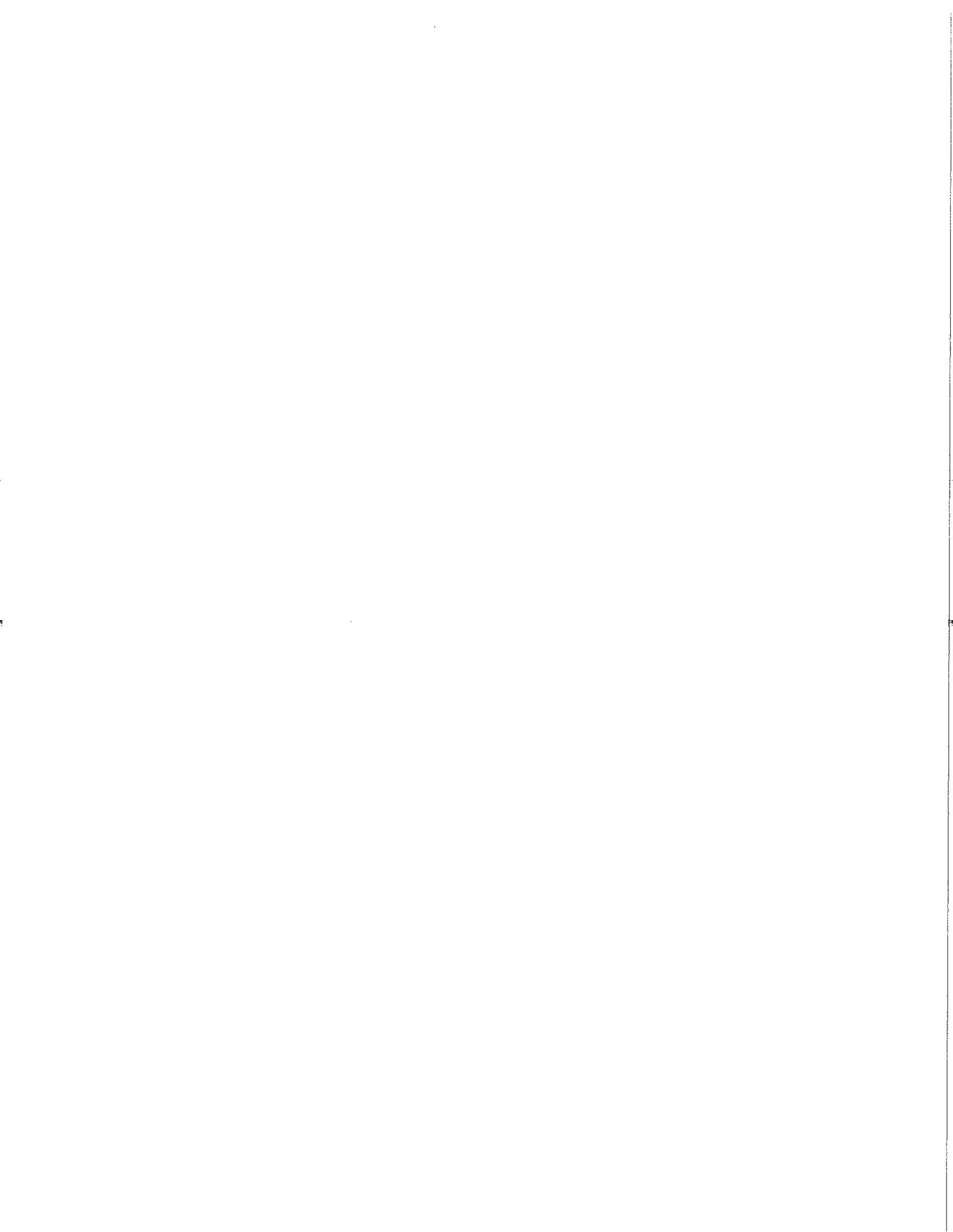


PERSONNEL SUMMARY



2017-2018 City of Kearney Pay Policy

Effective October 1, 2017

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk	19	1236	1740	2677	3769
Account Clerk, Senior	21	1362	1917	2951	4154
Accounting Technician	24	1578	2218	3418	4807
Administrative Assistant	20	1297	1826	2811	3957
Airport Manager	33	2446	3442	5300	7458
Airport Operations Supervisor	27	1826	2568	3957	5565
Airport Operations Worker	21	1362	1917	2951	4154
Assistant City Manager	38	3122	4393	6765	9519
Assistant Director of Utilities	32	2330	3279	5049	7104
Assistant Library Director	27	1826	2568	3957	5565
Assistant Park & Recreation Director	34	2568	3614	5565	7831
Assistant Public Works Director	34	2568	3614	5565	7831
Associate Planner	25	1657	2330	3589	5049
Building Inspector	27	1826	2568	3957	5565
Building Official, Chief	32	2330	3279	5049	7104
Cemetery Supervisor	28	1917	2697	4154	5844
Circulation Coordinator	21	1362	1917	2951	4154
City Clerk	34	2568	3614	5565	7831
City Engineer	35	2697	3796	5844	8225
City Forester	29	2012	2833	4359	6138
City Planner	32	2330	3279	5049	7104
Clerk (PT)	16	1067	1246	2312	2699
Code Inspector (PT)	22	1430	1669	3099	3617
Community Service Officer	19	1236	1740	2677	3769
Computer Support Technician	28	1917	2697	4154	5844
Computer Support Technician, Senior	29	2012	2833	4359	6138
Criminal Justice Advocate (PT)	16	1067	1246	2312	2699
Director of Administrative Services	38	3122	4393	6765	9519
Director of Finance	41	3614	5086	7831	11019
Director of Park and Recreation	38	3122	4393	6765	9519
Director of Public Works	38	3122	4393	6765	9519
Director of Utilities	38	3122	4393	6765	9519
Director - Victim Witness	24	1578	2218	3418	4807
Engineering Assistant II	27	1826	2568	3957	5565
Equipment Mechanic, Senior	26	1740	2446	3769	5300
Equipment Operator	23	1503	2113	3256	4579
Evidence Technician	21	1362	1917	2951	4154
Executive Assistant	21	1362	1917	2951	4154

