

**Personnel Committee Meeting  
Tuesday, March 3, 2026 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. Ordinance 2270 Amending Salaries and Wages in Ordinance 2257, 2263 and 2267

**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. 2270**

**AN ORDINANCE OF THE CITY OF CRETE, NEBRASKA RELATING TO WAGES AND SALARIES; TO AMEND ORDINANCE NO. 2257, 2263 AND 2267 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. 2257, 2263 and 2267 shall be amended and replaced by the new Exhibit A attached hereto. Said Exhibit shall be incorporated herein and in Ordinance No. 2257, 2263, and 2267 as though set out in full.

**Section 2.** That all other sections, provisions, or parts of Ordinance No. 2257, 2263, and 2267 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 3rd day of March, 2026.

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Mayor

ATTEST:

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City Clerk

Seal

**NON BARGAINING UNIT**

**Maximum Salary**

Per Bi-weekly Pay Period

<b>SALARIED POSITIONS</b>	
Building Inspector	\$3,124.46
Chief of Police	\$4,721.91
City Administrator	\$7,494.40
City Attorney	\$6,287.63
City Clerk	\$3,819.60
Community Assistance Director	\$2,975.98
Director of Economic Development	\$3,733.55
Director of Finance	\$4,688.28
Director of Human Resources	\$3,418.65
Director of Parks & Recreation	\$4,177.27
Director of Public Works	\$4,753.06
Economic Development Coordinator	\$2,548.37
Human Resources Coordinator	\$3,048.06
Library Director	\$3,710.16
Media Specialist	\$2,303.74
Office Manager	\$3,102.27
Police Captain	\$4,086.51
SSAR Report Preparation	1/4 Annual State Incentive Payment
Street Superintendent	3/4 Annual State Incentive Payment
Street Supervisor	\$3,034.83
Electric Superintendent	\$4,549.32
Deputy City Clerk	\$2,547.93
GIS & Technical Support Specialist	\$3,019.05
Airport Manager	\$2,746.16
Grant Writer	\$2,461.77
IT director	\$3,745.81
Waste Water Superintendent	\$3,866.40
Water Superintendent	\$3,421.60

**Pay Per Hour**

Grade	1	2	3	4	5	6	7	8
<b>ADMINISTRATIVE</b>								
Administrative Assistant.....	\$16.21	\$17.20	\$18.20	\$19.16	\$20.15	\$21.13	\$22.11	\$23.09
Purchasing Clerk.....	\$21.82	\$23.16	\$24.51	\$25.86	\$27.20	\$28.55	\$29.89	\$31.25
<b>POLICE DEPARTMENT</b>								
Code Enforcement Officer.....	\$20.44	\$21.52	\$22.61	\$23.69	\$24.78	\$25.86	\$26.94	\$28.02

Administrative Assistant (PD).....	\$18.66	\$19.80	\$20.93	\$22.06	\$23.21	\$24.34	\$25.47	\$26.57
Noncertified Conditional Officer.....	\$23.53							

**LIBRARY**

Assistant Director.....	\$22.95	\$24.12	\$25.30	\$26.48	\$27.65	\$28.83	\$30.01	\$31.19
Librarian.....	\$20.81	\$21.85	\$22.89	\$23.93	\$24.97	\$26.01	\$27.05	\$28.06
Library Clerk.....	\$16.86	\$17.67	\$18.48	\$19.29	\$20.09	\$20.91	\$21.72	\$22.49
Library Aide.....	\$15.00							

Grade

1                    2                    3                    4                    5                    6                    7                    8

