

CITY OF WEST POINT, NEBRASKA

ORDINANCE NO. 1426

AN ORDINANCE OF THE CITY OF WEST POINT, NEBRASKA ADOPTING A PAY PLAN FOR CERTAIN OFFICERS AND ALL EMPLOYEES; REPEALING ORDINANCE NO. 1424 AND ALL OTHER MOTIONS, RESOLUTIONS AND ORDINANCES IN CONFLICT WITH THIS ORDINANCE; PRESCRIBING THE TIME WHEN THIS ORDINANCE SHALL BE IN FORCE AND TAKE EFFECT; AND TO PROVIDE FOR THE PUBLICATION OF THIS ORDINANCE IN PAMPHLET FORM.

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

Section 1. The following schedule shall be the schedule of salary ranges for the city officers and employees;

(A) CLASSIFICATIONS:

GRADE 1-A

Recreation Coach  
Park Maintenance Worker  
Service Worker -- Laborer  
Pool Lifeguard  
Community Center Service Worker

GRADE 1

Library Clerk  
Transfer Station Attendant  
Cemetery laborer  
Assistant Pool Manager  
Street Laborer

GRADE 3

Community Center Facility Coordinator/Janitor

GRADE 4

Senior Center Assistant Coordinator

GRADE 5

Library Assistant  
Transfer Station Operator  
Swimming Pool Manager  
Park Forman (Seasonal)

GRADE 7

Police Clerk-Parking Attendant

GRADE 8

Account Clerk I

GRADE 9

Street Equipment Operator I  
Janitor

GRADE 10

Account Clerk II  
Senior Center Coordinator

GRADE 12

Street Equipment Operator II  
Electric Plant Operator II – Mechanic

GRADE 13

Mechanic-Street Maintenance Worker  
Police Patrol Officer I  
Utility Office Manager  
Water & Wastewater Maintenance Worker

GRADE 14

Police Patrol Officer II  
Water & Wastewater Operator  
Electric Lineman – Class II

GRADE 17

Police Sergeant  
\*Library Director  
Community Center Manager  
Street Foreman  
Electric Lineman -- Class I

GRADE 18

Account Clerk II/IT  
Assistant Chief of Police  
Electric Plant Operator III - Mechanic

GRADE 19

Electric Plant Superintendent

GRADE 20

\*City Treasurer  
Electric Line Foreman  
Water & Wastewater Foreman

GRADE 23

\*Deputy City Clerk  
\*Chief of Police

GRADE 24

\*City Clerk  
Electrical Supervisor

GRADE 25

\*Utility Superintendent

\* Salaried Positions

(B) BASIC HOURLY PAY RANGE SCHEDULE:

GRADE	A	B	C	D	E	F	G	H	I
1 - A	10.67	10.93	11.20	11.49	11.77	12.06	12.36	12.66	12.98
1	11.78	12.04	12.37	12.66	12.97	13.30	13.63	13.94	14.29
2	12.37	12.66	12.97	13.30	13.63	13.94	14.29	14.66	15.01
3	12.97	13.30	13.63	13.94	14.29	14.66	15.01	15.40	15.80
4	13.63	13.94	14.29	14.66	15.01	15.40	15.80	16.17	16.56
5	14.29	14.66	15.01	15.40	15.80	16.17	16.56	16.95	17.38
6	15.01	15.40	15.80	16.17	16.56	16.95	17.38	17.79	18.25
7	15.80	16.17	16.56	16.95	17.38	17.79	18.25	18.70	19.17
8	16.56	16.95	17.38	17.79	18.25	18.70	19.17	19.62	20.12
9	17.38	17.79	18.25	18.70	19.17	19.62	20.12	20.62	21.15
10	18.25	18.70	19.17	19.62	20.12	20.62	21.15	21.65	22.20
11	19.17	19.62	20.12	20.62	21.15	21.65	22.20	22.73	23.32
12	20.12	20.62	21.15	21.65	22.20	22.73	23.32	23.87	24.48
13	21.15	21.65	22.20	22.73	23.32	23.87	24.48	25.08	25.69
14	22.20	22.73	23.32	23.87	24.48	25.08	25.69	26.32	27.00
15	23.32	23.87	24.48	25.08	25.69	26.32	27.00	27.67	28.34
16	24.48	25.08	25.69	26.32	27.00	27.67	28.34	29.04	29.76
17	25.69	26.32	27.00	27.67	28.34	29.04	29.76	30.48	31.23
18	27.00	27.67	28.34	29.04	29.76	30.48	31.23	32.00	32.80
19	28.34	29.04	29.76	30.48	31.23	32.00	32.80	33.60	34.44
20	29.76	30.48	31.23	32.00	32.80	33.60	34.44	35.30	36.18
21	31.23	32.00	32.80	33.60	34.44	35.30	36.18	37.07	37.99
22	32.80	33.60	34.44	35.30	36.18	37.07	37.99	38.92	39.86
23	34.44	35.30	36.18	37.07	37.99	38.92	39.86	40.85	41.85
24	36.18	37.07	37.99	38.92	39.86	40.85	41.85	42.89	43.94
25	37.99	38.92	39.86	40.85	41.85	42.89	43.94	45.03	46.14

STEPS

- A: Typical Entry Level Starting Pay
- B - I: Typically considered in anniversary month based on merit and evaluation as set forth in the Employee Handbook.

Section 2. That the effective date of the salary schedule pursuant to this Ordinance shall be January 9, 2022.

Section 3. Ordinance No. 1424 and any ordinance or part of any ordinance of the City of West Point, Nebraska in conflict with this ordinance, is hereby repealed by the extent of such conflict, and should any part or section of this ordinance be declared void and unenforceable, such declaration shall not render any other part void and unenforceable. This ordinance shall take effect and be in force from and after its passage, approval and publication in pamphlet form as required by law.

PASSED AND APPROVED this 4<sup>th</sup> day of January, 2022.

Attest:

\_\_\_\_\_  
Mayor

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

(SEAL)