

PERSONNEL SUMMARY

2016-2017 City of Kearney Pay Policy
Effective October 1, 2016
Recommended Pay Ranges, Entry Rates And Pay Grades
Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk	19	1200	1689	2599	3659
Account Clerk, Senior	21	1322	1861	2865	4033
Accounting Technician	24	1532	2154	3319	4667
Administrative Assistant	20	1260	1773	2729	3842
Airport Manager	33	2375	3342	5145	7241
Airport Operations Supervisor	27	1773	2494	3842	5403
Airport Operations Worker	21	1322	1861	2865	4033
Assistant City Manager	37	2887	4062	6255	8802
Assistant Director of Utilities	34	2494	3509	5403	7603
Assistant Library Director	27	1773	2494	3842	5403
Assistant Park & Recreation Director	34	2494	3509	5403	7603
Assistant Public Works Director	34	2494	3509	5403	7603
Associate Planner	25	1608	2262	3485	4902
Building Inspector	27	1773	2494	3842	5403
Building Official, Chief	32	2262	3183	4902	6898
Cemetery Supervisor	28	1861	2619	4033	5674
Circulation Coordinator	21	1322	1861	2865	4033
City Clerk	35	2619	3686	5674	7985
City Engineer	35	2619	3686	5674	7985
City Forester	29	1953	2750	4232	5959
City Planner	32	2262	3183	4902	6898
Clerk (PT)	16	1036	1209	2245	2620
Code Inspector (PT)	22	1389	1621	3009	3512
Community Affairs Coordinator	24	1532	2154	3319	4667
Community Service Officer	19	1200	1689	2599	3659
Computer Support Technician	28	1861	2619	4033	5674
Computer Support Technician, Senior	29	1953	2750	4232	5959
Criminal Justice Advocate (PT)	16	1036	1209	2245	2620
Custodian	17	1088	1532	2358	3319
Director of Administrative Services	37	2887	4062	6255	8802
Director of Finance	41	3509	4937	7603	10698
Director of Park and Recreation	37	2887	4062	6255	8802
Director of Public Works	38	3031	4265	6568	9242
Director of Utilities	38	3031	4265	6568	9242
Director - Victim Witness	20	1260	1773	2729	3842
Engineering Assistant II	27	1773	2494	3842	5403
Equipment Mechanic, Senior	26	1689	2375	3659	5145
Equipment Operator	23	1459	2052	3161	4445
Executive Assistant	27	1773	2494	3842	5403

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Effective October 1, 2016

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Facilities Maintenance Technician	24	1532	2154	3319	4667
Facilities Maintenance Worker	21	1322	1861	2865	4033
Facilities Maintenance Worker, Senior	24	1532	2154	3319	4667
Facilities Supervisor	30	2052	2887	4445	6255
Fire Administrator	32	2262	3183	4902	6898
Fire Engineer	24FF	1570	2207	3401	4783
Fire Inspector	30	2052	2887	4445	6255
Fleet Maintenance Supervisor	28	1861	2619	4033	5674
Fleet Services Attendant	19	1200	1689	2599	3659
G.I.S. Coordinator	30	2052	2887	4445	6255
G.I.S. Technician	21	1322	1861	2865	4033
Golf Course Assistant Services Manager	26	1689	2375	3659	5145
Golf Course Assistant Superintendent	26	1689	2375	3659	5145
Golf Course Manager	33	2375	3342	5145	7241
Golf Course Mechanic	25	1608	2262	3485	4902
Golf Course Superintendent	31	2154	3031	4667	6568
Heavy Equipment Operator	24	1532	2154	3319	4667
Household Hazardous Waste Coordinator	21	1322	1861	2865	4033
Human Resources Coordinator	24	1532	2154	3319	4667
Information Systems Manager	35	2619	3686	5674	7985
Inventory Control Clerk	20	1260	1773	2729	3842
Laboratory Technician	25	1608	2262	3485	4902
Landfill Assistant	20	1260	1773	2729	3842
Landfill Groundskeeper (PT)	16	1036	1209	2245	2620
Landfill Operator	25	1608	2262	3485	4902
Librarian/Tech Services; Youth; Reference	24	1532	2154	3319	4667
Library Bookmobile Driver (PT)	19	1200	1400	2599	3034
Library Clerk	16	1036	1459	2245	3161
Library Clerk (PT)	16	1036	1209	2245	2620
Library Director	35	2619	3686	5674	7985
Maintenance Worker	21	1322	1861	2865	4033
Maintenace Worker, Senior	22	1389	1953	3009	4232
Meter Technician	20	1260	1773	2729	3842
Meter Technician, Senior	22	1389	1953	3009	4232
Office Manager	24	1532	2154	3319	4667
Park Attendant (PT)	19	1200	1400	2599	3034

2016-2017 City of Kearney Pay Policy

Effective October 1, 2016

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Park & Recreation Clerk	16	1036	1459	2245	3161
Park Superintendent	32	2262	3183	4902	6898
Permit/Code Enforcement Technician	20	1260	1773	2729	3842
Permit/Office Technician	20	1260	1773	2729	3842
Police Captain	36PD	2749	3869	5957	8383
Police Chief	39PD	3183	4479	6896	9705
Police Lieutenant	33PD	2442	3436	5290	7444
Police Officer	25PD	1788	2499	3875	5414
Police Records Clerk	19	1200	1689	2599	3659
Police Records Clerk, Lead	21	1322	1861	2865	4033
Police Records Supervisor	24	1532	2154	3319	4667
Police Sergeant	30PD	2204	3084	4776	6682
Recreation Coordinator	24	1532	2154	3319	4667
Recreation Leader	21	1322	1861	2865	4033
Recreation Superintendent	31	2154	3031	4667	6568
Recycling Processor	16	1036	1459	2245	3161
Recycling Processor (PT)	16	1036	1209	2245	2620
Refuse Worker	18	1142	1608	2474	3485
Risk Management Coordinator	21	1322	1861	2865	4033
Sanitation Foreman	28	1861	2619	4033	5674
Sanitation Supervisor	31	2154	3031	4667	6568
Secretary (PT)	18	1142	1333	2474	2888
Senior Services Attendant (PT)	16	1036	1209	2245	2620
Senior Services Coordinator	28	1861	2619	4033	5674
Senior Services Program Aide	18	1142	1608	2474	3485
Street Crew Leader	25	1608	2262	3485	4902
Street Superintendent	30	2052	2887	4445	6255
Technology Learning Center Coordinator	21	1322	1861	2865	4033
Utilities Maintenance Worker	23	1459	2052	3161	4445
Utilities Maintenance Worker, Senior	24	1532	2154	3319	4667
Wastewater Treatment Plant Foreman	28	1861	2619	4033	5674
Wastewater Treatment Plant Operator	23	1459	2052	3161	4445
Wastewater Treatment Plant Operator II	25	1608	2262	3485	4902
Wastewater Treatment Plant Superintendent	31	2154	3031	4667	6568
Water & Sewer System Foreman	28	1861	2619	4033	5674
Water & Sewer System Supervisor	31	2154	3031	4667	6568
Water Production Supervisor	31	2154	3031	4667	6568
Water Quality Coordinator	24	1532	2154	3319	4667
Water System Operator	23	1459	2052	3161	4445
Water System Operator, Senior	25	1608	2262	3485	4902

