater Plant Operator 3	21.0	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152
	Water and Sewer Serviceworker 3	21.0	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942	40.4152
	Water and Sewer Serviceworker 2	20.5	28.0397	29.4441	30.9113	32.4609	34.0913	35.7944	37.5883	39.4640
	Customer Services- Lead	20.0	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942
	Stores Associate	20.0	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942

	Job Titles	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step7	Step 8
IBEW Union Classifications	Wastewater Plant Operator 2	20.0	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942
	Water and Sewer Serviceworker 1	20.0	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156	36.6645	38.4942
	Jet Truck Technician	18.0	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728	33.2579	34.9156
	Wastewater Plant Operator 1	17.5	24.2252	25.4394	26.7079	28.0397	29.4441	30.9113	32.4609	34.0913
	Utility Worker I	16.5	23.0661	24.2252	25.4394	26.7079	28.0397	29.4441	30.9113	32.4609
	Customer Billing Assistant	16.0	22.4861	23.6184	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728
	Customer Services Associate	16.0	22.4861	23.6184	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728
	Utility Office Associate	16.0	22.4861	23.6184	24.8054	26.0463	27.3512	28.7192	30.1597	31.6728
	Customer Service Assistant	15.0	21.4167	22.4861	23.6184	24.8054	26.0463	27.3512	28.7192	30.1597
	Custodian	14.5	20.9188	21.9695	23.0661	24.2252	25.4394	26.7079	28.0397	29.4441

	Class Title	Hourly Wage
Temporary/ Seasonal	Utility Worker	17.00 - 25.00
	Custodian- Part time	17.00 - 19.00
	Utility & Infrastructure Board Members	\$75/mo

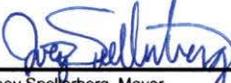
SECTION IV. All ordinances and parts of ordinances in conflict herewith are repealed.

SECTION V. The above salary adjustments are effective the pay period that includes October 5, 2025. 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 open DAY OF September, 2025.



 Joey Spellerberg, Mayor

ATTEST:



 Michael Chatterson, City Clerk

