

PERSONNEL SUMMARY

2015-2016 City of Kearney Pay Policy

Effective October 1, 2015

Recommended Pay Ranges, Entry Rates And Pay Grades Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk	19	1165	1640	2523	3553
Account Clerk, Senior	21	1284	1807	2781	3915
Accounting Technician	24	1487	2091	3222	4531
Administrative Assistant	20	1223	1721	2650	3730
Airport Manager	33	2306	3245	4996	7030
Airport Operations Supervisor	27	1721	2421	3730	5246
Airport Operations Worker	21	1284	1807	2781	3915
Assistant City Manager	37	2803	3944	6073	8545
Assistant Director of Utilities	32	2197	3091	4759	6697
Assistant Library Director	27	1721	2421	3730	5246
Assistant Park & Recreation Director	34	2421	3407	5246	7382
Associate Planner	25	1561	2197	3383	4759
Building Inspector	27	1721	2421	3730	5246
Building Official, Chief	32	2197	3091	4759	6697
Cemetery Supervisor	28	1807	2543	3915	5509
Circulation Coordinator	21	1284	1807	2781	3915
City Clerk	35	2543	3578	5509	7753
City Engineer	35	2543	3578	5509	7753
City Forester	29	1896	2670	4109	5786
City Planner	32	2197	3091	4759	6697
Community Affairs Coordinator	24	1487	2091	3222	4531
Community Service Officer	19	1165	1640	2523	3553
Computer Support Technician	28	1807	2543	3915	5509
Computer Support Technician, Senior	29	1896	2670	4109	5786
Criminal Justice Advocate (PT)	14	913	1065	1978	2308
Custodian	17	1057	1487	2290	3222
Director of Administrative Services	37	2803	3944	6073	8545
Director of Finance	41	3407	4794	7382	10386
Director of Park and Recreation	37	2803	3944	6073	8545
Director of Public Works	38	2943	4141	6377	8973
Director of Utilities	38	2943	4141	6377	8973
Director - Victim Witness	20	1721	1721	3730	3730
Engineering Assistant	29	1896	2670	4109	5786
Engineering Technician	21	1284	1807	2781	3915
Equipment Mechanic, Senior	26	1640	2306	3553	4996
Equipment Operator	23	1416	1992	3069	4316
Executive Assistant	27	1721	2421	3730	5246
Facilities Maintenance Technician	24	1487	2091	3222	4531
Facilities Maintenance Worker	21	1284	1807	2781	3915

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Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Facilities Maintenance Worker, Senior	24	1487	2091	3222	4531
Facilities Supervisor	30	1992	2803	4316	6073
Fire Administrator	32	2197	3091	4759	6697
Fire Engineer	24FF	1524	2143	3302	4644
Fire Inspector	30	1992	2803	4316	6073
Fleet Maintenance Supervisor	28	1807	2543	3915	5509
Fleet Services Attendant	19	1165	1640	2523	3553
G.I.S. Coordinator	30	1992	2803	4316	6073
G.I.S. Technician	21	1284	1807	2781	3915
Golf Course Assistant Services Manager	26	1640	2306	3553	4996
Golf Course Assistant Superintendent	26	1640	2306	3553	4996
Golf Course Manager	33	2306	3245	4996	7030
Golf Course Mechanic	25	1561	2197	3383	4759
Golf Course Superintendent	31	2091	2943	4531	6377
Heavy Equipment Operator	24	1487	2091	3222	4531
Household Hazardous Waste Coordinator	21	1284	1807	2781	3915
Human Resources Coordinator	24	1487	2091	3222	4531
Information Systems Manager	35	2543	3578	5509	7753
Inventory Control Clerk	20	1223	1721	2650	3730
Laboratory Technician	25	1561	2197	3383	4759
Landfill Assistant	20	1223	1721	2650	3730
Landfill Groundskeeper (PT)	12	829	967	1795	2095
Landfill Operator	25	1561	2197	3383	4759
Librarian/Tech Services; Youth; Reference	24	1487	2091	3222	4531
Library Bookmobile Driver (PT)	19	1165	1359	2523	2945
Library Clerk	14	913	1284	1978	2781
Library Clerk (PT)	14	913	1065	1978	2308
Library Director	35	2543	3578	5509	7753
Maintenance Worker	21	1284	1807	2781	3915
Maintenace Worker, Senior	22	1348	1896	2921	4109
Meter Technician	20	1223	1721	2650	3730
Meter Technician, Senior	22	1348	1896	2921	4109
Office Manager	24	1487	2091	3222	4531
Park & Recreation Clerk	14	913	1284	1978	2781
Park Superintendent	32	2197	3091	4759	6697
Permit/Code Enforcement Technician	293 20	1223	1721	2650	3730
Permit/Office Technician	20	1223	1721	2650	3730

2015-2016 City of Kearney Pay Policy

Effective October 1, 2015

Recommended Pay Ranges, Entry Rates And Pay Grades Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Police Captain	36PD	2669	3756	5784	8139
Police Chief	39PD	3090	4349	6695	9422
Police Lieutenant	33PD	2371	3336	5136	7227
Police Officer	25PD	1736	2426	3762	5256
Police Records Clerk	19	1165	1640	2523	3553
Police Records Clerk, Lead	21	1284	1807	2781	3915
Police Records Supervisor	24	1487	2091	3222	4531
Police Sergeant	30PD	2140	2994	4637	6487
Recreation Coordinator	24	1487	2091	3222	4531
Recreation Leader	21	1284	1807	2781	3915
Recreation Superintendent	31	2091	2943	4531	6377
Recycling Processor	13	868	1223	1881	2650
Recycling Processor (PT)	13	868	1013	1881	2196
Refuse Worker	18	1109	1561	2402	3383
Risk Management Coordinator	21	1284	1807	2781	3915
Sanitation Foreman	28	1807	2543	3915	5509
Sanitation Supervisor	31	2091	2943	4531	6377
Secretary (PT)	18	1109	1294	2402	2804
Senior Services Attendant (PT)	11	789	921	1709	1995
Senior Services Coordinator	28	1807	2543	3915	5509
Senior Services Program Aide	18	1109	1561	2402	3383
Street Crew Leader	25	1561	2197	3383	4759
Street Superintendent	30	1992	2803	4316	6073
Technology Learning Center Coordinator	21	1284	1807	2781	3915
Technology Learning Center Monitor (PT)	14	913	1065	1978	2308
Utilities Maintenance Worker	23	1416	1992	3069	4316
Utilities Maintenance Worker, Senior	24	1487	2091	3222	4531
Wastewater Treatment Plant Foreman	28	1807	2543	3915	5509
Wastewater Treatment Plant Operator	23	1416	1992	3069	4316
Wastewater Treatment Plant Operator II	25	1561	2197	3383	4759
Wastewater Treatment Plant Superintendent	31	2091	2943	4531	6377
Water & Sewer System Foreman	28	1807	2543	3915	5509
Water & Sewer System Supervisor	31	2091	2943	4531	6377
Water Production Supervisor	31	2091	2943	4531	6377
Water Quality Coordinator	24	1487	2091	3222	4531
Water System Operator	23	1416	1992	3069	4316
Water System Operator, Senior	25	1561	2197	3383	4759

