

CITY OF CRETE, NEBRASKA  
CITY COUNCIL REGULAR MEETING  
November 2, 2021

Notice of the meeting was given by posting and publishing in The Crete News, the appointed method for giving notice as shown by the Proof of Publication attached to the minutes. Advance notice of the meeting was also given to the Mayor and City Council. Pursuant to Section 84-1412(8) of the Nebraska Open Meetings Act, the City has posted a current copy of the Open Meetings Act, Laws of the State of Nebraska in the back of the Council Chambers. Additional copies are available to read. The City may consider items listed on the agenda in random order. All proceedings shown were taken while the meeting was open to the attendance of the public.

Those in attendance pledged allegiance to the flag.

1. Open Meeting
2. Roll Call  
Ryan Present  
Hinz:  
Dan Present  
Papik:  
Travis Present  
Sears:  
Present: 3.

3. Items of Business

- A. Provide a recommendation to the City Council on enacting Ordinance 2142: An ordinance amending the wages and salaries of city officers and non-bargaining unit employees of the City.

Recommend to the City Council to enact Ordinance 2142: An ordinance amending the wages and salaries of city officers and non-bargaining unit employees of the City. Carried with a motion by Travis Sears and a second by Ryan Hinz.

Ryan Hinz: Aye, Dan Papik: Aye, Travis Sears: Aye  
Aye: 3, No: 0

City Administrator Tom Ourada reported that with the passing of LB51, the stipulations of a non-certified conditional police offer changed. It gives the nonconditional officer 6 weeks to get to the police training in Grand Island, which is offered 3 times a year. Ordinance 2142 gives this person a set wage, which only has one step due to the small amount of time one would be in this position while waiting for training.

4. Officers' Reports
5. Adjournment

Mayor

(SEAL)

City Clerk-Treasurer

I, Jerry Wilcox, City Clerk for the City of Crete, hereby certify that the foregoing is a true and correct copy of the proceedings had and done by the Mayor and Council. I hereby certify that a copy of the Open Meetings Act was posted in the back of the Council Chambers. I certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the City Clerk. I certify that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting and that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public. I certify that the minutes were in written form and available for public inspection within ten working days and prior to the next convened meeting of the City Council. I certify that all news media requesting notification concerning meetings of the City Council were provided with advance notification of the time and place of said meeting and the subjects to be discussed.

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City Clerk-Treasurer

(S E A L)

## ORDINANCE NO. 2142

**AN ORDINANCE OF THE CITY OF CRETE, NEBRASKA RELATING TO WAGES AND SALARIES; TO AMEND ORDINANCE NO. 2138 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. 2138 shall be amended and replaced by the new Exhibit A attached hereto. Said Exhibit shall be incorporated herein and in Ordinance No. 2138 as though set out in full.

**Section 2.** That all other sections, provisions, or parts of Ordinance No. 2138 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 2nd day of November 2021.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

**ORDINANCE 2142**

**EXHIBIT A**

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

**SALARIED POSITIONS**

<b>APPOINTED OFFICERS</b>	Max. Salary Per Biweekly Pay Period
City Administrator	\$ 5,609.83
City Attorney	\$ 4,872.29
City Clerk	\$ 3,176.54
City Treasurer/Director of Finance	\$ 3,418.94
Community Assistance Director	\$ 2,264.37
Director of Economic Development	\$ 3,161.66
Director of Human Resources	\$ 2,673.61
Director of Parks & Recreation	\$ 3,240.73
Director of Public Works	\$ 4,516.08
Fire Chief	\$ 430.33
Library Director	\$ 2,671.47
Police Chief	\$ 3,746.65
SSAR Report Preparation	1/4 Annual State Incentive Payment
Street Superintendent	3/4 Annual State Incentive Payment

<b>NON-APPOINTED EMPLOYEES</b>	Max. Salary Per Biweekly Pay Period
Ambulance Administrator	\$ 329.32
Assistant Fire Chief	\$ 258.19
Building Inspector	\$ 2,695.12
Economic Development Coordinator	\$ 2,264.35
Electric Superintendent	\$ 3,581.10
Human Resource Coordinator	\$ 2,264.37
IT Coordinator	\$ 3,030.42
Media Specialist	\$ 1,863.06
Police Lieutenant	\$ 2,931.61
Street Supervisor	\$ 2,485.66

**HOURLY POSITIONS**

<b>CITY ADMINISTRATION</b>	1	2	3	4	5	6	7	8
Administrative Assistant	\$14.91	\$15.82	\$16.73	\$17.62	\$18.53	\$19.44	\$20.34	\$21.24
Deputy City Clerk	\$20.95	\$22.00	\$23.05	\$24.10	\$25.15	\$26.20	\$27.25	\$28.30
Purchasing Clerk	\$18.16	\$19.12	\$20.08	\$21.05	\$22.01	\$22.97	\$23.93	\$24.90

<b>FIRE &amp; RESCUE</b>	1	
Ambulance Attendant	\$23.23	
Ambulance Maintenance	\$16.50	
Firefighter Call Response	\$8.00	per call
Officer Call Response	\$10.00	per call

**ORDINANCE 2142**

**EXHIBIT A**

	1	2	3	4	5	6	7	8
<b>LIBRARY</b>								
Assistant Director	\$19.12	\$20.55	\$21.98	\$23.41	\$24.84	\$25.73	\$26.62	\$27.51
Children's Librarian	\$17.06	\$17.95	\$18.84	\$19.73	\$20.62	\$21.51	\$22.40	\$23.29
Librarian	\$17.06	\$17.95	\$18.84	\$19.73	\$20.62	\$21.51	\$22.40	\$23.29
Library Clerk	\$14.88	\$15.54	\$16.20	\$16.86	\$17.52	\$18.17	\$18.83	\$19.49
<b>PARKS AND RECREATION</b>								
Parks Groundskeeper II	\$19.59	\$20.46	\$21.32	\$22.18	\$23.04	\$23.90	\$24.76	\$25.63
Parks Groundskeeper I	\$16.14	\$16.91	\$17.69	\$18.45	\$19.22	\$19.99	\$20.75	\$21.53
Parks Seasonal Laborer	\$9.27	\$9.56	\$9.86	\$10.15	\$10.45	\$10.74	\$11.04	\$11.33
Pool Cashiers	\$9.27	\$9.56	\$9.86	\$10.15	\$10.45	\$10.74	\$11.04	\$11.33
Pool Lifeguards	\$9.79	\$10.08	\$10.37	\$10.67	\$10.96	\$11.26	\$11.55	\$11.85
Pool Manager	\$12.77	\$13.14	\$13.52	\$13.91	\$14.29	\$14.68	\$15.06	\$15.44
Pool Manager - Assistant	\$11.77	\$12.12	\$12.49	\$12.85	\$13.25	\$13.51	\$13.85	\$14.20
Referees/Coaches	\$11.85							
<b>POLICE</b>								
Administrative Assistant	\$14.91	\$15.82	\$16.73	\$17.62	\$18.53	\$19.44	\$20.34	\$21.24
Code Enforcement Officer	\$18.16	\$19.12	\$20.08	\$21.05	\$22.01	\$22.97	\$23.93	\$24.90
Noncertified Conditional Officer	\$20.91							
<b>PUBLIC WORKS</b>								
<b>ADMINISTRATION</b>								
Admin Asst/Asst Office Manager	\$18.16	\$19.12	\$20.09	\$21.04	\$22.01	\$22.97	\$23.94	\$24.90
Bookkeeper	\$14.91	\$15.82	\$16.73	\$17.62	\$18.53	\$19.44	\$20.34	\$21.24
Customer Service Rep.	\$19.59	\$20.83	\$22.08	\$23.32	\$24.57	\$25.81	\$27.05	\$28.29
GIS Technician	\$17.54	\$18.35	\$19.18	\$20.00	\$20.82	\$21.65	\$22.46	\$23.29
Janitor	\$13.23	\$13.68	\$14.12	\$14.56	\$15.01	\$15.45	\$15.90	\$16.35
Office Manager	\$21.40	\$22.42	\$23.44	\$24.46	\$25.48	\$26.50	\$27.52	\$28.54
Transfer Station Attendant	\$15.25	\$16.00	\$16.76	\$17.50	\$18.25	\$19.00	\$19.75	\$20.51
Additional Duty	\$0.61	\$0.96	\$1.30	\$1.64	\$1.98	\$2.33	\$2.67	\$3.01
Meter Reader	\$0.38	per meter						
<b>CEMETERY</b>								
Cemetery Sexton	\$20.46	\$21.43	\$22.40	\$23.38	\$24.35	\$25.33	\$26.30	\$27.27
Seasonal Laborer	\$11.62	\$11.93	\$12.25	\$12.57	\$12.89	\$12.89	\$12.89	\$12.89
<b>ELECTRIC</b>								
Electric Foreman	\$28.83	\$30.03	\$31.23	\$32.42	\$33.62	\$34.82	\$36.02	\$37.21
Electric Groundman	\$20.46	\$21.43	\$22.40	\$23.38	\$24.35	\$25.33	\$26.30	\$27.27
Electric Lineman I	\$26.43	\$27.53	\$28.63	\$29.75	\$30.85	\$31.95	\$33.06	\$34.17
Electric Lineman II	\$22.80	\$23.73	\$24.66	\$25.59	\$26.51	\$27.44	\$28.37	\$29.29
Power Plant Operator	\$23.94	\$24.81	\$25.69	\$26.55	\$27.43	\$28.30	\$29.18	\$30.06
Power Plant Superintendent	\$27.73	\$28.82	\$29.92	\$31.02	\$32.11	\$33.21	\$34.30	\$35.40

**ORDINANCE 2142  
EXHIBIT A**

STREET								
Street Foreman	\$22.80	\$23.73	\$24.66	\$25.59	\$26.51	\$27.44	\$28.37	\$29.29
Street Operator	\$20.46	\$21.43	\$22.40	\$23.38	\$24.35	\$25.33	\$26.30	\$27.27
WASTEWATER								
Wastewater Lead Operator	\$25.56	\$26.86	\$28.16	\$29.46	\$30.76	\$32.06	\$33.36	\$34.66
Wastewater Operator	\$19.31	\$20.24	\$21.18	\$22.11	\$23.04	\$23.97	\$24.90	\$25.83
Wastewater Superintendent	\$29.60	\$30.84	\$32.08	\$33.32	\$34.56	\$35.80	\$37.03	\$38.27
WATER								
Water Foreman	\$24.29	\$25.50	\$26.72	\$27.95	\$29.17	\$30.40	\$31.61	\$32.84
Water Operator	\$18.46	\$19.86	\$21.27	\$22.67	\$24.08	\$25.48	\$26.89	\$28.29
Water Superintendent	\$24.66	\$25.96	\$27.25	\$28.55	\$29.85	\$31.15	\$32.45	\$33.74