

PERSONNEL SUMMARY

2019-2020 City of Kearney Pay Policy
Effective October 1, 2019
Recommended Pay Ranges, Entry Rates And Pay Grades
Regular Employees

Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Account Clerk, Senior	21	1445	2034	3130	4407
Accounting Technician	24	1674	2354	3626	5099
Administrative Assistant	20	1376	1938	2982	4198
Administrative Coordinator/Crime Analyst	24	1674	2354	3626	5099
Airport Manager	35	2862	4027	6200	8726
Airport Operations Supervisor	27	1938	2725	4198	5904
Airport Operations Worker	21	1445	2034	3130	4407
Assistant City Manager	38	3313	4661	7177	10099
Assistant Director of Finance	34	2725	3835	5904	8308
Assistant Director of Utilities	32	2472	3479	5356	7537
Assistant Library Director	27	1938	2725	4198	5904
Assistant Public Works Director	34	2725	3835	5904	8308
Associate Planner	25	1757	2472	3808	5356
Aviation Support Coordinator	27	1938	2725	4198	5904
Building Inspector	27	1938	2725	4198	5904
Building Official	32	2472	3479	5356	7537
Cemetery Supervisor	28	2034	2862	4407	6200
City Clerk	35	2862	4027	6200	8726
City Forester	29	2134	3005	4624	6512
City Planner	32	2472	3479	5356	7537
Code Inspector (PT)	22	1517	1771	3288	3837
Community Service Officer	20	1376	1938	2982	4198
Computer Support Technician	28	2034	2862	4407	6200
Computer Support Technician, Senior	29	2134	3005	4624	6512
Deputy City Clerk	21	1445	2034	3130	4407
Director of Administrative Services	38	3313	4661	7177	10099
Director of Development Services	35	2862	4027	6200	8726
Director of Finance	41	3835	5395	8308	11690
Director of Information Technology	35	2862	4027	6200	8726
Director of Park and Recreation	38	3313	4661	7177	10099
Director of Public Works	38	3313	4661	7177	10099
Director of Utilities	38	3313	4661	7177	10099
Director - Victim Witness	24	1674	2354	3626	5099
Electrician	25	1757	2472	3808	5356
Engineering Assistant II	27	1938	2725	4198	5904
Equipment Mechanic, Senior	26	1845	2595	3998	5623
Equipment Operator	23	1594	2242	3454	4857
Executive Assistant	21	1445	2034	3130	4407

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		Low	High	Low	High
Facilities Maintenance Technician	24	1674	2354	3626	5099
Facilities Maintenance Worker	21	1445	2034	3130	4407
Facilities Maintenance Worker (PT)	21	1445	1686	3130	3654
Facilities Maintenance Worker, Senior	24	1674	2354	3626	5099
Facilities Maintenance Worker, Senior/ Assistant City Forester	25	1757	2472	3808	5356
Facilities Supervisor	30	2242	3155	4857	6835
Fire Administrator	35	2862	4027	6200	8726
Fire Engineer	24FF	1715	2412	3717	5226
Fire Inspector	30	2242	3155	4857	6835
Fleet Electronics Technician	24	1674	2354	3626	5099
Fleet Maintenance Supervisor	28	2034	2862	4407	6200
Fleet Services Attendant	22	1517	2134	3288	4624
G.I.S. Coordinator	30	2242	3155	4857	6835
G.I.S. Technician	21	1445	2034	3130	4407
Golf Course Assistant Services Manager	26	1845	2595	3998	5623
Golf Course Assistant Superintendent	26	1845	2595	3998	5623
Golf Course Manager	33	2595	3652	5623	7912
Golf Course Mechanic	25	1757	2472	3808	5356
Golf Course Superintendent	29	2134	3005	4624	6512
Heavy Equipment Operator	24	1674	2354	3626	5099
Household Hazardous Waste Coordinator	21	1445	2034	3130	4407
Human Resources Coordinator	24	1674	2354	3626	5099
Inventory Control Clerk	20	1376	1938	2982	4198
Laboratory Technician	25	1757	2472	3808	5356
Landfill Assistant	20	1376	1938	2982	4198
Landfill Groundskeeper (PT)	16	1132	1321	2453	2863
Landfill Operator	25	1757	2472	3808	5356
Librarian/Tech Services; Youth; Reference	24	1674	2354	3626	5099
Librarian/Tech Learning Center; Circulation	24	1674	2354	3626	5099
Library Bookmobile Driver (PT)	19	1311	1530	2840	3315
Library Clerk	16	1132	1594	2453	3454
Library Clerk (PT)	16	1132	1321	2453	2863
Library Director	35	2862	4027	6200	8726
Maintenance Worker	21	1445	2034	3130	4407
Maintenance Worker-SWDF	23	1594	2242	3454	4857
Master Electrician	27	1938	2725	4198	5904
Meter Technician, Senior	22	1517	2134	3288	4624