2017-2018 City of Kearney Pay Policy

Effective October 1, 2017

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Facilities Maintenance Technician	24	1578	2218	3418	4807
Facilities Maintenance Worker	21	1362	1917	2951	4154
Facilities Maintenance Worker, Senior	24	1578	2218	3418	4807
Facilities Supervisor	30	2113	2974	4579	6443
Fire Administrator	32	2330	3279	5049	7104
Fire Engineer	24FF	1617	2274	3503	4926
Fire Inspector	30	2113	2974	4579	6443
Fleet Maintenance Supervisor	28	1917	2697	4154	5844
Fleet Services Attendant	19	1236	1740	2677	3769
G.I.S. Coordinator	30	2113	2974	4579	6443
G.I.S. Technician	21	1362	1917	2951	4154
Golf Course Assistant Services Manager	26	1740	2446	3769	5300
Golf Course Assistant Superintendent	26	1740	2446	3769	5300
Golf Course Manager	33	2446	3442	5300	7458
Golf Course Mechanic	25	1657	2330	3589	5049
Golf Course Superintendent	31	2218	3122	4807	6765
Heavy Equipment Operator	24	1578	2218	3418	4807
Household Hazardous Waste Coordinator	21	1362	1917	2951	4154
Human Resources Coordinator	24	1578	2218	3418	4807
Information Systems Manager	35	2697	3796	5844	8225
Inventory Control Clerk	20	1297	1826	2811	3957
Laboratory Technician	25	1657	2330	3589	5049
Landfill Assistant	20	1297	1826	2811	3957
Landfill Groundskeeper (PT)	16	1067	1246	2312	2699
Landfill Operator	25	1657	2330	3589	5049
Librarian/Tech Services; Youth; Reference	24	1578	2218	3418	4807
Library Bookmobile Driver (PT)	19	1236	1442	2677	3125
Library Clerk	16	1067	1503	2312	3256
Library Clerk (PT)	16	1067	1246	2312	2699
Library Director	35	2697	3796	5844	8225
Maintenance Worker	21	1362	1917	2951	4154
Maintenance Worker, Senior	22	1430	2012	3099	4359
Maintenance Worker-SWDF	23	1503	2113	3256	4579
Master Electrician	27	1826	2568	3957	5565
Meter Technician	20	1297	1826	2811	3957
Meter Technician, Senior	22	1430	2012	3099	4359
Office Manager	24	1578	2218	3418	4807

2017-2018 City of Kearney Pay Policy

Effective October 1, 2017

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Park Attendant (PT)	19	1236	1442	2677	3125
Park Superintendent	32	2330	3279	5049	7104
Permit/Code Enforcement Technician	20	1297	1826	2811	3957
Permit/Office Technician	20	1297	1826	2811	3957
Police Captain	36PD	2832	3985	6136	8635
Police Chief	41PD	3616	5087	7834	11022
Police Lieutenant	33PD	2515	3539	5449	7667
Police Officer	25PD	1842	2574	3991	5576
Police Records Clerk	19	1236	1740	2677	3769
Police Records Clerk, Lead	21	1362	1917	2951	4154
Police Records Supervisor	24	1578	2218	3418	4807
Police Sergeant	30PD	2271	3177	4920	6883
Recreation Coordinator	26	1740	2446	3769	5300
Recreation Superintendent	31	2218	3122	4807	6765
Recycling Processor	16	1067	1503	2312	3256
Recycling Processor (PT)	16	1067	1246	2312	2699
Refuse Worker	18	1176	1657	2549	3589
Risk Management Coordinator	21	1362	1917	2951	4154
Sanitation Foreman	28	1917	2697	4154	5844
Sanitation Supervisor	31	2218	3122	4807	6765
Secretary	18	1176	1657	2549	3589
Secretary (PT)	18	1176	1373	2549	2975
Senior Services Attendant (PT)	16	1067	1246	2312	2699
Senior Services Coordinator	28	1917	2697	4154	5844
Senior Services Program Aide	20	1297	1826	2811	3957
Street Crew Leader	25	1657	2330	3589	5049
Street Superintendent	30	2113	2974	4579	6443
Technology Learning Center Coordinator	21	1362	1917	2951	4154
Utilities Maintenance Worker	23	1503	2113	3256	4579
Utilities Maintenance Worker, Senior	24	1578	2218	3418	4807
Wastewater Treatment Plant Foreman	28	1917	2697	4154	5844
Wastewater Treatment Plant Operator	23	1503	2113	3256	4579
Wastewater Treatment Plant Operator II	25	1657	2330	3589	5049
Wastewater Treatment Plant Superintendent	31	2218	3122	4807	6765
Water & Sewer System Foreman	28	1917	2697	4154	5844
Water & Sewer System Supervisor	31	2218	3122	4807	6765
Water Production Supervisor	31	2218	3122	4807	6765
Water Quality Coordinator	24	1578	2218	3418	4807
Water System Operator	300 23	1503	2113	3256	4579
Water System Operator, Senior	25	1657	2330	3589	5049

**2017-2018 City of Kearney
Pay Plan Effective October 1, 2017
Hourly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	13.3388	13.7577	14.1898	14.6353	15.0947	15.5688	16.0577	16.5619	17.0819	17.6182	18.1716	18.7834	16
17	14.0134	14.4535	14.9075	15.3752	15.8582	16.3560	16.8698	17.3995	17.9457	18.5093	19.0903	19.7206	17
18	14.7039	15.1657	15.6418	16.1330	16.6394	17.1620	17.7009	18.2569	18.8302	19.4214	20.0310	20.7073	18
19	15.4444	15.9295	16.4297	16.9457	17.4777	18.0263	18.5924	19.1764	19.7784	20.3996	21.0399	21.7439	19
20	16.2172	16.7263	17.2514	17.7933	18.3520	18.9281	19.5226	20.1357	20.7679	21.4199	22.0924	22.8292	20
21	17.0232	17.5578	18.1090	18.6776	19.2640	19.8691	20.4929	21.1366	21.8003	22.4846	23.1907	23.9637	21
22	17.8784	18.4398	19.0190	19.6159	20.2320	20.8673	21.5226	22.1983	22.8955	23.6142	24.3557	25.1482	22
23	18.7834	19.3731	19.9814	20.6089	21.2559	21.9232	22.6118	23.3217	24.0541	24.8093	25.5885	26.4148	23
24	19.7206	20.3397	20.9786	21.6372	22.3166	23.0172	23.7403	24.4856	25.2544	26.0475	26.8654	27.7306	24
24FF	16.8421	17.3710	17.9164	18.4790	19.0594	19.6579	20.2750	20.9117	21.5684	22.2455	22.9442	23.6842	24FF
25	20.7073	21.3578	22.0283	22.7198	23.4332	24.1692	24.9280	25.7107	26.5179	27.3506	28.2096	29.1285	25
25PD	22.3285	23.0124	23.7178	24.4454	25.1959	25.9700	26.7681	27.5915	28.4408	29.3167	30.2201	31.1963	25PD
26	21.7439	22.4266	23.1307	23.8570	24.6062	25.3790	26.1757	26.9974	27.8453	28.7197	29.6216	30.5757	26
27	22.8292	23.5459	24.2852	25.0478	25.8345	26.6456	27.4822	28.3451	29.2352	30.1533	31.1000	32.1055	27
28	23.9637	24.7163	25.4925	26.2930	27.1187	27.9701	28.8482	29.7542	30.6884	31.6522	32.6461	33.7177	28
29	25.1482	25.9378	26.7524	27.5924	28.4587	29.3522	30.2739	31.2246	32.2051	33.2163	34.2594	35.4115	29
30	26.4148	27.2442	28.0996	28.9818	29.8921	30.8305	31.7987	32.7970	33.8268	34.8891	35.9846	37.1714	30
30PD	27.5221	28.3692	29.2427	30.1439	31.0732	32.0317	33.0206	34.0402	35.0918	36.1764	37.2953	38.5037	30PD
31	27.7306	28.6015	29.4994	30.4257	31.3811	32.3664	33.3827	34.4309	35.5121	36.6270	37.7722	39.0301	31
32	29.1285	30.0432	30.9863	31.9595	32.9629	33.9979	35.0654	36.1664	37.3021	38.4734	39.6815	40.9871	32
33	30.5757	31.5358	32.5263	33.5476	34.6007	35.6872	36.8078	37.9635	39.1557	40.3853	41.6532	43.0268	33
33PD	30.4842	31.4414	32.4287	33.4471	34.4972	35.5804	36.6977	37.8499	39.0386	40.2642	41.5285	42.8944	33PD
34	32.1055	33.1135	34.1535	35.2257	36.3319	37.4725	38.6493	39.8630	41.1146	42.4056	43.7371	45.1810	34
35	33.7177	34.7762	35.8682	36.9945	38.1559	39.3542	40.5899	41.8645	43.1789	44.5349	45.9333	47.4513	35
36	35.4115	36.5234	37.6702	38.8531	40.0730	41.3313	42.6293	43.9676	45.3482	46.7723	48.2407	49.8193	36
36PD	34.3259	35.4036	36.5155	37.6618	38.8444	40.0643	41.3222	42.6198	43.9580	45.3383	46.7618	48.3062	36PD
37	37.1714	38.3387	39.5425	40.7841	42.0647	43.3856	44.7477	46.1531	47.6022	49.0969	50.6382	52.3027	37
38	39.0301	40.2556	41.5198	42.8234	44.1682	45.5550	46.9856	48.4609	49.9824	51.5518	53.1707	54.9181	38
39	40.9871	42.2740	43.6014	44.9706	46.3825	47.8390	49.3412	50.8907	52.4885	54.1367	55.8364	57.6648	39
39PD	39.7369	40.9846	42.2714	43.5990	44.9679	46.3799	47.8363	49.3382	50.8876	52.4853	54.1335	55.9213	39PD
40	43.0268	44.3778	45.7711	47.2084	48.6907	50.2195	51.7964	53.4229	55.1003	56.8306	58.6150	60.5434	40
41	45.1810	46.5996	48.0629	49.5720	51.1286	52.7342	54.3898	56.0978	57.8592	59.6760	61.5498	63.5692	41
41PD	43.8255	45.2016	46.6210	48.0849	49.5948	51.1523	52.7580	54.4149	56.1235	57.8858	59.7033	61.6622	41PD
42	47.4513	48.9410	50.4779	52.0628	53.6977	55.3836	57.1229	58.9165	60.7664	62.6746	64.6423	66.7600	42
43	49.8193	51.3837	52.9971	54.6614	56.3777	58.1479	59.9737	61.8569	63.7991	65.8027	67.8688	70.0993	43
44	52.3027	53.9451	55.6390	57.3861	59.1880	61.0466	62.9635	64.9404	66.9795	69.0827	71.2519	73.6024	44
45	54.9181	56.6426	58.4211	60.2556	62.1475	64.0991	66.1117	68.1878	70.3286	72.5368	74.8148	77.2702	45

**2017-2018 City of Kearney
Pay Plan Effective October 1, 2017
Bi-Weekly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	1,067	1,101	1,135	1,171	1,208	1,246	1,285	1,325	1,367	1,409	1,454	1,503	16
17	1,121	1,156	1,193	1,230	1,269	1,308	1,350	1,392	1,436	1,481	1,527	1,578	17
18	1,176	1,213	1,251	1,291	1,331	1,373	1,416	1,461	1,506	1,554	1,602	1,657	18
19	1,236	1,274	1,314	1,356	1,398	1,442	1,487	1,534	1,582	1,632	1,683	1,740	19
20	1,297	1,338	1,380	1,423	1,468	1,514	1,562	1,611	1,661	1,714	1,767	1,826	20
21	1,362	1,405	1,449	1,494	1,541	1,590	1,639	1,691	1,744	1,799	1,855	1,917	21
22	1,430	1,475	1,522	1,569	1,619	1,669	1,722	1,776	1,832	1,889	1,948	2,012	22
23	1,503	1,550	1,599	1,649	1,700	1,754	1,809	1,866	1,924	1,985	2,047	2,113	23
24	1,578	1,627	1,678	1,731	1,785	1,841	1,899	1,959	2,020	2,084	2,149	2,218	24
24FF	1,617	1,668	1,720	1,774	1,830	1,887	1,946	2,008	2,071	2,136	2,203	2,274	24FF
25	1,657	1,709	1,762	1,818	1,875	1,934	1,994	2,057	2,121	2,188	2,257	2,330	25
25PD	1,842	1,899	1,957	2,017	2,079	2,143	2,208	2,276	2,346	2,419	2,493	2,574	25PD
26	1,740	1,794	1,850	1,909	1,968	2,030	2,094	2,160	2,228	2,298	2,370	2,446	26
27	1,826	1,884	1,943	2,004	2,067	2,132	2,199	2,268	2,339	2,412	2,488	2,568	27
28	1,917	1,977	2,039	2,103	2,169	2,238	2,308	2,380	2,455	2,532	2,612	2,697	28
29	2,012	2,075	2,140	2,207	2,277	2,348	2,422	2,498	2,576	2,657	2,741	2,833	29
30	2,113	2,180	2,248	2,319	2,391	2,466	2,544	2,624	2,706	2,791	2,879	2,974	30
30PD	2,271	2,340	2,413	2,487	2,564	2,643	2,724	2,808	2,895	2,985	3,077	3,177	30PD
31	2,218	2,288	2,360	2,434	2,510	2,589	2,671	2,754	2,841	2,930	3,022	3,122	31
32	2,330	2,403	2,479	2,557	2,637	2,720	2,805	2,893	2,984	3,078	3,175	3,279	32
33	2,446	2,523	2,602	2,684	2,768	2,855	2,945	3,037	3,132	3,231	3,332	3,442	33
33PD	2,515	2,594	2,675	2,759	2,846	2,935	3,028	3,123	3,221	3,322	3,426	3,539	33PD
34	2,568	2,649	2,732	2,818	2,907	2,998	3,092	3,189	3,289	3,392	3,499	3,614	34
35	2,697	2,782	2,869	2,960	3,052	3,148	3,247	3,349	3,454	3,563	3,675	3,796	35
36	2,833	2,922	3,014	3,108	3,206	3,307	3,410	3,517	3,628	3,742	3,859	3,986	36
36PD	2,832	2,921	3,013	3,107	3,205	3,305	3,409	3,516	3,627	3,740	3,858	3,985	36PD
37	2,974	3,067	3,163	3,263	3,365	3,471	3,580	3,692	3,808	3,928	4,051	4,184	37
38	3,122	3,220	3,322	3,426	3,533	3,644	3,759	3,877	3,999	4,124	4,254	4,393	38
39	3,279	3,382	3,488	3,598	3,711	3,827	3,947	4,071	4,199	4,331	4,467	4,613	39
39PD	3,278	3,381	3,487	3,597	3,710	3,826	3,946	4,070	4,198	4,330	4,466	4,614	39PD
40	3,442	3,550	3,662	3,777	3,895	4,018	4,144	4,274	4,408	4,546	4,689	4,843	40
41	3,614	3,728	3,845	3,966	4,090	4,219	4,351	4,488	4,629	4,774	4,924	5,086	41
41PD	3,616	3,729	3,846	3,967	4,092	4,220	4,353	4,489	4,630	4,776	4,926	5,087	41PD
42	3,796	3,915	4,038	4,165	4,296	4,431	4,570	4,713	4,861	5,014	5,171	5,341	42
43	3,986	4,111	4,240	4,373	4,510	4,652	4,798	4,949	5,104	5,264	5,430	5,608	43
44	4,184	4,316	4,451	4,591	4,735	4,884	5,037	5,195	5,358	5,527	5,700	5,888	44
45	4,393	4,531	4,674	4,820	4,972	5,128	5,289	5,455	5,626	5,803	5,985	6,182	45

**2017-2018 City of Kearney
Pay Plan Effective October 1, 2017
Monthly Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	2,312	2,385	2,460	2,537	2,616	2,699	2,783	2,871	2,961	3,054	3,150	3,256	16
17	2,429	2,505	2,584	2,665	2,749	2,835	2,924	3,016	3,111	3,208	3,309	3,418	17
18	2,549	2,629	2,711	2,796	2,884	2,975	3,068	3,165	3,264	3,366	3,472	3,589	18
19	2,677	2,761	2,848	2,937	3,029	3,125	3,223	3,324	3,428	3,536	3,647	3,769	19
20	2,811	2,899	2,990	3,084	3,181	3,281	3,384	3,490	3,600	3,713	3,829	3,957	20
21	2,951	3,043	3,139	3,237	3,339	3,444	3,552	3,664	3,779	3,897	4,020	4,154	21
22	3,099	3,196	3,297	3,400	3,507	3,617	3,731	3,848	3,969	4,093	4,222	4,359	22
23	3,256	3,358	3,463	3,572	3,684	3,800	3,919	4,042	4,169	4,300	4,435	4,579	23
24	3,418	3,526	3,636	3,750	3,868	3,990	4,115	4,244	4,377	4,515	4,657	4,807	24
24FF	3,503	3,613	3,727	3,844	3,964	4,089	4,217	4,350	4,486	4,627	4,772	4,926	24FF
25	3,589	3,702	3,818	3,938	4,062	4,189	4,321	4,457	4,596	4,741	4,890	5,049	25
25PD	3,991	4,113	4,240	4,370	4,504	4,642	4,785	4,932	5,084	5,240	5,402	5,576	25PD
26	3,769	3,887	4,009	4,135	4,265	4,399	4,537	4,680	4,827	4,978	5,134	5,300	26
27	3,957	4,081	4,209	4,342	4,478	4,619	4,764	4,913	5,067	5,227	5,391	5,565	27
28	4,154	4,284	4,419	4,557	4,701	4,848	5,000	5,157	5,319	5,486	5,659	5,844	28
29	4,359	4,496	4,637	4,783	4,933	5,088	5,247	5,412	5,582	5,757	5,938	6,138	29
30	4,579	4,722	4,871	5,024	5,181	5,344	5,512	5,685	5,863	6,047	6,237	6,443	30
30PD	4,920	5,071	5,227	5,388	5,554	5,726	5,902	6,085	6,273	6,467	6,667	6,883	30PD
31	4,807	4,958	5,113	5,274	5,439	5,610	5,786	5,968	6,155	6,349	6,548	6,765	31
32	5,049	5,207	5,371	5,540	5,714	5,893	6,078	6,269	6,466	6,669	6,878	7,104	32
33	5,300	5,466	5,638	5,815	5,997	6,186	6,380	6,580	6,787	7,000	7,220	7,458	33
33PD	5,449	5,620	5,797	5,979	6,166	6,360	6,560	6,766	6,978	7,197	7,423	7,667	33PD
34	5,565	5,740	5,920	6,106	6,298	6,495	6,699	6,910	7,127	7,350	7,581	7,831	34
35	5,844	6,028	6,217	6,412	6,614	6,821	7,036	7,257	7,484	7,719	7,962	8,225	35
36	6,138	6,331	6,530	6,735	6,946	7,164	7,389	7,621	7,860	8,107	8,362	8,635	36
36PD	6,136	6,328	6,527	6,732	6,943	7,161	7,386	7,618	7,857	8,104	8,359	8,635	36PD
37	6,443	6,645	6,854	7,069	7,291	7,520	7,756	8,000	8,251	8,510	8,777	9,066	37
38	6,765	6,978	7,197	7,423	7,656	7,896	8,144	8,400	8,664	8,936	9,216	9,519	38
39	7,104	7,327	7,558	7,795	8,040	8,292	8,552	8,821	9,098	9,384	9,678	9,995	39
39PD	7,103	7,326	7,556	7,793	8,038	8,290	8,551	8,819	9,096	9,382	9,676	9,996	39PD
40	7,458	7,692	7,934	8,183	8,440	8,705	8,978	9,260	9,551	9,851	10,160	10,494	40
41	7,831	8,077	8,331	8,592	8,862	9,141	9,428	9,724	10,029	10,344	10,669	11,019	41
41PD	7,834	8,080	8,334	8,595	8,865	9,143	9,430	9,727	10,032	10,347	10,672	11,022	41PD
42	8,225	8,483	8,750	9,024	9,308	9,600	9,901	10,212	10,533	10,864	11,205	11,572	42
43	8,635	8,907	9,186	9,475	9,772	10,079	10,395	10,722	11,059	11,406	11,764	12,151	43
44	9,066	9,350	9,644	9,947	10,259	10,581	10,914	11,256	11,610	11,974	12,350	12,758	44
45	9,519	9,818	10,126	10,444	10,772	11,111	11,459	11,819	12,190	12,573	12,968	13,394	45

