

PERSONNEL SUMMARY

2014-2015 City of Kearney Pay Policy
Effective October 1, 2014
Recommended Pay Ranges, Entry Rates And Pay Grades
Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk	19	1131	1592	2450	3449
Account Clerk, Senior	20	1187	1671	2572	3621
Accounting Technician	24	1444	2030	3128	4399
Administrative Assistant	20	1187	1671	2572	3621
Airport Manager	33	2238	3150	4850	6825
Airport Operations Supervisor	27	1671	2350	3621	5093
Airport Operations Worker	21	1246	1754	2700	3801
Assistant City Manager/Dev Services Director	37	2721	3829	5896	8296
Assistant Director of Utilities	32	2133	3001	4620	6502
Assistant Library Director	27	1671	2350	3621	5093
Building Inspector	27	1671	2350	3621	5093
Building Official, Chief	32	2133	3001	4620	6502
Cemetery Supervisor	28	1754	2469	3801	5348
Circulation Coordinator	21	1246	1754	2700	3801
City Clerk	35	2469	3474	5348	7527
City Engineer	35	2469	3474	5348	7527
City Forester	29	1841	2593	3989	5617
City Planner	34	2350	3308	5093	7167
Community Service Officer	19	1131	1592	2450	3449
Computer Support Technician	28	1754	2469	3801	5348
Computer Support Technician, Senior	29	1841	2593	3989	5617
Custodian	17	1026	1444	2223	3128
Development Coordinator	24	1444	2030	3128	4399
Director of Administrative Services	37	2721	3829	5896	8296
Director of Finance	41	3308	4654	7167	10084
Director of Park and Recreation	37	2721	3829	5896	8296
Director of Public Works	38	2857	4021	6191	8711
Director of Utilities	38	2857	4021	6191	8711
Director - Victim Witness	20	1671	1671	3621	3621
Engineering Assistant	29	1841	2593	3989	5617
Engineering Technician	21	1246	1754	2700	3801
Equipment Mechanic, Senior	26	1592	2238	3449	4850
Equipment Operator	23	1375	1934	2979	4190
Executive Assistant	27	1671	2350	3621	5093
Facilities Maintenance Technician	24	1444	2030	3128	4399
Facilities Maintenance Worker	21	1246	1754	2700	3801
Facilities Maintenance Worker, Senior	24	1444	2030	3128	4399
Facilities Supervisor	30	1934	2721	4190	5896

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		Low	High	Low	High
Fire Administrator	32	2133	3001	4620	6502
Fire Engineer	24FF	1480	2081	3206	4508
Fire Inspector	30	1934	2721	4190	5896
Fleet Maintenance Supervisor	28	1754	2469	3801	5348
Fleet Services Attendant	19	1131	1592	2450	3449
G.I.S. Coordinator	30	1934	2721	4190	5896
G.I.S. Technician	21	1246	1754	2700	3801
Golf Course Assistant Services Manager	26	1592	2238	3449	4850
Golf Course Assistant Superintendent	26	1592	2238	3449	4850
Golf Course Manager	33	2238	3150	4850	6825
Golf Course Mechanic	25	1516	2133	3285	4620
Golf Course Superintendent	31	2030	2857	4399	6191
Heavy Equipment Operator	24	1444	2030	3128	4399
Household Hazardous Waste Coordinator	21	1246	1754	2700	3801
Human Resources Coordinator	24	1444	2030	3128	4399
Information Systems Manager	35	2469	3474	5348	7527
Inventory Control Clerk	20	1187	1671	2572	3621
Laboratory Technician	25	1516	2133	3285	4620
Landfill Assistant	20	1187	1671	2572	3621
Landfill Groundskeeper (PT)	12	804	939	1743	2034
Landfill Operator	25	1516	2133	3285	4620
Librarian/Tech Services; Youth; Reference	24	1444	2030	3128	4399
Library Bookmobile Driver (PT)	19	1131	1320	2450	2859
Library Clerk	14	886	1246	1920	2700
Library Clerk (PT)	14	886	1034	1920	2241
Library Director	35	2469	3474	5348	7527
Maintenance Worker	21	1246	1754	2700	3801
Maintenance Worker, Senior	22	1309	1841	2836	3989
Meter Technician	20	1187	1671	2572	3621
Meter Technician, Senior	22	1309	1841	2836	3989
Office Manager	24	1444	2030	3128	4399
Park & Recreation Clerk (PT)	14	886	1034	1920	2241
Park Superintendent	32	2133	3001	4620	6502
Permit/Code Enforcement Technician	20	1187	1671	2572	3621
Permit/Office Technician	20	1187	1671	2572	3621

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		Low	High	Low	High
Police Captain	36PD	2592	3647	5615	7902
Police Chief	39PD	3000	4222	6500	9148
Police Lieutenant	33PD	2302	3238	4987	7017
Police Officer	25PD	1645	2314	3563	5014
Police Records Clerk	19	1131	1592	2450	3449
Police Records Clerk, Lead	21	1246	1754	2700	3801
Police Records Supervisor	24	1444	2030	3128	4399
Police Sergeant	30PD	2037	2866	4413	6209
Recreation Coordinator	24	1444	2030	3128	4399
Recreation Leader	21	1246	1754	2700	3801
Recreation Superintendent	31	2030	2857	4399	6191
Recycling Processor (PT)	11	766	894	1659	1937
Refuse Worker	18	1076	1516	2332	3285
Risk Management Coordinator	21	1246	1754	2700	3801
Sanitation Foreman	28	1754	2469	3801	5348
Sanitation Supervisor	31	2030	2857	4399	6191
Secretary	18	1076	1516	2332	3285
Secretary (PT)	18	1076	1256	2332	2722
Senior Services Attendant (PT)	11	766	894	1659	1937
Senior Services Coordinator	28	1754	2469	3801	5348
Senior Services Program Aide	18	1076	1516	2332	3285
Street Crew Leader	25	1516	2133	3285	4620
Street Superintendent	30	1934	2721	4190	5896
Technology Learning Center Coordinator	21	1246	1754	2700	3801
Technology Learning Center Monitor (PT)	14	886	1034	1920	2241
Utilities Maintenance Worker	23	1375	1934	2979	4190
Utilities Maintenance Worker, Senior	24	1444	2030	3128	4399
Wastewater Treatment Plant Foreman	28	1754	2469	3801	5348
Wastewater Treatment Plant Operator	22	1309	1841	2836	3989
Wastewater Treatment Plant Superintendent	31	2030	2857	4399	6191
Water & Sewer System Foreman	28	1754	2469	3801	5348
Water & Sewer System Supervisor	31	2030	2857	4399	6191
Water Production Supervisor	31	2030	2857	4399	6191
Water Quality Coordinator	24	1444	2030	3128	4399
Water System Operator	23	1375	1934	2979	4190
Water System Operator, Senior	25	1516	2133	3285	4620