**PUBLIC WORKS**

Admin Asst/Asst Office Manager.....	\$23.04	\$24.24	\$25.43	\$26.61	\$27.81	\$28.99	\$30.18	\$31.40
Bookkeeper/Billing.....	\$19.85	\$21.05	\$22.26	\$23.46	\$24.66	\$25.86	\$27.07	\$28.27
Cemetery.....	\$23.11	\$24.61	\$26.12	\$27.62	\$29.12	\$30.62	\$32.13	\$33.63
Customer Service Rep.....	\$23.11	\$24.61	\$26.12	\$27.62	\$29.12	\$30.62	\$32.13	\$33.63
Electric Foreman.....	\$36.69	\$38.29	\$39.88	\$41.48	\$43.07	\$44.67	\$46.27	\$47.87
Water Foreman.....	\$28.15	\$29.60	\$31.04	\$32.48	\$33.92	\$35.35	\$36.79	\$38.20
Street Foreman.....	\$26.63	\$27.93	\$29.23	\$30.54	\$31.84	\$33.14	\$34.45	\$35.78
Janitor/Custodian.....	\$17.09	\$17.78	\$18.48	\$19.18	\$19.88	\$20.58	\$21.29	\$21.97
Custodial Support.....	\$15.00							
Electric Lineman I.....	\$36.03	\$37.57	\$39.10	\$40.64	\$42.17	\$43.71	\$45.25	\$46.79
Electric Lineman II.....	\$29.73	\$31.17	\$32.62	\$34.07	\$35.52	\$36.95	\$38.40	\$39.84
Electric Groundsperson.....	\$24.90	\$26.32	\$27.76	\$29.20	\$30.64	\$32.07	\$33.51	\$34.96
Power Plant Operator.....	\$29.73	\$31.17	\$32.62	\$34.07	\$35.52	\$36.95	\$38.40	\$39.84
Street Operator.....	\$23.11	\$24.61	\$26.12	\$27.62	\$29.12	\$30.62	\$32.13	\$33.63

Wastewater I-IV Operator.....	\$23.79	\$25.34	\$26.88	\$28.43	\$29.97	\$31.52	\$33.06	\$34.61
Seasonal/Laborer - Cemetery.....	\$13.96	\$14.34	\$14.72	\$15.10	\$15.48			
Power Plant Superintendent.....	\$33.44	\$34.73	\$36.04	\$37.34	\$38.65	\$39.95	\$41.25	\$42.56
Transfer Station.....	\$15.00	\$15.12	\$15.24	\$15.36	\$15.48			
Wastewater Lead Operator.....	\$28.76	\$30.22	\$31.68	\$33.15	\$34.61	\$36.07	\$37.53	\$39.00
Water Operator IV-II.....	\$23.11	\$24.61	\$26.12	\$27.62	\$29.12	\$30.62	\$32.13	\$33.63
Additional Duty.....	\$0.66	\$1.04	\$1.42	\$1.79	\$2.15	\$2.53	\$2.91	\$3.27
Meter Reader.....	\$0.41 per meter							

**PARKS AND RECREATION**

Parks Groundskeeper I.....	\$19.09	\$20.05	\$21.02	\$21.99	\$22.96	\$23.92	\$24.89	\$25.87
Park Facilities and Groundskeeper.....	\$23.11	\$24.10	\$25.09	\$26.07	\$27.06	\$28.05	\$29.05	\$30.05
Pool Cashiers.....	\$15.00	\$15.45	\$15.91	\$16.39				
	<del>\$13.77</del>	<del>\$14.13</del>	<del>\$14.49</del>	<del>\$14.87</del>				
Pool Lifeguards.....	\$15.65	\$16.12	\$16.60	\$17.10				
	<del>\$14.33</del>	<del>\$14.71</del>	<del>\$15.09</del>	<del>\$15.47</del>				
Pool Manager/Swim Coach.....	17.65	18.18	18.72	19.29	19.87	20.46		
	<del>\$16.37</del>	<del>\$16.80</del>	<del>\$17.24</del>	<del>\$17.68</del>	<del>\$18.15</del>	<del>\$18.62</del>		
Assistant Pool Manager/Swim Coach..	16.65	17.15	17.66	18.19				
	<del>\$15.35</del>	<del>\$15.75</del>	<del>\$16.16</del>	<del>\$16.58</del>				
Recreation Coordinator.....	\$24.27	\$25.37	\$26.48	\$27.58	\$28.68	\$29.78	\$30.89	\$31.98
Referees/Coaches.....	\$13.77							
Seasonal/Laborer.....	16.25	16.74	17.24	17.76	18.29			
	<del>\$14.91</del>	<del>\$15.30</del>	<del>\$15.70</del>	<del>\$16.11</del>	<del>\$16.52</del>			
Training Pay.....	\$12.24							

**FIRE DEPARTMENT**

Fire Chief	per hour	bi-weekly	\$484.31
Assistant Fire Chief			\$290.57
Ambulance Administrator			\$370.62
Ambulance Attendants	\$25.26		

Ambulance Maintenance	\$17.58	
Firefighter Call Response	\$8.00	per call