**2017-2018 City of Kearney
Pay Plan Effective October 1, 2017
Annual Pay Range Schedule**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Pay Grade
16	27,745	28,616	29,515	30,441	31,397	32,383	33,400	34,449	35,530	36,646	37,797	39,069	16
17	29,148	30,063	31,008	31,980	32,985	34,020	35,089	36,191	37,327	38,499	39,708	41,019	17
18	30,584	31,545	32,535	33,557	34,610	35,697	36,818	37,974	39,167	40,397	41,664	43,071	18
19	32,124	33,133	34,174	35,247	36,354	37,495	38,672	39,887	41,139	42,431	43,763	45,227	19
20	33,732	34,791	35,883	37,010	38,172	39,370	40,607	41,882	43,197	44,553	45,952	47,485	20
21	35,408	36,520	37,667	38,849	40,069	41,328	42,625	43,964	45,345	46,768	48,237	49,844	21
22	37,187	38,355	39,560	40,801	42,083	43,404	44,767	46,172	47,623	49,118	50,660	52,308	22
23	39,069	40,296	41,561	42,867	44,212	45,600	47,033	48,509	50,033	51,603	53,224	54,943	23
24	41,019	42,307	43,635	45,005	46,419	47,876	49,380	50,930	52,529	54,179	55,880	57,680	24
24FF	42,038	43,358	44,719	46,124	47,572	49,066	50,606	52,196	53,835	55,525	57,269	59,116	24FF
25	43,071	44,424	45,819	47,257	48,741	50,272	51,850	53,478	55,157	56,889	58,676	60,587	25
25PD	47,895	49,362	50,875	52,435	54,045	55,706	57,418	59,184	61,006	62,884	64,822	66,916	25PD
26	45,227	46,647	48,112	49,623	51,181	52,788	54,445	56,155	57,918	59,737	61,613	63,597	26
27	47,485	48,975	50,513	52,099	53,736	55,423	57,163	58,958	60,809	62,719	64,688	66,779	27
28	49,844	51,410	53,024	54,689	56,407	58,178	60,004	61,889	63,832	65,837	67,904	70,133	28
29	52,308	53,951	55,645	57,392	59,194	61,053	62,970	64,947	66,987	69,090	71,260	73,656	29
30	54,943	56,668	58,447	60,282	62,176	64,127	66,141	68,218	70,360	72,569	74,848	77,317	30
30PD	59,035	60,852	62,726	64,659	66,652	68,708	70,829	73,016	75,272	77,598	79,998	82,590	30PD
31	57,680	59,491	61,359	63,285	65,273	67,322	69,436	71,616	73,865	76,184	78,577	81,183	31
32	60,587	62,490	64,452	66,476	68,563	70,716	72,936	75,226	77,588	80,025	82,538	85,253	32
33	63,597	65,594	67,655	69,779	71,969	74,229	76,560	78,964	81,444	84,001	86,639	89,496	33
33PD	65,389	67,442	69,560	71,744	73,996	76,320	78,717	81,188	83,738	86,367	89,079	92,008	33PD
34	66,779	68,876	71,039	73,269	75,570	77,943	80,391	82,915	85,518	88,204	90,973	93,976	34
35	70,133	72,334	74,606	76,949	79,364	81,857	84,427	87,078	89,812	92,633	95,541	98,699	35
36	73,656	75,969	78,354	80,814	83,352	85,969	88,669	91,453	94,324	97,286	100,341	103,624	36
36PD	73,629	75,941	78,326	80,785	83,321	85,938	88,636	91,419	94,290	97,251	100,304	103,617	36PD
37	77,317	79,744	82,248	84,831	87,495	90,242	93,075	95,998	99,013	102,122	105,327	108,790	37
38	81,183	83,732	86,361	89,073	91,870	94,754	97,730	100,799	103,963	107,228	110,595	114,230	38
39	85,253	87,930	90,691	93,539	96,476	99,505	102,630	105,853	109,176	112,604	116,140	119,943	39
39PD	85,236	87,912	90,672	93,520	96,456	99,485	102,609	105,830	109,154	112,581	116,116	119,951	39PD
40	89,496	92,306	95,204	98,193	101,277	104,457	107,737	111,120	114,609	118,208	121,919	125,930	40
41	93,976	96,927	99,971	103,110	106,347	109,687	113,131	116,683	120,347	124,126	128,024	132,224	41
41PD	94,006	96,957	100,002	103,142	106,381	109,722	113,166	116,720	120,385	124,165	128,064	119,951	41PD
42	98,699	101,797	104,994	108,291	111,691	115,198	118,816	122,546	126,394	130,363	134,456	138,861	42
43	103,624	106,878	110,234	113,696	117,266	120,948	124,745	128,662	132,702	136,870	141,167	145,807	43
44	108,790	112,206	115,729	119,363	123,111	126,977	130,964	135,076	139,317	143,692	148,204	153,093	44
45	114,230	117,817	121,516	125,332	129,267	133,326	137,512	141,831	146,283	150,877	155,615	160,722	45

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
GENERAL FUND							
Administration:							
Administrative Assistant	20	2.00	1.00	1.00	1.00		2.00
Assistant City Manager	38	0.00	1.00	1.00			1.00
City Clerk	34	1.00	1.00	1.00			1.00
City Manager	N/A	1.00	1.00	1.00			1.00
Clerk (PT)	16	0.00	0.00	1.00			1.00
Community Affairs Coordinator	24	0.00	1.00	1.00	(1.00)		0.00
Director of Administrative Services	38	1.00	1.00	1.00			1.00
Executive Assistant	21	1.00	1.00	1.00			1.00
Human Resources Coordinator	24	1.00	2.00	2.00	(1.00)		1.00
Total Full-Time		7.00	9.00	9.00	(1.00)	0.00	8.00
Total Part-Time		0.00	0.00	1.00		0.00	1.00
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:							
Administrative Assistant	20	0.00	0.00	0.00	1.00		1.00
Computer Support Technician, Senior	29	2.00	2.00	2.00	(1.00)		1.00
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	5.00	5.00	3.00			3.00
Criminal Justice Advocate (PT)	16	0.00	1.00	1.00			1.00
Director - Victim Witness	24	1.00	1.00	1.00			1.00
Police Captain	36PD	2.00	2.00	2.00			2.00
Police Chief	41PD	1.00	1.00	1.00			1.00
Police Lieutenant	33PD	2.00	2.00	2.00			2.00
Police Officer	25PD	40.00	40.00	40.00			40.00
Police Sergeant	30PD	10.00	10.00	10.00			10.00
Total Full-Time		61.00	61.00	59.00	0.00	0.00	59.00
Total Part-Time		0.00	1.00	1.00			1.00
Police - Records Services:							
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		8.00	8.00	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:							
Community Service Officer	19	1.00	1.00	2.00		(2.00)	0.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
Evidence Technician	21	0.00	0.00	0.00		2.00	2.00
Total Full-Time		1.00	1.00	2.00	0.00	0.00	2.00
Fire:							
Fire Administrator	32	1.00	1.00	1.00			1.00
Fire Engineer	24FF	11.00	11.00	12.00			12.00
Fire Inspector	30	1.00	1.00	1.00			1.00
Office Manager	24	1.00	1.00	1.00			1.00
Secretary (PT)	18	1.00	1.00	1.00			1.00
Total Full-Time		14.00	14.00	15.00	0.00	0.00	15.00
Total Part-Time		1.00	1.00	1.00			1.00
Development Services:							
Administrative Assistant	20	1.00	0.00	0.00			0.00
Assistant City Manager/Dev. Services Director	37	1.00	0.00	0.00			0.00
Associate Planner	25	0.00	1.00	1.00			1.00
Building Inspector	27	3.00	3.00	3.00			3.00
Building Official, Chief	32	1.00	1.00	1.00			1.00
City Planner	32	1.00	1.00	1.00			1.00
Code Inspector (PT)	22	0.00	0.00	1.00	(1.00)		0.00
Development Coordinator	22	1.00	0.00	0.00			0.00
Permit/Code Enforcement Technician	20	1.00	1.00	1.00			1.00
Permit/Office Technician	20	1.00	1.00	1.00			1.00
Total Full-Time		10.00	8.00	8.00	0.00	0.00	8.00
Total Part-Time		0.00	0.00	1.00	(1.00)	0.00	0.00
Public Works - Admin./Eng. Support:							
Assistant Public Works Director	34	0.00	0.00	1.00		(1.00)	0.00
City Engineer	35	1.00	1.00	0.00			0.00
Director of Public Works	38	1.00	1.00	1.00		(1.00)	0.00
Engineering Assistant	29	1.00	1.00	0.00			0.00
Engineering Technician	21	1.00	1.00	0.00			0.00
Total Full-Time		4.00	4.00	2.00	0.00	(2.00)	0.00
Public Works - Facilities Maint:							
Custodian	17	1.00	1.00	1.00		(1.00)	0.00
Facilities Maintenance Technician	24	3.00	3.00	3.00			3.00
Facilities Supervisor	30	1.00	1.00	1.00			1.00
Total Full-Time		5.00	5.00	5.00	0.00	(1.00)	4.00
Cemetery:							
Cemetery Supervisor	28	1.00	1.00	1.00			1.00
Facilities Maintenance Worker	21	3.00	2.00	2.00			2.00
Facilities Maintenance Worker, Senior	24	0.00	1.00	1.00			1.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Peterson Senior Activity Center							
Senior Services Attendant (PT)	16	2.00	2.00	2.00			2.00
Senior Services Coordinator	28	1.00	1.00	1.00			1.00
Senior Services Program Aide	20	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		2.00	2.00	2.00			2.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
Library:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Library Director	27	1.00	1.00	1.00			1.00
Circulation Coordinator	21	1.00	1.00	1.00			1.00
Librarian/Tech Services; Youth; Reference	24	3.00	3.00	3.00			3.00
Library Bookmobile Driver (PT)	19	2.00	2.00	2.00			2.00
Library Clerk	16	2.00	2.00	2.00			2.00
Library Clerk (PT)	16	12.00	12.00	13.00			13.00
Library Director	35	1.00	1.00	1.00			1.00
Technology Learning Center Coordinator	21	1.00	1.00	1.00			1.00
Technology Learning Center Monitor (PT)	16	1.00	1.00	0.00			0.00
Total Full-Time		10.00	10.00	10.00	0.00	0.00	10.00
Total Part-Time		15.00	15.00	15.00	0.00	0.00	15.00
Park & Recreation - Admin:							
Administrative Assistant	20	0.00	1.00	1.00			1.00
Assistant Park & Recreation Director	34	0.00	1.00	1.00			1.00
Director of Park & Recreation	38	1.00	1.00	1.00			1.00
Office Manager	24	1.00	1.00	1.00			1.00
Park and Recreation Clerk	18	0.00	1.00	1.00	(1.00)		0.00
Park and Recreation Clerk (PT)	18	1.00	0.00	0.00			0.00
Secretary	18	1.00	0.00	0.00	1.00		1.00
Total Full-Time		3.00	5.00	5.00	0.00	0.00	5.00
Total Part-Time		1.00	0.00	0.00			0.00
Recreation:							
Recreation Coordinator	26	2.00	2.00	2.00		1.00	3.00
Recreation Leader	21	1.00	1.00	1.00		(1.00)	0.00
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	8.50	9.50	11.50			11.50
Facilities Maintenance Worker, Senior	24	3.75	3.75	4.75			4.75
Park Superintendent	32	0.67	0.67	0.67			0.67
Total Full-Time		12.92	13.92	16.92	0.00	0.00	16.92
Cottonmill Park:							
City Forester	29	0.67	0.67	0.67			0.67
Facilities Maintenance Worker	21	1.50	1.50	1.50			1.50
Facilities Maintenance Worker, Senior	24	0.25	0.25	0.25			0.25
Park Attendant (PT)	19	0.00	0.00	1.00			1.00
Park Superintendent	32	0.33	0.33	0.33			0.33
Total Full-Time		2.75	2.75	2.75	0.00	0.00	2.75
Total Part-Time		0.00	0.00	1.00		0.00	1.00
Forestry:							
City Forester	29	0.33	0.33	0.33			0.33
Total Full-Time		0.33	0.33	0.33	0.00	0.00	0.33
Transportation:							

