

CITY OF COLUMBUS
2018 - 2019 BUDGET
PAY PLAN

Proposed Pay Plan Ordinance 2018-19
Pay Plan Ordinance 2017-18

ORDINANCE NO. 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:

2018-2019 PAY SCALE TABLE

GRADE A5	<u>\$2,032 – \$2,682</u>
Program Assistant	
GRADE A7	<u>\$2,180- \$2,874</u>
Animal Control Officer	
Lead Lifeguard /Program Coordinator	
Library Assistant	
Office Associate	
GRADE A9	<u>\$2,336 - \$3,077</u>
Building Custodial Worker	
Lead Animal Control Officer	
Office Associate II	
GRADE A10	<u>\$2,414 - \$3,185</u>
Customer Service Account Clerk	
Customer Service Clerk	
GRADE B1	<u>\$2,441 - \$3,296</u>
Area Transit Driver	
GRADE B2	<u>\$2,528 - \$3,413</u>
Account Clerk	
Area Transit Supervisor	
Finance Account Clerk	
GRADE B3	<u>\$2,616 - \$3,535</u>
Library Maintenance Worker	
Library Assistant II	

<u>GRADE B4</u>	<u>\$2,708 - \$3,655</u>
Customer Service Clerk II	
Head Cook	
<u>GRADE B5</u>	<u>\$2,802 - \$3,783</u>
Account Clerk II/ Records Clerk II	
Equipment Operator	
Finance Account Clerk II	
Library Assistant III	
Parks Maintenance Worker	
Senior Office Associate	
<u>GRADE B6</u>	<u>\$2,900 - \$3,920</u>
Communications Specialist	
Equipment Operator II	
Library Assistant IV	
Pool/Water Park Maintenance Technician	
Water Production Operator	
<u>GRADE B7</u>	<u>\$3,001 - \$4,050</u>
Account Clerk III	
Code Enforcement Technician	
Community Service Technician	
Engineering Aide	
Transfer Station Operator	
Water Utility Maintenance Worker	
<u>GRADE B8</u>	<u>\$3,108 - \$4,196</u>
Administrative Assistant	
Aquatics Supervisor	
Assistant City Clerk	
Computer Technician	
Customer Service Supervisor	
Equipment Operator III	
Golf Course Crew Leader	
Mechanic	
Public Property Maintenance Mechanic	
Street Dispatcher	
Water Production Operator II	
<u>GRADE B9</u>	<u>\$3,221 - \$4,347</u>
Accounting Specialist	
Wastewater Treatment Facility Operator	
Water Utility Maintenance Worker II	
<u>GRADE B10</u>	<u>\$3,338 - \$4,510</u>

Airport Manager
Building Inspector
Communications Supervisor
Community Center Manager
Mechanic II
Parks Crew Leader

GRADE B11 **\$3,466 – \$4,678**

Cemetery Supervisor
Librarian
Wastewater Laboratory Technician
Wastewater Treatment Facility Operator II

GRADE B12 **\$3,593– \$4,853**

Engineering Administrative Specialist
Street Foreman
Transfer Station Supervisor

GRADE B13 **\$3,725 – \$5,032**

Aquatics Manager
Computer/Network Technician

GRADE B14 **\$3,864 – \$5,219**

Building and Electrical Inspector
GIS Supervisor

GRADE B18 **\$4,470 – \$6,035**

Engineering Project Manager

GRADE C1 **\$4,503 – 6,306**

Surveyor/Construction Observer
Wastewater Treatment Facility Supervisor
Water Production Supervisor
Water Utility Supervisor

GRADE C2 **\$4,728– \$6,619**

City Clerk
Golf Course Superintendent
Parks Superintendent
Street Superintendent

GRADE C3 **\$4,990 – \$6,983**

Community Development Director
E911 Director
Library Director

GRADE C5 \$5,630 – \$7,883

Human Resources Director
Police Captain

GRADE C6 \$6,024 – \$8,438

Fire Chief
Public Property Director

GRADE C7 \$6,476 – \$9,069

Police Chief
Public Works Director

GRADE C9 \$7,660 - \$10,725

City Engineer
Finance Director

OTHER POSITIONS

City Administrator	\$13,716 per month
Prosecuting Attorney	\$ 2,967 per month through 3/15/19
Prosecuting Attorney	\$ TBD as per Resolution eff. 3/16/19
City Attorney	\$ 135 per hour
Assistant Fire Chief	\$15,178 per year
Fire Training & Safety Officer	\$15,178 per year
City Emergency Mgmt Director	\$ 8,253 per year
Mayor per Resolution R06-107	\$ 9,305 per year through 12/8/18
Mayor per Resolution R06-107	\$10,120 per year effective 12/9/18
Council per Resolution R06-107	\$ 5,945 per year through 12/8/18
Council per Resolution R06-107	\$ 6,270 per year effective 12/9/18

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 September 30, 2018.

