

ORDINANCE NO. ~~42214220~~ 42214225

AN ORDINANCE OF THE CITY OF BELLEVUE, NEBRASKA, CLASSIFYING THE EMPLOYEES OF THE CITY; FIXING THE RANGES OF COMPENSATION OF SUCH EMPLOYEES; PROVIDING A PAY RANGE SCHEDULE; PROVIDING FOR PUBLICATION IN PAMPHLET FORM; REPEALING ORDINANCE NO. ~~42214200~~; AND PROVIDING FOR AN EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF BELLEVUE, NEBRASKA, AS FOLLOWS:

Section 1. The Mayor and Council do hereby find and adopt as classification of employees of the City of Bellevue and the ranges of compensation to be paid for such classification as follows:

A. Civilian Employees Association of Bellevue (Civilian Non-Management)

<u>Job Classification</u>	<u>Range</u>
As established in Contract	By Contract

B. Bellevue Professional Management Association (Management and Professional)

<u>Grade</u>	<u>Range</u>
As established in Contract	By Contract

<u>Section 2. Appointed Officials</u>	<u>Range (monthly)</u>
City Administrator	By Contract
City Attorney	\$ ~~355 — 440~~ <u>370 - 458</u>
City Clerk	\$ ~~6,743 — 9,717~~ <u>7,012 - 10,106</u>
Treasurer	\$ ~~355 — 440~~ <u>370 - 458</u>

<u>Section 2a. Unclassified Employees</u>	<u>Range (monthly)</u>
Ambulance Billing Account Manager	\$ ~~5,670 — 7,660~~ <u>5,897 — 7,966</u>
Assistant City Attorney	\$ ~~8,693 — 11,638~~ <u>9,040 — 12,103</u>
Assistant Finance Director	\$ ~~7,750 — 11,282~~ <u>8,060 — 11,734</u>
Legal Services Director	\$ ~~10,351 — 14,709~~ <u>10,766 — 15,297</u>
Dir of Community & Ec. Development	\$ ~~9,767 — 13,894~~ <u>10,158 — 14,450</u>
Communications Director	\$ ~~6,897 — 9,634~~ <u>7,173 — 10,019</u>
Acctg, Reporting & Compliance Manager	\$ ~~7,200 — 10,071~~ <u>7,488 — 10,473</u>
Deputy Director Parks & Rec	\$ ~~6,727 — 9,636~~ <u>6,996 — 10,021</u>
Finance Director	\$ ~~9,599 — 13,530~~ <u>9,983 — 14,072</u>
Fire Chief	\$ ~~10,227 — 14,217~~ <u>10,636 — 14,786</u>
Human Resources Generalist	\$ ~~4,727 — 7,233~~ <u>4,916 — 7,523</u>
Human Resources Director	\$ ~~8,462 — 12,641~~ <u>8,801 — 13,147</u>
Manager of Engineering Services	\$ ~~8,629 — 11,712~~ <u>8,974 — 12,181</u>
Legal Affairs & Special Projects Mgr.	\$ ~~6,545 — 9,013~~ <u>6,807 — 9,374</u>

Library Director	\$ ~~8,559~~ ~~11,768~~ <u>8,902</u> – <u>12,238</u>
Planning Director	\$ ~~8,642~~ ~~12,579~~ <u>8,988</u> – <u>13,082</u>
Police Chief	\$ ~~10,790~~ ~~14,884~~ <u>11,222</u> – <u>15,480</u>
Public Works Director	\$ ~~9,961~~ ~~13,948~~ <u>10,360</u> – <u>14,506</u>
Public Works Engineer II	\$ ~~6,956~~ ~~9,802~~ <u>7,234</u> – <u>10,194</u>
Risk Manager	\$ ~~7,549~~ ~~10,176~~ <u>7,851</u> – <u>10,584</u>

