

**Personnel Committee Meeting  
Tuesday, May 4, 2021 5:00 PM  
Crete City Hall  
243 E 13th Street  
Crete, NE 68333**

**1. Open Meeting**

- In accordance with Nebraska law, a copy of the Open Meetings Act can be found in the back of the Council Chambers.
- Items listed on the agenda may be considered in any order.

**2. Roll Call**

- Attendance of members will be recorded to determine the presence of a quorum for official actions.

**3. Items of Business**

- The Committee may discuss or limit discussion on, hear testimony in favor of or in opposition to, or take action to provide a recommendation to the City Council on any matter presented under this title.
- A. Discuss and provide a recommendation to the City Council on adjusting the wage and salary scale to add a new wage scale for Street Foreman and to increase the wages for Street Operator.

**4. Officers' Reports**

- Reports may be given by the Mayor, Officers, Departments, or Councilmembers concerning the current operations of the City.
- No action can be taken on matters presented under this title except to answer any questions or to refer the matter for further action.

**5. Adjournment**

**Disclaimers & Notices**

- The Council may enter into closed session to discuss any matter on this agenda when it is determined that a closed session is clearly necessary for the protection of the public interest or the prevention of needless injury to the reputation of an individual (if such individual has not requested a public meeting) or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, then immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.
- The City of Crete assures that no person shall on the grounds of race, color, national origin, age, disability, handicap or sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity of the City receiving Federal financial assistance. To report discrimination, contact the City Clerk's office.
- The complete agenda with attachments is available at [www.crete.ne.gov](http://www.crete.ne.gov).

**ORDINANCE 2113****EXHIBIT A****NON-BARGAINING UNIT OFFICER AND EMPLOYEE SALARIES & WAGES**

| <b>APPOINTED POSITIONS</b>       | <b>Maximum Salary</b>              |
|----------------------------------|------------------------------------|
|                                  | Per Biweekly Pay Period            |
| Chief of Police                  | \$3,637.52                         |
| City Administrator               | \$5,446.44                         |
| City Attorney                    | \$4,730.38                         |
| City Clerk                       | \$3,084.02                         |
| Community Assistance Director    | \$2,198.42                         |
| Director of Economic Development | \$3,069.57                         |
| Director of Finance              | \$3,319.36                         |
| Director of Human Resources      | \$2,595.74                         |
| Director of Parks & Recreation   | \$3,146.34                         |
| Director of Public Works         | \$4,384.54                         |
| Library Director                 | \$2,593.66                         |
| SSAR Report Preparation          | 1/4 Annual State Incentive Payment |
| Street Superintendent            | 3/4 Annual State Incentive Payment |

| <b>NON-APPOINTED POSITIONS</b>   | <b>Per Biweekly Pay Period</b> |
|----------------------------------|--------------------------------|
| Building Inspector               | \$2,616.62                     |
| Economic Development Coordinator | \$2,198.42                     |
| Human Resource Coordinator       | \$2,198.42                     |
| Media Specialist                 | \$1,808.80                     |
| Police Lieutenant                | \$2,846.22                     |
| Street Supervisor                | \$2,413.26                     |
| Superintendent - Electric        | \$3,476.80                     |
| Technology Coordinator           | \$2,942.16                     |

|                              | <b>Hourly Wage Scale</b> |         |         |         |         |         |         |         |
|------------------------------|--------------------------|---------|---------|---------|---------|---------|---------|---------|
| Grade                        | 1                        | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| <b>ADMINISTRATIVE</b>        |                          |         |         |         |         |         |         |         |
| Administrative Assistant     | \$14.48                  | \$15.36 | \$16.24 | \$17.11 | \$17.99 | \$18.87 | \$19.75 | \$20.62 |
| Deputy City Clerk            | \$20.34                  | \$21.36 | \$22.38 | \$23.40 | \$24.42 | \$25.44 | \$26.46 | \$27.48 |
| Purchasing Clerk             | \$17.63                  | \$18.56 | \$19.50 | \$20.43 | \$21.37 | \$22.30 | \$23.24 | \$24.17 |
| <b>POLICE DEPARTMENT</b>     |                          |         |         |         |         |         |         |         |
| Code Enforcement Officer     | \$17.63                  | \$18.56 | \$19.50 | \$20.43 | \$21.37 | \$22.30 | \$23.24 | \$24.17 |
| <b>LIBRARY</b>               |                          |         |         |         |         |         |         |         |
| Assistant Director Incentive |                          |         |         | \$2.00  | \$2.53  | \$3.05  | \$3.58  | \$4.10  |
| Children's Librarian         | \$16.56                  | \$17.43 | \$18.29 | \$19.16 | \$20.02 | \$20.88 | \$21.75 | \$22.61 |
| Librarian                    | \$16.56                  | \$17.43 | \$18.29 | \$19.16 | \$20.02 | \$20.88 | \$21.75 | \$22.61 |
| Library Clerk                | \$14.45                  | \$15.09 | \$15.73 | \$16.37 | \$17.01 | \$17.64 | \$18.28 | \$18.92 |

# ORDINANCE 2113

## EXHIBIT A

### PUBLIC WORKS

|                                |                  |         |         |         |         |         |         |         |
|--------------------------------|------------------|---------|---------|---------|---------|---------|---------|---------|
| Admin Asst/Asst Office Manager | \$17.63          | \$18.56 | \$19.50 | \$20.43 | \$21.37 | \$22.30 | \$23.24 | \$24.17 |
| Bookkeeper/Billing             | \$14.48          | \$15.36 | \$16.24 | \$17.11 | \$17.99 | \$18.87 | \$19.75 | \$20.62 |
| Cemetery                       | \$19.02          | \$19.86 | \$20.70 | \$21.53 | \$22.37 | \$23.20 | \$24.04 | \$24.88 |
| Customer Service Rep.          | \$19.02          | \$20.23 | \$21.44 | \$22.64 | \$23.85 | \$25.06 | \$26.26 | \$27.47 |
| Foreman - Line                 | \$27.99          | \$29.16 | \$30.32 | \$31.48 | \$32.64 | \$33.81 | \$34.97 | \$36.13 |
| Foreman - Street               | \$22.14          | \$23.04 | \$23.94 | \$24.84 | \$25.74 | \$26.64 | \$27.54 | \$28.44 |
| Foreman - Water                | \$23.58          | \$24.76 | \$25.95 | \$27.13 | \$28.32 | \$29.51 | \$30.69 | \$31.88 |
| GIS Technician                 | \$17.03          | \$17.82 | \$18.62 | \$19.42 | \$20.22 | \$21.02 | \$21.81 | \$22.61 |
| Janitor                        | \$12.84          | \$13.28 | \$13.71 | \$14.14 | \$14.57 | \$15.00 | \$15.44 | \$15.87 |
| Line Groundperson              | \$19.86          | \$20.81 | \$21.75 | \$22.70 | \$23.64 | \$24.59 | \$25.53 | \$26.48 |
| Lineman I                      | \$25.66          | \$26.73 | \$27.80 | \$28.88 | \$29.95 | \$31.02 | \$32.10 | \$33.17 |
| Lineman II                     | \$22.14          | \$23.04 | \$23.94 | \$24.84 | \$25.74 | \$26.64 | \$27.54 | \$28.44 |
| Office Manager                 | \$20.78          | \$21.77 | \$22.76 | \$23.75 | \$24.74 | \$25.73 | \$26.72 | \$27.71 |
| Operator - Power Plant         | \$23.24          | \$24.09 | \$24.94 | \$25.78 | \$26.63 | \$27.48 | \$28.33 | \$29.18 |
| Operator - Street              | \$19.86          | \$20.81 | \$21.75 | \$22.70 | \$23.64 | \$24.59 | \$25.53 | \$26.48 |
| Operator - Wastewater I-IV     | \$18.75          | \$19.65 | \$20.56 | \$21.46 | \$22.37 | \$23.27 | \$24.18 | \$25.08 |
| Seasonal/Laborer               | \$11.28          | \$11.58 | \$11.89 | \$12.20 | \$12.51 |         |         |         |
| Superintendent - Power Plant   | \$26.92          | \$27.98 | \$29.05 | \$30.11 | \$31.17 | \$32.24 | \$33.30 | \$34.37 |
| Superintendent - Wastewater    | \$28.74          | \$29.94 | \$31.15 | \$32.35 | \$33.55 | \$34.75 | \$35.95 | \$37.16 |
| Superintendent - Water         | \$23.94          | \$25.20 | \$26.46 | \$27.72 | \$28.98 | \$30.24 | \$31.50 | \$32.76 |
| Transfer Station               | \$14.81          | \$15.54 | \$16.27 | \$16.99 | \$17.72 | \$18.45 | \$19.18 | \$19.91 |
| Wastewater Lead Operator       | \$24.82          | \$26.08 | \$27.34 | \$28.60 | \$29.86 | \$31.13 | \$32.39 | \$33.65 |
| Water Operator IV-II           | \$17.92          | \$19.28 | \$20.65 | \$22.01 | \$23.38 | \$24.74 | \$26.11 | \$27.47 |
| Additional Duty                | \$0.59           | \$0.93  | \$1.26  | \$1.59  | \$1.92  | \$2.26  | \$2.59  | \$2.92  |
| Meter Reader                   | \$0.37 per meter |         |         |         |         |         |         |         |

### PARKS AND RECREATION

|                               |         |         |         |         |         |         |         |         |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Parks Groundsperson Custodian | \$15.67 | \$16.42 | \$17.17 | \$17.91 | \$18.66 | \$19.41 | \$20.15 | \$20.90 |
| Parks Supervisor              | \$21.92 | \$22.85 | \$23.77 | \$24.70 | \$25.62 | \$26.54 | \$27.47 | \$28.39 |
| Pool Cashiers                 | \$9.00  | \$9.25  | \$9.50  | \$9.75  | \$10.00 |         |         |         |
| Pool Lifeguards               | \$9.50  | \$9.75  | \$10.00 | \$10.25 | \$10.50 |         |         |         |
| Pool Manager                  | \$12.40 | \$12.76 | \$13.13 | \$13.50 | \$13.87 |         |         |         |
| Pool Manager - Assistant      | \$11.43 | \$11.77 | \$12.13 | \$12.48 | \$12.86 |         |         |         |
| Recreation Coordinator        | \$18.61 | \$19.28 | \$19.96 | \$20.63 | \$21.30 | \$21.97 | \$22.64 | \$23.31 |
| Referees/Coaches              | \$11.00 |         |         |         |         |         |         |         |
| Seasonal/Laborer              | \$9.00  | \$9.25  | \$9.50  | \$9.75  | \$10.00 |         |         |         |

### FIRE DEPARTMENT

|                         |          |          |
|-------------------------|----------|----------|
|                         | per hour | biweekly |
| Fire Chief              |          | \$417.80 |
| Ambulance Administrator |          | \$319.73 |
| Assistant Fire Chief    |          | \$250.67 |
| Ambulance Attendants    | \$22.55  |          |
| Ambulance Maintenance   | \$16.02  |          |