**2016-2017 City of Kearney
Pay Plan "A" Effective October 1, 2016
Hourly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
16	12.9503	13.6052	14.2756	14.9946	15.7449	16.5274	17.3577	18.2363	16
17	13.6052	14.2756	14.9946	15.7449	16.5274	17.3577	18.2363	19.1462	17
18	14.2756	14.9946	15.7449	16.5274	17.3577	18.2363	19.1462	20.1042	18
19	14.9946	15.7449	16.5274	17.3577	18.2363	19.1462	20.1042	21.1106	19
20	15.7449	16.5274	17.3577	18.2363	19.1462	20.1042	21.1106	22.1643	20
21	16.5274	17.3577	18.2363	19.1462	20.1042	21.1106	22.1643	23.2657	21
22	17.3577	18.2363	19.1462	20.1042	21.1106	22.1643	23.2657	24.4157	22
23	18.2363	19.1462	20.1042	21.1106	22.1643	23.2657	24.4157	25.6454	23
24	19.1462	20.1042	21.1106	22.1643	23.2657	24.4157	25.6454	26.9229	24
24FF	16.3516	17.1661	18.0126	18.9225	19.8646	20.8709	21.9088	22.9944	24FF
25	20.1042	21.1106	22.1643	23.2657	24.4157	25.6454	26.9229	28.2801	25
25PD	21.6782	22.7357	23.8457	25.0116	26.2353	27.5208	28.8702	30.2877	25PD
26	21.1106	22.1643	23.2657	24.4157	25.6454	26.9229	28.2801	29.6851	26
27	22.1643	23.2657	24.4157	25.6454	26.9229	28.2801	29.6851	31.1704	27
28	23.2657	24.4157	25.6454	26.9229	28.2801	29.6851	31.1704	32.7356	28
29	24.4157	25.6454	26.9229	28.2801	29.6851	31.1704	32.7356	34.3801	29
30	25.6454	26.9229	28.2801	29.6851	31.1704	32.7356	34.3801	36.0887	30
30PD	26.7205	28.0300	29.4052	30.8487	32.3644	33.9561	35.6276	37.3822	30PD
31	26.9229	28.2801	29.6851	31.1704	32.7356	34.3801	36.0887	37.8933	31
32	28.2801	29.6851	31.1704	32.7356	34.3801	36.0887	37.8933	39.7933	32
33	29.6851	31.1704	32.7356	34.3801	36.0887	37.8933	39.7933	41.7736	33
33PD	29.5963	31.0761	32.6302	34.2616	35.9747	37.7736	39.6621	41.6450	33PD
34	31.1704	32.7356	34.3801	36.0887	37.8933	39.7933	41.7736	43.8650	34
35	32.7356	34.3801	36.0887	37.8933	39.7933	41.7736	43.8650	46.0692	35
36	34.3801	36.0887	37.8933	39.7933	41.7736	43.8650	46.0692	48.3683	36
36PD	33.3261	34.9865	36.7433	38.5795	40.5118	42.5398	44.6635	46.8992	36PD
37	36.0887	37.8933	39.7933	41.7736	43.8650	46.0692	48.3683	50.7793	37
38	37.8933	39.7933	41.7736	43.8650	46.0692	48.3683	50.7793	53.3185	38
39	39.7933	41.7736	43.8650	46.0692	48.3683	50.7793	53.3185	55.9852	39
39PD	38.5795	40.5118	42.5398	44.6635	46.8992	49.2465	51.7056	54.2925	39PD
40	41.7736	43.8650	46.0692	48.3683	50.7793	53.3185	55.9852	58.7800	40
41	43.8650	46.0692	48.3683	50.7793	53.3185	55.9852	58.7800	61.7177	41
42	46.0692	48.3683	50.7793	53.3185	55.9852	58.7800	61.7177	64.8155	42
43	48.3683	50.7793	53.3185	55.9852	58.7800	61.7177	64.8155	68.0576	43
44	50.7793	53.3185	55.9852	58.7800	61.7177	64.8155	68.0576	71.4586	44
45	53.3185	55.9852	58.7800	61.7177	64.8155	68.0576	71.4586	75.0196	45

**2016-2017 City of Kearney
Pay Plan "A" Effective October 1, 2016
Bi-weekly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
16	\$1,036	\$1,088	\$1,142	\$1,200	\$1,260	\$1,322	\$1,389	\$1,459	16
17	\$1,088	\$1,142	\$1,200	\$1,260	\$1,322	\$1,389	\$1,459	\$1,532	17
18	\$1,142	\$1,200	\$1,260	\$1,322	\$1,389	\$1,459	\$1,532	\$1,608	18
19	\$1,200	\$1,260	\$1,322	\$1,389	\$1,459	\$1,532	\$1,608	\$1,689	19
20	\$1,260	\$1,322	\$1,389	\$1,459	\$1,532	\$1,608	\$1,689	\$1,773	20
21	\$1,322	\$1,389	\$1,459	\$1,532	\$1,608	\$1,689	\$1,773	\$1,861	21
22	\$1,389	\$1,459	\$1,532	\$1,608	\$1,689	\$1,773	\$1,861	\$1,953	22
23	\$1,459	\$1,532	\$1,608	\$1,689	\$1,773	\$1,861	\$1,953	\$2,052	23
24	\$1,532	\$1,608	\$1,689	\$1,773	\$1,861	\$1,953	\$2,052	\$2,154	24
24FF	\$1,570	\$1,648	\$1,729	\$1,817	\$1,907	\$2,004	\$2,103	\$2,207	24FF
25	\$1,608	\$1,689	\$1,773	\$1,861	\$1,953	\$2,052	\$2,154	\$2,262	25
25PD	\$1,788	\$1,876	\$1,967	\$2,063	\$2,164	\$2,270	\$2,382	\$2,499	25PD
26	\$1,689	\$1,773	\$1,861	\$1,953	\$2,052	\$2,154	\$2,262	\$2,375	26
27	\$1,773	\$1,861	\$1,953	\$2,052	\$2,154	\$2,262	\$2,375	\$2,494	27
28	\$1,861	\$1,953	\$2,052	\$2,154	\$2,262	\$2,375	\$2,494	\$2,619	28
29	\$1,953	\$2,052	\$2,154	\$2,262	\$2,375	\$2,494	\$2,619	\$2,750	29
30	\$2,052	\$2,154	\$2,262	\$2,375	\$2,494	\$2,619	\$2,750	\$2,887	30
30PD	\$2,204	\$2,312	\$2,426	\$2,545	\$2,670	\$2,801	\$2,939	\$3,084	30PD
31	\$2,154	\$2,262	\$2,375	\$2,494	\$2,619	\$2,750	\$2,887	\$3,031	31
32	\$2,262	\$2,375	\$2,494	\$2,619	\$2,750	\$2,887	\$3,031	\$3,183	32
33	\$2,375	\$2,494	\$2,619	\$2,750	\$2,887	\$3,031	\$3,183	\$3,342	33
33PD	\$2,442	\$2,564	\$2,692	\$2,827	\$2,968	\$3,116	\$3,272	\$3,436	33PD
34	\$2,494	\$2,619	\$2,750	\$2,887	\$3,031	\$3,183	\$3,342	\$3,509	34
35	\$2,619	\$2,750	\$2,887	\$3,031	\$3,183	\$3,342	\$3,509	\$3,686	35
36	\$2,750	\$2,887	\$3,031	\$3,183	\$3,342	\$3,509	\$3,686	\$3,869	36
36PD	\$2,749	\$2,886	\$3,031	\$3,183	\$3,342	\$3,510	\$3,685	\$3,869	36PD
37	\$2,887	\$3,031	\$3,183	\$3,342	\$3,509	\$3,686	\$3,869	\$4,062	37
38	\$3,031	\$3,183	\$3,342	\$3,509	\$3,686	\$3,869	\$4,062	\$4,265	38
39	\$3,183	\$3,342	\$3,509	\$3,686	\$3,869	\$4,062	\$4,265	\$4,479	39
39PD	\$3,183	\$3,342	\$3,510	\$3,685	\$3,869	\$4,063	\$4,266	\$4,479	39PD
40	\$3,342	\$3,509	\$3,686	\$3,869	\$4,062	\$4,265	\$4,479	\$4,702	40
41	\$3,509	\$3,686	\$3,869	\$4,062	\$4,265	\$4,479	\$4,702	\$4,937	41
42	\$3,686	\$3,869	\$4,062	\$4,265	\$4,479	\$4,702	\$4,937	\$5,185	42
43	\$3,869	\$4,062	\$4,265	\$4,479	\$4,702	\$4,937	\$5,185	\$5,445	43
44	\$4,062	\$4,265	\$4,479	\$4,702	\$4,937	\$5,185	\$5,445	\$5,717	44
45	\$4,265	\$4,479	\$4,702	\$4,937	\$5,185	\$5,445	\$5,717	\$6,002	45