Section 2b.	<u>Unclassified</u>	<u>Range (hourly)</u>
	CATV Specialist	\$ ~~26.29~~ ~~36.17~~ <u>27.34</u> – <u>37.62</u>
	Executive Secretary	\$ ~~30.53~~ ~~43.91~~ <u>31.75</u> – <u>45.67</u>
	Emergency Medical Services Supervisor	\$ ~~49.48~~ ~~65.11~~ <u>51.46</u> – <u>67.71</u>
	Human Resources Assistant	\$ ~~25.19~~ ~~34.13~~ <u>26.20</u> – <u>35.50</u>
	Paralegal	\$ ~~28.67~~ ~~39.03~~ <u>29.82</u> – <u>40.59</u>
	Payroll Specialist	\$ ~~26.64~~ ~~36.76~~ <u>27.71</u> – <u>38.23</u>
	Office of Professional Standards Coord.	\$ ~~29.78~~ ~~38.00~~ <u>30.97</u> – <u>39.52</u>

Section 2c. Beginning October 1, 2026, and each October 1 thereafter in order to maintain competitive market pay, the wage ranges listed for Section 2, Section 2a, Section 2b, Section 5 and Section 7 will receive a Cost-of-Living Adjustment (COLA) to their base wage rates based on the 12-month percentage change in the non-seasonally adjusted CPI-U for the Midwest Region ending April 30 of that year, as published by the U.S. Bureau of Labor Statistics. The annual COLA will be no less than 1% and no more than 4% and will be applied to the then-current base wage rate for every step and classification, in addition to any step increases, classification changes, or other wage adjustments provided under the Agreement.

Section 3. Bellevue Police Officers Association

<u>Job Classification</u>	<u>Range (hourly)</u>
Police Officer	By Contract
Sergeant	By Contract

Section 4. Bellevue Police Command Staff Association

<u>Job Classification</u>	<u>Range (hourly)</u>
Police Captain	By Contract
Police Lieutenant	By Contract

Section 5. Fire Command

<u>Unclassified</u>	<u>Range (monthly)</u>
Assistant Fire Chief	\$ ~~9,778~~ ~~12,743~~ <u>10,169</u> – <u>13,253</u>

Section 5a. International Association of Firefighters Local 4906 (Fire Command Staff)

<u>Job Classification</u>	<u>Range</u>
Battalion Fire Chief	By Contract

Fire Captain
Firefighters

By Contract
By Contract

Section 6. Seasonal:

<u>Position</u>	<u>Hourly Range</u>
Swimming Supervisor	\$ 15.00-\$19.25
Youth Baseball Supervisor	\$ 15.00-\$19.25
Recreation Activities Supervisor	\$ 15.00-\$19.25
Track Supervisor	\$ 15.00-\$19.25
Tennis Supervisor	\$ 15.00-\$19.25
Swimming Pool Managers	\$ 17.62-\$22.18
Head Lifeguards	\$ 15.53-\$19.80
Lifeguards	\$ 15.00- \$18.40
Concession Workers	\$ 15.00- \$15.50
Youth Baseball/Softball Umpires	\$ 15.00- \$16.50
Track Club Coaches	\$ 15.00- \$16.50
Parks Workers	\$ 15.00- \$19.75

Section 7. Part-Time Positions:

Part-Time Administrative Positions:

<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
~~\$18.04~~	~~\$18.67~~	~~\$19.32~~	~~\$20.00~~	~~\$20.70~~	~~\$21.42~~
18.76	19.42	20.09	20.80	21.53	22.28

Unclassified Part-Time Positions

Range (hourly)

Part-Time Administrative Intern Position:	~~\$15.00 to \$16.50~~ 15.60 – 17.16
Ambulance Billing Clerk	~~\$22.02 to 30.21~~ 22.90 – 31.42
Library Shelver	~~\$15.00 to 19.00~~ 15.60 – 19.76
Library Clerk	~~\$15.00 to 19.00-~~ 15.60 – 19.76
Tour Guide	~~\$15.00 to 17.00~~ 15.60 – 17.68

Section 8. That Ordinance ~~42004~~4221 is hereby repealed.

Section 9. That payments based upon the above schedules for employees made prior to the effective date of this Ordinance are hereby ratified.

Section 10. That this Ordinance shall be published in pamphlet form.

Section 11. That upon the effective date of this ordinance, all legislative format shall be removed and the Ordinance placed in proper format with the approved amendments.

Section 12. That the ordinance shall be in full force and effect and after its passage, approval and publication according to law.

PASSED AND APPROVED THIS _____ day of _____, 2026.

Rusty Hike, Mayor

ATTEST:

Susan Kluthe, City Clerk

First Reading: _____

Second Reading: _____

Third Reading: _____