**2014-2015 City of Kearney
Pay Plan "A" Effective October 1, 2014
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	9.1216	9.5728	10.0547	10.5366	11.0782	11.6350	12.2069	12.8242	10
11	9.5728	10.0547	10.5366	11.0782	11.6350	12.2069	12.8242	13.4561	11
12	10.0547	10.5366	11.0782	11.6350	12.2069	12.8242	13.4561	14.1339	12
13	10.5366	11.0782	11.6350	12.2069	12.8242	13.4561	14.1339	14.8411	13
14	11.0782	11.6350	12.2069	12.8242	13.4561	14.1339	14.8411	15.5786	14
15	11.6350	12.2069	12.8242	13.4561	14.1339	14.8411	15.5786	16.3613	15
16	12.2069	12.8242	13.4561	14.1339	14.8411	15.5786	16.3613	17.1894	16
17	12.8242	13.4561	14.1339	14.8411	15.5786	16.3613	17.1894	18.0471	17
18	13.4561	14.1339	14.8411	15.5786	16.3613	17.1894	18.0471	18.9501	18
19	14.1339	14.8411	15.5786	16.3613	17.1894	18.0471	18.9501	19.8987	19
20	14.8411	15.5786	16.3613	17.1894	18.0471	18.9501	19.8987	20.8919	20
21	15.5786	16.3613	17.1894	18.0471	18.9501	19.8987	20.8919	21.9302	21
22	16.3613	17.1894	18.0471	18.9501	19.8987	20.8919	21.9302	23.0142	22
23	17.1894	18.0471	18.9501	19.8987	20.8919	21.9302	23.0142	24.1732	23
24	18.0471	18.9501	19.8987	20.8919	21.9302	23.0142	24.1732	25.3774	24
24FF	15.4129	16.1807	16.9786	17.8363	18.7243	19.6728	20.6512	21.6745	24FF
25	18.9501	19.8987	20.8919	21.9302	23.0142	24.1732	25.3774	26.6567	25
25PD	19.9338	20.9306	21.9769	23.0758	24.2293	25.4410	26.7129	28.0490	25PD
26	19.8987	20.8919	21.9302	23.0142	24.1732	25.3774	26.6567	27.9811	26
27	20.8919	21.9302	23.0142	24.1732	25.3774	26.6567	27.9811	29.3811	27
28	21.9302	23.0142	24.1732	25.3774	26.6567	27.9811	29.3811	30.8564	28
29	23.0142	24.1732	25.3774	26.6567	27.9811	29.3811	30.8564	32.4065	29
30	24.1732	25.3774	26.6567	27.9811	29.3811	30.8564	32.4065	34.0171	30
30PD	24.6866	25.9210	27.2172	28.5779	30.0065	31.5069	33.0824	34.7363	30PD
31	25.3774	26.6567	27.9811	29.3811	30.8564	32.4065	34.0171	35.7181	31
32	26.6567	27.9811	29.3811	30.8564	32.4065	34.0171	35.7181	37.5090	32
33	27.9811	29.3811	30.8564	32.4065	34.0171	35.7181	37.5090	39.3756	33
33PD	27.8974	29.2922	30.7571	32.2949	33.9096	35.6052	37.3853	39.2544	33PD
34	29.3811	30.8564	32.4065	34.0171	35.7181	37.5090	39.3756	41.3470	34
35	30.8564	32.4065	34.0171	35.7181	37.5090	39.3756	41.3470	43.4247	35
36	32.4065	34.0171	35.7181	37.5090	39.3756	41.3470	43.4247	45.5917	36
36PD	31.4130	32.9782	34.6341	36.3649	38.1862	40.0979	42.0996	44.2070	36PD
37	34.0171	35.7181	37.5090	39.3756	41.3470	43.4247	45.5917	47.8644	37
38	35.7181	37.5090	39.3756	41.3470	43.4247	45.5917	47.8644	50.2578	38
39	37.5090	39.3756	41.3470	43.4247	45.5917	47.8644	50.2578	52.7715	39
39PD	36.3649	38.1862	40.0979	42.0996	44.2070	46.4195	48.7375	51.1759	39PD
40	39.3756	41.3470	43.4247	45.5917	47.8644	50.2578	52.7715	55.4058	40
41	41.3470	43.4247	45.5917	47.8644	50.2578	52.7715	55.4058	58.1749	41
42	43.4247	45.5917	47.8644	50.2578	52.7715	55.4058	58.1749	61.0949	42
43	45.5917	47.8644	50.2578	52.7715	55.4058	58.1749	61.0949	64.1508	43
44	47.8644	50.2578	52.7715	55.4058	58.1749	61.0949	64.1508	67.3566	44
45	50.2578	52.7715	55.4058	58.1749	61.0949	64.1508	67.3566	70.7132	45

**2014-2015 City of Kearney
Pay Plan "A" Effective October 1, 2014
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	\$730	\$766	\$804	\$843	\$886	\$931	\$977	\$1,026	10
11	\$766	\$804	\$843	\$886	\$931	\$977	\$1,026	\$1,076	11
12	\$804	\$843	\$886	\$931	\$977	\$1,026	\$1,076	\$1,131	12
13	\$843	\$886	\$931	\$977	\$1,026	\$1,076	\$1,131	\$1,187	13
14	\$886	\$931	\$977	\$1,026	\$1,076	\$1,131	\$1,187	\$1,246	14
15	\$931	\$977	\$1,026	\$1,076	\$1,131	\$1,187	\$1,246	\$1,309	15
16	\$977	\$1,026	\$1,076	\$1,131	\$1,187	\$1,246	\$1,309	\$1,375	16
17	\$1,026	\$1,076	\$1,131	\$1,187	\$1,246	\$1,309	\$1,375	\$1,444	17
18	\$1,076	\$1,131	\$1,187	\$1,246	\$1,309	\$1,375	\$1,444	\$1,516	18
19	\$1,131	\$1,187	\$1,246	\$1,309	\$1,375	\$1,444	\$1,516	\$1,592	19
20	\$1,187	\$1,246	\$1,309	\$1,375	\$1,444	\$1,516	\$1,592	\$1,671	20
21	\$1,246	\$1,309	\$1,375	\$1,444	\$1,516	\$1,592	\$1,671	\$1,754	21
22	\$1,309	\$1,375	\$1,444	\$1,516	\$1,592	\$1,671	\$1,754	\$1,841	22
23	\$1,375	\$1,444	\$1,516	\$1,592	\$1,671	\$1,754	\$1,841	\$1,934	23
24	\$1,444	\$1,516	\$1,592	\$1,671	\$1,754	\$1,841	\$1,934	\$2,030	24
24FF	\$1,480	\$1,553	\$1,630	\$1,712	\$1,798	\$1,889	\$1,983	\$2,081	24FF
25	\$1,516	\$1,592	\$1,671	\$1,754	\$1,841	\$1,934	\$2,030	\$2,133	25
25PD	\$1,645	\$1,727	\$1,813	\$1,904	\$1,999	\$2,099	\$2,204	\$2,314	25PD
26	\$1,592	\$1,671	\$1,754	\$1,841	\$1,934	\$2,030	\$2,133	\$2,238	26
27	\$1,671	\$1,754	\$1,841	\$1,934	\$2,030	\$2,133	\$2,238	\$2,350	27
28	\$1,754	\$1,841	\$1,934	\$2,030	\$2,133	\$2,238	\$2,350	\$2,469	28
29	\$1,841	\$1,934	\$2,030	\$2,133	\$2,238	\$2,350	\$2,469	\$2,593	29
30	\$1,934	\$2,030	\$2,133	\$2,238	\$2,350	\$2,469	\$2,593	\$2,721	30
30PD	\$2,037	\$2,138	\$2,245	\$2,358	\$2,476	\$2,599	\$2,729	\$2,866	30PD
31	\$2,030	\$2,133	\$2,238	\$2,350	\$2,469	\$2,593	\$2,721	\$2,857	31
32	\$2,133	\$2,238	\$2,350	\$2,469	\$2,593	\$2,721	\$2,857	\$3,001	32
33	\$2,238	\$2,350	\$2,469	\$2,593	\$2,721	\$2,857	\$3,001	\$3,150	33
33PD	\$2,302	\$2,417	\$2,537	\$2,664	\$2,798	\$2,937	\$3,084	\$3,238	33PD
34	\$2,350	\$2,469	\$2,593	\$2,721	\$2,857	\$3,001	\$3,150	\$3,308	34
35	\$2,469	\$2,593	\$2,721	\$2,857	\$3,001	\$3,150	\$3,308	\$3,474	35
36	\$2,593	\$2,721	\$2,857	\$3,001	\$3,150	\$3,308	\$3,474	\$3,647	36
36PD	\$2,592	\$2,721	\$2,857	\$3,000	\$3,150	\$3,308	\$3,473	\$3,647	36PD
37	\$2,721	\$2,857	\$3,001	\$3,150	\$3,308	\$3,474	\$3,647	\$3,829	37
38	\$2,857	\$3,001	\$3,150	\$3,308	\$3,474	\$3,647	\$3,829	\$4,021	38
39	\$3,001	\$3,150	\$3,308	\$3,474	\$3,647	\$3,829	\$4,021	\$4,222	39
39PD	\$3,000	\$3,150	\$3,308	\$3,473	\$3,647	\$3,830	\$4,021	\$4,222	39PD
40	\$3,150	\$3,308	\$3,474	\$3,647	\$3,829	\$4,021	\$4,222	\$4,432	40
41	\$3,308	\$3,474	\$3,647	\$3,829	\$4,021	\$4,222	\$4,432	\$4,654	41
42	\$3,474	\$3,647	\$3,829	\$4,021	\$4,222	\$4,432	\$4,654	\$4,888	42
43	\$3,647	\$3,829	\$4,021	\$4,222	\$4,432	\$4,654	\$4,888	\$5,132	43
44	\$3,829	\$4,021	\$4,222	\$4,432	\$4,654	\$4,888	\$5,132	\$5,389	44
45	\$4,021	\$4,222	\$4,432	\$4,654	\$4,888	\$5,132	\$5,389	\$5,657	45

**2014-2015 City of Kearney
Pay Policy "A" Effective October 1, 2014
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	\$1,581	\$1,659	\$1,743	\$1,826	\$1,920	\$2,017	\$2,116	\$2,223	10
11	\$1,659	\$1,743	\$1,826	\$1,920	\$2,017	\$2,116	\$2,223	\$2,332	11
12	\$1,743	\$1,826	\$1,920	\$2,017	\$2,116	\$2,223	\$2,332	\$2,450	12
13	\$1,826	\$1,920	\$2,017	\$2,116	\$2,223	\$2,332	\$2,450	\$2,572	13
14	\$1,920	\$2,017	\$2,116	\$2,223	\$2,332	\$2,450	\$2,572	\$2,700	14
15	\$2,017	\$2,116	\$2,223	\$2,332	\$2,450	\$2,572	\$2,700	\$2,836	15
16	\$2,116	\$2,223	\$2,332	\$2,450	\$2,572	\$2,700	\$2,836	\$2,979	16
17	\$2,223	\$2,332	\$2,450	\$2,572	\$2,700	\$2,836	\$2,979	\$3,128	17
18	\$2,332	\$2,450	\$2,572	\$2,700	\$2,836	\$2,979	\$3,128	\$3,285	18
19	\$2,450	\$2,572	\$2,700	\$2,836	\$2,979	\$3,128	\$3,285	\$3,449	19
20	\$2,572	\$2,700	\$2,836	\$2,979	\$3,128	\$3,285	\$3,449	\$3,621	20
21	\$2,700	\$2,836	\$2,979	\$3,128	\$3,285	\$3,449	\$3,621	\$3,801	21
22	\$2,836	\$2,979	\$3,128	\$3,285	\$3,449	\$3,621	\$3,801	\$3,989	22
23	\$2,979	\$3,128	\$3,285	\$3,449	\$3,621	\$3,801	\$3,989	\$4,190	23
24	\$3,128	\$3,285	\$3,449	\$3,621	\$3,801	\$3,989	\$4,190	\$4,399	24
24FF	\$3,206	\$3,366	\$3,532	\$3,710	\$3,895	\$4,092	\$4,295	\$4,508	24FF
25	\$3,285	\$3,449	\$3,621	\$3,801	\$3,989	\$4,190	\$4,399	\$4,620	25
25PD	\$3,563	\$3,741	\$3,928	\$4,125	\$4,331	\$4,548	\$4,775	\$5,014	25PD
26	\$3,449	\$3,621	\$3,801	\$3,989	\$4,190	\$4,399	\$4,620	\$4,850	26
27	\$3,621	\$3,801	\$3,989	\$4,190	\$4,399	\$4,620	\$4,850	\$5,093	27
28	\$3,801	\$3,989	\$4,190	\$4,399	\$4,620	\$4,850	\$5,093	\$5,348	28
29	\$3,989	\$4,190	\$4,399	\$4,620	\$4,850	\$5,093	\$5,348	\$5,617	29
30	\$4,190	\$4,399	\$4,620	\$4,850	\$5,093	\$5,348	\$5,617	\$5,896	30
30PD	\$4,413	\$4,633	\$4,865	\$5,108	\$5,364	\$5,632	\$5,913	\$6,209	30PD
31	\$4,399	\$4,620	\$4,850	\$5,093	\$5,348	\$5,617	\$5,896	\$6,191	31
32	\$4,620	\$4,850	\$5,093	\$5,348	\$5,617	\$5,896	\$6,191	\$6,502	32
33	\$4,850	\$5,093	\$5,348	\$5,617	\$5,896	\$6,191	\$6,502	\$6,825	33
33PD	\$4,987	\$5,236	\$5,498	\$5,773	\$6,061	\$6,364	\$6,683	\$7,017	33PD
34	\$5,093	\$5,348	\$5,617	\$5,896	\$6,191	\$6,502	\$6,825	\$7,167	34
35	\$5,348	\$5,617	\$5,896	\$6,191	\$6,502	\$6,825	\$7,167	\$7,527	35
36	\$5,617	\$5,896	\$6,191	\$6,502	\$6,825	\$7,167	\$7,527	\$7,903	36
36PD	\$5,615	\$5,895	\$6,191	\$6,500	\$6,826	\$7,167	\$7,525	\$7,902	36PD
37	\$5,896	\$6,191	\$6,502	\$6,825	\$7,167	\$7,527	\$7,903	\$8,296	37
38	\$6,191	\$6,502	\$6,825	\$7,167	\$7,527	\$7,903	\$8,296	\$8,711	38
39	\$6,502	\$6,825	\$7,167	\$7,527	\$7,903	\$8,296	\$8,711	\$9,147	39
39PD	\$6,500	\$6,826	\$7,167	\$7,525	\$7,902	\$8,297	\$8,712	\$9,148	39PD
40	\$6,825	\$7,167	\$7,527	\$7,903	\$8,296	\$8,711	\$9,147	\$9,604	40
41	\$7,167	\$7,527	\$7,903	\$8,296	\$8,711	\$9,147	\$9,604	\$10,084	41
42	\$7,527	\$7,903	\$8,296	\$8,711	\$9,147	\$9,604	\$10,084	\$10,590	42
43	\$7,903	\$8,296	\$8,711	\$9,147	\$9,604	\$10,084	\$10,590	\$11,119	43
44	\$8,296	\$8,711	\$9,147	\$9,604	\$10,084	\$10,590	\$11,119	\$11,675	44
45	\$8,711	\$9,147	\$9,604	\$10,084	\$10,590	\$11,119	\$11,675	\$12,257	45

