

CITY OF CRETE, NEBRASKA
CITY COUNCIL REGULAR MEETING
September 7, 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 2138: An ordinance setting the wages and salaries of city officers and non-bargaining unit employees.

Recommend to the City Council to enact Ordinance 2138: An ordinance setting the wages and salaries of city officers and non-bargaining unit employees. Carried with a motion by Ryan Hinz and a second by Travis Sears.

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

City Administrator Tom Ourada recommends a 3% increase in wages and salaries for city employees. Ourada asked around and other communities were all across the board with their increases, but it was around the 3% range.

- B. Provide a recommendation to the City Council on approving the employment of new firefighters Josh Marcelino and Andrew AJ Page and adding them to the City's insurance roles.

Recommend to the City Council to approve the employment of new firefighters Josh Marcelino and Andrew AJ Page and adding them to the City's insurance roles. 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 thought it would be a good idea for the Council to meet the people who will be protecting our community. Ourada asked Fire Chief Tod Allen to have the new employees to come

get acquainted with the Council at tonight's meeting.

- 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.

City Clerk-Treasurer

(S E A L)

ORDINANCE NO. 2138

AN ORDINANCE OF THE CITY OF CRETE, NEBRASKA SETTING 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 non-bargaining unit officers and employees of the City shall be no more than the amounts set forth for each job position/classification in **Exhibit A**, which is attached hereto and incorporated herein as though set out in full, and that all wages and salaries shall be payable in a manner set by the Mayor and City Council.

Section 2. That all non-bargaining unit officers and employees that receive an hourly wage and are currently earning more than allowed under the maximum amount for their job position/classification shall continue to be paid at the hourly rate received as of the date of passage of this ordinance until further action of the City Council.

Section 3. That, where a wage or salary range is provided for in **Exhibit A** or where the job position/classification has wage or salary steps, the wage or salary paid to each individual city officer or non-bargaining unit employee shall be established by the Mayor after due consideration of the recommendations of the City Administrator, department heads, and the guidelines contained in the Personnel Rules and Regulations.

Section 4. That all eligible, non-bargaining unit officers' or employees' wages or salaries, with the exception of elected officials and part-time non-bargaining unit employees, shall also include an additional seven percent (7%) for payment into the officers' or employees' pension plan.

Section 5. That a cost-of-living increase of three percent (3%) is included in all of the wages and salaries set forth in **Exhibit A**.

Section 6. That wage or salary bonuses, as provided for in the Personnel Rules and Regulations, may be awarded to each city officer or non-bargaining unit employee based upon performance or other criteria, which would be in addition to any amounts set in this ordinance or that may have been implemented by the Mayor.

Section 7. 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 8. 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 9. That this ordinance shall be published in a newspaper of general circulation or in pamphlet or book form and shall take effect and be in full force and effect from and after October 4, 2021.

PASSED AND ENACTED the 7th day of September 2021.

Mayor

ATTEST:

City Clerk

ORDINANCE 2138

EXHIBIT A

NON-BARGAINING UNIT OFFICER AND EMPLOYEE SALARIES & WAGES

SALARIED POSITIONS

APPOINTED OFFICERS	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

NON-APPOINTED EMPLOYEES	Max. Salary Per Biweekly Pay Period
Ambulance Administrator	\$ 329.32
Assistant Fire Chief	\$ 258.19
Building Inspector	\$ 2,616.62
Economic Development Coordinator	\$ 2,198.42
Electric Superintendent	\$ 3,476.80
Human Resource Coordinator	\$ 2,198.42
IT Coordinator	\$ 2,942.16
Media Specialist	\$ 1,808.80
Police Lieutenant	\$ 2,846.22
Street Supervisor	\$ 2,413.26

HOURLY POSITIONS

CITY ADMINISTRATION	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

FIRE & RESCUE	1	
Ambulance Attendant	\$23.23	
Ambulance Maintenance	\$16.50	
Firefighter Call Response	\$8.00	per call
Officer Call Response	\$10.00	per call

ORDINANCE 2138

EXHIBIT A

	1	2	3	4	5	6	7	8
LIBRARY								
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
PARKS AND RECREATION								
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							
POLICE								
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
PUBLIC WORKS								
ADMINISTRATION								
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						
CEMETERY								
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
ELECTRIC								
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
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

**ORDINANCE 2138
EXHIBIT A**

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