

**CITY OF COLUMBUS**  
**2016 - 2017 BUDGET**  
**PAY PLAN**

Proposed Pay Plan Ordinance 2016-17  
Pay Plan Ordinance 2015-16

## ORDINANCE NO. 16-20

AN ORDINANCE OF THE MAYOR AND COUNCIL OF THE CITY OF COLUMBUS, NEBRASKA, REGARDING THE SALARIES OF OFFICERS AND EMPLOYEES; PAY PLAN FOR ALL CLASSIFICATIONS WITHIN THE CITY; AND MONTHLY SALARY RANGES FOR EACH INDIVIDUAL CLASSIFICATION.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF COLUMBUS, NEBRASKA THAT the following salaries of officers and employees, pay plan for all classifications within the city, and monthly salary ranges for each individual classification be established:

### 2016-2017 PAY SCALE TABLE

<u>GRADE A5</u>	<u>\$1,852 – \$2,444</u>
Animal Control Officer	
<u>GRADE A7</u>	<u>\$1,987 - \$2,619</u>
Lead Lifeguard /Program Coordinator	
Library Assistant	
Office Associate	
<u>GRADE A9</u>	<u>\$2,129 - \$2,804</u>
Building Custodial Worker	
Lead Animal Control Officer	
Office Associate II	
<u>GRADE A10</u>	<u>\$2,200 - \$2,902</u>
Customer Service Account Clerk	
Customer Service Clerk	
<u>GRADE B1</u>	<u>\$2,225 - \$3,004</u>
Area Transit Driver	
<u>GRADE B2</u>	<u>\$2,304 - \$3,110</u>
Account Clerk	
Area Transit Supervisor	
Finance Account Clerk	
<u>GRADE B3</u>	<u>\$2,383 - \$3,222</u>
Library Maintenance Worker	
Library Assistant II	

**GRADE B4** **\$2,468 - \$3,331**

Customer Service Clerk II

**GRADE B5** **\$2,554 - \$3,448**

Account Clerk II/ Records Clerk II

Equipment Operator

Finance Account Clerk II

Library Assistant III

Parks Maintenance Worker

Senior Office Associate

**GRADE B6** **\$2,643 - \$3,572**

Communications Specialist

Community Service Technician

Equipment Operator II

Library Assistant IV

Pool/Water Park Maintenance Technician

Water Production Operator

**GRADE B7** **\$2,735 - \$3,691**

Account Clerk III

Engineering Aide

Transfer Station Operator

Water Utility Maintenance Worker

**GRADE B8** **\$2,832 - \$3,824**

Administrative Assistant

Aquatics Supervisor

Assistant City Clerk

Customer Service Supervisor

Equipment Operator III

Golf Course Crew Leader

Mechanic

Public Property Maintenance Mechanic

Street Dispatcher

Water Production Operator II

**GRADE B9** **\$2,936 - \$3,961**

Accounting Specialist

Communications Supervisor

Wastewater Treatment Facility Operator

Water Utility Maintenance Worker II

<u>GRADE B10</u>	<u>\$3,042 – \$4,110</u>
Airport Manager	
Lead Golf Course Crew Leader	
Mechanic II	
Parks Crew Leader	
<u>GRADE B11</u>	<u>\$3,159 – \$4,263</u>
Cemetery Supervisor	
Librarian	
Wastewater Laboratory Technician	
Wastewater Treatment Facility Operator II	
<u>GRADE B12</u>	<u>\$3,275– \$4,423</u>
Engineer Aide II	
Street Foreman	
Transfer Station Supervisor	
<u>GRADE B13</u>	<u>\$3,395 – \$4,585</u>
Aquatics Manager	
Computer/Network Technician	
<u>GRADE B14</u>	<u>\$3,521 – \$4,756</u>
Building and Electrical Inspector	
<u>GRADE C1</u>	<u>\$4,105 – \$5,748</u>
Parks Superintendent	
Street Superintendent	
Surveyor/Construction Observer	
Wastewater Treatment Facility Supervisor	
Water Production Supervisor	
Water Utility Supervisor	
<u>GRADE C2</u>	<u>\$4,310– \$6,033</u>
City Clerk	
Golf Course Superintendent	
<u>GRADE C3</u>	<u>\$4,547 – \$6,364</u>
Assistant City Engineer	
Community Development Director	
Library Director	
<u>GRADE C4</u>	<u>\$4,819 – \$6,749</u>
Human Resources Director	
<u>GRADE C5</u>	<u>\$5,131 – \$7,184</u>
Police Captain	