**2014-15 City of Kearney
Pay Plan "A" Effective October 1, 2014
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	\$18,973	\$19,911	\$20,914	\$21,916	\$23,043	\$24,201	\$25,390	\$26,674	10
11	\$19,911	\$20,914	\$21,916	\$23,043	\$24,201	\$25,390	\$26,674	\$27,989	11
12	\$20,914	\$21,916	\$23,043	\$24,201	\$25,390	\$26,674	\$27,989	\$29,399	12
13	\$21,916	\$23,043	\$24,201	\$25,390	\$26,674	\$27,989	\$29,399	\$30,869	13
14	\$23,043	\$24,201	\$25,390	\$26,674	\$27,989	\$29,399	\$30,869	\$32,403	14
15	\$24,201	\$25,390	\$26,674	\$27,989	\$29,399	\$30,869	\$32,403	\$34,032	15
16	\$25,390	\$26,674	\$27,989	\$29,399	\$30,869	\$32,403	\$34,032	\$35,754	16
17	\$26,674	\$27,989	\$29,399	\$30,869	\$32,403	\$34,032	\$35,754	\$37,538	17
18	\$27,989	\$29,399	\$30,869	\$32,403	\$34,032	\$35,754	\$37,538	\$39,416	18
19	\$29,399	\$30,869	\$32,403	\$34,032	\$35,754	\$37,538	\$39,416	\$41,389	19
20	\$30,869	\$32,403	\$34,032	\$35,754	\$37,538	\$39,416	\$41,389	\$43,455	20
21	\$32,403	\$34,032	\$35,754	\$37,538	\$39,416	\$41,389	\$43,455	\$45,615	21
22	\$34,032	\$35,754	\$37,538	\$39,416	\$41,389	\$43,455	\$45,615	\$47,870	22
23	\$35,754	\$37,538	\$39,416	\$41,389	\$43,455	\$45,615	\$47,870	\$50,280	23
24	\$37,538	\$39,416	\$41,389	\$43,455	\$45,615	\$47,870	\$50,280	\$52,785	24
24FF	\$38,471	\$40,387	\$42,379	\$44,519	\$46,736	\$49,103	\$51,545	\$54,100	24FF
25	\$39,416	\$41,389	\$43,455	\$45,615	\$47,870	\$50,280	\$52,785	\$55,446	25
25PD	\$42,758	\$44,896	\$47,140	\$49,498	\$51,972	\$54,571	\$57,299	\$60,165	25PD
26	\$41,389	\$43,455	\$45,615	\$47,870	\$50,280	\$52,785	\$55,446	\$58,201	26
27	\$43,455	\$45,615	\$47,870	\$50,280	\$52,785	\$55,446	\$58,201	\$61,113	27
28	\$45,615	\$47,870	\$50,280	\$52,785	\$55,446	\$58,201	\$61,113	\$64,181	28
29	\$47,870	\$50,280	\$52,785	\$55,446	\$58,201	\$61,113	\$64,181	\$67,406	29
30	\$50,280	\$52,785	\$55,446	\$58,201	\$61,113	\$64,181	\$67,406	\$70,756	30
30PD	\$52,953	\$55,601	\$58,381	\$61,300	\$64,364	\$67,582	\$70,962	\$74,509	30PD
31	\$52,785	\$55,446	\$58,201	\$61,113	\$64,181	\$67,406	\$70,756	\$74,294	31
32	\$55,446	\$58,201	\$61,113	\$64,181	\$67,406	\$70,756	\$74,294	\$78,019	32
33	\$58,201	\$61,113	\$64,181	\$67,406	\$70,756	\$74,294	\$78,019	\$81,901	33
33PD	\$59,840	\$62,832	\$65,974	\$69,273	\$72,736	\$76,373	\$80,191	\$84,201	33PD
34	\$61,113	\$64,181	\$67,406	\$70,756	\$74,294	\$78,019	\$81,901	\$86,002	34
35	\$64,181	\$67,406	\$70,756	\$74,294	\$78,019	\$81,901	\$86,002	\$90,323	35
36	\$67,406	\$70,756	\$74,294	\$78,019	\$81,901	\$86,002	\$90,323	\$94,831	36
36PD	\$67,381	\$70,738	\$74,290	\$78,003	\$81,909	\$86,010	\$90,304	\$94,824	36PD
37	\$70,756	\$74,294	\$78,019	\$81,901	\$86,002	\$90,323	\$94,831	\$99,558	37
38	\$74,294	\$78,019	\$81,901	\$86,002	\$90,323	\$94,831	\$99,558	\$104,536	38
39	\$78,019	\$81,901	\$86,002	\$90,323	\$94,831	\$99,558	\$104,536	\$109,765	39
39PD	\$78,003	\$81,909	\$86,010	\$90,304	\$94,824	\$99,570	\$104,542	\$109,772	39PD
40	\$81,901	\$86,002	\$90,323	\$94,831	\$99,558	\$104,536	\$109,765	\$115,244	40
41	\$86,002	\$90,323	\$94,831	\$99,558	\$104,536	\$109,765	\$115,244	\$121,004	41
42	\$90,323	\$94,831	\$99,558	\$104,536	\$109,765	\$115,244	\$121,004	\$127,077	42
43	\$94,831	\$99,558	\$104,536	\$109,765	\$115,244	\$121,004	\$127,077	\$133,434	43
44	\$99,558	\$104,536	\$109,765	\$115,244	\$121,004	\$127,077	\$133,434	\$140,102	44
45	\$104,536	\$109,765	\$115,244	\$121,004	\$127,077	\$133,434	\$140,102	\$147,083	45

**2014-2015 City of Kearney
Pay Plan "B" Effective October 1, 2014
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	9.1216	9.4080	9.7034	10.0081	10.3224	10.6466	10.9808	11.3256	11.6811	12.0480	12.4262	12.8242	10
11	9.5728	9.8735	10.1835	10.5032	10.8330	11.1732	11.5241	11.8860	12.2592	12.6440	13.0410	13.4561	11
12	10.0547	10.3706	10.6960	11.0319	11.3784	11.7357	12.1041	12.4841	12.8761	13.2804	13.6975	14.1339	12
13	10.5366	10.8673	11.2086	11.5605	11.9236	12.2979	12.6840	13.0822	13.4931	13.9168	14.3538	14.8411	13
14	11.0782	11.4259	11.7845	12.1546	12.5363	12.9300	13.3359	13.7548	14.1867	14.6322	15.0916	15.5786	14
15	11.6350	12.0003	12.3771	12.7657	13.1667	13.5800	14.0065	14.4464	14.8998	15.3677	15.8503	16.3613	15
16	12.2069	12.5903	12.9856	13.3933	13.8138	14.2476	14.6950	15.1565	15.6324	16.1231	16.6295	17.1894	16
17	12.8242	13.2270	13.6424	14.0705	14.5125	14.9681	15.4383	15.9230	16.4228	16.9386	17.4704	18.0471	17
18	13.4561	13.8787	14.3145	14.7640	15.2275	15.7056	16.1988	16.7076	17.2322	17.7733	18.3313	18.9501	18
19	14.1339	14.5777	15.0355	15.5077	15.9946	16.4967	17.0147	17.5491	18.1000	18.6684	19.2545	19.8987	19
20	14.8411	15.3069	15.7875	16.2833	16.7947	17.3219	17.8659	18.4270	19.0055	19.6022	20.2177	20.8919	20
21	15.5786	16.0679	16.5723	17.0926	17.6293	18.1830	18.7539	19.3430	19.9503	20.5766	21.2227	21.9302	21
22	16.3613	16.8750	17.4050	17.9514	18.5151	19.0965	19.6962	20.3146	20.9526	21.6103	22.2889	23.0142	22
23	17.1894	17.7291	18.2858	18.8600	19.4521	20.0629	20.6930	21.3426	22.0129	22.7040	23.4171	24.1732	23
24	18.0471	18.6137	19.1984	19.8011	20.4228	21.0640	21.7257	22.4078	23.1114	23.8371	24.5856	25.3774	24
24FF	15.4129	15.8969	16.3961	16.9110	17.4420	17.9897	18.5546	19.1372	19.7382	20.3578	20.9972	21.6745	24FF
25	18.9501	19.5453	20.1590	20.7918	21.4448	22.1182	22.8126	23.5289	24.2676	25.0297	25.8158	26.6567	25
25PD	19.9338	20.5596	21.2051	21.8710	22.5578	23.2662	23.9966	24.7502	25.5274	26.3289	27.1556	28.0490	25PD
26	19.8987	20.5235	21.1679	21.8325	22.5182	23.2253	23.9545	24.7065	25.4824	26.2826	27.1080	27.9811	26
27	20.8919	21.5479	22.2245	22.9223	23.6422	24.3845	25.1501	25.9398	26.7544	27.5945	28.4610	29.3811	27
28	21.9302	22.6189	23.3292	24.0618	24.8174	25.5966	26.4002	27.2293	28.0843	28.9662	29.8757	30.8564	28
29	23.0142	23.7367	24.4822	25.2509	26.0437	26.8615	27.7049	28.5749	29.4722	30.3976	31.3522	32.4065	29
30	24.1732	24.9323	25.7151	26.5225	27.3555	28.2143	29.1003	30.0139	30.9563	31.9284	32.9310	34.0171	30
30PD	24.6866	25.4618	26.2613	27.0859	27.9364	28.8135	29.7184	30.6516	31.6140	32.6065	33.6305	34.7363	30PD
31	25.3774	26.1744	26.9961	27.8438	28.7182	29.6198	30.5499	31.5092	32.4986	33.5189	34.5715	35.7181	31
32	26.6567	27.4938	28.3569	29.2475	30.1657	31.1129	32.0898	33.0974	34.1367	35.2086	36.3142	37.5090	32
33	27.9811	28.8597	29.7661	30.7008	31.6646	32.6588	33.6844	34.7420	35.8330	36.9583	38.1185	39.3756	33
33PD	27.8974	28.7733	29.6769	30.6088	31.5698	32.5612	33.5836	34.6381	35.7259	36.8475	38.0045	39.2544	33PD
34	29.3811	30.3035	31.2552	32.2365	33.2488	34.2927	35.3696	36.4803	37.6257	38.8072	40.0256	41.3470	34
35	30.8564	31.8251	32.8245	33.8552	34.9181	36.0147	37.1455	38.3119	39.5149	40.7557	42.0354	43.4247	35
36	32.4065	33.4241	34.4736	35.5561	36.6724	37.8240	39.0118	40.2366	41.5000	42.8033	44.1471	45.5917	36
36PD	31.4130	32.3993	33.4168	34.4659	35.5482	36.6646	37.8156	39.0031	40.2279	41.4910	42.7937	44.2070	36PD
37	34.0171	35.0853	36.1870	37.3232	38.4951	39.7039	40.9505	42.2366	43.5627	44.9306	46.3412	47.8644	37
38	35.7181	36.8396	37.9965	39.1894	40.4201	41.6893	42.9984	44.3485	45.7410	47.1772	48.6586	50.2578	38
39	37.5090	38.6867	39.9015	41.1545	42.4466	43.7794	45.1542	46.5721	48.0344	49.5427	51.0983	52.7715	39
39PD	36.3649	37.5067	38.6844	39.8992	41.1520	42.4442	43.7770	45.1515	46.5693	48.0315	49.5398	51.1759	39PD
40	39.3756	40.6119	41.8871	43.2023	44.5588	45.9580	47.4011	48.8895	50.4246	52.0081	53.6411	55.4058	40
41	41.3470	42.6452	43.9844	45.3654	46.7899	48.2593	49.7744	51.3375	52.9494	54.6120	56.3268	58.1749	41
42	43.4247	44.7880	46.1945	47.6449	49.1410	50.6839	52.2755	53.9170	55.6099	57.3561	59.1569	61.0949	42
43	45.5917	47.0234	48.4999	50.0229	51.5936	53.2136	54.8845	56.6078	58.3852	60.2187	62.1095	64.1508	43
44	47.8644	49.3674	50.9175	52.5164	54.1654	55.8662	57.6205	59.4296	61.2957	63.2205	65.2055	67.3566	44
45	50.2578	51.8360	53.4636	55.1424	56.8738	58.6597	60.5016	62.4015	64.3607	66.3815	68.4661	70.7132	45

**2014-2015 City of Kearney
Pay Plan "B" Effective October 1, 2014
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	730	753	776	801	826	852	878	906	934	964	994	1,026	10
11	766	790	815	840	867	894	922	951	981	1,012	1,043	1,076	11
12	804	830	856	883	910	939	968	999	1,030	1,062	1,096	1,131	12
13	843	869	897	925	954	984	1,015	1,047	1,079	1,113	1,148	1,187	13
14	886	914	943	972	1,003	1,034	1,067	1,100	1,135	1,171	1,207	1,246	14
15	931	960	990	1,021	1,053	1,086	1,121	1,156	1,192	1,229	1,268	1,309	15
16	977	1,007	1,039	1,071	1,105	1,140	1,176	1,213	1,251	1,290	1,330	1,375	16
17	1,026	1,058	1,091	1,126	1,161	1,197	1,235	1,274	1,314	1,355	1,398	1,444	17
18	1,076	1,110	1,145	1,181	1,218	1,256	1,296	1,337	1,379	1,422	1,467	1,516	18
19	1,131	1,166	1,203	1,241	1,280	1,320	1,361	1,404	1,448	1,493	1,540	1,592	19
20	1,187	1,225	1,263	1,303	1,344	1,386	1,429	1,474	1,520	1,568	1,617	1,671	20
21	1,246	1,285	1,326	1,367	1,410	1,455	1,500	1,547	1,596	1,646	1,698	1,754	21
22	1,309	1,350	1,392	1,436	1,481	1,528	1,576	1,625	1,676	1,729	1,783	1,841	22
23	1,375	1,418	1,463	1,509	1,556	1,605	1,655	1,707	1,761	1,816	1,873	1,934	23
24	1,444	1,489	1,536	1,584	1,634	1,685	1,738	1,793	1,849	1,907	1,967	2,030	24
24FF	1,480	1,526	1,574	1,623	1,674	1,727	1,781	1,837	1,895	1,954	2,016	2,081	24FF
25	1,516	1,564	1,613	1,663	1,716	1,769	1,825	1,882	1,941	2,002	2,065	2,133	25
25PD	1,645	1,696	1,749	1,804	1,861	1,919	1,980	2,042	2,106	2,172	2,240	2,314	25PD
26	1,592	1,642	1,693	1,747	1,801	1,858	1,916	1,977	2,039	2,103	2,169	2,238	26
27	1,671	1,724	1,778	1,834	1,891	1,951	2,012	2,075	2,140	2,208	2,277	2,350	27
28	1,754	1,810	1,866	1,925	1,985	2,048	2,112	2,178	2,247	2,317	2,390	2,469	28
29	1,841	1,899	1,959	2,020	2,083	2,149	2,216	2,286	2,358	2,432	2,508	2,593	29
30	1,934	1,995	2,057	2,122	2,188	2,257	2,328	2,401	2,477	2,554	2,634	2,721	30
30PD	2,037	2,101	2,167	2,235	2,305	2,377	2,452	2,529	2,608	2,690	2,775	2,866	30PD
31	2,030	2,094	2,160	2,228	2,297	2,370	2,444	2,521	2,600	2,682	2,766	2,857	31
32	2,133	2,200	2,269	2,340	2,413	2,489	2,567	2,648	2,731	2,817	2,905	3,001	32
33	2,238	2,309	2,381	2,456	2,533	2,613	2,695	2,779	2,867	2,957	3,049	3,150	33
33PD	2,302	2,374	2,448	2,525	2,605	2,686	2,771	2,858	2,947	3,040	3,135	3,238	33PD
34	2,350	2,424	2,500	2,579	2,660	2,743	2,830	2,918	3,010	3,105	3,202	3,308	34
35	2,469	2,546	2,626	2,708	2,793	2,881	2,972	3,065	3,161	3,260	3,363	3,474	35
36	2,593	2,674	2,758	2,844	2,934	3,026	3,121	3,219	3,320	3,424	3,532	3,647	36
36PD	2,592	2,673	2,757	2,843	2,933	3,025	3,120	3,218	3,319	3,423	3,530	3,647	36PD
37	2,721	2,807	2,895	2,986	3,080	3,176	3,276	3,379	3,485	3,594	3,707	3,829	37
38	2,857	2,947	3,040	3,135	3,234	3,335	3,440	3,548	3,659	3,774	3,893	4,021	38
39	3,001	3,095	3,192	3,292	3,396	3,502	3,612	3,726	3,843	3,963	4,088	4,222	39
39PD	3,000	3,094	3,191	3,292	3,395	3,502	3,612	3,725	3,842	3,963	4,087	4,222	39PD
40	3,150	3,249	3,351	3,456	3,565	3,677	3,792	3,911	4,034	4,161	4,291	4,432	40
41	3,308	3,412	3,519	3,629	3,743	3,861	3,982	4,107	4,236	4,369	4,506	4,654	41
42	3,474	3,583	3,696	3,812	3,931	4,055	4,182	4,313	4,449	4,588	4,733	4,888	42
43	3,647	3,762	3,880	4,002	4,127	4,257	4,391	4,529	4,671	4,817	4,969	5,132	43
44	3,829	3,949	4,073	4,201	4,333	4,469	4,610	4,754	4,904	5,058	5,216	5,389	44
45	4,021	4,147	4,277	4,411	4,550	4,693	4,840	4,992	5,149	5,311	5,477	5,657	45

**2014-2015 City of Kearney
Pay Plan "B" Effective October 1, 2014
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	1,581	1,631	1,682	1,735	1,789	1,845	1,903	1,963	2,025	2,088	2,154	2,223	10
11	1,659	1,711	1,765	1,821	1,878	1,937	1,998	2,060	2,125	2,192	2,260	2,332	11
12	1,743	1,798	1,854	1,912	1,972	2,034	2,098	2,164	2,232	2,302	2,374	2,450	12
13	1,826	1,884	1,943	2,004	2,067	2,132	2,199	2,268	2,339	2,412	2,488	2,572	13
14	1,920	1,980	2,043	2,107	2,173	2,241	2,312	2,384	2,459	2,536	2,616	2,700	14
15	2,017	2,080	2,145	2,213	2,282	2,354	2,428	2,504	2,583	2,664	2,747	2,836	15
16	2,116	2,182	2,251	2,322	2,394	2,470	2,547	2,627	2,710	2,795	2,882	2,979	16
17	2,223	2,293	2,365	2,439	2,516	2,594	2,676	2,760	2,847	2,936	3,028	3,128	17
18	2,332	2,406	2,481	2,559	2,639	2,722	2,808	2,896	2,987	3,081	3,177	3,285	18
19	2,450	2,527	2,606	2,688	2,772	2,859	2,949	3,042	3,137	3,236	3,337	3,449	19
20	2,572	2,653	2,737	2,822	2,911	3,002	3,097	3,194	3,294	3,398	3,504	3,621	20
21	2,700	2,785	2,873	2,963	3,056	3,152	3,251	3,353	3,458	3,567	3,679	3,801	21
22	2,836	2,925	3,017	3,112	3,209	3,310	3,414	3,521	3,632	3,746	3,863	3,989	22
23	2,979	3,073	3,170	3,269	3,372	3,478	3,587	3,699	3,816	3,935	4,059	4,190	23
24	3,128	3,226	3,328	3,432	3,540	3,651	3,766	3,884	4,006	4,132	4,262	4,399	24
24FF	3,206	3,307	3,410	3,517	3,628	3,742	3,859	3,981	4,106	4,234	4,367	4,508	24FF
25	3,285	3,388	3,494	3,604	3,717	3,834	3,954	4,078	4,206	4,338	4,475	4,620	25
25PD	3,563	3,675	3,790	3,909	4,032	4,159	4,289	4,424	4,563	4,706	4,854	5,014	25PD
26	3,449	3,557	3,669	3,784	3,903	4,026	4,152	4,282	4,417	4,556	4,699	4,850	26
27	3,621	3,735	3,852	3,973	4,098	4,227	4,359	4,496	4,637	4,783	4,933	5,093	27
28	3,801	3,921	4,044	4,171	4,302	4,437	4,576	4,720	4,868	5,021	5,178	5,348	28
29	3,989	4,114	4,244	4,377	4,514	4,656	4,802	4,953	5,109	5,269	5,434	5,617	29
30	4,190	4,322	4,457	4,597	4,742	4,890	5,044	5,202	5,366	5,534	5,708	5,896	30
30PD	4,413	4,551	4,694	4,842	4,994	5,150	5,312	5,479	5,651	5,828	6,011	6,209	30PD
31	4,399	4,537	4,679	4,826	4,978	5,134	5,295	5,462	5,633	5,810	5,992	6,191	31
32	4,620	4,766	4,915	5,070	5,229	5,393	5,562	5,737	5,917	6,103	6,294	6,502	32
33	4,850	5,002	5,159	5,321	5,489	5,661	5,839	6,022	6,211	6,406	6,607	6,825	33
33PD	4,987	5,143	5,305	5,471	5,643	5,820	6,003	6,192	6,386	6,586	6,793	7,017	33PD
34	5,093	5,253	5,418	5,588	5,763	5,944	6,131	6,323	6,522	6,727	6,938	7,167	34
35	5,348	5,516	5,690	5,868	6,052	6,243	6,439	6,641	6,849	7,064	7,286	7,527	35
36	5,617	5,794	5,975	6,163	6,357	6,556	6,762	6,974	7,193	7,419	7,652	7,903	36
36PD	5,615	5,791	5,973	6,161	6,354	6,554	6,760	6,972	7,191	7,417	7,649	7,902	36PD
37	5,896	6,081	6,272	6,469	6,672	6,882	7,098	7,321	7,551	7,788	8,032	8,296	37
38	6,191	6,386	6,586	6,793	7,006	7,226	7,453	7,687	7,928	8,177	8,434	8,711	38
39	6,502	6,706	6,916	7,133	7,357	7,588	7,827	8,072	8,326	8,587	8,857	9,147	39
39PD	6,500	6,704	6,915	7,132	7,356	7,587	7,825	8,071	8,324	8,586	8,855	9,148	39PD
40	6,825	7,039	7,260	7,488	7,724	7,966	8,216	8,474	8,740	9,015	9,298	9,604	40
41	7,167	7,392	7,624	7,863	8,110	8,365	8,628	8,899	9,178	9,466	9,763	10,084	41
42	7,527	7,763	8,007	8,258	8,518	8,785	9,061	9,346	9,639	9,942	10,254	10,590	42
43	7,903	8,151	8,407	8,671	8,943	9,224	9,513	9,812	10,120	10,438	10,766	11,119	43
44	8,296	8,557	8,826	9,103	9,389	9,683	9,988	10,301	10,625	10,958	11,302	11,675	44
45	8,711	8,985	9,267	9,558	9,858	10,168	10,487	10,816	11,156	11,506	11,867	12,257	45

