

## ORDINANCE NUMBER 23-28

An ordinance to establish salaries and compensation for various City and Board of Public Works non-union employees; to repeal conflicting ordinance; and to provide for publication in electronic form and an effective date of this ordinance.

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

**SECTION 1.** That the following schedule be and hereby is adopted as the salary schedule for non-union employees of the City of Beatrice, Nebraska to be effective as of October 1, 2023:

Non-Union Position	Min
Sanitation Laborer	16.30
Sanitation Collection Driver	18.44
Airport Maintenance Technician	19.86
Library Assistant	19.86
Mechanic	19.86
Community Relations Coordinator	20.36
Fire Captain*	21.95
Sanitation Working Foreman	22.47
Librarian	23.03
Airport Operations/Maintenance Superintendent	28.20
Deputy Fire Chief	28.76
Business Systems Analyst	30.22
GIS Coordinator	30.22
Info Tech Coordinator	32.54
Police Lieutenant	35.89
Police Captain	36.61
911 Director	36.82

\* Based on 2920 hours

Appointed Non-Union Positions 28.76  
Airport Manager, City Administrator, City Attorney, City Clerk, City Engineer, City Treasurer, Community Development Director, Director of Public Properties, Electric Superintendent, Finance Director, Fire Chief, General Manager, Information Technology Director, Landfill Superintendent, Library Director, Police Chief, Sanitation Superintendent, Street Superintendent, Wastewater Superintendent, and Water Superintendent

**SECTION 2.** An employee shall receive additional pay for such items including but not limited to, night shift differential, out-of-rank, training officer, and longevity pursuant to the Handbook for Non-Union Employees.

**SECTION 3.** That all City of Beatrice and Board of Public Works employees shall be eligible for Long Term Disability insurance coverage pursuant to the Handbook for Non-Union Employees. Employees wages shall be increased by an amount equal to the premiums for said insurance. Employees shall have said insurance premiums deducted from their wages.

**SECTION 4.** That part-time employees shall be paid in accordance with the following range: \$7.25 to \$35.00 per hour.

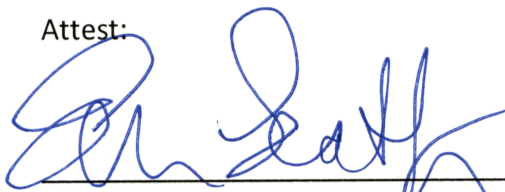
**SECTION 5.** That the Mayor and City Administrator may alter an employee's wage during the course of the year for such things as, including but not limited to, completion of probation, job reclassifications, performance evaluations, certifications, or trainings, in accordance with the applicable union contract and pay scale for the employee.

**SECTION 6.** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

**SECTION 7.** That this ordinance shall be in full force and effect from and after its passage, approval and publication in pamphlet form as provided by law.

PASSED AND APPROVED this 2<sup>nd</sup> day of October, 2023.

Attest:

  
Erin Saathoff, CMC, City Clerk

  
Robert Morgan, Mayor

