

CITY OF COLUMBUS
2019 - 2020 BUDGET
PAY PLAN

Proposed Pay Plan Ordinance 2019-20
Pay Plan Ordinance 2018-19

ORDINANCE NO. 19-_____

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:

2019-2020 PAY SCALE TABLE

<u>GRADE A5</u>	<u>\$12.02 – \$15.86</u>
Program Assistant	
<u>GRADE A7</u>	<u>\$12.89- \$17.00</u>
Lead Lifeguard /Program Coordinator	
Library Assistant	
<u>GRADE B2</u>	<u>\$14.95 - \$20.18</u>
Customer Service Account Clerk	
<u>GRADE B3</u>	<u>\$15.47 - \$20.91</u>
Area Transit Driver	
Library Assistant II	
Library Maintenance Worker	
Office Associate	
<u>GRADE B4</u>	<u>\$16.02 - \$21.61</u>
Area Transit Supervisor	
<u>GRADE B5</u>	<u>\$16.58 - \$22.37</u>
Customer Service Clerk	
Library Assistant III	
Office Associate II	
<u>GRADE B6</u>	<u>\$17.15 - \$23.18</u>
Account Clerk	
Communications Specialist (911 Dispatcher)	
Finance Account Clerk	
Library Assistant IV	
Pool/Water Park Maintenance Technician	

GRADE B7 **\$17.75 – \$23.95**

Account Clerk II/ Records Clerk II
Code Enforcement Technician
Community Service Technician
Customer Service Clerk II
Equipment Operator
Parks Maintenance Worker

GRADE B8 **\$18.38– \$24.81**

Administrative Assistant
Aquatics Supervisor
Equipment Operator II
Finance Account Clerk II
Golf Course Crew Leader
Head Cook
Senior Office Associate

GRADE B9 **\$19.05 – \$25.70**

Account Clerk III
Assistant City Clerk
Equipment Operator III

GRADE B10 **\$19.74 – \$26.67**

Engineering Aide
Lead Communications Specialist
Mechanic
Parks Crew Leader
Public Property Maintenance Mechanic
Street Dispatcher
Transfer Station Operator
Wastewater Treatment Facility Operator

GRADE B11 **\$20.50 – \$27.66**

Accounting Specialist
Water Production Operator
Water Utility Maintenance Worker

GRADE B12 **\$21.25– \$28.70**

Airport Manager
Engineering Administrative Specialist
Mechanic II
Wastewater Laboratory Technician
Water Utility Maintenance Worker II

GRADE B13 **\$17.15 - \$23.18**

Aquatics Manager
Community Center Manager
Computer Technician
Librarian
Transfer Station Supervisor
Wastewater Treatment Facility Operator II
Water Production Operator II

GRADE B14 **\$22.85 - \$30.86**

Cemetery Supervisor
Street Foreman

GRADE B16 **\$\$\$ - \$\$\$**

Building Inspector

GRADE B17 **\$\$\$ - \$\$\$**

GIS Supervisor

GRADE B18 **\$26.44 - \$35.69**

Computer/Network Technician
Engineering Project Manager

GRADE C1 **\$26.64 - 37.29**

Wastewater Treatment Facility Supervisor
Water Production Supervisor
Water Utility Supervisor

GRADE C2 **\$27.96- \$39.14**

City Clerk
Golf Course Superintendent
Parks Superintendent
Street Superintendent
Surveyor/Construction Observer

GRADE C3 **\$29.50 - \$41.30**

Library Director

GRADE C5 **\$33.29 - \$46.62**

Police Captain

GRADE C6 **\$35.62 - \$49.89**

Communications Director
Community Development Director
Fire Chief
Public Property Director

GRADE C7 \$38.30 – \$53.63

Human Resources Director
Police Chief

GRADE C8 \$45.30 - \$63.42

Public Works Director

GRADE C9 \$45.30 - \$63.42

City Engineer
Finance Director

OTHER POSITIONS

City Administrator	\$88.45 per hour
Prosecuting Attorney	\$3,022 per year through 3/15/20
Prosecuting Attorney	\$ TBD as per Resolution eff. 3/16/20
City Attorney	\$ 135 per hour
Assistant Fire Chief	\$15,557 per year
Fire Training & Safety Officer	\$15,557 per year
City Emergency Mgmt Director	\$ 8,459 per year
Mayor per Resolution R06-107	\$10,444 per year
Council per Resolution R06-107	\$ 6,392 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 September 30, 2019.

INTRODUCED BY COUNCIL MEMBER: _____

PASSED AND ADOPTED THIS 3RD DAY OF SEPTEMBER, 2019.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

ORDINANCE NO. 19-_____

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 **\$2,032 – \$2,682**

Program Assistant

GRADE A7 **\$2,180- \$2,874**

Animal Control Officer

Lead Lifeguard /Program Coordinator

Library Assistant

Office Associate

GRADE A9 **\$2,336 - \$3,077**

Building Custodial Worker

Lead Animal Control Officer

Office Associate II

GRADE A10 **\$2,414 - \$3,185**

Customer Service Account Clerk

Customer Service Clerk

GRADE B1 **\$2,441 - \$3,296**

Area Transit Driver

GRADE B2 **\$2,528 - \$3,413**

Account Clerk

Area Transit Supervisor

Finance Account Clerk

GRADE B3 **\$2,616 - \$3,535**

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(911 Dispatcher)	
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
Community Center Manager
Lead Communications Specialist
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
Library Director

GRADE C5 **\$5,630 – \$7,883**

Human Resources Director
Police Captain

GRADE C6 **\$6,024 – \$8,438**

Communications Director
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 JUNE, 2019.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY