

PERSONNEL SUMMARY

2018-2019 City of Kearney Pay Policy

Effective October 1, 2018

Recommended Pay Ranges, Entry Rates And Pay Grades

Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk, Senior	21	1403	1975	3039	4278
Accounting Technician	24	1625	2285	3521	4951
Administrative Assistant	20	1336	1881	2895	4076
Airport Manager	33	2519	3545	5459	7682
Airport Operations Supervisor	27	1881	2645	4076	5732
Airport Operations Worker	21	1403	1975	3039	4278
Assistant City Manager	38	3216	4525	6968	9805
Assistant Director of Development Services	32	2400	3377	5200	7318
Assistant Director of Finance	34	2645	3723	5732	8066
Assistant Director of Utilities	32	2400	3377	5200	7318
Assistant Library Director	27	1881	2645	4076	5732
Assistant Public Works Director	34	2645	3723	5732	8066
Associate Planner	25	1706	2400	3697	5200
Building Inspector	27	1881	2645	4076	5732
Building Official	32	2400	3377	5200	7318
Cemetery Supervisor	28	1975	2778	4278	6020
City Clerk	34	2645	3723	5732	8066
City Forester	29	2072	2918	4490	6322
City Planner	32	2400	3377	5200	7318
Code Inspector (PT)	22	1473	1719	3192	3726
Community Service Officer	19	1273	1792	2757	3882
Computer Support Technician	28	1975	2778	4278	6020
Computer Support Technician, Senior	29	2072	2918	4490	6322
Deputy City Clerk	21	1403	1975	3039	4278
Director of Administrative Services	38	3216	4525	6968	9805
Director of Information Technologies	35	2778	3910	6020	8472
Director of Finance	41	3723	5238	8066	11349
Director of Park and Recreation	38	3216	4525	6968	9805
Director of Public Works	38	3216	4525	6968	9805
Director of Utilities	38	3216	4525	6968	9805
Director - Victim Witness	24	1625	2285	3521	4951
Engineering Assistant II	27	1881	2645	4076	5732
Equipment Mechanic, Senior	26	1792	2519	3882	5459
Equipment Operator	23	1548	2177	3353	4716
Executive Assistant	298 21	1403	1975	3039	4278

2018-2019 City of Kearney Pay Policy

Effective October 1, 2018

Recommended Pay Ranges, Entry Rates And Pay Grades Regular Employees

Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Facilities Maintenance Technician	24	1625	2285	3521	4951
Facilities Maintenance Worker	21	1403	1975	3039	4278
Facilities Maintenance Worker, Senior	24	1625	2285	3521	4951
Facilities Supervisor	30	2177	3063	4716	6636
Fire Administrator	32	2400	3377	5200	7318
Fire Engineer	24FF	1665	2342	3608	5074
Fire Inspector	30	2177	3063	4716	6636
Fleet Maintenance Supervisor	28	1975	2778	4278	6020
Fleet Services Attendant	22	1473	2072	3192	4490
G.I.S. Coordinator	30	2177	3063	4716	6636
G.I.S. Technician	21	1403	1975	3039	4278
Golf Course Assistant Services Manager	26	1792	2519	3882	5459
Golf Course Assistant Superintendent	26	1792	2519	3882	5459
Golf Course Manager	33	2519	3545	5459	7682
Golf Course Mechanic	25	1706	2400	3697	5200
Golf Course Superintendent	31	2285	3216	4951	6968
Heavy Equipment Operator	24	1625	2285	3521	4951
Household Hazardous Waste Coordinator	21	1403	1975	3039	4278
Human Resources Coordinator	24	1625	2285	3521	4951
Inventory Control Clerk	20	1336	1881	2895	4076
Laboratory Technician	25	1706	2400	3697	5200
Landfill Assistant	20	1336	1881	2895	4076
Landfill Groundskeeper (PT)	16	1099	1283	2381	2780
Landfill Operator	25	1706	2400	3697	5200
Librarian/Tech Services; Youth; Reference	24	1625	2285	3521	4951
Librarian/Tech Learning Center; Circulation	24	1625	2285	3521	4951
Library Bookmobile Driver (PT)	19	1273	1485	2757	3218
Library Clerk	16	1099	1548	2381	3353
Library Clerk (PT)	16	1099	1283	2381	2780
Library Director	35	2778	3910	6020	8472
Maintenance Worker	21	1403	1975	3039	4278
Maintenace Worker, Senior	22	1473	2072	3192	4490
Maintenance Worker-SWDF	23	1548	2177	3353	4716
Master Electrician	27	1881	2645	4076	5732
Meter Technician	20	1336	1881	2895	4076
Meter Technician, Senior	22	1473	2072	3192	4490

2018-2019 City of Kearney Pay Policy
Effective October 1, 2018
Recommended Pay Ranges, Entry Rates And Pay Grades
Regular Employees

Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Office Manager	24	1625	2285	3521	4951
Park Attendant (PT)	19	1273	1485	2757	3218
Park Superintendent	32	2400	3377	5200	7318
Permit Technician	20	1336	1881	2895	4076
Permit Technician, Senior	21	1403	1975	3039	4278
Police Captain	36PD	2917	4105	6320	8894
Police Chief	41PD	3724	5240	8069	11353
Police Lieutenant	33PD	2590	3645	5613	7897
Police Officer	25PD	1897	2722	4111	5899
Police Records Clerk	19	1273	1792	2757	3882
Police Records Clerk, Lead	21	1403	1975	3039	4278
Police Records Supervisor	24	1625	2285	3521	4951
Police Sergeant	30PD	2339	3272	5067	7089
Project Manager	29	2072	2918	4490	6322
Property & Evidence Technician	21	1403	1975	3039	4278
Property & Evidence Technician, Senior	22	1473	2072	3192	4490
Recreation Coordinator	26	1792	2519	3882	5459
Recreation Superintendent	32	2400	3377	5200	7318
Recycling Processor	16	1099	1548	2381	3353
Recycling Processor (PT)	16	1099	1283	2381	2780
Refuse Worker	18	1212	1706	2625	3697
Risk Management Coordinator	21	1403	1975	3039	4278
Sanitation Foreman	28	1975	2778	4278	6020
Sanitation Supervisor	31	2285	3216	4951	6968
Secretary	18	1212	1706	2625	3697
Secretary (PT)	18	1212	1414	2625	3064
Senior Plans Examiner	30	2177	3063	4716	6636
Senior Services Attendant (PT)	16	1099	1283	2381	2780
Senior Services Coordinator	28	1975	2778	4278	6020
Senior Services Program Aide	20	1336	1881	2895	4076
Street Crew Leader	25	1706	2400	3697	5200
Street Superintendent	30	2177	3063	4716	6636
Utilities Maintenance Worker	23	1548	2177	3353	4716
Utilities Maintenance Worker, Senior	24	1625	2285	3521	4951

2018-2019 City of Kearney Pay Policy

Effective October 1, 2018

Recommended Pay Ranges, Entry Rates And Pay Grades Regular Employees

Class	Pay	Bi-Weekly		Monthly	
	Grade	Low	High	Low	High
Wastewater Treatment Plant Lead Operator	26	1792	2519	3882	5459
Wastewater Treatment Plant Operator	23	1548	2177	3353	4716
Wastewater Treatment Plant Operator II	25	1706	2400	3697	5200
Wastewater Treatment Plant Superintendent	31	2285	3216	4951	6968
Water & Sewer System Foreman	28	1975	2778	4278	6020
Water & Sewer System Supervisor	31	2285	3216	4951	6968
Water Production Supervisor	31	2285	3216	4951	6968
Water Quality Coordinator	24	1625	2285	3521	4951
Water Quality Technician	22	1473	2072	3192	4490
Water System Operator	23	1548	2177	3353	4716

**2018-2019 City of Kearney
Pay Plan Effective October 1, 2018
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	13.7390	14.1704	14.6155	15.0744	15.5475	16.0359	16.5394	17.0588	17.5944	18.1467	18.7167	19.3469	16
17	14.4338	14.8871	15.3547	15.8365	16.3339	16.8467	17.3759	17.9215	18.4841	19.0646	19.6630	20.3122	17
18	15.1450	15.6207	16.1111	16.6170	17.1386	17.6769	18.2319	18.8046	19.3951	20.0040	20.6319	21.3285	18
19	15.9077	16.4074	16.9226	17.4541	18.0020	18.5671	19.1502	19.7517	20.3718	21.0116	21.6711	22.3962	19
20	16.7037	17.2281	17.7689	18.3271	18.9026	19.4959	20.1083	20.7398	21.3909	22.0625	22.7552	23.5141	20
21	17.5339	18.0845	18.6523	19.2379	19.8419	20.4652	21.1077	21.7707	22.4543	23.1591	23.8864	24.6826	21
22	18.4148	18.9930	19.5896	20.2044	20.8390	21.4933	22.1683	22.8642	23.5824	24.3226	25.0864	25.9026	22
23	19.3469	19.9543	20.5808	21.2272	21.8936	22.5809	23.2902	24.0214	24.7757	25.5536	26.3562	27.2072	23
24	20.3122	20.9499	21.6080	22.2863	22.9861	23.7077	24.4525	25.2202	26.0120	26.8289	27.6714	28.5625	24
24FF	17.3474	17.8921	18.4539	19.0334	19.6312	20.2476	20.8833	21.5391	22.2155	22.9129	23.6325	24.3947	24FF
25	21.3285	21.9985	22.6891	23.4014	24.1362	24.8943	25.6758	26.4820	27.3134	28.1711	29.0559	30.0024	25
25PD	22.9984	23.7028	24.4293	25.1788	25.9518	26.7491	27.5711	28.4192	29.2940	30.1962	31.1267	32.9998	25PD
26	22.3962	23.0994	23.8246	24.5727	25.3444	26.1404	26.9610	27.8073	28.6807	29.5813	30.5102	31.4930	26
27	23.5141	24.2523	25.0138	25.7992	26.6095	27.4450	28.3067	29.1955	30.1123	31.0579	32.0330	33.0687	27
28	24.6826	25.4578	26.2573	27.0818	27.9323	28.8092	29.7136	30.6468	31.6091	32.6018	33.6255	34.7292	28
29	25.9026	26.7159	27.5550	28.4202	29.3125	30.2328	31.1821	32.1613	33.1713	34.2128	35.2872	36.4738	29
30	27.2072	28.0615	28.9426	29.8513	30.7889	31.7554	32.7527	33.7809	34.8416	35.9358	37.0641	38.2865	30
30PD	28.3478	29.2203	30.1200	31.0482	32.0054	32.9927	34.0112	35.0614	36.1446	37.2617	38.4142	39.6588	30PD
31	28.5625	29.4595	30.3844	31.3385	32.3225	33.3374	34.3842	35.4638	36.5775	37.7258	38.9105	40.2010	31
32	30.0024	30.9445	31.9159	32.9183	33.9518	35.0178	36.1174	37.2514	38.4212	39.6276	40.8719	42.2167	32
33	31.4930	32.4819	33.5021	34.5540	35.6387	36.7578	37.9120	39.1024	40.3304	41.5969	42.9028	44.3176	33
33PD	31.3987	32.3846	33.4016	34.4505	35.5321	36.6478	37.7986	38.9854	40.2098	41.4721	42.7744	44.1812	33PD
34	33.0687	34.1069	35.1781	36.2825	37.4219	38.5967	39.8088	41.0589	42.3480	43.6778	45.0492	46.5364	34
35	34.7292	35.8195	36.9442	38.1043	39.3006	40.5348	41.8076	43.1204	44.4743	45.8709	47.3113	48.8748	35
36	36.4738	37.6191	38.8003	40.0187	41.2752	42.5712	43.9082	45.2866	46.7086	48.1755	49.6879	51.3139	36
36PD	35.3557	36.4657	37.6110	38.7917	40.0097	41.2662	42.5619	43.8984	45.2767	46.6984	48.1647	49.7554	36PD
37	38.2865	39.4889	40.7288	42.0076	43.3266	44.6872	46.0901	47.5377	49.0303	50.5698	52.1573	53.8718	37
38	40.2010	41.4633	42.7654	44.1081	45.4932	46.9217	48.3952	49.9147	51.4819	53.0984	54.7658	56.5656	38
39	42.2167	43.5422	44.9094	46.3197	47.7740	49.2742	50.8214	52.4174	54.0632	55.7608	57.5115	59.3947	39
39PD	40.9290	42.2141	43.5395	44.9070	46.3169	47.7713	49.2714	50.8183	52.4142	54.0599	55.7575	57.5989	39PD
40	44.3176	45.7091	47.1442	48.6247	50.1514	51.7261	53.3503	55.0256	56.7533	58.5355	60.3735	62.3597	40
41	46.5364	47.9976	49.5048	51.0592	52.6625	54.3162	56.0215	57.7807	59.5950	61.4663	63.3963	65.4763	41
41PD	45.1403	46.5576	48.0196	49.5274	51.0826	52.6869	54.3407	56.0473	57.8072	59.6224	61.4944	63.5121	41PD
42	48.8748	50.4092	51.9922	53.6247	55.3086	57.0451	58.8366	60.6840	62.5894	64.5548	66.5816	68.7628	42
43	51.3139	52.9252	54.5870	56.3012	58.0690	59.8923	61.7729	63.7126	65.7131	67.7768	69.9049	72.2023	43
44	53.8718	55.5635	57.3082	59.1077	60.9636	62.8780	64.8524	66.8886	68.9889	71.1552	73.3895	75.8105	44
45	56.5656	58.3419	60.1737	62.0633	64.0119	66.0221	68.0951	70.2334	72.4385	74.7129	77.0592	79.5883	45

**2018-2019 City of Kearney
Pay Plan Effective October 1, 2018
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	1,099	1,134	1,169	1,206	1,244	1,283	1,323	1,365	1,408	1,452	1,497	1,548	16
17	1,155	1,191	1,228	1,267	1,307	1,348	1,390	1,434	1,479	1,525	1,573	1,625	17
18	1,212	1,250	1,289	1,329	1,371	1,414	1,459	1,504	1,552	1,600	1,651	1,706	18
19	1,273	1,313	1,354	1,396	1,440	1,485	1,532	1,580	1,630	1,681	1,734	1,792	19
20	1,336	1,378	1,422	1,466	1,512	1,560	1,609	1,659	1,711	1,765	1,820	1,881	20
21	1,403	1,447	1,492	1,539	1,587	1,637	1,689	1,742	1,796	1,853	1,911	1,975	21
22	1,473	1,519	1,567	1,616	1,667	1,719	1,773	1,829	1,887	1,946	2,007	2,072	22
23	1,548	1,596	1,646	1,698	1,751	1,806	1,863	1,922	1,982	2,044	2,108	2,177	23
24	1,625	1,676	1,729	1,783	1,839	1,897	1,956	2,018	2,081	2,146	2,214	2,285	24
24FF	1,665	1,718	1,772	1,827	1,885	1,944	2,005	2,068	2,133	2,200	2,269	2,342	24FF
25	1,706	1,760	1,815	1,872	1,931	1,992	2,054	2,119	2,185	2,254	2,324	2,400	25
25PD	1,897	1,955	2,015	2,077	2,141	2,207	2,275	2,345	2,417	2,491	2,568	2,722	25PD
26	1,792	1,848	1,906	1,966	2,028	2,091	2,157	2,225	2,294	2,367	2,441	2,519	26
27	1,881	1,940	2,001	2,064	2,129	2,196	2,265	2,336	2,409	2,485	2,563	2,645	27
28	1,975	2,037	2,101	2,167	2,235	2,305	2,377	2,452	2,529	2,608	2,690	2,778	28
29	2,072	2,137	2,204	2,274	2,345	2,419	2,495	2,573	2,654	2,737	2,823	2,918	29
30	2,177	2,245	2,315	2,388	2,463	2,540	2,620	2,702	2,787	2,875	2,965	3,063	30
30PD	2,339	2,411	2,485	2,561	2,640	2,722	2,806	2,893	2,982	3,074	3,169	3,272	30PD
31	2,285	2,357	2,431	2,507	2,586	2,667	2,751	2,837	2,926	3,018	3,113	3,216	31
32	2,400	2,476	2,553	2,633	2,716	2,801	2,889	2,980	3,074	3,170	3,270	3,377	32
33	2,519	2,599	2,680	2,764	2,851	2,941	3,033	3,128	3,226	3,328	3,432	3,545	33
33PD	2,590	2,672	2,756	2,842	2,931	3,023	3,118	3,216	3,317	3,421	3,529	3,645	33PD
34	2,645	2,729	2,814	2,903	2,994	3,088	3,185	3,285	3,388	3,494	3,604	3,723	34
35	2,778	2,866	2,956	3,048	3,144	3,243	3,345	3,450	3,558	3,670	3,785	3,910	35
36	2,918	3,010	3,104	3,201	3,302	3,406	3,513	3,623	3,737	3,854	3,975	4,105	36
36PD	2,917	3,008	3,103	3,200	3,301	3,404	3,511	3,622	3,735	3,853	3,974	4,105	36PD
37	3,063	3,159	3,258	3,361	3,466	3,575	3,687	3,803	3,922	4,046	4,173	4,310	37
38	3,216	3,317	3,421	3,529	3,639	3,754	3,872	3,993	4,119	4,248	4,381	4,525	38
39	3,377	3,483	3,593	3,706	3,822	3,942	4,066	4,193	4,325	4,461	4,601	4,752	39
39PD	3,377	3,483	3,592	3,705	3,821	3,941	4,065	4,193	4,324	4,460	4,600	4,752	39PD
40	3,545	3,657	3,772	3,890	4,012	4,138	4,268	4,402	4,540	4,683	4,830	4,989	40
41	3,723	3,840	3,960	4,085	4,213	4,345	4,482	4,622	4,768	4,917	5,072	5,238	41
41PD	3,724	3,841	3,962	4,086	4,214	4,347	4,483	4,624	4,769	4,919	5,073	5,240	41PD
42	3,910	4,033	4,159	4,290	4,425	4,564	4,707	4,855	5,007	5,164	5,327	5,501	42
43	4,105	4,234	4,367	4,504	4,646	4,791	4,942	5,097	5,257	5,422	5,592	5,776	43
44	4,310	4,445	4,585	4,729	4,877	5,030	5,188	5,351	5,519	5,692	5,871	6,065	44
45	4,525	4,667	4,814	4,965	5,121	5,282	5,448	5,619	5,795	5,977	6,165	6,367	45

**2018-2019 City of Kearney
Pay Plan Effective October 1, 2018
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	2,381	2,456	2,533	2,613	2,695	2,780	2,867	2,957	3,050	3,145	3,244	3,353	16
17	2,502	2,580	2,661	2,745	2,831	2,920	3,012	3,106	3,204	3,305	3,408	3,521	17
18	2,625	2,708	2,793	2,880	2,971	3,064	3,160	3,259	3,362	3,467	3,576	3,697	18
19	2,757	2,844	2,933	3,025	3,120	3,218	3,319	3,424	3,531	3,642	3,756	3,882	19
20	2,895	2,986	3,080	3,177	3,276	3,379	3,485	3,595	3,708	3,824	3,944	4,076	20
21	3,039	3,135	3,233	3,335	3,439	3,547	3,659	3,774	3,892	4,014	4,140	4,278	21
22	3,192	3,292	3,396	3,502	3,612	3,726	3,843	3,963	4,088	4,216	4,348	4,490	22
23	3,353	3,459	3,567	3,679	3,795	3,914	4,037	4,164	4,294	4,429	4,568	4,716	23
24	3,521	3,631	3,745	3,863	3,984	4,109	4,238	4,372	4,509	4,650	4,796	4,951	24
24FF	3,608	3,722	3,838	3,959	4,083	4,212	4,344	4,480	4,621	4,766	4,916	5,074	24FF
25	3,697	3,813	3,933	4,056	4,184	4,315	4,450	4,590	4,734	4,883	5,036	5,200	25
25PD	4,111	4,237	4,367	4,501	4,639	4,781	4,928	5,080	5,236	5,398	5,564	5,899	25PD
26	3,882	4,004	4,130	4,259	4,393	4,531	4,673	4,820	4,971	5,127	5,288	5,459	26
27	4,076	4,204	4,336	4,472	4,612	4,757	4,906	5,061	5,219	5,383	5,552	5,732	27
28	4,278	4,413	4,551	4,694	4,842	4,994	5,150	5,312	5,479	5,651	5,828	6,020	28
29	4,490	4,631	4,776	4,926	5,081	5,240	5,405	5,575	5,750	5,930	6,116	6,322	29
30	4,716	4,864	5,017	5,174	5,337	5,504	5,677	5,855	6,039	6,229	6,424	6,636	30
30PD	5,067	5,223	5,384	5,550	5,721	5,897	6,080	6,267	6,461	6,661	6,867	7,089	30PD
31	4,951	5,106	5,267	5,432	5,603	5,778	5,960	6,147	6,340	6,539	6,744	6,968	31
32	5,200	5,364	5,532	5,706	5,885	6,070	6,260	6,457	6,660	6,869	7,084	7,318	32
33	5,459	5,630	5,807	5,989	6,177	6,371	6,571	6,778	6,991	7,210	7,436	7,682	33
33PD	5,613	5,789	5,971	6,158	6,351	6,551	6,756	6,969	7,188	7,413	7,646	7,897	33PD
34	5,732	5,912	6,098	6,289	6,486	6,690	6,900	7,117	7,340	7,571	7,809	8,066	34
35	6,020	6,209	6,404	6,605	6,812	7,026	7,247	7,474	7,709	7,951	8,201	8,472	35
36	6,322	6,521	6,725	6,937	7,154	7,379	7,611	7,850	8,096	8,350	8,613	8,894	36
36PD	6,320	6,518	6,723	6,934	7,152	7,376	7,608	7,847	8,093	8,347	8,609	8,894	36PD
37	6,636	6,845	7,060	7,281	7,510	7,746	7,989	8,240	8,499	8,765	9,041	9,338	37
38	6,968	7,187	7,413	7,645	7,885	8,133	8,389	8,652	8,924	9,204	9,493	9,805	38
39	7,318	7,547	7,784	8,029	8,281	8,541	8,809	9,086	9,371	9,665	9,969	10,295	39
39PD	7,316	7,546	7,783	8,027	8,279	8,539	8,807	9,084	9,369	9,663	9,967	10,296	39PD
40	7,682	7,923	8,172	8,428	8,693	8,966	9,247	9,538	9,837	10,146	10,465	10,809	40
41	8,066	8,320	8,581	8,850	9,128	9,415	9,710	10,015	10,330	10,654	10,989	11,349	41
41PD	8,069	8,322	8,584	8,853	9,131	9,418	9,713	10,018	10,333	10,658	10,992	11,353	41PD
42	8,472	8,738	9,012	9,295	9,587	9,888	10,198	10,519	10,849	11,189	11,541	11,919	42
43	8,894	9,174	9,462	9,759	10,065	10,381	10,707	11,044	11,390	11,748	12,117	12,515	43
44	9,338	9,631	9,933	10,245	10,567	10,899	11,241	11,594	11,958	12,334	12,721	13,140	44
45	9,805	10,113	10,430	10,758	11,095	11,444	11,803	12,174	12,556	12,950	13,357	13,795	45

**2018-2019 City of Kearney
Pay Plan Effective October 1, 2018
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	28,577	29,474	30,400	31,355	32,339	33,355	34,402	35,482	36,596	37,745	38,931	40,242	16
17	30,022	30,965	31,938	32,940	33,975	35,041	36,142	37,277	38,447	39,654	40,899	42,249	17
18	31,502	32,491	33,511	34,563	35,648	36,768	37,922	39,114	40,342	41,608	42,914	44,363	18
19	33,088	34,127	35,199	36,305	37,444	38,620	39,832	41,084	42,373	43,704	45,076	46,584	19
20	34,744	35,834	36,959	38,120	39,317	40,551	41,825	43,139	44,493	45,890	47,331	48,909	20
21	36,471	37,616	38,797	40,015	41,271	42,568	43,904	45,283	46,705	48,171	49,684	51,340	21
22	38,303	39,505	40,746	42,025	43,345	44,706	46,110	47,558	49,051	50,591	52,180	53,877	22
23	40,242	41,505	42,808	44,153	45,539	46,968	48,444	49,965	51,533	53,151	54,821	56,591	23
24	42,249	43,576	44,945	46,356	47,811	49,312	50,861	52,458	54,105	55,804	57,557	59,410	24
24FF	43,299	44,659	46,061	47,507	48,999	50,538	52,125	53,762	55,450	57,191	58,987	60,889	24FF
25	44,363	45,757	47,193	48,675	50,203	51,780	53,406	55,083	56,812	58,596	60,436	62,405	25
25PD	49,332	50,843	52,401	54,009	55,667	57,377	59,140	60,959	62,836	64,771	66,767	70,785	25PD
26	46,584	48,047	49,555	51,111	52,716	54,372	56,079	57,839	59,656	61,529	63,461	65,505	26
27	48,909	50,445	52,029	53,662	55,348	57,086	58,878	60,727	62,634	64,600	66,629	68,783	27
28	51,340	52,952	54,615	56,330	58,099	59,923	61,804	63,745	65,747	67,812	69,941	72,237	28
29	53,877	55,569	57,314	59,114	60,970	62,884	64,859	66,896	68,996	71,163	73,397	75,866	29
30	56,591	58,368	60,201	62,091	64,041	66,051	68,126	70,264	72,471	74,746	77,093	79,636	30
30PD	60,806	62,678	64,607	66,598	68,652	70,769	72,954	75,207	77,530	79,926	82,398	85,068	30PD
31	59,410	61,276	63,200	65,184	67,231	69,342	71,519	73,765	76,081	78,470	80,934	83,618	31
32	62,405	64,365	66,385	68,470	70,620	72,837	75,124	77,483	79,916	82,425	85,014	87,811	32
33	65,505	67,562	69,684	71,872	74,128	76,456	78,857	81,333	83,887	86,522	89,238	92,181	33
33PD	67,350	69,465	71,646	73,896	76,216	78,610	81,078	83,624	86,250	88,958	91,751	94,769	33PD
34	68,783	70,942	73,170	75,468	77,838	80,281	82,802	85,403	88,084	90,850	93,702	96,796	34
35	72,237	74,505	76,844	79,257	81,745	84,312	86,960	89,690	92,507	95,411	98,408	101,660	35
36	75,866	78,248	80,705	83,239	85,852	88,548	91,329	94,196	97,154	100,205	103,351	106,733	36
36PD	75,838	78,219	80,676	83,208	85,821	88,516	91,295	94,162	97,119	100,168	103,313	106,725	36PD
37	79,636	82,137	84,716	87,376	90,119	92,949	95,867	98,878	101,983	105,185	108,487	112,053	37
38	83,618	86,244	88,952	91,745	94,626	97,597	100,662	103,823	107,082	110,445	113,913	117,656	38
39	87,811	90,568	93,412	96,345	99,370	102,490	105,709	109,028	112,451	115,982	119,624	123,541	39
39PD	87,793	90,549	93,392	96,326	99,350	102,469	105,687	109,005	112,428	115,958	119,600	123,550	39PD
40	92,181	95,075	98,060	101,139	104,315	107,590	110,969	114,453	118,047	121,754	125,577	129,708	40
41	96,796	99,835	102,970	106,203	109,538	112,978	116,525	120,184	123,958	127,850	131,864	136,191	41
41PD	96,826	99,866	103,002	106,236	109,572	113,013	116,561	120,221	123,996	127,890	131,905	136,233	41PD
42	101,660	104,851	108,144	111,539	115,042	118,654	122,380	126,223	130,186	134,274	138,490	143,027	42
43	106,733	110,084	113,541	117,106	120,784	124,576	128,488	132,522	136,683	140,976	145,402	150,181	43
44	112,053	115,572	119,201	122,944	126,804	130,786	134,893	139,128	143,497	148,003	152,650	157,686	44
45	117,656	121,351	125,161	129,092	133,145	137,326	141,638	146,085	150,672	155,403	160,283	165,544	45