**2014-2015 City of Kearney
Pay Plan "B" Effective October 1, 2014
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	18,973	19,569	20,183	20,817	21,471	22,145	22,840	23,557	24,297	25,060	25,846	26,674	10
11	19,911	20,537	21,182	21,847	22,533	23,240	23,970	24,723	25,499	26,300	27,125	27,989	11
12	20,914	21,571	22,248	22,946	23,667	24,410	25,177	25,967	26,782	27,623	28,491	29,399	12
13	21,916	22,604	23,314	24,046	24,801	25,580	26,383	27,211	28,066	28,947	29,856	30,869	13
14	23,043	23,766	24,512	25,282	26,076	26,894	27,739	28,610	29,508	30,435	31,391	32,403	14
15	24,201	24,961	25,744	26,553	27,387	28,246	29,134	30,049	30,992	31,965	32,969	34,032	15
16	25,390	26,188	27,010	27,858	28,733	29,635	30,566	31,526	32,515	33,536	34,589	35,754	16
17	26,674	27,512	28,376	29,267	30,186	31,134	32,112	33,120	34,159	35,232	36,338	37,538	17
18	27,989	28,868	29,774	30,709	31,673	32,668	33,694	34,752	35,843	36,968	38,129	39,416	18
19	29,399	30,322	31,274	32,256	33,269	34,313	35,391	36,502	37,648	38,830	40,049	41,389	19
20	30,869	31,838	32,838	33,869	34,933	36,030	37,161	38,328	39,531	40,773	42,053	43,455	20
21	32,403	33,421	34,470	35,553	36,669	37,821	39,008	40,233	41,497	42,799	44,143	45,615	21
22	34,032	35,100	36,202	37,339	38,511	39,721	40,968	42,254	43,581	44,949	46,361	47,870	22
23	35,754	36,877	38,034	39,229	40,460	41,731	43,041	44,393	45,787	47,224	48,708	50,280	23
24	37,538	38,716	39,933	41,186	42,479	43,813	45,189	46,608	48,072	49,581	51,138	52,785	24
24FF	38,471	39,679	40,925	42,210	43,535	44,902	46,312	47,766	49,267	50,813	52,409	54,100	24FF
25	39,416	40,654	41,931	43,247	44,605	46,006	47,450	48,940	50,477	52,062	53,697	55,446	25
25PD	42,758	44,100	45,485	46,913	48,386	49,906	51,473	53,089	54,756	56,475	58,249	60,165	25PD
26	41,389	42,689	44,029	45,412	46,838	48,309	49,825	51,390	53,003	54,668	56,385	58,201	26
27	43,455	44,820	46,227	47,678	49,176	50,720	52,312	53,955	55,649	57,397	59,199	61,113	27
28	45,615	47,047	48,525	50,049	51,620	53,241	54,912	56,637	58,415	60,250	62,141	64,181	28
29	47,870	49,372	50,923	52,522	54,171	55,872	57,626	59,436	61,302	63,227	65,213	67,406	29
30	50,280	51,859	53,487	55,167	56,899	58,686	60,529	62,429	64,389	66,411	68,496	70,756	30
30PD	52,953	54,616	56,330	58,099	59,924	61,805	63,746	65,748	67,812	69,941	72,137	74,509	30PD
31	52,785	54,443	56,152	57,915	59,734	61,609	63,544	65,539	67,597	69,719	71,909	74,294	31
32	55,446	57,187	58,982	60,835	62,745	64,715	66,747	68,843	71,004	73,234	75,534	78,019	32
33	58,201	60,028	61,913	63,858	65,862	67,930	70,064	72,263	74,533	76,873	79,286	81,901	33
33PD	59,840	61,719	63,657	65,656	67,717	69,844	72,037	74,299	76,632	79,038	81,520	84,201	33PD
34	61,113	63,031	65,011	67,052	69,158	71,329	73,569	75,879	78,261	80,719	83,253	86,002	34
35	64,181	66,196	68,275	70,419	72,630	74,911	77,263	79,689	82,191	84,772	87,434	90,323	35
36	67,406	69,522	71,705	73,957	76,279	78,674	81,145	83,692	86,320	89,031	91,826	94,831	36
36PD	67,381	69,496	71,679	73,929	76,251	78,646	81,114	83,662	86,289	88,998	91,792	94,824	36PD
37	70,756	72,977	75,269	77,632	80,070	82,584	85,177	87,852	90,610	93,456	96,390	99,558	37
38	74,294	76,626	79,033	81,514	84,074	86,714	89,437	92,245	95,141	98,129	101,210	104,536	38
39	78,019	80,468	82,995	85,601	88,289	91,061	93,921	96,870	99,912	103,049	106,284	109,765	39
39PD	78,003	80,452	82,978	85,584	88,271	91,043	93,902	96,850	99,891	103,028	106,263	109,772	39PD
40	81,901	84,473	87,125	89,861	92,682	95,593	98,594	101,690	104,883	108,177	111,573	115,244	40
41	86,002	88,702	91,488	94,360	97,323	100,379	103,531	106,782	110,135	113,593	117,160	121,004	41
42	90,323	93,159	96,085	99,101	102,213	105,423	108,733	112,147	115,669	119,301	123,046	127,077	42
43	94,831	97,809	100,880	104,048	107,315	110,684	114,160	117,744	121,441	125,255	129,188	133,434	43
44	99,558	102,684	105,908	109,234	112,664	116,202	119,851	123,614	127,495	131,499	135,627	140,102	44
45	104,536	107,819	111,204	114,696	118,298	122,012	125,843	129,795	133,870	138,074	142,409	147,083	45