**2015-2016 City of Kearney
Pay Plan "A" Effective October 1, 2015
Hourly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
10	9.3952	9.8600	10.3563	10.8527	11.4105	11.9841	12.5731	13.2089	10
11	9.8600	10.3563	10.8527	11.4105	11.9841	12.5731	13.2089	13.8598	11
12	10.3563	10.8527	11.4105	11.9841	12.5731	13.2089	13.8598	14.5579	12
13	10.8527	11.4105	11.9841	12.5731	13.2089	13.8598	14.5579	15.2863	13
14	11.4105	11.9841	12.5731	13.2089	13.8598	14.5579	15.2863	16.0460	14
15	11.9841	12.5731	13.2089	13.8598	14.5579	15.2863	16.0460	16.8521	15
16	12.5731	13.2089	13.8598	14.5579	15.2863	16.0460	16.8521	17.7051	16
17	13.2089	13.8598	14.5579	15.2863	16.0460	16.8521	17.7051	18.5885	17
18	13.8598	14.5579	15.2863	16.0460	16.8521	17.7051	18.5885	19.5186	18
19	14.5579	15.2863	16.0460	16.8521	17.7051	18.5885	19.5186	20.4957	19
20	15.2863	16.0460	16.8521	17.7051	18.5885	19.5186	20.4957	21.5187	20
21	16.0460	16.8521	17.7051	18.5885	19.5186	20.4957	21.5187	22.5881	21
22	16.8521	17.7051	18.5885	19.5186	20.4957	21.5187	22.5881	23.7046	22
23	17.7051	18.5885	19.5186	20.4957	21.5187	22.5881	23.7046	24.8984	23
24	18.5885	19.5186	20.4957	21.5187	22.5881	23.7046	24.8984	26.1387	24
24FF	15.8753	16.6661	17.4880	18.3714	19.2860	20.3630	21.2707	22.3247	24FF
25	19.5186	20.4957	21.5187	22.5881	23.7046	24.8984	26.1387	27.4564	25
25PD	21.0468	22.0735	23.1512	24.2831	25.4712	26.7192	28.0293	29.4055	25PD
26	20.4957	21.5187	22.5881	23.7046	24.8984	26.1387	27.4564	28.8205	26
27	21.5187	22.5881	23.7046	24.8984	26.1387	27.4564	28.8205	30.2625	27
28	22.5881	23.7046	24.8984	26.1387	27.4564	28.8205	30.2625	31.7821	28
29	23.7046	24.8984	26.1387	27.4564	28.8205	30.2625	31.7821	33.3787	29
30	24.8984	26.1387	27.4564	28.8205	30.2625	31.7821	33.3787	35.0376	30
30PD	25.9422	27.2136	28.5487	29.9502	31.4217	32.9671	34.5899	36.2934	30PD
31	26.1387	27.4564	28.8205	30.2625	31.7821	33.3787	35.0376	36.7896	31
32	27.4564	28.8205	30.2625	31.7821	33.3787	35.0376	36.7896	38.6343	32
33	28.8205	30.2625	31.7821	33.3787	35.0376	36.7896	38.6343	40.5569	33
33PD	28.7343	30.1710	31.6798	33.2637	34.9269	36.6734	38.5069	40.4320	33PD
34	30.2625	31.7821	33.3787	35.0376	36.7896	38.6343	40.5569	42.5874	34
35	31.7821	33.3787	35.0376	36.7896	38.6343	40.5569	42.5874	44.7274	35
36	33.3787	35.0376	36.7896	38.6343	40.5569	42.5874	44.7274	46.9595	36
36PD	32.3554	33.9675	35.6731	37.4558	39.3318	41.3008	43.3626	45.5332	36PD
37	35.0376	36.7896	38.6343	40.5569	42.5874	44.7274	46.9595	49.3003	37
38	36.7896	38.6343	40.5569	42.5874	44.7274	46.9595	49.3003	51.7655	38
39	38.6343	40.5569	42.5874	44.7274	46.9595	49.3003	51.7655	54.3546	39
39PD	37.4558	39.3318	41.3008	43.3626	45.5332	47.8121	50.1996	52.7112	39PD
40	40.5569	42.5874	44.7274	46.9595	49.3003	51.7655	54.3546	57.0680	40
41	42.5874	44.7274	46.9595	49.3003	51.7655	54.3546	57.0680	59.9201	41
42	44.7274	46.9595	49.3003	51.7655	54.3546	57.0680	59.9201	62.9277	42
43	46.9595	49.3003	51.7655	54.3546	57.0680	59.9201	62.9277	66.0753	43
44	49.3003	51.7655	54.3546	57.0680	59.9201	62.9277	66.0753	69.3773	44
45	51.7655	54.3546	57.0680	59.9201	62.9277	66.0753	69.3773	72.8346	45

**2015-2016 City of Kearney
Pay Plan "A" Effective October 1, 2015
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
10	\$752	\$789	\$829	\$868	\$913	\$959	\$1,006	\$1,057	10
11	\$789	\$829	\$868	\$913	\$959	\$1,006	\$1,057	\$1,109	11
12	\$829	\$868	\$913	\$959	\$1,006	\$1,057	\$1,109	\$1,165	12
13	\$868	\$913	\$959	\$1,006	\$1,057	\$1,109	\$1,165	\$1,223	13
14	\$913	\$959	\$1,006	\$1,057	\$1,109	\$1,165	\$1,223	\$1,284	14
15	\$959	\$1,006	\$1,057	\$1,109	\$1,165	\$1,223	\$1,284	\$1,348	15
16	\$1,006	\$1,057	\$1,109	\$1,165	\$1,223	\$1,284	\$1,348	\$1,416	16
17	\$1,057	\$1,109	\$1,165	\$1,223	\$1,284	\$1,348	\$1,416	\$1,487	17
18	\$1,109	\$1,165	\$1,223	\$1,284	\$1,348	\$1,416	\$1,487	\$1,561	18
19	\$1,165	\$1,223	\$1,284	\$1,348	\$1,416	\$1,487	\$1,561	\$1,640	19
20	\$1,223	\$1,284	\$1,348	\$1,416	\$1,487	\$1,561	\$1,640	\$1,721	20
21	\$1,284	\$1,348	\$1,416	\$1,487	\$1,561	\$1,640	\$1,721	\$1,807	21
22	\$1,348	\$1,416	\$1,487	\$1,561	\$1,640	\$1,721	\$1,807	\$1,896	22
23	\$1,416	\$1,487	\$1,561	\$1,640	\$1,721	\$1,807	\$1,896	\$1,992	23
24	\$1,487	\$1,561	\$1,640	\$1,721	\$1,807	\$1,896	\$1,992	\$2,091	24
24FF	\$1,524	\$1,600	\$1,679	\$1,764	\$1,851	\$1,955	\$2,042	\$2,143	24FF
25	\$1,561	\$1,640	\$1,721	\$1,807	\$1,896	\$1,992	\$2,091	\$2,197	25
25PD	\$1,736	\$1,821	\$1,910	\$2,003	\$2,101	\$2,204	\$2,312	\$2,426	25PD
26	\$1,640	\$1,721	\$1,807	\$1,896	\$1,992	\$2,091	\$2,197	\$2,306	26
27	\$1,721	\$1,807	\$1,896	\$1,992	\$2,091	\$2,197	\$2,306	\$2,421	27
28	\$1,807	\$1,896	\$1,992	\$2,091	\$2,197	\$2,306	\$2,421	\$2,543	28
29	\$1,896	\$1,992	\$2,091	\$2,197	\$2,306	\$2,421	\$2,543	\$2,670	29
30	\$1,992	\$2,091	\$2,197	\$2,306	\$2,421	\$2,543	\$2,670	\$2,803	30
30PD	\$2,140	\$2,245	\$2,355	\$2,471	\$2,592	\$2,720	\$2,854	\$2,994	30PD
31	\$2,091	\$2,197	\$2,306	\$2,421	\$2,543	\$2,670	\$2,803	\$2,943	31
32	\$2,197	\$2,306	\$2,421	\$2,543	\$2,670	\$2,803	\$2,943	\$3,091	32
33	\$2,306	\$2,421	\$2,543	\$2,670	\$2,803	\$2,943	\$3,091	\$3,245	33
33PD	\$2,371	\$2,489	\$2,614	\$2,744	\$2,881	\$3,026	\$3,177	\$3,336	33PD
34	\$2,421	\$2,543	\$2,670	\$2,803	\$2,943	\$3,091	\$3,245	\$3,407	34
35	\$2,543	\$2,670	\$2,803	\$2,943	\$3,091	\$3,245	\$3,407	\$3,578	35
36	\$2,670	\$2,803	\$2,943	\$3,091	\$3,245	\$3,407	\$3,578	\$3,757	36
36PD	\$2,669	\$2,802	\$2,943	\$3,090	\$3,245	\$3,407	\$3,577	\$3,756	36PD
37	\$2,803	\$2,943	\$3,091	\$3,245	\$3,407	\$3,578	\$3,757	\$3,944	37
38	\$2,943	\$3,091	\$3,245	\$3,407	\$3,578	\$3,757	\$3,944	\$4,141	38
39	\$3,091	\$3,245	\$3,407	\$3,578	\$3,757	\$3,944	\$4,141	\$4,348	39
39PD	\$3,090	\$3,245	\$3,407	\$3,577	\$3,756	\$3,944	\$4,141	\$4,349	39PD
40	\$3,245	\$3,407	\$3,578	\$3,757	\$3,944	\$4,141	\$4,348	\$4,565	40
41	\$3,407	\$3,578	\$3,757	\$3,944	\$4,141	\$4,348	\$4,565	\$4,794	41
42	\$3,578	\$3,757	\$3,944	\$4,141	\$4,348	\$4,565	\$4,794	\$5,034	42
43	\$3,757	\$3,944	\$4,141	\$4,348	\$4,565	\$4,794	\$5,034	\$5,286	43
44	\$3,944	\$4,141	\$4,348	\$4,565	\$4,794	\$5,034	\$5,286	\$5,550	44
45	\$4,141	\$4,348	\$4,565	\$4,794	\$5,034	\$5,286	\$5,550	\$5,827	45

**2015-2016 City of Kearney
Pay Policy "A" Effective October 1, 2015
Monthly Pay Plan Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
10	\$1,629	\$1,709	\$1,795	\$1,881	\$1,978	\$2,077	\$2,179	\$2,290	10
11	\$1,709	\$1,795	\$1,881	\$1,978	\$2,077	\$2,179	\$2,290	\$2,402	11
12	\$1,795	\$1,881	\$1,978	\$2,077	\$2,179	\$2,290	\$2,402	\$2,523	12
13	\$1,881	\$1,978	\$2,077	\$2,179	\$2,290	\$2,402	\$2,523	\$2,650	13
14	\$1,978	\$2,077	\$2,179	\$2,290	\$2,402	\$2,523	\$2,650	\$2,781	14
15	\$2,077	\$2,179	\$2,290	\$2,402	\$2,523	\$2,650	\$2,781	\$2,921	15
16	\$2,179	\$2,290	\$2,402	\$2,523	\$2,650	\$2,781	\$2,921	\$3,069	16
17	\$2,290	\$2,402	\$2,523	\$2,650	\$2,781	\$2,921	\$3,069	\$3,222	17
18	\$2,402	\$2,523	\$2,650	\$2,781	\$2,921	\$3,069	\$3,222	\$3,383	18
19	\$2,523	\$2,650	\$2,781	\$2,921	\$3,069	\$3,222	\$3,383	\$3,553	19
20	\$2,650	\$2,781	\$2,921	\$3,069	\$3,222	\$3,383	\$3,553	\$3,730	20
21	\$2,781	\$2,921	\$3,069	\$3,222	\$3,383	\$3,553	\$3,730	\$3,915	21
22	\$2,921	\$3,069	\$3,222	\$3,383	\$3,553	\$3,730	\$3,915	\$4,109	22
23	\$3,069	\$3,222	\$3,383	\$3,553	\$3,730	\$3,915	\$4,109	\$4,316	23
24	\$3,222	\$3,383	\$3,553	\$3,730	\$3,915	\$4,109	\$4,316	\$4,531	24
24FF	\$3,302	\$3,467	\$3,638	\$3,821	\$4,011	\$4,236	\$4,424	\$4,644	24FF
25	\$3,383	\$3,553	\$3,730	\$3,915	\$4,109	\$4,316	\$4,531	\$4,759	25
25PD	\$3,762	\$3,946	\$4,138	\$4,341	\$4,553	\$4,776	\$5,010	\$5,256	25PD
26	\$3,553	\$3,730	\$3,915	\$4,109	\$4,316	\$4,531	\$4,759	\$4,996	26
27	\$3,730	\$3,915	\$4,109	\$4,316	\$4,531	\$4,759	\$4,996	\$5,246	27
28	\$3,915	\$4,109	\$4,316	\$4,531	\$4,759	\$4,996	\$5,246	\$5,509	28
29	\$4,109	\$4,316	\$4,531	\$4,759	\$4,996	\$5,246	\$5,509	\$5,786	29
30	\$4,316	\$4,531	\$4,759	\$4,996	\$5,246	\$5,509	\$5,786	\$6,073	30
30PD	\$4,637	\$4,864	\$5,103	\$5,354	\$5,617	\$5,893	\$6,183	\$6,487	30PD
31	\$4,531	\$4,759	\$4,996	\$5,246	\$5,509	\$5,786	\$6,073	\$6,377	31
32	\$4,759	\$4,996	\$5,246	\$5,509	\$5,786	\$6,073	\$6,377	\$6,697	32
33	\$4,996	\$5,246	\$5,509	\$5,786	\$6,073	\$6,377	\$6,697	\$7,030	33
33PD	\$5,136	\$5,393	\$5,663	\$5,946	\$6,243	\$6,555	\$6,883	\$7,227	33PD
34	\$5,246	\$5,509	\$5,786	\$6,073	\$6,377	\$6,697	\$7,030	\$7,382	34
35	\$5,509	\$5,786	\$6,073	\$6,377	\$6,697	\$7,030	\$7,382	\$7,753	35
36	\$5,786	\$6,073	\$6,377	\$6,697	\$7,030	\$7,382	\$7,753	\$8,140	36
36PD	\$5,784	\$6,072	\$6,377	\$6,695	\$7,031	\$7,383	\$7,751	\$8,139	36PD
37	\$6,073	\$6,377	\$6,697	\$7,030	\$7,382	\$7,753	\$8,140	\$8,545	37
38	\$6,377	\$6,697	\$7,030	\$7,382	\$7,753	\$8,140	\$8,545	\$8,973	38
39	\$6,697	\$7,030	\$7,382	\$7,753	\$8,140	\$8,545	\$8,973	\$9,421	39
39PD	\$6,695	\$7,031	\$7,383	\$7,751	\$8,139	\$8,546	\$8,973	\$9,422	39PD
40	\$7,030	\$7,382	\$7,753	\$8,140	\$8,545	\$8,973	\$9,421	\$9,892	40
41	\$7,382	\$7,753	\$8,140	\$8,545	\$8,973	\$9,421	\$9,892	\$10,386	41
42	\$7,753	\$8,140	\$8,545	\$8,973	\$9,421	\$9,892	\$10,386	\$10,907	42
43	\$8,140	\$8,545	\$8,973	\$9,421	\$9,892	\$10,386	\$10,907	\$11,453	43
44	\$8,545	\$8,973	\$9,421	\$9,892	\$10,386	\$10,907	\$11,453	\$12,025	44
45	\$8,973	\$9,421	\$9,892	\$10,386	\$10,907	\$11,453	\$12,025	\$12,625	45

**2015-16 City of Kearney
Pay Plan "A" Effective October 1, 2015
Annual Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Pay Grade
10	\$19,542	\$20,509	\$21,541	\$22,574	\$23,734	\$24,927	\$26,152	\$27,475	10
11	\$20,509	\$21,541	\$22,574	\$23,734	\$24,927	\$26,152	\$27,475	\$28,828	11
12	\$21,541	\$22,574	\$23,734	\$24,927	\$26,152	\$27,475	\$28,828	\$30,280	12
13	\$22,574	\$23,734	\$24,927	\$26,152	\$27,475	\$28,828	\$30,280	\$31,796	13
14	\$23,734	\$24,927	\$26,152	\$27,475	\$28,828	\$30,280	\$31,796	\$33,376	14
15	\$24,927	\$26,152	\$27,475	\$28,828	\$30,280	\$31,796	\$33,376	\$35,052	15
16	\$26,152	\$27,475	\$28,828	\$30,280	\$31,796	\$33,376	\$35,052	\$36,827	16
17	\$27,475	\$28,828	\$30,280	\$31,796	\$33,376	\$35,052	\$36,827	\$38,664	17
18	\$28,828	\$30,280	\$31,796	\$33,376	\$35,052	\$36,827	\$38,664	\$40,599	18
19	\$30,280	\$31,796	\$33,376	\$35,052	\$36,827	\$38,664	\$40,599	\$42,631	19
20	\$31,796	\$33,376	\$35,052	\$36,827	\$38,664	\$40,599	\$42,631	\$44,759	20
21	\$33,376	\$35,052	\$36,827	\$38,664	\$40,599	\$42,631	\$44,759	\$46,983	21
22	\$35,052	\$36,827	\$38,664	\$40,599	\$42,631	\$44,759	\$46,983	\$49,306	22
23	\$36,827	\$38,664	\$40,599	\$42,631	\$44,759	\$46,983	\$49,306	\$51,789	23
24	\$38,664	\$40,599	\$42,631	\$44,759	\$46,983	\$49,306	\$51,789	\$54,368	24
24FF	\$39,625	\$41,599	\$43,650	\$45,855	\$48,138	\$50,826	\$53,092	\$55,722	24FF
25	\$40,599	\$42,631	\$44,759	\$46,983	\$49,306	\$51,789	\$54,368	\$57,109	25
25PD	\$45,145	\$47,348	\$49,659	\$52,087	\$54,636	\$57,313	\$60,123	\$63,075	25PD
26	\$42,631	\$44,759	\$46,983	\$49,306	\$51,789	\$54,368	\$57,109	\$59,947	26
27	\$44,759	\$46,983	\$49,306	\$51,789	\$54,368	\$57,109	\$59,947	\$62,946	27
28	\$46,983	\$49,306	\$51,789	\$54,368	\$57,109	\$59,947	\$62,946	\$66,107	28
29	\$49,306	\$51,789	\$54,368	\$57,109	\$59,947	\$62,946	\$66,107	\$69,428	29
30	\$51,789	\$54,368	\$57,109	\$59,947	\$62,946	\$66,107	\$69,428	\$72,878	30
30PD	\$55,646	\$58,373	\$61,237	\$64,243	\$67,400	\$70,714	\$74,195	\$77,849	30PD
31	\$54,368	\$57,109	\$59,947	\$62,946	\$66,107	\$69,428	\$72,878	\$76,522	31
32	\$57,109	\$59,947	\$62,946	\$66,107	\$69,428	\$72,878	\$76,522	\$80,359	32
33	\$59,947	\$62,946	\$66,107	\$69,428	\$72,878	\$76,522	\$80,359	\$84,358	33
33PD	\$61,635	\$64,717	\$67,953	\$71,351	\$74,918	\$78,664	\$82,597	\$86,727	33PD
34	\$62,946	\$66,107	\$69,428	\$72,878	\$76,522	\$80,359	\$84,358	\$88,582	34
35	\$66,107	\$69,428	\$72,878	\$76,522	\$80,359	\$84,358	\$88,582	\$93,033	35
36	\$69,428	\$72,878	\$76,522	\$80,359	\$84,358	\$88,582	\$93,033	\$97,676	36
36PD	\$69,402	\$72,860	\$76,519	\$80,343	\$84,367	\$88,590	\$93,013	\$97,669	36PD
37	\$72,878	\$76,522	\$80,359	\$84,358	\$88,582	\$93,033	\$97,676	\$102,545	37
38	\$76,522	\$80,359	\$84,358	\$88,582	\$93,033	\$97,676	\$102,545	\$107,672	38
39	\$80,359	\$84,358	\$88,582	\$93,033	\$97,676	\$102,545	\$107,672	\$113,058	39
39PD	\$80,343	\$84,367	\$88,590	\$93,013	\$97,669	\$102,557	\$107,678	\$113,066	39PD
40	\$84,358	\$88,582	\$93,033	\$97,676	\$102,545	\$107,672	\$113,058	\$118,701	40
41	\$88,582	\$93,033	\$97,676	\$102,545	\$107,672	\$113,058	\$118,701	\$124,634	41
42	\$93,033	\$97,676	\$102,545	\$107,672	\$113,058	\$118,701	\$124,634	\$130,890	42
43	\$97,676	\$102,545	\$107,672	\$113,058	\$118,701	\$124,634	\$130,890	\$137,437	43
44	\$102,545	\$107,672	\$113,058	\$118,701	\$124,634	\$130,890	\$137,437	\$144,305	44
45	\$107,672	\$113,058	\$118,701	\$124,634	\$130,890	\$137,437	\$144,305	\$151,496	45

**2015-2016 City of Kearney
Pay Plan "B" Effective October 1, 2015
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
10	9.3952	9.6902	9.9945	10.3083	10.6321	10.9660	11.3102	11.6654	12.0315	12.4094	12.7990	13.2089	10
11	9.8600	10.1697	10.4890	10.8183	11.1580	11.5084	11.8698	12.2426	12.6270	13.0233	13.4322	13.8598	11
12	10.3563	10.6817	11.0169	11.3629	11.7198	12.0878	12.4672	12.8586	13.2624	13.6788	14.1084	14.5579	12
13	10.8527	11.1933	11.5449	11.9073	12.2813	12.6668	13.0645	13.4747	13.8979	14.3343	14.7844	15.2863	13
14	11.4105	11.7687	12.1380	12.5192	12.9124	13.3179	13.7360	14.1674	14.6123	15.0712	15.5443	16.0460	14
15	11.9841	12.3603	12.7484	13.1487	13.5617	13.9874	14.4267	14.8798	15.3468	15.8287	16.3258	16.8521	15
16	12.5731	12.9680	13.3752	13.7951	14.2282	14.6750	15.1359	15.6112	16.1014	16.6068	17.1284	17.7051	16
17	13.2089	13.6238	14.0517	14.4926	14.9479	15.4171	15.9014	16.4007	16.9155	17.4468	17.9945	18.5885	17
18	13.8598	14.2951	14.7439	15.2069	15.6843	16.1768	16.6848	17.2088	17.7492	18.3065	18.8812	19.5186	18
19	14.5579	15.0150	15.4866	15.9729	16.4744	16.9916	17.5251	18.0756	18.6430	19.2285	19.8321	20.4957	19
20	15.2863	15.7661	16.2611	16.7718	17.2985	17.8416	18.4019	18.9798	19.5757	20.1903	20.8242	21.5187	20
21	16.0460	16.5499	17.0695	17.6054	18.1582	18.7285	19.3165	19.9233	20.5488	21.1939	21.8594	22.5881	21
22	16.8521	17.3813	17.9272	18.4899	19.0706	19.6694	20.2871	20.9240	21.5812	22.2586	22.9576	23.7046	22
23	17.7051	18.2610	18.8344	19.4258	20.0357	20.6648	21.3138	21.9829	22.6733	23.3851	24.1196	24.8984	23
24	18.5885	19.1721	19.7744	20.3951	21.0355	21.6959	22.3775	23.0800	23.8047	24.5522	25.3232	26.1387	24
24FF	15.8753	16.3738	16.8880	17.4183	17.9653	18.5294	19.1112	19.7113	20.3303	20.9685	21.6271	22.3247	24FF
25	19.5186	20.1317	20.7638	21.4156	22.0881	22.7817	23.4970	24.2348	24.9956	25.7806	26.5903	27.4564	25
25PD	21.0468	21.6914	22.3563	23.0421	23.7495	24.4792	25.2315	26.0077	26.8082	27.6338	28.4853	29.4055	25PD
26	20.4957	21.1392	21.8029	22.4875	23.1937	23.9221	24.6731	25.4477	26.2469	27.0711	27.9212	28.8205	26
27	21.5187	22.1943	22.8912	23.6100	24.3515	25.1160	25.9046	26.7180	27.5570	28.4223	29.3148	30.2625	27
28	22.5881	23.2975	24.0291	24.7837	25.5619	26.3645	27.1922	28.0462	28.9268	29.8352	30.7720	31.7821	28
29	23.7046	24.4488	25.2167	26.0084	26.8250	27.6673	28.5360	29.4321	30.3564	31.3095	32.2928	33.3787	29
30	24.8984	25.6803	26.4866	27.3182	28.1762	29.0607	29.9733	30.9143	31.8850	32.8863	33.9189	35.0376	30
30PD	25.9422	26.7407	27.5641	28.4135	29.2895	30.1929	31.1250	32.0861	33.0774	34.0997	35.1544	36.2934	30PD
31	26.1387	26.9596	27.8060	28.6791	29.5797	30.5084	31.4664	32.4545	33.4736	34.5245	35.6086	36.7896	31
32	27.4564	28.3186	29.2076	30.1249	31.0707	32.0463	33.0525	34.0903	35.1608	36.2649	37.4036	38.6343	32
33	28.8205	29.7255	30.6591	31.6218	32.6145	33.6386	34.6949	35.7843	36.9080	38.0670	39.2621	40.5569	33
33PD	28.7343	29.6365	30.5672	31.5271	32.5169	33.5380	34.5911	35.6772	36.7977	37.9529	39.1446	40.4320	33PD
34	30.2625	31.2126	32.1929	33.2036	34.2463	35.3215	36.4307	37.5747	38.7545	39.9714	41.2264	42.5874	34
35	31.7821	32.7799	33.8092	34.8709	35.9656	37.0951	38.2599	39.4613	40.7003	41.9784	43.2965	44.7274	35
36	33.3787	34.4268	35.5078	36.6228	37.7726	38.9587	40.1822	41.4437	42.7450	44.0874	45.4715	46.9595	36
36PD	32.3554	33.3713	34.4193	35.4999	36.6146	37.7645	38.9501	40.1732	41.4347	42.7357	44.0775	45.5332	36PD
37	35.0376	36.1379	37.2726	38.4429	39.6500	40.8950	42.1790	43.5037	44.8696	46.2785	47.7314	49.3003	37
38	36.7896	37.9448	39.1364	40.3651	41.6327	42.9400	44.2884	45.6790	47.1132	48.5925	50.1184	51.7655	38
39	38.6343	39.8473	41.0985	42.3891	43.7200	45.0928	46.5088	47.9693	49.4754	51.0290	52.6312	54.3546	39
39PD	37.4558	38.6319	39.8449	41.0962	42.3866	43.7175	45.0903	46.5060	47.9664	49.4724	51.0260	52.7112	39PD
40	40.5569	41.8303	43.1437	44.4984	45.8956	47.3367	48.8231	50.3562	51.9373	53.5683	55.2503	57.0680	40
41	42.5874	43.9246	45.3039	46.7264	48.1936	49.7071	51.2676	52.8776	54.5379	56.2504	58.0166	59.9201	41
42	44.7274	46.1316	47.5803	49.0742	50.6152	52.2044	53.8438	55.5345	57.2782	59.0768	60.9316	62.9277	42
43	46.9595	48.4341	49.9549	51.5236	53.1414	54.8100	56.5310	58.3060	60.1368	62.0253	63.9728	66.0753	43
44	49.3003	50.8484	52.4450	54.0919	55.7904	57.5422	59.3491	61.2125	63.1346	65.1171	67.1617	69.3773	44
45	51.7655	53.3911	55.0675	56.7967	58.5800	60.4195	62.3166	64.2735	66.2915	68.3729	70.5201	72.8346	45

**2015-2016 City of Kearney
Pay Plan "B" Effective October 1, 2015
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
10	752	775	800	825	851	877	905	933	963	993	1,024	1,057	10
11	789	814	839	865	893	921	950	979	1,010	1,042	1,075	1,109	11
12	829	855	881	909	938	967	997	1,029	1,061	1,094	1,129	1,165	12
13	868	895	924	953	983	1,013	1,045	1,078	1,112	1,147	1,183	1,223	13
14	913	941	971	1,002	1,033	1,065	1,099	1,133	1,169	1,206	1,244	1,284	14
15	959	989	1,020	1,052	1,085	1,119	1,154	1,190	1,228	1,266	1,306	1,348	15
16	1,006	1,037	1,070	1,104	1,138	1,174	1,211	1,249	1,288	1,329	1,370	1,416	16
17	1,057	1,090	1,124	1,159	1,196	1,233	1,272	1,312	1,353	1,396	1,440	1,487	17
18	1,109	1,144	1,180	1,217	1,255	1,294	1,335	1,377	1,420	1,465	1,510	1,561	18
19	1,165	1,201	1,239	1,278	1,318	1,359	1,402	1,446	1,491	1,538	1,587	1,640	19
20	1,223	1,261	1,301	1,342	1,384	1,427	1,472	1,518	1,566	1,615	1,666	1,721	20
21	1,284	1,324	1,366	1,408	1,453	1,498	1,545	1,594	1,644	1,696	1,749	1,807	21
22	1,348	1,391	1,434	1,479	1,526	1,574	1,623	1,674	1,726	1,781	1,837	1,896	22
23	1,416	1,461	1,507	1,554	1,603	1,653	1,705	1,759	1,814	1,871	1,930	1,992	23
24	1,487	1,534	1,582	1,632	1,683	1,736	1,790	1,846	1,904	1,964	2,026	2,091	24
24FF	1,524	1,572	1,621	1,672	1,725	1,779	1,835	1,892	1,952	2,013	2,076	2,143	24FF
25	1,561	1,611	1,661	1,713	1,767	1,823	1,880	1,939	2,000	2,062	2,127	2,197	25
25PD	1,736	1,790	1,844	1,901	1,959	2,020	2,082	2,146	2,212	2,280	2,350	2,426	25PD
26	1,640	1,691	1,744	1,799	1,855	1,914	1,974	2,036	2,100	2,166	2,234	2,306	26
27	1,721	1,776	1,831	1,889	1,948	2,009	2,072	2,137	2,205	2,274	2,345	2,421	27
28	1,807	1,864	1,922	1,983	2,045	2,109	2,175	2,244	2,314	2,387	2,462	2,543	28
29	1,896	1,956	2,017	2,081	2,146	2,213	2,283	2,355	2,429	2,505	2,583	2,670	29
30	1,992	2,054	2,119	2,185	2,254	2,325	2,398	2,473	2,551	2,631	2,714	2,803	30
30PD	2,140	2,206	2,274	2,344	2,416	2,491	2,568	2,647	2,729	2,813	2,900	2,994	30PD
31	2,091	2,157	2,224	2,294	2,366	2,441	2,517	2,596	2,678	2,762	2,849	2,943	31
32	2,197	2,265	2,337	2,410	2,486	2,564	2,644	2,727	2,813	2,901	2,992	3,091	32
33	2,306	2,378	2,453	2,530	2,609	2,691	2,776	2,863	2,953	3,045	3,141	3,245	33
33PD	2,371	2,445	2,522	2,601	2,683	2,767	2,854	2,943	3,036	3,131	3,229	3,336	33PD
34	2,421	2,497	2,575	2,656	2,740	2,826	2,914	3,006	3,100	3,198	3,298	3,407	34
35	2,543	2,622	2,705	2,790	2,877	2,968	3,061	3,157	3,256	3,358	3,464	3,578	35
36	2,670	2,754	2,841	2,930	3,022	3,117	3,215	3,315	3,420	3,527	3,638	3,757	36
36PD	2,669	2,753	2,840	2,929	3,021	3,116	3,213	3,314	3,418	3,526	3,636	3,756	36PD
37	2,803	2,891	2,982	3,075	3,172	3,272	3,374	3,480	3,590	3,702	3,819	3,944	37
38	2,943	3,036	3,131	3,229	3,331	3,435	3,543	3,654	3,769	3,887	4,009	4,141	38
39	3,091	3,188	3,288	3,391	3,498	3,607	3,721	3,838	3,958	4,082	4,210	4,348	39
39PD	3,090	3,187	3,287	3,390	3,497	3,607	3,720	3,837	3,957	4,081	4,210	4,349	39PD
40	3,245	3,346	3,451	3,560	3,672	3,787	3,906	4,028	4,155	4,285	4,420	4,565	40
41	3,407	3,514	3,624	3,738	3,855	3,977	4,101	4,230	4,363	4,500	4,641	4,794	41
42	3,578	3,691	3,806	3,926	4,049	4,176	4,308	4,443	4,582	4,726	4,875	5,034	42
43	3,757	3,875	3,996	4,122	4,251	4,385	4,522	4,664	4,811	4,962	5,118	5,286	43
44	3,944	4,068	4,196	4,327	4,463	4,603	4,748	4,897	5,051	5,209	5,373	5,550	44
45	4,141	4,271	4,405	4,544	4,686	4,834	4,985	5,142	5,303	5,470	5,642	5,827	45

**2015-2016 City of Kearney
Pay Plan "B" Effective October 1, 2015
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
10	1,629	1,680	1,732	1,787	1,843	1,901	1,960	2,022	2,085	2,151	2,218	2,290	10
11	1,709	1,763	1,818	1,875	1,934	1,995	2,057	2,122	2,189	2,257	2,328	2,402	11
12	1,795	1,851	1,910	1,970	2,031	2,095	2,161	2,229	2,299	2,371	2,445	2,523	12
13	1,881	1,940	2,001	2,064	2,129	2,196	2,265	2,336	2,409	2,485	2,563	2,650	13
14	1,978	2,040	2,104	2,170	2,238	2,308	2,381	2,456	2,533	2,612	2,694	2,781	14
15	2,077	2,142	2,210	2,279	2,351	2,424	2,501	2,579	2,660	2,744	2,830	2,921	15
16	2,179	2,248	2,318	2,391	2,466	2,544	2,624	2,706	2,791	2,879	2,969	3,069	16
17	2,290	2,361	2,436	2,512	2,591	2,672	2,756	2,843	2,932	3,024	3,119	3,222	17
18	2,402	2,478	2,556	2,636	2,719	2,804	2,892	2,983	3,077	3,173	3,273	3,383	18
19	2,523	2,603	2,684	2,769	2,856	2,945	3,038	3,133	3,231	3,333	3,438	3,553	19
20	2,650	2,733	2,819	2,907	2,998	3,093	3,190	3,290	3,393	3,500	3,610	3,730	20
21	2,781	2,869	2,959	3,052	3,147	3,246	3,348	3,453	3,562	3,674	3,789	3,915	21
22	2,921	3,013	3,107	3,205	3,306	3,409	3,516	3,627	3,741	3,858	3,979	4,109	22
23	3,069	3,165	3,265	3,367	3,473	3,582	3,694	3,810	3,930	4,053	4,181	4,316	23
24	3,222	3,323	3,428	3,535	3,646	3,761	3,879	4,001	4,126	4,256	4,389	4,531	24
24FF	3,302	3,406	3,513	3,623	3,737	3,854	3,975	4,100	4,229	4,361	4,498	4,644	24FF
25	3,383	3,489	3,599	3,712	3,829	3,949	4,073	4,201	4,333	4,469	4,609	4,759	25
25PD	3,762	3,877	3,996	4,119	4,245	4,376	4,510	4,649	4,792	4,940	5,092	5,256	25PD
26	3,553	3,664	3,779	3,898	4,020	4,146	4,277	4,411	4,549	4,692	4,840	4,996	26
27	3,730	3,847	3,968	4,092	4,221	4,353	4,490	4,631	4,777	4,927	5,081	5,246	27
28	3,915	4,038	4,165	4,296	4,431	4,570	4,713	4,861	5,014	5,171	5,334	5,509	28
29	4,109	4,238	4,371	4,508	4,650	4,796	4,946	5,102	5,262	5,427	5,597	5,786	29
30	4,316	4,451	4,591	4,735	4,884	5,037	5,195	5,358	5,527	5,700	5,879	6,073	30
30PD	4,637	4,780	4,927	5,079	5,235	5,397	5,564	5,735	5,913	6,095	6,284	6,487	30PD
31	4,531	4,673	4,820	4,971	5,127	5,288	5,454	5,625	5,802	5,984	6,172	6,377	31
32	4,759	4,909	5,063	5,222	5,386	5,555	5,729	5,909	6,095	6,286	6,483	6,697	32
33	4,996	5,152	5,314	5,481	5,653	5,831	6,014	6,203	6,397	6,598	6,805	7,030	33
33PD	5,136	5,298	5,464	5,635	5,812	5,995	6,183	6,377	6,578	6,784	6,997	7,227	33PD
34	5,246	5,410	5,580	5,755	5,936	6,122	6,315	6,513	6,717	6,928	7,146	7,382	34
35	5,509	5,682	5,860	6,044	6,234	6,430	6,632	6,840	7,055	7,276	7,505	7,753	35
36	5,786	5,967	6,155	6,348	6,547	6,753	6,965	7,184	7,409	7,642	7,882	8,140	36
36PD	5,784	5,965	6,152	6,346	6,545	6,750	6,962	7,181	7,406	7,639	7,879	8,139	36PD
37	6,073	6,264	6,461	6,663	6,873	7,088	7,311	7,541	7,777	8,022	8,273	8,545	37
38	6,377	6,577	6,784	6,997	7,216	7,443	7,677	7,918	8,166	8,423	8,687	8,973	38
39	6,697	6,907	7,124	7,347	7,578	7,816	8,062	8,315	8,576	8,845	9,123	9,421	39
39PD	6,695	6,905	7,122	7,346	7,577	7,815	8,060	8,313	8,574	8,843	9,121	9,422	39PD
40	7,030	7,251	7,478	7,713	7,955	8,205	8,463	8,728	9,002	9,285	9,577	9,892	40
41	7,382	7,614	7,853	8,099	8,354	8,616	8,886	9,165	9,453	9,750	10,056	10,386	41
42	7,753	7,996	8,247	8,506	8,773	9,049	9,333	9,626	9,928	10,240	10,561	10,907	42
43	8,140	8,395	8,659	8,931	9,211	9,500	9,799	10,106	10,424	10,751	11,089	11,453	43
44	8,545	8,814	9,090	9,376	9,670	9,974	10,287	10,610	10,943	11,287	11,641	12,025	44
45	8,973	9,254	9,545	9,845	10,154	10,473	10,802	11,141	11,491	11,851	12,223	12,625	45

