

**Personnel Committee Meeting**  
**Tuesday, February 4, 2025 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.

3.A. Discussion on amending personnel policy to categorize call-outs as scheduled

3.B. Consider Ordinance 2235 amending salaries and wages in Ordinance 2214, 2215, and 2223

**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 NO. 2235

**AN ORDINANCE OF THE CITY OF CRETE, NEBRASKA RELATING TO WAGES AND SALARIES; TO AMEND ORDINANCE NO. 2214, 2215, AND 2223 TO ADJUST THE WAGES AND SALARIES OF CITY OFFICERS AND NON-BARGAINING UNIT EMPLOYEES OF THE CITY OF CRETE.**

**BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CRETE, NEBRASKA:**

**Section 1.** That the wages and salaries of city officers and non-bargaining unit employees specified in Exhibit A of Ordinance No. 2214, 2215, and 2223 shall be amended and replaced by the new Exhibit A attached hereto. Said Exhibit shall be incorporated herein and in Ordinance No. 2214, 2215, and 2223 as though set out in full.

**Section 2.** That all other sections, provisions, or parts of Ordinance No. 2214, 2215, and 2223 that are not amended by this ordinance shall remain in full force and effect.

**Section 3.** That all ordinances or parts of ordinances in conflict herewith shall be repealed and that any partial repeal shall not affect the other parts of ordinances that can be given effect without the repealed parts.

**Section 4.** That if any section, part, or provision of this ordinance is for any reason held invalid, the invalidity thereof shall not affect the validity of any other section, part, or provision of this ordinance.

**Section 5.** That this ordinance shall be published in pamphlet or book form and shall take effect and be in full force and effect from and after its passage, approval, and publication, as provided by law.

PASSED AND ENACTED the 4th day of February, 2025.

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Mayor

ATTEST:

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City Clerk

Seal

**ORDINANCE 2235 - EXHIBIT A**

**Amending Ordinance 2223**

**NON-BARGAINING UNIT OFFICER AND EMPLOYEE SALARIES & WAGES**

**SALARIED POSITIONS**

<b>APPOINTED POSITIONS</b>	Maximum Salary Per Biweekly Pay Period
City Administrator	\$7,347.45
City Attorney	\$5,768.47
City Clerk	\$3,603.40
City Treasurer/Finance Director	\$4,301.17
Fire Chief	\$474.81

<b>NON-APPOINTED POSITIONS</b>	Maximum Salary Per Biweekly Pay Period
Airport Manager	\$2,692.31
Ambulance Administrator	\$363.35
Assistant Fire Chief	\$284.87
Building Inspector	\$3,093.52
Community Assistance Director	\$2,755.54
Deputy City Clerk	\$2,497.97
Economic Development Coordinator	\$2,498.40
Economic Development Director	\$3,660.34
Electric Superintendent	\$4,460.12
GIS Technician & Technical Support Specialist	\$2,848.16
Grant Writer	\$2,413.50
Human Resource Coordinator	\$2,848.65
Human Resources Director	\$3,351.62
IT Director	\$3,672.36
Library Director	\$3,403.82
Media Specialist	\$2,258.57
Office Manager	\$2,872.47
Parks and Recreation Director	\$3,832.36
Police Chief	\$4,584.38
Police Captain	\$3,967.49
Public Works Director	\$4,659.86
SSAR Report Preparation	1/4 Annual State Incentive Payment
Street Superintendent	3/4 Annual State Incentive Payment
Street Supervisor	\$2,946.44

**HOURLY POSITIONS**

<b>CITY ADMINISTRATION</b>	1	2	3	4	5	6	7	8
Administrative Assistant	\$15.89	\$16.86	\$17.84	\$18.78	\$19.75	\$20.72	\$21.68	\$22.64
Purchasing Clerk	\$21.39	\$22.71	\$24.03	\$25.35	\$26.67	\$27.99	\$29.30	\$30.64
<b>FIRE &amp; RESCUE</b>	1							
Ambulance Attendant	\$24.76							
Ambulance Maintenance	\$17.58							
Firefighter Call Response	\$8.00	per call						

**ORDINANCE 2235 - EXHIBIT A**  
**Amending Ordinance 2223**

Officer Call Response	\$10.00		per call					
<b>LIBRARY</b>	1	2	3	4	5	6	7	8
Assistant Director	\$22.50	\$23.65	\$24.80	\$25.96	\$27.11	\$28.26	\$29.42	\$30.58
Children's Librarian	\$20.40	\$21.42	\$22.44	\$23.46	\$24.48	\$25.50	\$26.52	\$27.51
Librarian	\$20.40	\$21.42	\$22.44	\$23.46	\$24.48	\$25.50	\$26.52	\$27.51
Library Clerk	\$16.53	\$17.32	\$18.12	\$18.91	\$19.70	\$20.50	\$21.29	\$22.05
Library Aide	\$14.42							
<b>PARKS &amp; RECREATION</b>	1	2	3	4	5	6	7	8
Parks Groundskeeper I	\$18.72	\$19.66	\$20.61	\$21.56	\$22.51	\$23.45	\$24.40	\$25.36
Park Facilities and Groundskeeper	\$22.66	\$23.63	\$24.60	\$25.56	\$26.53	\$27.50	\$28.48	\$29.46
Parks Seasonal Laborer	\$13.69	\$14.06	\$14.43	\$14.80	\$15.18			
Pool Cashiers	\$12.36	\$12.72	\$13.03	\$13.35				
Pool Lifeguards	\$13.15	\$13.83	\$14.51	\$15.18				
Pool Manager/Swim Coach	\$15.05	\$15.68	\$16.30	\$16.93	\$17.56	\$18.19		
Pool Manager - Assistant	\$13.83	\$14.51	\$15.18	\$15.94				
Recreation Coordinator	\$23.79	\$24.87	\$25.96	\$27.04	\$28.12	\$29.20	\$30.28	\$31.35
Referees/Coaches	\$12.36							
Training Pay	\$12.36							
<b>POLICE</b>	1	2	3	4	5	6	7	8
Administrative Assistant (PD)	\$18.12	\$19.22	\$20.32	\$21.42	\$22.53	\$23.63	\$24.73	\$25.80
Code Enforcement Officer	\$20.04	\$21.10	\$22.17	\$23.23	\$24.29	\$25.35	\$26.41	\$27.47
Noncertified Conditional Officer	\$23.07							
<b>PUBLIC WORKS</b>	1	2	3	4	5	6	7	8
<b>ADMINISTRATION</b>								
Admin Asst/Asst Office Manager	\$22.59	\$23.76	\$24.93	\$26.09	\$27.26	\$28.42	\$29.59	\$30.78
Bookkeeper	\$19.42	\$20.59	\$21.77	\$22.95	\$24.12	\$25.30	\$26.48	\$27.65
Customer Service Rep.	\$22.66	\$24.13	\$25.61	\$27.08	\$28.55	\$30.02	\$31.50	\$32.97
Janitor/Custodian	\$16.32	\$16.98	\$17.65	\$18.32	\$18.99	\$19.66	\$20.33	\$20.98
Custodial Support	\$13.50							
Transfer Station Attendant	\$13.69	\$14.06	\$14.43	\$14.80	\$15.18			
Additional Duty	\$0.65	\$1.02	\$1.39	\$1.75	\$2.11	\$2.48	\$2.85	\$3.21
Meter Reader	\$0.40							
		per meter						
<b>CEMETERY</b>								
Cemetery Sexton	\$22.66	\$24.13	\$25.61	\$27.08	\$28.55	\$30.02	\$31.50	\$32.97
Seasonal/Laborer	\$13.69	\$14.06	\$14.43	\$14.80	\$15.18			
<b>ELECTRIC</b>								
Electric Foreman	\$35.97	\$37.54	\$39.10	\$40.67	\$42.23	\$43.79	\$45.36	\$46.93
Electric Groundperson	\$24.41	\$25.80	\$27.22	\$28.63	\$30.04	\$31.44	\$32.85	\$34.27
Electric Lineman I	\$35.32	\$36.83	\$38.33	\$39.84	\$41.34	\$42.85	\$44.36	\$45.87
Electric Lineman II	\$29.15	\$30.56	\$31.98	\$33.40	\$34.82	\$36.23	\$37.65	\$39.06

**ORDINANCE 2235 - EXHIBIT A**  
**Amending Ordinance 2223**

Power Plant Operator		<del>\$25.95</del>	<del>\$26.90</del>	<del>\$27.85</del>	<del>\$28.78</del>	<del>\$29.74</del>	<del>\$30.68</del>	<del>\$31.64</del>	<del>\$32.59</del>
Power Plant Operator		\$29.15	\$30.56	\$31.98	\$33.40	\$34.82	\$36.23	\$37.65	\$39.06
Power Plant Superintendent		\$32.78	\$34.05	\$35.33	\$36.61	\$37.89	\$39.17	\$40.44	\$41.73
	STREET								
Street Foreman		\$26.11	\$27.38	\$28.66	\$29.94	\$31.22	\$32.49	\$33.77	\$35.08
Street Operator		\$22.66	\$24.13	\$25.61	\$27.08	\$28.55	\$30.02	\$31.50	\$32.97
	WASTEWATER								
Wastewater Lead Operator		\$28.20	\$29.63	\$31.06	\$32.50	\$33.93	\$35.36	\$36.79	\$38.24
Wastewater Operator		\$23.32	\$24.84	\$26.35	\$27.87	\$29.38	\$30.90	\$32.41	\$33.93
Wastewater Superintendent		\$35.46	\$37.16	\$38.87	\$40.58	\$42.29	\$43.99	\$45.70	\$47.38
	WATER								
Water Foreman		\$27.60	\$29.02	\$30.43	\$31.84	\$33.25	\$34.66	\$36.07	\$37.45
Water Operator		\$22.66	\$24.13	\$25.61	\$27.08	\$28.55	\$30.02	\$31.50	\$32.97
Water Superintendent		\$29.05	\$30.57	\$32.09	\$33.62	\$35.14	\$36.67	\$38.19	\$39.75