**2016-2017 City of Kearney
Pay Policy "A" Effective October 1, 2016
Monthly Pay Plan Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
16	\$2,245	\$2,358	\$2,474	\$2,599	\$2,729	\$2,865	\$3,009	\$3,161	16
17	\$2,358	\$2,474	\$2,599	\$2,729	\$2,865	\$3,009	\$3,161	\$3,319	17
18	\$2,474	\$2,599	\$2,729	\$2,865	\$3,009	\$3,161	\$3,319	\$3,485	18
19	\$2,599	\$2,729	\$2,865	\$3,009	\$3,161	\$3,319	\$3,485	\$3,659	19
20	\$2,729	\$2,865	\$3,009	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	20
21	\$2,865	\$3,009	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	\$4,033	21
22	\$3,009	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	\$4,033	\$4,232	22
23	\$3,161	\$3,319	\$3,485	\$3,659	\$3,842	\$4,033	\$4,232	\$4,445	23
24	\$3,319	\$3,485	\$3,659	\$3,842	\$4,033	\$4,232	\$4,445	\$4,667	24
24FF	\$3,401	\$3,571	\$3,747	\$3,936	\$4,132	\$4,341	\$4,557	\$4,783	24FF
25	\$3,485	\$3,659	\$3,842	\$4,033	\$4,232	\$4,445	\$4,667	\$4,902	25
25PD	\$3,875	\$4,064	\$4,262	\$4,471	\$4,690	\$4,919	\$5,161	\$5,414	25PD
26	\$3,659	\$3,842	\$4,033	\$4,232	\$4,445	\$4,667	\$4,902	\$5,145	26
27	\$3,842	\$4,033	\$4,232	\$4,445	\$4,667	\$4,902	\$5,145	\$5,403	27
28	\$4,033	\$4,232	\$4,445	\$4,667	\$4,902	\$5,145	\$5,403	\$5,674	28
29	\$4,232	\$4,445	\$4,667	\$4,902	\$5,145	\$5,403	\$5,674	\$5,959	29
30	\$4,445	\$4,667	\$4,902	\$5,145	\$5,403	\$5,674	\$5,959	\$6,255	30
30PD	\$4,776	\$5,010	\$5,256	\$5,514	\$5,785	\$6,070	\$6,368	\$6,682	30PD
31	\$4,667	\$4,902	\$5,145	\$5,403	\$5,674	\$5,959	\$6,255	\$6,568	31
32	\$4,902	\$5,145	\$5,403	\$5,674	\$5,959	\$6,255	\$6,568	\$6,898	32
33	\$5,145	\$5,403	\$5,674	\$5,959	\$6,255	\$6,568	\$6,898	\$7,241	33
33PD	\$5,290	\$5,555	\$5,833	\$6,124	\$6,430	\$6,752	\$7,090	\$7,444	33PD
34	\$5,403	\$5,674	\$5,959	\$6,255	\$6,568	\$6,898	\$7,241	\$7,603	34
35	\$5,674	\$5,959	\$6,255	\$6,568	\$6,898	\$7,241	\$7,603	\$7,985	35
36	\$5,959	\$6,255	\$6,568	\$6,898	\$7,241	\$7,603	\$7,985	\$8,384	36
36PD	\$5,957	\$6,254	\$6,568	\$6,896	\$7,241	\$7,604	\$7,984	\$8,383	36PD
37	\$6,255	\$6,568	\$6,898	\$7,241	\$7,603	\$7,985	\$8,384	\$8,802	37
38	\$6,568	\$6,898	\$7,241	\$7,603	\$7,985	\$8,384	\$8,802	\$9,242	38
39	\$6,898	\$7,241	\$7,603	\$7,985	\$8,384	\$8,802	\$9,242	\$9,704	39
39PD	\$6,896	\$7,241	\$7,604	\$7,984	\$8,383	\$8,803	\$9,242	\$9,705	39PD
40	\$7,241	\$7,603	\$7,985	\$8,384	\$8,802	\$9,242	\$9,704	\$10,189	40
41	\$7,603	\$7,985	\$8,384	\$8,802	\$9,242	\$9,704	\$10,189	\$10,698	41
42	\$7,985	\$8,384	\$8,802	\$9,242	\$9,704	\$10,189	\$10,698	\$11,235	42
43	\$8,384	\$8,802	\$9,242	\$9,704	\$10,189	\$10,698	\$11,235	\$11,797	43
44	\$8,802	\$9,242	\$9,704	\$10,189	\$10,698	\$11,235	\$11,797	\$12,386	44
45	\$9,242	\$9,704	\$10,189	\$10,698	\$11,235	\$11,797	\$12,386	\$13,003	45

**2016-17 City of Kearney
Pay Plan "A" Effective October 1, 2016
Annual Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
16	\$26,937	\$28,299	\$29,693	\$31,189	\$32,749	\$34,377	\$36,104	\$37,932	16
17	\$28,299	\$29,693	\$31,189	\$32,749	\$34,377	\$36,104	\$37,932	\$39,824	17
18	\$29,693	\$31,189	\$32,749	\$34,377	\$36,104	\$37,932	\$39,824	\$41,817	18
19	\$31,189	\$32,749	\$34,377	\$36,104	\$37,932	\$39,824	\$41,817	\$43,910	19
20	\$32,749	\$34,377	\$36,104	\$37,932	\$39,824	\$41,817	\$43,910	\$46,102	20
21	\$34,377	\$36,104	\$37,932	\$39,824	\$41,817	\$43,910	\$46,102	\$48,393	21
22	\$36,104	\$37,932	\$39,824	\$41,817	\$43,910	\$46,102	\$48,393	\$50,785	22
23	\$37,932	\$39,824	\$41,817	\$43,910	\$46,102	\$48,393	\$50,785	\$53,342	23
24	\$39,824	\$41,817	\$43,910	\$46,102	\$48,393	\$50,785	\$53,342	\$56,000	24
24FF	\$40,814	\$42,847	\$44,959	\$47,231	\$49,582	\$52,094	\$54,684	\$57,394	24FF
25	\$41,817	\$43,910	\$46,102	\$48,393	\$50,785	\$53,342	\$56,000	\$58,823	25
25PD	\$46,500	\$48,768	\$51,149	\$53,650	\$56,275	\$59,032	\$61,927	\$64,967	25PD
26	\$43,910	\$46,102	\$48,393	\$50,785	\$53,342	\$56,000	\$58,823	\$61,745	26
27	\$46,102	\$48,393	\$50,785	\$53,342	\$56,000	\$58,823	\$61,745	\$64,834	27
28	\$48,393	\$50,785	\$53,342	\$56,000	\$58,823	\$61,745	\$64,834	\$68,090	28
29	\$50,785	\$53,342	\$56,000	\$58,823	\$61,745	\$64,834	\$68,090	\$71,511	29
30	\$53,342	\$56,000	\$58,823	\$61,745	\$64,834	\$68,090	\$71,511	\$75,064	30
30PD	\$57,315	\$60,124	\$63,074	\$66,170	\$69,422	\$72,836	\$76,421	\$80,185	30PD
31	\$56,000	\$58,823	\$61,745	\$64,834	\$68,090	\$71,511	\$75,064	\$78,818	31
32	\$58,823	\$61,745	\$64,834	\$68,090	\$71,511	\$75,064	\$78,818	\$82,770	32
33	\$61,745	\$64,834	\$68,090	\$71,511	\$75,064	\$78,818	\$82,770	\$86,889	33
33PD	\$63,484	\$66,658	\$69,992	\$73,491	\$77,166	\$81,024	\$85,075	\$89,329	33PD
34	\$64,834	\$68,090	\$71,511	\$75,064	\$78,818	\$82,770	\$86,889	\$91,239	34
35	\$68,090	\$71,511	\$75,064	\$78,818	\$82,770	\$86,889	\$91,239	\$95,824	35
36	\$71,511	\$75,064	\$78,818	\$82,770	\$86,889	\$91,239	\$95,824	\$100,606	36
36PD	\$71,484	\$75,046	\$78,814	\$82,753	\$86,898	\$91,248	\$95,803	\$100,599	36PD
37	\$75,064	\$78,818	\$82,770	\$86,889	\$91,239	\$95,824	\$100,606	\$105,621	37
38	\$78,818	\$82,770	\$86,889	\$91,239	\$95,824	\$100,606	\$105,621	\$110,902	38
39	\$82,770	\$86,889	\$91,239	\$95,824	\$100,606	\$105,621	\$110,902	\$116,449	39
39PD	\$82,753	\$86,898	\$91,248	\$95,803	\$100,599	\$105,634	\$110,909	\$116,457	39PD
40	\$86,889	\$91,239	\$95,824	\$100,606	\$105,621	\$110,902	\$116,449	\$122,262	40
41	\$91,239	\$95,824	\$100,606	\$105,621	\$110,902	\$116,449	\$122,262	\$128,373	41
42	\$95,824	\$100,606	\$105,621	\$110,902	\$116,449	\$122,262	\$128,373	\$134,816	42
43	\$100,606	\$105,621	\$110,902	\$116,449	\$122,262	\$128,373	\$134,816	\$141,560	43
44	\$105,621	\$110,902	\$116,449	\$122,262	\$128,373	\$134,816	\$141,560	\$148,634	44
45	\$110,902	\$116,449	\$122,262	\$128,373	\$134,816	\$141,560	\$148,634	\$156,041	45

**2016-2017 City of Kearney
Pay Plan "B" Effective October 1, 2016
Hourly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	12.9503	13.3570	13.7765	14.2090	14.6550	15.1153	15.5900	16.0795	16.5844	17.1050	17.6423	18.2363	16
17	13.6052	14.0325	14.4733	14.9274	15.3963	15.8796	16.3784	16.8927	17.4230	17.9702	18.5343	19.1462	17
18	14.2756	14.7240	15.1862	15.6631	16.1548	16.6621	17.1853	17.7251	18.2817	18.8557	19.4476	20.1042	18
19	14.9946	15.4655	15.9512	16.4521	16.9686	17.5013	18.0509	18.6179	19.2023	19.8054	20.4271	21.1106	19
20	15.7449	16.2391	16.7489	17.2750	17.8175	18.3768	18.9540	19.5492	20.1630	20.7960	21.4489	22.1643	20
21	16.5274	17.0464	17.5816	18.1336	18.7029	19.2904	19.8960	20.5210	21.1653	21.8297	22.5152	23.2657	21
22	17.3577	17.9027	18.4650	19.0446	19.6427	20.2595	20.8957	21.5517	22.2286	22.9264	23.6463	24.4157	22
23	18.2363	18.8088	19.3994	20.0086	20.6368	21.2847	21.9532	22.6424	23.3535	24.0867	24.8432	25.6454	23
24	19.1462	19.7473	20.3676	21.0070	21.6666	22.3468	23.0488	23.7724	24.5188	25.2888	26.0829	26.9229	24
24FF	16.3516	16.8650	17.3946	17.9408	18.5043	19.0853	19.6845	20.3026	20.9402	21.5976	22.2759	22.9944	24FF
25	20.1042	20.7357	21.3867	22.0581	22.7507	23.4652	24.2019	24.9618	25.7455	26.5540	27.3880	28.2801	25
25PD	21.6782	22.3421	23.0270	23.7334	24.4620	25.2136	25.9884	26.7879	27.6124	28.4628	29.3399	30.2877	25PD
26	21.1106	21.7734	22.4570	23.1621	23.8895	24.6398	25.4133	26.2111	27.0343	27.8832	28.7588	29.6851	26
27	22.1643	22.8601	23.5779	24.3183	25.0820	25.8695	26.6817	27.5195	28.3837	29.2750	30.1942	31.1704	27
28	23.2657	23.9964	24.7500	25.5272	26.3288	27.1554	28.0080	28.8876	29.7946	30.7303	31.6952	32.7356	28
29	24.4157	25.1823	25.9732	26.7887	27.6298	28.4973	29.3921	30.3151	31.2671	32.2488	33.2616	34.3801	29
30	25.6454	26.4507	27.2812	28.1377	29.0215	29.9325	30.8725	31.8417	32.8416	33.8729	34.9365	36.0887	30
30PD	26.7205	27.5429	28.3910	29.2659	30.1682	31.0987	32.0588	33.0487	34.0697	35.1227	36.2090	37.3822	30PD
31	26.9229	27.7684	28.6402	29.5395	30.4671	31.4237	32.4104	33.4281	34.4778	35.5602	36.6769	37.8933	31
32	28.2801	29.1682	30.0838	31.0286	32.0028	33.0077	34.0441	35.1130	36.2156	37.3528	38.5257	39.7933	32
33	29.6851	30.6173	31.5789	32.5705	33.5929	34.6478	35.7357	36.8578	38.0152	39.2090	40.4400	41.7736	33
33PD	29.5963	30.5256	31.4842	32.4729	33.4924	34.5441	35.6288	36.7475	37.9016	39.0915	40.3189	41.6450	33PD
34	31.1704	32.1490	33.1587	34.1997	35.2737	36.3811	37.5236	38.7019	39.9171	41.1705	42.4632	43.8650	34
35	32.7356	33.7633	34.8235	35.9170	37.0446	38.2080	39.4077	40.6451	41.9213	43.2378	44.5954	46.0692	35
36	34.3801	35.4596	36.5730	37.7215	38.9058	40.1275	41.3877	42.6870	44.0274	45.4100	46.8356	48.3683	36
36PD	33.3261	34.3724	35.4519	36.5649	37.7130	38.8974	40.1186	41.3784	42.6777	44.0178	45.3998	46.8992	36PD
37	36.0887	37.2220	38.3908	39.5962	40.8395	42.1219	43.4444	44.8088	46.2157	47.6669	49.1633	50.7793	37
38	37.8933	39.0831	40.3105	41.5761	42.8817	44.2282	45.6171	47.0494	48.5266	50.0503	51.6220	53.3185	38
39	39.7933	41.0427	42.3315	43.6608	45.0316	46.4456	47.9041	49.4084	50.9597	52.5599	54.2101	55.9852	39
39PD	38.5795	39.7909	41.0402	42.3291	43.6582	45.0290	46.4430	47.9012	49.4054	50.9566	52.5568	54.2925	39PD
40	41.7736	43.0852	44.4380	45.8334	47.2725	48.7568	50.2878	51.8669	53.4954	55.1753	56.9078	58.7800	40
41	43.8650	45.2423	46.6630	48.1282	49.6394	51.1983	52.8056	54.4639	56.1740	57.9379	59.7571	61.7177	41
42	46.0692	47.5155	49.0077	50.5464	52.1337	53.7705	55.4591	57.2005	58.9965	60.8491	62.7595	64.8155	42
43	48.3683	49.8871	51.4535	53.0693	54.7356	56.4543	58.2269	60.0552	61.9409	63.8861	65.8920	68.0576	43
44	50.7793	52.3739	54.0184	55.7147	57.4641	59.2685	61.1296	63.0489	65.0286	67.0706	69.1766	71.4586	44
45	53.3185	54.9928	56.7195	58.5006	60.3374	62.2321	64.1861	66.2017	68.2802	70.4241	72.6357	75.0196	45

**2016-2017 City of Kearney
Pay Plan "B" Effective October 1, 2016
Bi-Weekly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	1,036	1,069	1,102	1,137	1,172	1,209	1,247	1,286	1,327	1,368	1,411	1,459	16
17	1,088	1,123	1,158	1,194	1,232	1,270	1,310	1,351	1,394	1,438	1,483	1,532	17
18	1,142	1,178	1,215	1,253	1,292	1,333	1,375	1,418	1,463	1,508	1,556	1,608	18
19	1,200	1,237	1,276	1,316	1,357	1,400	1,444	1,489	1,536	1,584	1,634	1,689	19
20	1,260	1,299	1,340	1,382	1,425	1,470	1,516	1,564	1,613	1,664	1,716	1,773	20
21	1,322	1,364	1,407	1,451	1,496	1,543	1,592	1,642	1,693	1,746	1,801	1,861	21
22	1,389	1,432	1,477	1,524	1,571	1,621	1,672	1,724	1,778	1,834	1,892	1,953	22
23	1,459	1,505	1,552	1,601	1,651	1,703	1,756	1,811	1,868	1,927	1,987	2,052	23
24	1,532	1,580	1,629	1,681	1,733	1,788	1,844	1,902	1,962	2,023	2,087	2,154	24
24FF	1,570	1,619	1,670	1,722	1,776	1,832	1,890	1,949	2,010	2,073	2,138	2,207	24FF
25	1,608	1,659	1,711	1,765	1,820	1,877	1,936	1,997	2,060	2,124	2,191	2,262	25
25PD	1,788	1,843	1,900	1,958	2,018	2,080	2,144	2,210	2,278	2,348	2,421	2,499	25PD
26	1,689	1,742	1,797	1,853	1,911	1,971	2,033	2,097	2,163	2,231	2,301	2,375	26
27	1,773	1,829	1,886	1,945	2,007	2,070	2,135	2,202	2,271	2,342	2,416	2,494	27
28	1,861	1,920	1,980	2,042	2,106	2,172	2,241	2,311	2,384	2,458	2,536	2,619	28
29	1,953	2,015	2,078	2,143	2,210	2,280	2,351	2,425	2,501	2,580	2,661	2,750	29
30	2,052	2,116	2,182	2,251	2,322	2,395	2,470	2,547	2,627	2,710	2,795	2,887	30
30PD	2,204	2,272	2,342	2,414	2,489	2,566	2,645	2,727	2,811	2,898	2,987	3,084	30PD
31	2,154	2,221	2,291	2,363	2,437	2,514	2,593	2,674	2,758	2,845	2,934	3,031	31
32	2,262	2,333	2,407	2,482	2,560	2,641	2,724	2,809	2,897	2,988	3,082	3,183	32
33	2,375	2,449	2,526	2,606	2,687	2,772	2,859	2,949	3,041	3,137	3,235	3,342	33
33PD	2,442	2,518	2,597	2,679	2,763	2,850	2,939	3,032	3,127	3,225	3,326	3,436	33PD
34	2,494	2,572	2,653	2,736	2,822	2,910	3,002	3,096	3,193	3,294	3,397	3,509	34
35	2,619	2,701	2,786	2,873	2,964	3,057	3,153	3,252	3,354	3,459	3,568	3,686	35
36	2,750	2,837	2,926	3,018	3,112	3,210	3,311	3,415	3,522	3,633	3,747	3,869	36
36PD	2,749	2,836	2,925	3,017	3,111	3,209	3,310	3,414	3,521	3,631	3,745	3,869	36PD
37	2,887	2,978	3,071	3,168	3,267	3,370	3,476	3,585	3,697	3,813	3,933	4,062	37
38	3,031	3,127	3,225	3,326	3,431	3,538	3,649	3,764	3,882	4,004	4,130	4,265	38
39	3,183	3,283	3,387	3,493	3,603	3,716	3,832	3,953	4,077	4,205	4,337	4,479	39
39PD	3,183	3,283	3,386	3,492	3,602	3,715	3,832	3,952	4,076	4,204	4,336	4,479	39PD
40	3,342	3,447	3,555	3,667	3,782	3,901	4,023	4,149	4,280	4,414	4,553	4,702	40
41	3,509	3,619	3,733	3,850	3,971	4,096	4,224	4,357	4,494	4,635	4,781	4,937	41
42	3,686	3,801	3,921	4,044	4,171	4,302	4,437	4,576	4,720	4,868	5,021	5,185	42
43	3,869	3,991	4,116	4,246	4,379	4,516	4,658	4,804	4,955	5,111	5,271	5,445	43
44	4,062	4,190	4,321	4,457	4,597	4,741	4,890	5,044	5,202	5,366	5,534	5,717	44
45	4,265	4,399	4,538	4,680	4,827	4,979	5,135	5,296	5,462	5,634	5,811	6,002	45

**2016-2017 City of Kearney
Pay Plan "B" Effective October 1, 2016
Monthly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	2,245	2,315	2,388	2,463	2,540	2,620	2,702	2,787	2,875	2,965	3,058	3,161	16
17	2,358	2,432	2,509	2,587	2,669	2,752	2,839	2,928	3,020	3,115	3,213	3,319	17
18	2,474	2,552	2,632	2,715	2,800	2,888	2,979	3,072	3,169	3,268	3,371	3,485	18
19	2,599	2,681	2,765	2,852	2,941	3,034	3,129	3,227	3,328	3,433	3,541	3,659	19
20	2,729	2,815	2,903	2,994	3,088	3,185	3,285	3,389	3,495	3,605	3,718	3,842	20
21	2,865	2,955	3,047	3,143	3,242	3,344	3,449	3,557	3,669	3,784	3,903	4,033	21
22	3,009	3,103	3,201	3,301	3,405	3,512	3,622	3,736	3,853	3,974	4,099	4,232	22
23	3,161	3,260	3,363	3,468	3,577	3,689	3,805	3,925	4,048	4,175	4,306	4,445	23
24	3,319	3,423	3,530	3,641	3,756	3,873	3,995	4,121	4,250	4,383	4,521	4,667	24
24FF	3,401	3,508	3,618	3,732	3,849	3,970	4,094	4,223	4,356	4,492	4,633	4,783	24FF
25	3,485	3,594	3,707	3,823	3,943	4,067	4,195	4,327	4,463	4,603	4,747	4,902	25
25PD	3,875	3,994	4,116	4,242	4,373	4,507	4,645	4,788	4,936	5,088	5,245	5,414	25PD
26	3,659	3,774	3,893	4,015	4,141	4,271	4,405	4,543	4,686	4,833	4,985	5,145	26
27	3,842	3,962	4,087	4,215	4,348	4,484	4,625	4,770	4,920	5,074	5,234	5,403	27
28	4,033	4,159	4,290	4,425	4,564	4,707	4,855	5,007	5,164	5,327	5,494	5,674	28
29	4,232	4,365	4,502	4,643	4,789	4,940	5,095	5,255	5,420	5,590	5,765	5,959	29
30	4,445	4,585	4,729	4,877	5,030	5,188	5,351	5,519	5,693	5,871	6,056	6,255	30
30PD	4,776	4,923	5,075	5,231	5,393	5,559	5,731	5,907	6,090	6,278	6,472	6,682	30PD
31	4,667	4,813	4,964	5,120	5,281	5,447	5,618	5,794	5,976	6,164	6,357	6,568	31
32	4,902	5,056	5,215	5,378	5,547	5,721	5,901	6,086	6,277	6,474	6,678	6,898	32
33	5,145	5,307	5,474	5,646	5,823	6,006	6,194	6,389	6,589	6,796	7,010	7,241	33
33PD	5,290	5,456	5,628	5,805	5,987	6,175	6,369	6,569	6,775	6,988	7,207	7,444	33PD
34	5,403	5,572	5,748	5,928	6,114	6,306	6,504	6,708	6,919	7,136	7,360	7,603	34
35	5,674	5,852	6,036	6,226	6,421	6,623	6,831	7,045	7,266	7,495	7,730	7,985	35
36	5,959	6,146	6,339	6,538	6,744	6,955	7,174	7,399	7,631	7,871	8,118	8,384	36
36PD	5,957	6,144	6,337	6,536	6,741	6,953	7,171	7,396	7,629	7,868	8,115	8,383	36PD
37	6,255	6,452	6,654	6,863	7,079	7,301	7,530	7,767	8,011	8,262	8,522	8,802	37
38	6,568	6,774	6,987	7,207	7,433	7,666	7,907	8,155	8,411	8,675	8,948	9,242	38
39	6,898	7,114	7,337	7,568	7,805	8,051	8,303	8,564	8,833	9,110	9,396	9,704	39
39PD	6,896	7,113	7,336	7,566	7,804	8,049	8,302	8,562	8,831	9,108	9,395	9,705	39PD
40	7,241	7,468	7,703	7,944	8,194	8,451	8,717	8,990	9,273	9,564	9,864	10,189	40
41	7,603	7,842	8,088	8,342	8,604	8,874	9,153	9,440	9,737	10,043	10,358	10,698	41
42	7,985	8,236	8,495	8,761	9,037	9,320	9,613	9,915	10,226	10,547	10,878	11,235	42
43	8,384	8,647	8,919	9,199	9,488	9,785	10,093	10,410	10,736	11,074	11,421	11,797	43
44	8,802	9,078	9,363	9,657	9,960	10,273	10,596	10,928	11,272	11,626	11,991	12,386	44
45	9,242	9,532	9,831	10,140	10,458	10,787	11,126	11,475	11,835	12,207	12,590	13,003	45

**2016-2017 City of Kearney
Pay Plan "B" Effective October 1, 2016
Annual Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	26,937	27,783	28,655	29,555	30,482	31,440	32,427	33,445	34,496	35,578	36,696	37,932	16
17	28,299	29,188	30,104	31,049	32,024	33,030	34,067	35,137	36,240	37,378	38,551	39,824	17
18	29,693	30,626	31,587	32,579	33,602	34,657	35,745	36,868	38,026	39,220	40,451	41,817	18
19	31,189	32,168	33,178	34,220	35,295	36,403	37,546	38,725	39,941	41,195	42,488	43,910	19
20	32,749	33,777	34,838	35,932	37,060	38,224	39,424	40,662	41,939	43,256	44,614	46,102	20
21	34,377	35,457	36,570	37,718	38,902	40,124	41,384	42,684	44,024	45,406	46,832	48,393	21
22	36,104	37,238	38,407	39,613	40,857	42,140	43,463	44,828	46,235	47,687	49,184	50,785	22
23	37,932	39,122	40,351	41,618	42,925	44,272	45,663	47,096	48,575	50,100	51,674	53,342	23
24	39,824	41,074	42,365	43,695	45,067	46,481	47,942	49,447	50,999	52,601	54,252	56,000	24
24FF	40,814	42,095	43,417	44,780	46,187	47,637	49,133	50,675	52,267	53,908	55,601	57,394	24FF
25	41,817	43,130	44,484	45,881	47,321	48,808	50,340	51,921	53,551	55,232	56,967	58,823	25
25PD	46,500	47,924	49,393	50,908	52,471	54,083	55,745	57,460	59,229	61,053	62,934	64,967	25PD
26	43,910	45,289	46,711	48,177	49,690	51,251	52,860	54,519	56,231	57,997	59,818	61,745	26
27	46,102	47,549	49,042	50,582	52,171	53,809	55,498	57,241	59,038	60,892	62,804	64,834	27
28	48,393	49,913	51,480	53,097	54,764	56,483	58,257	60,086	61,973	63,919	65,926	68,090	28
29	50,785	52,379	54,024	55,720	57,470	59,274	61,136	63,055	65,036	67,078	69,184	71,511	29
30	53,342	55,017	56,745	58,526	60,365	62,260	64,215	66,231	68,311	70,456	72,668	75,064	30
30PD	57,315	59,080	60,899	62,775	64,711	66,707	68,766	70,889	73,080	75,338	77,668	80,185	30PD
31	56,000	57,758	59,572	61,442	63,372	65,361	67,414	69,530	71,714	73,965	76,288	78,818	31
32	58,823	60,670	62,574	64,539	66,566	68,656	70,812	73,035	75,328	77,694	80,133	82,770	32
33	61,745	63,684	65,684	67,747	69,873	72,067	74,330	76,664	79,072	81,555	84,115	86,889	33
33PD	63,484	65,477	67,534	69,654	71,841	74,097	76,424	78,823	81,299	83,851	86,484	89,329	33PD
34	64,834	66,870	68,970	71,135	73,369	75,673	78,049	80,500	83,028	85,635	88,323	91,239	34
35	68,090	70,228	72,433	74,707	77,053	79,473	81,968	84,542	87,196	89,935	92,758	95,824	35
36	71,511	73,756	76,072	78,461	80,924	83,465	86,086	88,789	91,577	94,453	97,418	100,606	36
36PD	71,484	73,729	76,044	78,432	80,894	83,435	86,054	88,757	91,544	94,418	97,383	100,599	36PD
37	75,064	77,422	79,853	82,360	84,946	87,614	90,364	93,202	96,129	99,147	102,260	105,621	37
38	78,818	81,293	83,846	86,478	89,194	91,995	94,884	97,863	100,935	104,105	107,374	110,902	38
39	82,770	85,369	88,050	90,814	93,666	96,607	99,641	102,769	105,996	109,325	112,757	116,449	39
39PD	82,753	85,351	88,031	90,796	93,647	96,587	99,620	102,748	105,975	109,302	112,734	116,457	39PD
40	86,889	89,617	92,431	95,333	98,327	101,414	104,599	107,883	111,270	114,765	118,368	122,262	40
41	91,239	94,104	97,059	100,107	103,250	106,492	109,836	113,285	116,842	120,511	124,295	128,373	41
42	95,824	98,832	101,936	105,137	108,438	111,843	115,355	118,977	122,713	126,566	130,540	134,816	42
43	100,606	103,765	107,023	110,384	113,850	117,425	121,112	124,915	128,837	132,883	137,055	141,560	43
44	105,621	108,938	112,358	115,887	119,525	123,278	127,150	131,142	135,259	139,507	143,887	148,634	44
45	110,902	114,385	117,977	121,681	125,502	129,443	133,507	137,700	142,023	146,482	151,082	156,041	45

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
GENERAL FUND							
<i>Administration:</i>							
Administrative Assistant	20	2.00	2.00	1.00			1.00
Assistant City Manager	37	0.00	0.00	1.00			1.00
City Clerk	35	1.00	1.00	1.00			1.00
City Manager	N/A	1.00	1.00	1.00			1.00
Clerk (PT)	16	0.00	0.00	0.00	1.00		1.00
Community Affairs Coordinator	24	0.00	0.00	1.00			1.00
Director of Administrative Services	37	1.00	1.00	1.00			1.00
Executive Assistant	27	1.00	1.00	1.00			1.00
Human Resources Coordinator	24	1.00	1.00	2.00			2.00
Secretary	18	0.00	0.00	0.00			0.00
Total Full-Time		7.00	7.00	9.00	0.00	0.00	9.00
Total Part-Time		0.00	0.00	0.00	1.00	0.00	1.00
<i>Finance:</i>							
Account Clerk, Senior	21	2.00	2.00	2.00			2.00
Accounting Technician	24	1.00	1.00	1.00			1.00
Director of Finance	41	0.50	0.50	0.50			0.50
Total Full-Time		3.50	3.50	3.50	0.00	0.00	3.50
<i>Information Technology:</i>							
Computer Support Technician, Senior	29	2.00	2.00	2.00			2.00
Computer Support Technician	28	2.00	2.00	2.00			2.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
<i>Police - Services:</i>							
Community Service Officer	19	3.00	5.00	5.00	(1.00)	(1.00)	3.00
Criminal Justice Advocate (PT)	16	0.00	0.00	1.00			1.00
Director - Victim Witness	20	1.00	1.00	1.00			1.00
Police Captain	36PD	2.00	2.00	2.00			2.00
Police Chief	39PD	1.00	1.00	1.00			1.00
Police Lieutenant	33PD	2.00	2.00	2.00			2.00
Police Officer	25PD	39.00	40.00	40.00			40.00
Police Sergeant	30PD	10.00	10.00	10.00			10.00
Total Full-Time		58.00	61.00	61.00	(1.00)	(1.00)	59.00
Total Part-Time		0.00	0.00	1.00			1.00
<i>Police - Records Services:</i>							
Community Service Officer	19	0.50	0.00	0.00			0.00
Police Records Clerk	19	6.00	6.00	6.00			6.00
Police Records Clerk, Lead	21	1.00	1.00	1.00			1.00
Police Records Supervisor	24	1.00	1.00	1.00			1.00
Total Full-Time		8.50	8.00	8.00	0.00	0.00	8.00
<i>Police - Data Processing:</i>							
Information Systems Manager	35	1.00	1.00	1.00			1.00
Total Full-Time		1.00	1.00	1.00	0.00	0.00	1.00
<i>Police - Evidence:</i>							

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
Community Service Officer	19	0.50	1.00	1.00		1.00	2.00
Total Full-Time		0.50	1.00	1.00	0.00	1.00	2.00
Fire:							
Fire Administrator	32	1.00	1.00	1.00			1.00
Fire Engineer	24FF	11.00	11.00	11.00		1.00	12.00
Fire Inspector	30	1.00	1.00	1.00			1.00
Office Manager	24	1.00	1.00	1.00			1.00
Secretary (PT)	18	1.00	1.00	1.00			1.00
Total Full-Time		14.00	14.00	14.00	0.00	1.00	15.00
Total Part-Time		1.00	1.00	1.00			1.00
Development Services:							
Administrative Assistant	20	1.00	1.00	0.00			0.00
Assistant City Manager/Dev. Services Director	37	1.00	1.00	0.00			0.00
Associate Planner	25	0.00	0.00	1.00			1.00
Building Inspector	27	3.00	3.00	3.00			3.00
Building Official, Chief	32	1.00	1.00	1.00			1.00
City Planner	32	1.00	1.00	1.00			1.00
Code Inspector (PT)	22	0.00	0.00	0.00	1.00		1.00
Development Coordinator	22	1.00	1.00	0.00			0.00
Permit/Code Enforcement Technician	20	1.00	1.00	1.00			1.00
Permit/Office Technician	20	0.00	1.00	1.00			1.00
Permit/Office Technician (PT)	20	1.00	0.00	0.00			0.00
Total Full-Time		9.00	10.00	8.00	0.00	0.00	8.00
Total Part-Time		1.00	0.00	0.00	1.00	0.00	1.00
Public Works - Admin./Eng. Support:							
Assistant Public Works Director	34	0.00	0.00	0.00	1.00		1.00
City Engineer	35	1.00	1.00	1.00	(1.00)		0.00
Director of Public Works	38	1.00	1.00	1.00			1.00
Engineering Assistant	29	1.00	1.00	1.00	(1.00)		0.00
Engineering Assistant II	27	0.00	0.00	0.00	2.00	(2.00)	0.00
Engineering Technician	21	1.00	1.00	1.00	(1.00)		0.00
Total Full-Time		4.00	4.00	4.00	0.00	(2.00)	2.00
Public Works - Facilities Maint:							
Custodian	17	0.00	1.00	1.00			1.00
Facilities Maintenance Technician	24	2.00	3.00	3.00			3.00
Facilities Supervisor	30	1.00	1.00	1.00			1.00
Total Full-Time		3.00	5.00	5.00	0.00	0.00	5.00
Cemetery:							
Cemetery Supervisor	28	1.00	1.00	1.00			1.00
Facilities Maintenance Worker	21	3.00	3.00	2.00			2.00
Facilities Maintenance Worker, Senior	24	0.00	0.00	1.00			1.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Peterson Senior Activity Center							
Senior Services Attendant (PT)	16	2.00	2.00	2.00			2.00
Senior Services Coordinator	28	1.00	1.00	1.00			1.00
Senior Services Program Aide	18	1.00	1.00	1.00			1.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
Total Full-Time		2.00	2.00	2.00	0.00	0.00	2.00
Total Part-Time		2.00	2.00	2.00			2.00
Library:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Library Director	27	1.00	1.00	1.00			1.00
Circulation Coordinator	21	1.00	1.00	1.00			1.00
Librarian/Tech Services; Youth; Reference	24	3.00	3.00	3.00			3.00
Library Bookmobile Driver (PT)	19	2.00	2.00	2.00			2.00
Library Clerk	16	2.00	2.00	2.00			2.00
Library Clerk (PT)	16	12.00	12.00	12.00	1.00		13.00
Library Director	35	1.00	1.00	1.00			1.00
Technology Learning Center Coordinator	21	1.00	1.00	1.00			1.00
Technology Learning Center Monitor (PT)	16	1.00	1.00	1.00	(1.00)		0.00
Total Full-Time		10.00	10.00	10.00	0.00	0.00	10.00
Total Part-Time		15.00	15.00	15.00	0.00	0.00	15.00
Park & Recreation - Admin:							
Administrative Assistant	20	0.00	0.00	1.00			1.00
Assistant Park & Recreation Director	34	0.00	0.00	1.00			1.00
Director of Park & Recreation	37	1.00	1.00	1.00			1.00
Office Manager	24	1.00	1.00	1.00			1.00
Park and Recreation Clerk	16	0.00	0.00	1.00			1.00
Park and Recreation Clerk (PT)	16	1.00	1.00	0.00			0.00
Secretary	18	1.00	1.00	0.00			0.00
Total Full-Time		3.00	3.00	5.00	0.00	0.00	5.00
Total Part-Time		1.00	1.00	0.00			0.00
Recreation:							
Recreation Coordinator	24	2.00	2.00	2.00			2.00
Recreation Leader	21	1.00	1.00	1.00			1.00
Recreation Superintendent	31	1.00	1.00	1.00			1.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Park:							
Facilities Maintenance Worker	21	7.50	8.50	9.50	1.00	1.00	11.50
Facilities Maintenance Worker, Senior	24	3.75	3.75	3.75		1.00	4.75
Park Superintendent	32	0.67	0.67	0.67			0.67
Total Full-Time		11.92	12.92	13.92	1.00	2.00	16.92
Cottonmill Park:							
City Forester	29	0.67	0.67	0.67			0.67
Facilities Maintenance Worker	21	1.50	1.50	1.50			1.50
Facilities Maintenance Worker, Senior	24	0.25	0.25	0.25			0.25
Park Attendant (PT)	19	0.00	0.00	0.00	1.00		1.00
Park Superintendent	32	0.33	0.33	0.33			0.33
Total Full-Time		2.75	2.75	2.75	0.00	0.00	2.75
Total Part-Time		0.00	0.00	0.00	1.00	0.00	1.00
Forestry:							
City Forester	29	0.33	0.33	0.33			0.33
Total Full-Time		0.33	0.33	0.33	0.00	0.00	0.33