**2015-2016 City of Kearney
Pay Plan "B" Effective October 1, 2015
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
10	19,542	20,156	20,789	21,441	22,115	22,809	23,525	24,264	25,026	25,812	26,622	27,475	10
11	20,509	21,153	21,817	22,502	23,209	23,937	24,689	25,465	26,264	27,088	27,939	28,828	11
12	21,541	22,218	22,915	23,635	24,377	25,143	25,932	26,746	27,586	28,452	29,345	30,280	12
13	22,574	23,282	24,013	24,767	25,545	26,347	27,174	28,027	28,908	29,815	30,752	31,796	13
14	23,734	24,479	25,247	26,040	26,858	27,701	28,571	29,468	30,394	31,348	32,332	33,376	14
15	24,927	25,709	26,517	27,349	28,208	29,094	30,008	30,950	31,921	32,924	33,958	35,052	15
16	26,152	26,973	27,820	28,694	29,595	30,524	31,483	32,471	33,491	34,542	35,627	36,827	16
17	27,475	28,338	29,228	30,145	31,092	32,068	33,075	34,113	35,184	36,289	37,429	38,664	17
18	28,828	29,734	30,667	31,630	32,623	33,648	34,704	35,794	36,918	38,078	39,273	40,599	18
19	30,280	31,231	32,212	33,224	34,267	35,343	36,452	37,597	38,777	39,995	41,251	42,631	19
20	31,796	32,793	33,823	34,885	35,981	37,111	38,276	39,478	40,717	41,996	43,314	44,759	20
21	33,376	34,424	35,505	36,619	37,769	38,955	40,178	41,440	42,742	44,083	45,468	46,983	21
22	35,052	36,153	37,289	38,459	39,667	40,912	42,197	43,522	44,889	46,298	47,752	49,306	22
23	36,827	37,983	39,176	40,406	41,674	42,983	44,333	45,724	47,160	48,641	50,169	51,789	23
24	38,664	39,878	41,131	42,422	43,754	45,127	46,545	48,006	49,514	51,069	52,672	54,368	24
24FF	39,625	40,869	42,152	43,476	44,841	46,249	47,702	49,199	50,744	52,337	53,981	55,722	24FF
25	40,599	41,874	43,189	44,544	45,943	47,386	48,874	50,408	51,991	53,624	55,308	57,109	25
25PD	45,145	46,528	47,954	49,425	50,943	52,508	54,122	55,787	57,504	59,275	61,101	63,075	25PD
26	42,631	43,970	45,350	46,774	48,243	49,758	51,320	52,931	54,594	56,308	58,076	59,947	26
27	44,759	46,164	47,614	49,109	50,651	52,241	53,882	55,573	57,319	59,118	60,975	62,946	27
28	46,983	48,459	49,981	51,550	53,169	54,838	56,560	58,336	60,168	62,057	64,006	66,107	28
29	49,306	50,854	52,451	54,097	55,796	57,548	59,355	61,219	63,141	65,124	67,169	69,428	29
30	51,789	53,415	55,092	56,822	58,606	60,446	62,344	64,302	66,321	68,404	70,551	72,878	30
30PD	55,646	57,359	59,125	60,947	62,826	64,764	66,763	68,825	70,951	73,144	75,406	77,849	30PD
31	54,368	56,076	57,836	59,653	61,526	63,457	65,450	67,505	69,625	71,811	74,066	76,522	31
32	57,109	58,903	60,752	62,660	64,627	66,656	68,749	70,908	73,134	75,431	77,799	80,359	32
33	59,947	61,829	63,771	65,773	67,838	69,968	72,165	74,431	76,769	79,179	81,665	84,358	33
33PD	61,635	63,570	65,567	67,626	69,749	71,939	74,198	76,528	78,931	81,409	83,965	86,727	33PD
34	62,946	64,922	66,961	69,063	71,232	73,469	75,776	78,155	80,609	83,141	85,751	88,582	34
35	66,107	68,182	70,323	72,531	74,808	77,158	79,581	82,080	84,657	87,315	90,057	93,033	35
36	69,428	71,608	73,856	76,175	78,567	81,034	83,579	86,203	88,910	91,702	94,581	97,676	36
36PD	69,402	71,581	73,829	76,147	78,538	81,005	83,548	86,172	88,877	91,668	94,546	97,669	36PD
37	72,878	75,167	77,527	79,961	82,472	85,062	87,732	90,488	93,329	96,259	99,281	102,545	37
38	76,522	78,925	81,404	83,959	86,596	89,315	92,120	95,012	97,995	101,072	104,246	107,672	38
39	80,359	82,882	85,485	88,169	90,938	93,793	96,738	99,776	102,909	106,140	109,473	113,058	39
39PD	80,343	82,865	85,467	88,151	90,919	93,774	96,719	99,755	102,888	106,118	109,451	113,066	39PD
40	84,358	87,007	89,739	92,557	95,463	98,460	101,552	104,741	108,030	111,422	114,921	118,701	40
41	88,582	91,363	94,232	97,191	100,243	103,391	106,637	109,985	113,439	117,001	120,675	124,634	41
42	93,033	95,954	98,967	102,074	105,280	108,585	111,995	115,512	119,139	122,880	126,738	130,890	42
43	97,676	100,743	103,906	107,169	110,534	114,005	117,584	121,276	125,085	129,013	133,063	137,437	43
44	102,545	105,765	109,086	112,511	116,044	119,688	123,446	127,322	131,320	135,444	139,696	144,305	44
45	107,672	111,053	114,540	118,137	121,846	125,673	129,619	133,689	137,886	142,216	146,682	151,496	45

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
GENERAL FUND							
Administration:							
Administrative Assistant	20	0.00	2.00	2.00		(1.00)	1.00
Assistant City Manager	37	0.00	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
Community Affairs Coordinator	24	0.00	0.00	0.00		1.00	1.00
Development Coordinator	22	0.00	0.00	0.00	1.00	(1.00)	0.00
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	1.00		1.00	2.00
Secretary	18	1.00	0.00	0.00			0.00
Total Full-Time		6.00	7.00	7.00	1.00	1.00	9.00
Finance:							
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
Information Technology:							
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
Police - Services:							
Community Service Officer	19	3.00	3.00	5.00			5.00
Community Service Officer, Lead	20	1.00	0.00	0.00			0.00
Criminal Justice Advocate (PT)	14	0.00	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	39.00	40.00			40.00
Police Sergeant	30PD	10.00	10.00	10.00			10.00
Total Full-Time		59.00	58.00	61.00	0.00	0.00	61.00
Total Part-Time		0.00	0.00	0.00	0.00	1.00	1.00
Police - Records Services:							
Community Service Officer	19	0.50	0.50	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	8.50	8.00	0.00	0.00	8.00
Police - Data Processing:							
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
Police - Evidence:							

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
Community Service Officer	19	0.50	0.50	1.00			1.00
Total Full-Time		0.50	0.50	1.00	0.00	0.00	1.00
Fire:							
Administrative Assistant	20	1.00	0.00	0.00			0.00
Fire Administrator	32	1.00	1.00	1.00			1.00
Fire Engineer	24FF	0.00	11.00	11.00			11.00
Fire Inspector	30	0.00	1.00	1.00			1.00
Firefighter/Operator	24FF	10.00	0.00	0.00			0.00
Office Manager	24	0.00	1.00	1.00			1.00
Secretary (PT)	18	1.00	1.00	1.00			1.00
Total Full-Time		12.00	14.00	14.00	0.00	0.00	14.00
Total Part-Time		1.00	1.00	1.00			1.00
Development Services:							
Administrative Assistant	20	0.00	1.00	1.00		(1.00)	0.00
Assistant City Manager	37	0.00	0.00	0.00	1.00	(1.00)	0.00
Assistant City Manager/Dev. Services Director	37	1.00	1.00	1.00	(1.00)		0.00
Associate Planner	25	0.00	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
Development Coordinator	22	1.00	1.00	1.00	(1.00)		0.00
Permit/Code Enforcement Technician	20	1.00	1.00	1.00			1.00
Permit/Office Technician	20	1.00	0.00	1.00			1.00
Permit/Office Technician (PT)	20	0.00	1.00	0.00			0.00
Total Full-Time		9.00	9.00	10.00	0.00	(2.00)	8.00
Total Part-Time		0.00	1.00	0.00			0.00
Public Works - Admin./Eng. Support:							
City Engineer	35	1.00	1.00	1.00			1.00
Director of Public Works	38	1.00	1.00	1.00			1.00
Engineering Assistant	29	1.00	1.00	1.00			1.00
Engineering Technician	21	1.00	1.00	1.00			1.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Public Works - Facilities Maint:							
Custodian	17	0.00	0.00	1.00			1.00
Facilities Maintenance Technician	24	2.00	2.00	3.00			3.00
Facilities Supervisor	30	1.00	1.00	1.00			1.00
Total Full-Time		3.00	3.00	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	3.00		(1.00)	2.00
Facilities Maintenance Worker, Senior	24	0.00	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)	11	1.00	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 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
Total Full-Time		2.00	2.00	2.00	0.00	0.00	2.00
Total Part-Time		1.00	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	14	2.00	2.00	2.00			2.00
Library Clerk (PT)	14	12.00	12.00	12.00			12.00
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)	14	1.00	1.00	1.00			1.00
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	0.00		1.00	1.00
Assistant Park & Recreation Director	34	0.00	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	14	0.00	0.00	0.00	1.00		1.00
Park and Recreation Clerk (PT)	14	1.00	1.00	1.00	(1.00)		0.00
Secretary	18	1.00	1.00	1.00		(1.00)	0.00
Total Full-Time		3.00	3.00	3.00	2.00	0.00	5.00
Total Part-Time		1.00	1.00	1.00	(1.00)	0.00	0.00
Recreation:							
Recreation Coordinator	24	3.00	2.00	2.00			2.00
Recreation Leader	21	0.00	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	10.50	7.50	8.50		1.00	9.50
Facilities Maintenance Worker, Senior	24	1.75	3.75	3.75			3.75
Park Superintendent	32	0.67	0.67	0.67			0.67
Total Full-Time		12.92	11.92	12.92	0.00	1.00	13.92
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 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
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
Transportation:							

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
Administrative Assistant	20	1.00	1.00	1.00			1.00
Equipment Operator	23	5.00	5.00	5.00		3.00	8.00
Heavy Equipment Operator	24	5.00	5.00	5.00			5.00
Maintenance Worker	21	3.00	3.00	3.00		(3.00)	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	0.00	16.00

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	32	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	15.00	16.00			16.00
Maintenance Worker	21	2.00	2.00	1.00	1.00		2.00
Maintenance Worker, Senior	22	1.00	1.00	1.00			1.00
Recycling Processor	13	0.00	0.00	0.00		2.00	2.00
Recycling Processor (PT)	13	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	25.50	1.00	2.00	28.50
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	32	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	0.00	1.00	1.00			1.00
Landfill Assistant	20	2.00	2.00	2.00			2.00
Landfill Groundskeeper (PT)	12	1.00	1.00	1.00			1.00
Landfill Operator	25	1.00	1.00	1.00			1.00
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		7.50	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

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
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	5.00		(1.00)	4.00
Wastewater Treatment Plant Operator II	25	0.00	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	1.50	2.00			2.00
Utilities Maintenance Worker	23	1.00	1.00	1.00		1.00	2.00
Total Full-Time		2.50	2.50	3.00	0.00	1.00	4.00
Sanitary Sewer - Administration:							
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Assistant Director of Utilities	32	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	2.50	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	8.50	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	32	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:							
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

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2012-13	Actual 2013-14	Actual 2014-15	Changes		Budget 2015-16
					Mid-Year 2014-15	Proposed 2015-16	
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		245.00	247.00	255.00	4.00	3.00	262.00
Grand Total Part-Time		31.00	33.00	32.00	(1.00)	1.00	32.00
Grand Total		276.00	280.00	287.00	3.00	4.00	294.00