GRADE C6 \$5,490 – \$7,690  
Public Property Director

GRADE C7 \$5,902 – \$8,265  
Police Chief

GRADE C9 \$6,981 - \$9,774  
City Engineer  
Finance Director  
Public Works Director

OTHER POSITIONS

City Administrator	\$10,115 per month
Prosecuting Attorney	\$ 2,873 per month through 3/31/17
Prosecuting Attorney	\$ TBD as per Resolution eff. 4/1/17
City Attorney	\$ 125 per hour through 12/4/16
City Attorney	\$ 135 per hour effective 12/5/16
Fire Chief	\$21,075 per year
Assistant Fire Chief	\$13,833 per year
Fire Training & Safety Officer	\$13,833 per year
City Emergency Mgmt Director	\$ 7,527 per year
Mayor per Resolution R06-107	\$ 8,600 per year through 12/4/16
Mayor per Resolution R06-107	\$ 9,305 per year effective 12/5/16
Council per Resolution R06-107	\$ 5,716 per year through 12/4/16
Council per Resolution R06-107	\$ 5,945 per year effective 12/5/16

This ordinance shall repeal all ordinances, resolutions, and parts or portions thereof, which conflict herewith. This ordinance shall be published or posted as required by law and shall become effective October 2, 2016.

INTRODUCED BY COUNCIL MEMBER: Charlie Bahn

PASSED AND ADOPTED THIS 6TH DAY OF SEPTEMBER, 2016.

Michael L Moser  
MAYOR

ATTEST:

Janella Hine  
CITY CLERK

APPROVED AS TO FORM:

MVZ  
CITY ATTORNEY



# ORDINANCE NO. 15-18

AN ORDINANCE OF THE MAYOR AND COUNCIL OF THE CITY OF COLUMBUS, NEBRASKA, REGARDING THE SALARIES OF OFFICERS AND EMPLOYEES; PAY PLAN FOR ALL CLASSIFICATIONS WITHIN THE CITY; AND MONTHLY SALARY RANGES FOR EACH INDIVIDUAL CLASSIFICATION.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF COLUMBUS, NEBRASKA THAT the following salaries of officers and employees, pay plan for all classifications within the city, and monthly salary ranges for each individual classification be established:

## 2015-2016 PAY SCALE TABLE

<b><u>GRADE A4</u></b>	<b><u>\$1,756 - \$2,317</u></b>
Early Morning Lifeguard Supervisor	
<b><u>GRADE A5</u></b>	<b><u>\$1,815 - \$2,396</u></b>
Animal Control Officer	
<b><u>GRADE A7</u></b>	<b><u>\$1,948- \$2,568</u></b>
Library Assistant Office Associate	
<b><u>GRADE A9</u></b>	<b><u>\$2,087 - \$2,749</u></b>
Building Custodial Worker Lead Animal Control Officer Office Associate II	
<b><u>GRADE A10</u></b>	<b><u>\$2,157 - \$2,845</u></b>
Customer Service Account Clerk Customer Service Clerk	
<b><u>GRADE B1</u></b>	<b><u>\$2,182 - \$2,945</u></b>
Area Transit Driver	
<b><u>GRADE B2</u></b>	<b><u>\$2,259 - \$3,049</u></b>
Account Clerk Area Transit Supervisor	
<b><u>GRADE B3</u></b>	<b><u>\$2,337 - \$3,159</u></b>