INTRODUCED BY COUNCIL MEMBER: _____

PASSED AND ADOPTED THIS ____TH DAY OF SEPTEMBER, 2018.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

ORDINANCE NO. 17-_____

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:

2017-2018 PAY SCALE TABLE

GRADE A5 **\$1,935 – \$2,554**
Program Assistant

GRADE A7 **\$2,076- \$2,737**
Animal Control Officer
Lead Lifeguard /Program Coordinator
Library Assistant
Office Associate

GRADE A9 **\$2,225 - \$2,930**
Building Custodial Worker
Lead Animal Control Officer
Office Associate II

GRADE A10 **\$2,299 - \$3,033**
Customer Service Account Clerk
Customer Service Clerk

GRADE B1 **\$2,325 - \$3,139**
Area Transit Driver

GRADE B2 **\$2,408 - \$3,250**
Account Clerk
Area Transit Supervisor
Finance Account Clerk

GRADE B3 **\$2,491 - \$3,367**
Library Maintenance Worker
Library Assistant II

GRADE B4 **\$2,579 - \$3,481**

Customer Service Clerk II
Head Cook

GRADE B5 **\$2,669 - \$3,603**

Account Clerk II/ Records Clerk II
Equipment Operator
Finance Account Clerk II
Library Assistant III
Parks Maintenance Worker
Senior Office Associate

GRADE B6 **\$2,762 - \$3,733**

Communications Specialist
Equipment Operator II
Library Assistant IV
Pool/Water Park Maintenance Technician
Water Production Operator

GRADE B7 **\$2,858 - \$3,857**

Account Clerk III
Community Service Technician
Engineering Aide
Transfer Station Operator
Water Utility Maintenance Worker

GRADE B8 **\$2,960 - \$3,996**

Administrative Assistant
Aquatics Supervisor
Assistant City Clerk
Computer Technician
Customer Service Supervisor
Equipment Operator III
Golf Course Crew Leader
Mechanic
Public Property Maintenance Mechanic
Street Dispatcher
Water Production Operator II

GRADE B9 **\$3,068 - \$4,140**

Accounting Specialist
Wastewater Treatment Facility Operator
Water Utility Maintenance Worker II

GRADE B10 **\$3,179 - \$4,295**

Airport Manager

Communications Supervisor
Community Center Manager
Lead Golf Course Crew Leader
Mechanic II
Parks Crew Leader

GRADE B11 **\$3,301 – \$4,455**

Cemetery Supervisor
Librarian
Wastewater Laboratory Technician
Wastewater Treatment Facility Operator II

GRADE B12 **\$3,422– \$4,622**

Engineer Aide II
Street Foreman
Transfer Station Supervisor

GRADE B13 **\$3,548 – \$4,792**

Aquatics Manager
Computer/Network Technician

GRADE B14 **\$3,680 – \$4,970**

Building and Electrical Inspector

GRADE C1 **\$4,289 – \$6,006**

Surveyor/Construction Observer
Wastewater Treatment Facility Supervisor
Water Production Supervisor
Water Utility Supervisor

GRADE C2 **\$4,503– \$6,304**

City Clerk
Golf Course Superintendent
Parks Superintendent
Street Superintendent

GRADE C3 **\$4,752 – \$6,650**

Assistant City Engineer
Community Development Director
Library Director

GRADE C5 **\$5,362 – \$7,508**

Human Resources Director
Police Captain

GRADE C6 **\$5,737 – \$8,036**

Fire Chief
Public Property Director

GRADE C7 **\$6,168 – \$8,637**

Police Chief
Public Works Director

GRADE C9 **\$7,295 - \$10,214**

City Engineer
Finance Director

OTHER POSITIONS

City Administrator	\$13,063 per month
Prosecuting Attorney	\$ 2,898 per month through 3/31/18
Prosecuting Attorney	\$ TBD as per Resolution eff. 4/1/18
City Attorney	\$ 135 per hour
Fire Chief	\$22,023 per year
Assistant Fire Chief	\$14,455 per year
Fire Training & Safety Officer	\$14,455 per year
City Emergency Mgmt Director	\$ 7,866 per year
Mayor per Resolution R06-107	\$ 9,305 per year
Council per Resolution R06-107	\$ 5,945 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 1, 2017.

INTRODUCED BY COUNCIL MEMBER: _____

PASSED AND ADOPTED THIS 5TH DAY OF SEPTEMBER, 2017.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY