

**CITY OF COLUMBUS**  
**2020 - 2021 BUDGET**  
**PAY PLAN**

Proposed Pay Plan Ordinance 2020-21  
Pay Plan Ordinance 2019-20

# ORDINANCE NO. 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:

## 2020-2021 PAY SCALE TABLE

**GRADE A5** **\$12.37 – \$16.33**

Program Assistant

**GRADE A7** **\$13.28- \$17.50**

Lead Lifeguard /Program Coordinator

Library Assistant

**GRADE B2** **\$15.40 - \$20.79**

Customer Service Account Clerk

**GRADE B3** **\$15.93 - \$21.54**

Area Transit Driver

Library Assistant II

Library Maintenance Worker

Office Associate

**GRADE B4** **\$16.50 - \$22.26**

Area Transit Supervisor

**GRADE B5** **\$17.07 - \$23.05**

Customer Service Clerk

Library Assistant III

Office Associate II

**GRADE B6** **\$17.66 - \$23.88**

Account Clerk

Communications Specialist (911 Dispatcher)

Finance Account Clerk

Library Assistant IV

Pool/Water Park Maintenance Technician

**GRADE B7** **\$18.28 – \$24.66**

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

**GRADE B8** **\$18.93– \$25.55**

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

**GRADE B9** **\$19.62 – \$26.48**

Account Clerk III  
Assistant City Clerk  
Equipment Operator III

**GRADE B10** **\$20.33 – \$27.47**

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

**GRADE B11** **\$21.11 – \$28.49**

Accounting Specialist  
Water Production Operator  
Water Utility Maintenance Worker

**GRADE B12** **\$21.88– \$29.56**

Airport Manager  
Engineering Administrative Specialist  
Mechanic II

**GRADE B13** **\$22.69 - \$30.65**  
Aquatics Manager  
Community Center Manager  
Computer Technician  
Librarian  
Park & Rec Coordinator  
Transfer Station Supervisor  
Wastewater Treatment Facility Operator II  
Wastewater Treatment Facility Laboratory Technician  
Water Production Operator II

**GRADE B14** **\$23.53 – \$31.78**  
Cemetery Supervisor  
Street Foreman  
Water Utility Maintenance Worker II

**GRADE B15** **\$24.40 – \$32.95**  
Water Production Crew Leader  
Water Utility Crew Leader

**GRADE B16** **\$25.31 – \$34.18**  
Building Inspector

**GRADE B17** **\$26.25 – \$35.44**  
GIS Supervisor

**GRADE B18** **\$27.23 – \$36.76**  
Computer/Network Technician  
Engineering Project Manager

**GRADE C2** **\$28.80– \$40.32**  
City Clerk  
City Planner  
Golf Course Superintendent  
Parks Superintendent  
Street Superintendent  
Surveyor/Construction Observer

**GRADE C3** **\$30.40 – \$42.53**  
Library Director  
Wastewater Treatment Facility Superintendent  
Water Superintendent

**GRADE C5** **\$34.30 – \$48.02**  
Police Captain

**GRADE C6** **\$36.69 – \$51.39**

Communications Director  
Community Development Director  
Fire Chief  
Public Property Director

**GRADE C7** **\$39.45 – \$55.24**

Human Resources Director  
Police Chief

**GRADE C8** **\$42.80 - \$59.93**

Public Works Director

**GRADE C9** **\$46.66 - \$65.33**

City Engineer  
Finance Director

**OTHER POSITIONS**

City Administrator	\$91.69 per hour
Prosecuting Attorney	\$ 3,097 per year through 04/01/21
City Attorney	\$ 135 per hour
Assistant Fire Chief	\$16,024 per year
Fire Training & Safety Officer	\$16,024 per year
City Emergency Mgmt Director	\$10,000 per year
Mayor per Resolution R06-107	\$10,642 per year
Council per Resolution R06-107	\$ 6,635 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, 2020.

INTRODUCED BY COUNCIL MEMBER: \_\_\_\_\_

PASSED AND ADOPTED THIS 3RD DAY OF AUGUST, 2020.

\_\_\_\_\_  
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:

## 2019-2020 PAY SCALE TABLE

<b><u>GRADE A5</u></b>	<b><u>\$12.02 – \$15.86</u></b>
Program Assistant	
<b><u>GRADE A7</u></b>	<b><u>\$12.89- \$17.00</u></b>
Lead Lifeguard /Program Coordinator	
Library Assistant	
<b><u>GRADE B2</u></b>	<b><u>\$14.95 - \$20.18</u></b>
Customer Service Account Clerk	
<b><u>GRADE B3</u></b>	<b><u>\$15.47 - \$20.91</u></b>
Area Transit Driver	
Library Assistant II	
Library Maintenance Worker	
Office Associate	
<b><u>GRADE B4</u></b>	<b><u>\$16.02 - \$21.61</u></b>
Area Transit Supervisor	
<b><u>GRADE B5</u></b>	<b><u>\$16.58 - \$22.37</u></b>
Customer Service Clerk	
Library Assistant III	
Office Associate II	
<b><u>GRADE B6</u></b>	<b><u>\$17.15 - \$23.18</u></b>
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