Library Maintenance Worker  
Library Assistant II

**GRADE B4** **\$2,420 - \$3,266**

Customer Service Clerk II

**GRADE B5** **\$2,504 - \$3,380**

Account Clerk II/ Records Clerk II

Equipment Operator

Library Assistant III

Parks Maintenance Worker

Senior Office Associate

**GRADE B6** **\$2,592 - \$3,502**

Communications Specialist

Community Service Technician

Equipment Operator II

Library Assistant IV

Pool/Water Park Maintenance Technician

Water Production Operator

**GRADE B7** **\$2,681 - \$3,619**

Account Clerk III

Engineering Aide

Transfer Station Operator

Water Utility Maintenance Worker

**GRADE B8** **\$2,777 - \$3,749**

Administrative Assistant

Aquatics Supervisor

Assistant City Clerk

Customer Service Supervisor

Equipment Operator III

Golf Course Crew Leader

Mechanic

Public Property Maintenance Mechanic

Street Dispatcher

Water Production Operator II

**GRADE B9** **\$2,879 - \$3,884**

Accounting Specialist

Communications Supervisor

Wastewater Treatment Facility Operator

Water Utility Maintenance Worker II

**GRADE B10** **\$2,983 - \$4,029**

Airport Manager

Lead Golf Course Crew Leader

Parks Crew Leader

**GRADE B11** **\$3,097 – \$4,179**

Cemetery Supervisor  
Librarian  
Wastewater Laboratory Technician  
Wastewater Treatment Facility Operator II

**GRADE B12** **\$3,211– \$4,336**

Computer/Network Technician  
Engineer Aide II  
Mechanic II  
Transfer Station Supervisor

**GRADE B13** **\$3,328 – \$4,496**

Aquatics Manager

**GRADE B14** **\$3,452 – \$4,663**

Building and Electrical Inspector

**GRADE C1** **\$4,024 – \$5,635**

Construction Observer/Surveyor  
Parks Superintendent  
Streets Superintendent  
Wastewater Treatment Facility Supervisor  
Water Production Supervisor  
Water Utility Supervisor

**GRADE C2** **\$4,225– \$5,915**

City Clerk  
Golf Course Superintendent

**GRADE C3** **\$4,458 – \$6,239**

Assistant City Engineer  
Community Development Director  
Library Director

**GRADE C4** **\$4,724 – \$6,617**

Human Resources Director

**GRADE C5** **\$5,030 – \$7,044**

Police Captain

**GRADE C6** **\$5,382 – \$7,539**

Public Property Director

**GRADE C7** **\$5,787 – \$8,103**

Police Chief

**GRADE C9** **\$6,844 - \$9,583**

City Engineer  
Finance Director  
Public Works Director

**OTHER POSITIONS**

City Administrator	\$ 9,917 per month
Prosecuting Attorney	\$ 2,833 per month through 3/31/16
Prosecuting Attorney	\$ TBD per Resolution No. R12-26 effective 4/1/15
City Attorney	\$ 125 per hour
Fire Chief	\$20,662 per year
Assistant Fire Chief	\$13,562 per year
Fire Training & Safety Officer	\$13,562 per year
City Emergency Mgmt Director	\$ 7,380 per year
Mayor per Resolution R06-107	\$ 8,600 per year
Council per Resolution R06-107	\$ 5,716 per year

This ordinance shall repeal all ordinances, resolutions, and parts or portions thereof, which conflict herewith. This ordinance shall be published or posted as required by law and shall become effective October 4, 2015.

INTRODUCED BY COUNCIL MEMBER:

*Regina Schulte*

PASSED AND ADOPTED THIS 8TH DAY OF SEPTEMBER, 2015.

*Michael L. Moser*

MAYOR

ATTEST:

*Janelle Heine*  
CITY CLERK

APPROVED AS TO FORM:

*[Signature]*  
CITY ATTORNEY