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
GENERAL FUND							
Administration:							
Administrative Assistant	20	1.00	1.00	2.00			2.00
Assistant City Manager	38	1.00	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	1.00	1.00	(1.00)		0.00
Community Affairs Coordinator	24	1.00	1.00	0.00			0.00
Deputy City Clerk	21	0.00	0.00	0.00	1.00		1.00
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	2.00	2.00	1.00			1.00
Total Full-Time		9.00	9.00	8.00	1.00	0.00	9.00
Total Part-Time		0.00	1.00	1.00	(1.00)	0.00	0.00
Finance:							
Account Clerk, Senior	21	2.00	2.00	2.00			2.00
Accounting Technician	24	1.00	1.00	1.00			1.00
Assistant Director of Finance	34	0.00	0.00	0.00		0.50	0.50
Director of Finance	41	0.50	0.50	0.50			0.50
Total Full-Time		3.50	3.50	3.50	0.00	0.50	4.00
Information Technology:							
Administrative Assistant	20	0.00	0.00	1.00			1.00
Computer Support Technician, Senior	29	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	3.00	3.00			3.00
Criminal Justice Advocate (PT)	16	1.00	1.00	1.00		(1.00)	0.00
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	59.00	59.00	0.00	0.00	59.00
Total Part-Time		1.00	1.00	1.00	0.00	(1.00)	0.00
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	0.00			0.00
Director of Information Technology	35	0.00	0.00	1.00			1.00
Total Full-Time		1.00	1.00	1.00	0.00	0.00	1.00

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
Police - Evidence:							
Community Service Officer	19	1.00	2.00	0.00			0.00
Evidence Technician	22	0.00	0.00	2.00	(2.00)		0.00
Property and Evidence Technician	21	0.00	0.00	0.00	1.00		1.00
Property and Evidence Technician, Senior	22	0.00	0.00	0.00	1.00		1.00
Total Full-Time		1.00	2.00	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	12.00	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	15.00	15.00	0.00	0.00	15.00
Total Part-Time		1.00	1.00	1.00			1.00
Development Services:							
Assistant Director of Development Services	32	0.00	0.00	0.00		1.00	1.00
Associate Planner	25	1.00	1.00	1.00			1.00
Building Inspector	27	3.00	3.00	3.00			3.00
Building Official	32	1.00	1.00	1.00		(1.00)	0.00
City Planner	32	1.00	1.00	1.00			1.00
Code Inspector (PT)	22	0.00	1.00	0.00			0.00
Permit/Code Enforcement Technician	20	1.00	1.00	1.00	(1.00)		0.00
Permit Technician	20	1.00	1.00	1.00			1.00
Permit Technician, Senior	21	0.00	0.00	0.00	1.00		1.00
Plans Examiner, Senior	30	0.00	0.00	0.00	1.00		1.00
Total Full-Time		8.00	8.00	8.00	1.00	0.00	9.00
Total Part-Time		0.00	1.00	0.00		0.00	0.00
Public Works - Admin./Eng. Support:							
Assistant Public Works Director	34	0.00	1.00	0.00			0.00
City Engineer	35	1.00	0.00	0.00			0.00
Director of Public Works	38	1.00	1.00	0.00			0.00
Engineering Assistant	29	1.00	0.00	0.00			0.00
Engineering Technician	21	1.00	0.00	0.00			0.00
Total Full-Time		4.00	2.00	0.00	0.00	0.00	0.00
Public Works - Facilities Maint:							
Custodian	17	1.00	1.00	0.00			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	4.00	0.00	0.00	4.00
Cemetery:							
Cemetery Supervisor	28	1.00	1.00	1.00			1.00
Facilities Maintenance Worker	21	2.00	2.00	2.00			2.00
Facilities Maintenance Worker, Senior	24	1.00	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

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
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