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		Low	High	Low	High
Office Manager	24	1674	2354	3626	5099
Park Attendant (PT)	19	1311	1530	2840	3315
Park Superintendent	32	2472	3479	5356	7537
Permit Technician	20	1376	1938	2982	4198
Permit Technician, Senior	21	1445	2034	3130	4407
Police Captain	36PD	3004	4228	6509	9161
Police Chief	41PD	3836	5397	8311	11693
Police Lieutenant	33PD	2668	3754	5781	8134
Police Officer	25PD	1954	2804	4234	6076
Police Records Clerk	19	1311	1845	2840	3998
Police Records Clerk, Lead	21	1445	2034	3130	4407
Police Records Supervisor	28	2034	2862	4407	6200
Police Sergeant	30PD	2409	3370	5219	7302
Project Manager	29	2134	3005	4624	6512
Property & Evidence Technician	21	1445	2034	3130	4407
Property & Evidence Technician, Senior	22	1517	2134	3288	4624
Recreation Coordinator	26	1845	2595	3998	5623
Recreation Superintendent	32	2472	3479	5356	7537
Recycling Processor	16	1132	1594	2453	3454
Recycling Processor (PT)	16	1132	1321	2453	2863
Refuse Worker	18	1248	1757	2704	3808
Risk Management Coordinator	21	1445	2034	3130	4407
Sanitation Foreman	28	2034	2862	4407	6200
Sanitation Supervisor	31	2354	3313	5099	7177
Secretary	18	1248	1757	2704	3808
Secretary (PT)	18	1248	1457	2704	3156
Senior Services Attendant (PT)	16	1132	1321	2453	2863
Senior Services Coordinator	30	2242	3155	4857	6835
Senior Services Program Aide	20	1376	1938	2982	4198
Street Crew Leader	25	1757	2472	3808	5356
Street Superintendent	30	2242	3155	4857	6835
Utilities Maintenance Worker	23	1594	2242	3454	4857
Utilities Maintenance Worker, Senior	24	1674	2354	3626	5099

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Class	Pay Grade	Bi-Weekly		Monthly	
		Low	High	Low	High
Wastewater Treatment Plant Lead Operator	26	1845	2595	3998	5623
Wastewater Treatment Plant Operator	23	1594	2242	3454	4857
Wastewater Treatment Plant Operator II	25	1757	2472	3808	5356
Wastewater Treatment Plant Superintendent	31	2354	3313	5099	7177
Water & Sewer System Foreman	28	2034	2862	4407	6200
Water & Sewer System Supervisor	31	2354	3313	5099	7177
Water Production Supervisor	31	2354	3313	5099	7177
Water Quality Coordinator	24	1674	2354	3626	5099
Water Quality Technician	22	1517	2134	3288	4624
Water System Operator	23	1594	2242	3454	4857