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Public Works Director	34	0.00	0.00	0.00		1.00	1.00
Director of Public Works	38	0.00	0.00	0.00		1.00	1.00
Engineering Assistant II	27	0.00	0.00	2.00	(1.00)		1.00
Equipment Operator	23	5.00	8.00	8.00			8.00
Heavy Equipment Operator	24	5.00	5.00	5.00			5.00
Maintenance Worker	21	3.00	0.00	0.00			0.00
Master Electrician	27	0.00	0.00	0.00		1.00	1.00
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	18.00	(1.00)	3.00	20.00

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	16.00	16.00	18.00			18.00
Maintenance Worker	21	1.00	2.00	2.00			2.00
Maintenance Worker, Senior	22	1.00	1.00	0.00			0.00
Recycling Processor	16	0.00	2.00	2.00			2.00
Recycling Processor (PT)	16	12.00	12.00	12.00			12.00
Refuse Worker	18	3.00	3.00	3.00			3.00
Sanitation Foreman	28	1.00	1.00	1.00			1.00
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		25.50	28.50	29.50	0.00	0.00	29.50
Total Part-Time		12.00	12.00	12.00	0.00	0.00	12.00

Kearney Area Solid Waste Agency:

Account Clerk	19	0.50	0.50	0.50			0.50
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Director of Utilities	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	1.00	1.00	1.00			1.00
Landfill Assistant	20	2.00	2.00	2.00			2.00
Landfill Groundskeeper (PT)	16	1.00	1.00	1.00			1.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
Landfill Operator	25	1.00	1.00	1.00			1.00
Maintenance Worker - SWDF	23	0.00	0.00	0.00	1.00		1.00
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		8.50	8.50	8.50	1.00	0.00	9.50
Total Part-Time		1.00	1.00	1.00	0.00	0.00	1.00
Sanitary Sewer - Treatment:							
Laboratory Technician	25	1.00	1.00	1.00			1.00
Wastewater Treatment Plant Foreman	28	1.00	1.00	1.00			1.00
Wastewater Treatment Plant Operator	23	5.00	4.00	4.00			4.00
Wastewater Treatment Plant Operator II	25	0.00	1.00	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	2.00	2.00	2.00			2.00
Utilities Maintenance Worker	23	1.00	2.00	2.00			2.00
Total Full-Time		3.00	4.00	4.00	0.00	0.00	4.00
Sanitary Sewer - Administration:							
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Assistant Director of Utilities	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	3.00	3.00	3.00			3.00
Utilities Maintenance Worker	23	2.00	2.00	2.00			2.00
Utilities Maintenance Worker, Senior	24	1.00	1.00	1.00			1.00
Water and Sewer System Foreman	28	1.00	1.00	1.00			1.00
Water and Sewer System Supervisor	31	1.00	1.00	1.00			1.00
Water Quality Coordinator	24	1.00	1.00	1.00			1.00
Total Full-Time		9.00	9.00	9.00	0.00	0.00	9.00
Water - Administration:							
Account Clerk, Senior	21	1.00	1.00	1.00			1.00
Assistant Director of Utilities	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

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2014-15	Actual 2015-16	Actual 2016-17	Changes		Budget 2017-18
					Mid-Year 2016-17	Proposed 2017-18	
Stormwater Utility:							
Code Inspector (PT)	22	0.00	0.00	0.00	1.00		1.00
Engineering Assistant II	27	0.00	0.00	0.00	1.00		1.00
Total Full-Time		0.00	0.00	0.00	1.00	0.00	1.00
Total Part-Time		0.00	0.00	0.00	1.00	0.00	1.00
Kearney Municipal Airport:							
Airport Manager	33	1.00	1.00	1.00			1.00
Airport Operations Supervisor	27	1.00	1.00	1.00			1.00
Airport Operations Worker	21	2.00	2.00	2.00			2.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
INTERNAL SERVICE FUNDS							
Property & Casualty Insurance							
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
Workers Compensation Insurance							
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
Central Stores:							
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
Vehicle Maintenance:							
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		255.00	262.00	266.00	0.00	0.00	266.00
Grand Total Part-Time		32.00	32.00	35.00	0.00	0.00	35.00
Grand Total		287.00	294.00	301.00	0.00	0.00	301.00