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
GENERAL FUND							
<i>Administration:</i>							
Administrative Assistant	20	0.00	0.00	2.00			2.00
Assistant City Manager	33	1.00	0.00	0.00			0.00
City Clerk	35	1.00	1.00	1.00			1.00
City Manager	N/A	1.00	1.00	1.00			1.00
Director of Administrative Services	37	0.00	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
Human Resources Director	32	1.00	0.00	0.00			0.00
Secretary	18	1.00	1.00	0.00			0.00
Total Full-Time		7.00	6.00	7.00	0.00	0.00	7.00
<i>Finance:</i>							
Account Clerk, Senior	20	1.00	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		2.50	3.50	3.50	0.00	0.00	3.50
<i>Information Technology:</i>							
Computer Support Technician, Senior	29	1.00	2.00	2.00			2.00
Computer Support Technician	28	3.00	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	3.00	3.00		2.00	5.00
Community Service Officer, Lead	20	1.00	1.00	0.00			0.00
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	39.00		1.00	40.00
Police Sergeant	30PD	10.00	10.00	10.00			10.00
Total Full-Time		59.00	59.00	58.00	0.00	3.00	61.00
<i>Police - Records Services:</i>							
Community Service Officer	19	0.50	0.50	0.50		(0.50)	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	8.50	0.00	(0.50)	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>							
Community Service Officer	19	0.50	0.50	0.50		0.50	1.00
Total Full-Time		0.50	0.50	0.50	0.00	0.50	1.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
Fire:							
Administrative Assistant	20	1.00	1.00	0.00			0.00
Fire Administrator	32	1.00	1.00	1.00			1.00
Fire Engineer	24FF	0.00	0.00	11.00			11.00
Fire Inspector	30	0.00	0.00	0.00	1.00		1.00
Fire Marshal	32	0.00	0.00	1.00	(1.00)		0.00
Firefighter/Operator	24FF	10.00	10.00	0.00			0.00
Office Manager	24	0.00	0.00	1.00			1.00
Secretary (PT)	18	1.00	1.00	1.00			1.00
Total Full-Time		12.00	12.00	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	0.00	1.00			1.00
Assistant City Manager/Dev. Services Director	37	0.00	1.00	1.00			1.00
Assistant Development Services Director	30	1.00	0.00	0.00			0.00
Building Inspector	27	1.00	3.00	3.00			3.00
Building Official, Chief	32	1.00	1.00	1.00			1.00
City Code Inspector	22	1.00	0.00	0.00			0.00
City Planner	34	1.00	1.00	1.00			1.00
Development Coordinator	24	1.00	1.00	1.00			1.00
Permit/Code Enforcement Techniciaon	20	1.00	1.00	1.00			1.00
Permit/Office Technician	20	1.00	1.00	0.00	1.00		1.00
Permit/Office Technician (PT)	20	0.00	0.00	1.00	(1.00)		0.00
Total Full-Time		8.00	9.00	9.00	1.00	0.00	10.00
Total Part-Time		0.00	0.00	1.00	(1.00)		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	0.00	1.00		1.00
Facilities Maintenance Technician	24	2.00	2.00	2.00	1.00		3.00
Facilities Supervisor	30	1.00	1.00	1.00			1.00
Total Full-Time		3.00	3.00	3.00	2.00	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			3.00
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	1.00	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
Total Full-Time		2.00	2.00	2.00	0.00	0.00	2.00
Total Part-Time		1.00	1.00	2.00			2.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
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	1.00	2.00	2.00			2.00
Library Clerk (PT)	14	14.00	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		9.00	10.00	10.00	0.00	0.00	10.00
Total Part-Time		17.00	15.00	15.00	0.00	0.00	15.00
Park & Recreation - Admin:							
Administrative Assistant	20	1.00	0.00	0.00			0.00
Director of Park & Recreation	37	1.00	1.00	1.00			1.00
Office Manager	24	0.00	1.00	1.00			1.00
Park and Recreation Clerk (PT)	14	0.00	1.00	1.00			1.00
Secretary	18	0.00	1.00	1.00			1.00
Secretary (PT)	18	1.00	0.00	0.00			0.00
Total Full-Time		2.00	3.00	3.00	0.00	0.00	3.00
Total Part-Time		1.00	1.00	1.00	0.00	0.00	1.00
Recreation:							
Recreation Coordinator	24	2.00	3.00	2.00			2.00
Recreation Leader	21	0.00	0.00	1.00			1.00
Recreation Superintendent	31	1.00	1.00	1.00			1.00
Total Full-Time		3.00	4.00	4.00	0.00	0.00	4.00
Park:							
Facilities Maintenance Worker	21	9.50	10.50	7.50	1.00		8.50
Facilities Maintenance Worker, Senior	24	1.75	1.75	3.75			3.75
Park Superintendent	32	0.67	0.67	0.67			0.67
Park Supervisor	28	0.33	0.00	0.00			0.00
Total Full-Time		12.25	12.92	11.92	1.00	0.00	12.92
Cottonmill Park:							
City Forester	29	0.00	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
Park Supervisor	28/F	0.67	0.00	0.00			0.00
Total Full-Time		2.75	2.75	2.75	0.00	0.00	2.75
Forestry:							
City Forester	29	0.00	0.33	0.33			0.33
Total Full-Time		0.00	0.33	0.33	0.00	0.00	0.33
Transportation:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Equipment Operator	23	5.00	5.00	5.00			5.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
Heavy Equipment Operator	24	5.00	5.00	5.00			5.00
Maintenance Worker	21	3.00	3.00	3.00			3.00
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	0.00	0.50	0.50			0.50
Account Clerk, Senior	20	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	15.00	1.00		16.00
Maintenance Worker	21	2.00	2.00	2.00	(1.00)		1.00
Maintenance Worker, Senior	22	1.00	1.00	1.00			1.00
Recycling Processor (PT)	11	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
Secretary	18	0.50	0.00	0.00			0.00
Total Full-Time		25.50	25.50	25.50	0.00	0.00	25.50
Total Part-Time		12.00	12.00	12.00	0.00	0.00	12.00

Kearney Area Solid Waste Agency:

Account Clerk	19	0.00	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	0.00	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
Secretary	18	0.50	0.00	0.00			0.00
Total Full-Time		7.50	7.50	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 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
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	22	5.00	5.00	5.00			5.00
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	1.50		0.50	2.00
Utilities Maintenance Worker	23	1.00	1.00	1.00			1.00
Total Full-Time		2.50	2.50	2.50	0.00	0.50	3.00
Sanitary Sewer - Administration:							
Account Clerk, Senior	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
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	2.50		0.50	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	8.50	0.00	0.50	9.00
Water - Administration:							
Account Clerk, Senior	20	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
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2011-12	Actual 2012-13	Actual 2013-14	Mid-Year Changes 2013-14	Proposed Changes 2014-15	Budget 2014-15
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		240.00	245.00	247.00	4.00	4.00	255.00
Grand Total Part-Time		33.00	31.00	33.00	(1.00)	0.00	32.00
Grand Total		273.00	276.00	280.00	3.00	4.00	287.00