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
Transportation:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Engineering Assistant II	27	0.00	0.00	0.00		2.00	2.00
Equipment Operator	23	5.00	5.00	8.00			8.00
Heavy Equipment Operator	24	5.00	5.00	5.00			5.00
Maintenance Worker	21	3.00	3.00	0.00			0.00
Street Crew Leader	25	1.00	1.00	1.00			1.00
Street Superintendent	30	1.00	1.00	1.00			1.00
Total Full-Time		16.00	16.00	16.00	0.00	2.00	18.00
ENTERPRISE FUNDS							
Golf Course - Maintenance:							
Golf Course Assistant Superintendent	26	1.00	1.00	1.00			1.00
Golf Course Mechanic	25	1.00	1.00	1.00			1.00
Golf Course Superintendent	31	1.00	1.00	1.00			1.00
Total Full-Time		3.00	3.00	3.00	0.00	0.00	3.00
Golf Course - Services:							
Golf Course Assistant Services Manager	26	1.00	1.00	1.00			1.00
Golf Course Manager	33	1.00	1.00	1.00			1.00
Total Full-Time		2.00	2.00	2.00	0.00	0.00	2.00
Sanitation - Collection:							
Account Clerk	19	0.50	0.50	0.50			0.50
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Director of Utilities	34	0.25	0.25	0.25			0.25
Director of Utilities	38	0.25	0.25	0.25			0.25
Equipment Operator	23	15.00	16.00	16.00	1.00	1.00	18.00
Maintenance Worker	21	2.00	1.00	2.00			2.00
Maintenance Worker, Senior	22	1.00	1.00	1.00	(1.00)		0.00
Recycling Processor	16	0.00	0.00	2.00			2.00
Recycling Processor (PT)	16	12.00	12.00	12.00			12.00
Refuse Worker	18	3.00	3.00	3.00			3.00
Sanitation Foreman	28	1.00	1.00	1.00			1.00
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		25.50	25.50	28.50	0.00	1.00	29.50
Total Part-Time		12.00	12.00	12.00	0.00	0.00	12.00
Kearney Area Solid Waste Agency:							
Account Clerk	19	0.50	0.50	0.50			0.50
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Director of Utilities	34	0.25	0.25	0.25			0.25
Director of Utilities	38	0.25	0.25	0.25			0.25
Equipment Operator	23	1.00	1.00	1.00			1.00
Heavy Equipment Operator	24	1.00	1.00	1.00			1.00
Household Hazardous Waste Coordinator	21	1.00	1.00	1.00			1.00
Landfill Assistant	20	2.00	2.00	2.00			2.00
Landfill Groundskeeper (PT)	16	1.00	1.00	1.00			1.00
Landfill Operator	25	1.00	1.00	1.00			1.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		8.50	8.50	8.50	0.00	0.00	8.50
Total Part-Time		1.00	1.00	1.00	0.00	0.00	1.00
Sanitary Sewer - Treatment:							
Laboratory Technician	25	1.00	1.00	1.00			1.00
Wastewater Treatment Plant Foreman	28	1.00	1.00	1.00			1.00
Wastewater Treatment Plant Operator	23	5.00	5.00	4.00			4.00
Wastewater Treatment Plant Operator II	25	0.00	0.00	1.00			1.00
Wastewater Treatment Plant Superintendent	31	1.00	1.00	1.00			1.00
Total Full-Time		8.00	8.00	8.00	0.00	0.00	8.00
Sanitary Sewer - Collection:							
Maintenance Worker	21	1.50	2.00	2.00			2.00
Utilities Maintenance Worker	23	1.00	1.00	2.00			2.00
Total Full-Time		2.50	3.00	4.00	0.00	0.00	4.00
Sanitary Sewer - Administration:							
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Assistant Director of Utilities	34	0.25	0.25	0.25			0.25
Director of Utilities	38	0.25	0.25	0.25			0.25
GIS Coordinator	30	0.50	0.50	0.50			0.50
GIS Technician	21	0.50	0.50	0.50			0.50
Total Full-Time		2.50	2.50	2.50	0.00	0.00	2.50
Water - Production:							
Meter Technician	20	2.00	2.00	2.00			2.00
Meter Technician, Senior	22	1.00	1.00	1.00			1.00
Water Production Supervisor	31	1.00	1.00	1.00			1.00
Water System Operator	23	2.00	2.00	2.00			2.00
Water System Operator, Senior	25	1.00	1.00	1.00			1.00
Total Full-Time		7.00	7.00	7.00	0.00	0.00	7.00
Water - Distribution:							
Maintenance Worker	21	2.50	3.00	3.00			3.00
Utilities Maintenance Worker	23	2.00	2.00	2.00			2.00
Utilities Maintenance Worker, Senior	24	1.00	1.00	1.00			1.00
Water and Sewer System Foreman	28	1.00	1.00	1.00			1.00
Water and Sewer System Supervisor	31	1.00	1.00	1.00			1.00
Water Quality Coordinator	24	1.00	1.00	1.00			1.00
Total Full-Time		8.50	9.00	9.00	0.00	0.00	9.00
Water - Administration:							
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Assistant Director of Utilities	34	0.25	0.25	0.25			0.25
Director of Finance	41	0.50	0.50	0.50			0.50
Director of Utilities	38	0.25	0.25	0.25			0.25
GIS Coordinator	30	0.50	0.50	0.50			0.50
GIS Technician	21	0.50	0.50	0.50			0.50
Total Full-Time		3.00	3.00	3.00	0.00	0.00	3.00

Kearney Municipal Airport Corp:

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2013-14	Actual 2014-15	Actual 2015-16	Changes		Budget 2016-17
					Mid-Year 2015-16	Proposed 2016-17	
Airport Manager	33	1.00	1.00	1.00			1.00
Airport Operations Supervisor	27	1.00	1.00	1.00			1.00
Airport Operations Worker	21	2.00	2.00	2.00			2.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
INTERNAL SERVICE FUNDS							
<i>Property & Casualty Insurance</i>							
Risk Management Coordinator	21	0.50	0.50	0.50			0.50
Total Full-Time		0.50	0.50	0.50	0.00	0.00	0.50
<i>Workers Compensation Insurance</i>							
Risk Management Coordinator	21	0.50	0.50	0.50			0.50
Total Full-Time		0.50	0.50	0.50	0.00	0.00	0.50
<i>Central Stores:</i>							
Inventory Control Clerk	20	1.00	1.00	1.00			1.00
Total Full-Time		1.00	1.00	1.00	0.00	0.00	1.00
<i>Vehicle Maintenance:</i>							
Equipment Mechanic, Senior	26	2.00	2.00	2.00			2.00
Fleet Maintenance Supervisor	28	1.00	1.00	1.00			1.00
Fleet Services Attendant	19	1.00	1.00	1.00			1.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Grand Total Full-Time		247.00	255.00	262.00	0.00	4.00	266.00
Grand Total Part-Time		33.00	32.00	32.00	3.00	0.00	35.00
Grand Total		280.00	287.00	294.00	3.00	4.00	301.00