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)	0.00
Librarian/Tech Services; Youth; Reference	24	3.00	3.00	3.00			3.00
Librarian/Tech Learning Center; Circulation	24	0.00	0.00	0.00		2.00	2.00
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	13.00	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)	0.00
Technology Learning Center Monitor (PT)	16	1.00	0.00	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	1.00	1.00	1.00			1.00
Assistant Park & Recreation Director	34	1.00	1.00	1.00	(1.00)		0.00
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	1.00	1.00	0.00			0.00
Project Coordinator	35	0.00	0.00	0.00	1.00	(1.00)	0.00
Project Manager	29	0.00	0.00	0.00		1.00	1.00
Secretary	18	0.00	0.00	1.00			1.00
Total Full-Time		5.00	5.00	5.00	0.00	0.00	5.00

Recreation:

Recreation Coordinator	26	2.00	2.00	3.00			3.00
Recreation Leader	21	1.00	1.00	0.00			0.00
Recreation Superintendent	32	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	9.50	11.50	11.50			11.50
Park Attendant (PT)	19	0.00	0.00	0.00		1.00	1.00
Facilities Maintenance Worker, Senior	24	3.75	4.75	4.75			4.75
Park Superintendent	32	0.67	0.67	0.67			0.67
Total Full-Time		13.92	16.92	16.92	0.00	0.00	16.92
Total Part-Time		0.00	0.00	0.00	0.00	1.00	1.00

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	1.00	1.00			1.00
Park Superintendent	32	0.33	0.33	0.33			0.33

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
Total Full-Time		2.75	2.75	2.75	0.00	0.00	2.75
Total Part-Time		0.00	1.00	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:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Public Works Director	34	0.00	0.00	1.00			1.00
Director of Public Works	38	0.00	0.00	1.00			1.00
Engineering Assistant II	27	0.00	2.00	1.00			1.00
Equipment Operator	23	8.00	8.00	8.00			8.00
Heavy Equipment Operator	24	5.00	5.00	5.00			5.00
Master Electrician	27	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	18.00	20.00	0.00	0.00	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)	0.00
Account Clerk, Senior	21	1.00	1.00	1.00		0.50	1.50
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	16.00	18.00	18.00			18.00
Maintenance Worker	21	2.00	2.00	2.00			2.00
Maintenance Worker, Senior	22	1.00	0.00	0.00			0.00
Recycling Processor	16	2.00	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		28.50	29.50	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)	0.00
Account Clerk, Senior	21	0.00	0.00	0.00		0.50	0.50

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
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
Landfill Operator	25	1.00	1.00	1.00			1.00
Maintenance Worker - SWDF	23	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	9.50	0.00	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)		0.00
Wastewater Treatment Plant Lead Operator	26	0.00	0.00	0.00	1.00		1.00
Wastewater Treatment Plant Operator	23	4.00	4.00	4.00			4.00
Wastewater Treatment Plant Operator II	25	1.00	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	2.00	2.00	2.00			2.00
Total Full-Time		4.00	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 Finance	34	0.00	0.00	0.00		0.50	0.50
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	0.50	3.00
Water - Production:							
Meter Technician	20	2.00	2.00	2.00		(2.00)	0.00
Meter Technician, Senior	22	1.00	1.00	1.00		(1.00)	0.00
Water Production Supervisor	31	1.00	1.00	1.00		(1.00)	0.00
Water System Operator	23	2.00	2.00	2.00		(2.00)	0.00
Water System Operator, Senior	25	1.00	1.00	1.00		(1.00)	0.00
Total Full-Time		7.00	7.00	7.00	0.00	(7.00)	0.00
Water - Distribution:							
Inventory Control Clerk	20	0.00	0.00	0.00		1.00	1.00
Locate Technician	22	0.00	0.00	0.00		1.00	1.00
Maintenance Worker	21	3.00	3.00	3.00			3.00
Meter Technician, Senior	22	0.00	0.00	0.00		1.00	1.00
Utilities Maintenance Worker	23	2.00	2.00	2.00			2.00
Utilities Maintenance Worker	23	0.00	0.00	0.00		2.00	2.00

CITY OF KEARNEY PERSONNEL SCHEDULE

Position	Pay Grade	Actual 2015-16	Actual 2016-17	Actual 2017-18	Changes		Budget 2018-19
					Mid-Year 2017-18	Proposed 2018-19	
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 Production Supervisor	31	0.00	0.00	0.00		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	6.00	15.00
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
Stormwater Utility:							
Code Inspector (PT)	22	0.00	0.00	1.00			1.00
Engineering Assistant II	27	0.00	0.00	1.00			1.00
Total Full-Time		0.00	0.00	1.00	0.00	0.00	1.00
Total Part-Time		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	22	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		262.00	266.00	266.00	2.00	0.00	268.00
Grand Total Part-Time		32.00	35.00	35.00	(1.00)	0.00	34.00
Grand Total		294.00	301.00	301.00	1.00	0.00	302.00