

CITY OF ALBION, NEBRASKA PAY PLAN

As Adopted by the Mayor and City Council – Ordinance 33528(234) – ~~December 12, 2023~~ May 14, 2024, effective ~~January~~ June 1, 2024.

Position/Title	Beginning Wage	Maximum Wage (25 years)
City Administrator/Clerk/Treasurer - Certified	89175/year	118460/year
City Administrator/Clerk/Treasurer - Non-Certified	78650/year	87725/year
Chief of Police - Certified	46830 <u>56196</u> /year	76215 <u>91458</u> /year
Police Officer - Certified	42110 <u>50532</u> /year	68730 <u>82476</u> /year
Police Officer - Non-Certified <u>(1 year maximum)</u>	30250 <u>44195</u> /year	39325 <u>47190</u> /year
Street Supervisor	18.15 <u>19.05</u> /hour	32.40 <u>34.00</u> /hour
Water Commissioner	18.15 <u>19.05</u> /hour	32.40 <u>34.00</u> /hour
Sewer Commissioner	18.15 <u>19.05</u> /hour	32.40 <u>34.00</u> /hour
Water Commissioner, Sewer Commissioner, Street Supervisor - Certified	+ .30/hour each certification level	35.10 <u>36.70</u> /hour
Public Works Maintenance Operator – Non-Certified	15.00/hour	29.65 /hour
Public Works Maintenance Operator – Certified	+ .30/hour each certification level	32.35/hour
Deputy City Clerk - Non-Certified	14.20/hour	18.75/hour
Deputy City Clerk - Certified	15.00/hour	29.65/hour
Utility Billing Clerk - Non-Certified	14.20/hour	18.75/hour
Utility Billing Clerk - Certified	+ .30/hour each certification level	29.65/hour
Economic Development and Housing Director	\$23.20/hour	\$37.15/hour
Building Inspector and Code Official	15.13/hour	31.15/hour
	\$60 per permit issued	
Fire Chief	1600/year	3630/year
City Groundskeeper	15.00 <u>15.75</u> /hour	32.35 <u>34.00</u> /hour
Seasonal Laborer	12.50 <u>13.00</u> /hour	16.00 <u>17.00</u> /hour
Pool Manager	18.00/hour	25.00/hour
Pool Assistant Manager	15.00/hour	20.00/hour
Pool Substitute Manager	12.00/hour	16.50/hour
Lifeguard	12.50/hour	16.50/hour
Substitute Lifeguard	12.50/hour	12.50/hour
Attendant	12.00/hour	16.00/hour
City Council	2500/year	2500/year
Mayor	5000/year	5000/year

*Employees are not eligible for Maximum wage rates until step 13 of the intermediate rate plan is reached at or after 25 years of experience.

Beginning Wages are for newly hired individuals without experience. Newly hired specially trained or experienced person(s) may begin employment at an intermediate (step) rate; however, such action is recommended only in exceptional cases.

CITY OF ALBION INTERMEDIATE WAGE RATES (STEP RAISE PLAN)

Step raises may be given upon favorable review. Reviews will be conducted relative to each employee's anniversary date. Upon favorable review, step raises will then be given at the person's actual anniversary date, if funds are available and budgeted, according to the following schedules:

REGULAR FULL-TIME EMPLOYEES – SALARIED AND HOURLY

Step#	At # of Years	\$ Amount year/hr
1	6 months	\$1500/.72
2	1 year	\$1500/.72
3	2	\$1500/.72
4	4	\$1500/.72
5	6	\$1500/.72
6	8	\$1500/.72
7	10	\$1500/.72
8	12	\$1500/.72
9	15	\$2500/1.20
10	18	\$2500/1.20
11	20	\$2500/1.20
12	23	\$2500/1.20
13	25 (Maximum)	\$2500/1.20

PART-TIME, VARIABLE HOUR – SALARIED AND HOURLY

Step#	At # of Years	\$ Amount year/hr
1	1 year	\$120/.50
2	2	\$120/.50
3	3	\$120/.50
4	4	\$120/.50
5	5	\$120/.50
6	6	\$120/.50
7	7	\$120/.50
8	8	\$120/.50
9	9	\$120/.50
10	10	\$120/.50
11	11	\$120/.50
12	12	\$120/.50
13	13 (Maximum)	\$120/.50

*Cost of Living raises may be given at budget time and will be based on the Consumer Price Index rate on July 1st of each year. Cost of living can be applied as a flat amount, a percentage of the base wage, a percentage of current wage, or in any other manner decided by the Council.

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REGULAR SEASONAL (SUBSTITUTES EXCLUDED)

<u>Step#</u>	<u>At # of Years</u>	<u>\$ Amount /hr</u>
1	1 year	\$.25
2	2	\$.25
3	3	\$.25
4	4	\$.25
5	5	\$.25
6	6	\$.25
7	7	\$.25
8	8	\$.25
9	9	\$.25
10	10	\$.25
11	11	\$.25
12	12	\$.25
13	13 (Maximum)	\$.25

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