**2019-2020 City of Kearney
Pay Plan Effective October 1, 2019
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	14.1512	14.5955	15.0540	15.5266	16.0139	16.5170	17.0356	17.5706	18.1222	18.6911	19.2782	19.9273	16
17	14.8668	15.3337	15.8153	16.3116	16.8239	17.3521	17.8972	18.4591	19.0386	19.6365	20.2529	20.9216	17
18	15.5994	16.0893	16.5944	17.1155	17.6528	18.2072	18.7789	19.3687	19.9770	20.6041	21.2509	21.9684	18
19	16.3849	16.8996	17.4303	17.9777	18.5421	19.1241	19.7247	20.3443	20.9830	21.6419	22.3212	23.0681	19
20	17.2048	17.7449	18.3020	18.8769	19.4697	20.0808	20.7115	21.3620	22.0326	22.7244	23.4379	24.2195	20
21	18.0599	18.6270	19.2119	19.8150	20.4372	21.0792	21.7409	22.4238	23.1279	23.8539	24.6030	25.4231	21
22	18.9672	19.5628	20.1773	20.8105	21.4642	22.1381	22.8333	23.5501	24.2899	25.0523	25.8390	26.6797	22
23	19.9273	20.5529	21.1982	21.8640	22.5504	23.2583	23.9889	24.7420	25.5190	26.3202	27.1469	28.0234	23
24	20.9216	21.5784	22.2562	22.9549	23.6757	24.4189	25.1861	25.9768	26.7924	27.6338	28.5015	29.4194	24
24FF	17.8678	18.4289	19.0075	19.6044	20.2201	20.8550	21.5098	22.1853	22.8820	23.6003	24.3415	25.1265	24FF
25	21.9684	22.6585	23.3698	24.1034	24.8603	25.6411	26.4461	27.2765	28.1328	29.0162	29.9276	30.9025	25
25PD	23.6884	24.4139	25.1622	25.9342	26.7304	27.5516	28.3982	29.2718	30.1728	31.1021	32.0605	33.9898	25PD
26	23.0681	23.7924	24.5393	25.3099	26.1047	26.9246	27.7698	28.6415	29.5411	30.4687	31.4255	32.4378	26
27	24.2195	24.9799	25.7642	26.5732	27.4078	28.2684	29.1559	30.0714	31.0157	31.9896	32.9940	34.0608	27
28	25.4231	26.2215	27.0450	27.8943	28.7703	29.6735	30.6050	31.5662	32.5574	33.5799	34.6343	35.7711	28
29	26.6797	27.5174	28.3817	29.2728	30.1919	31.1398	32.1176	33.1261	34.1664	35.2392	36.3458	37.5680	29
30	28.0234	28.9033	29.8109	30.7468	31.7126	32.7081	33.7353	34.7943	35.8868	37.0139	38.1760	39.4351	30
30PD	29.1982	30.0969	31.0236	31.9796	32.9656	33.9825	35.0315	36.1132	37.2289	38.3796	39.5666	40.8486	30PD
31	29.4194	30.3433	31.2959	32.2787	33.2922	34.3375	35.4157	36.5277	37.6748	38.8576	40.0778	41.4070	31
32	30.9025	31.8728	32.8734	33.9058	34.9704	36.0683	37.2009	38.3689	39.5738	40.8164	42.0981	43.4832	32
33	32.4378	33.4564	34.5072	35.5906	36.7079	37.8605	39.0494	40.2755	41.5403	42.8448	44.1899	45.6471	33
33PD	32.3407	33.3561	34.4036	35.4840	36.5981	37.7472	38.9326	40.1550	41.4161	42.7163	44.0576	45.5066	33PD
34	34.0608	35.1301	36.2334	37.3710	38.5446	39.7546	41.0031	42.2907	43.6184	44.9881	46.4007	47.9325	34
35	35.7711	36.8941	38.0525	39.2474	40.4796	41.7508	43.0618	44.4140	45.8085	47.2470	48.7306	50.3410	35
36	37.5680	38.7477	39.9643	41.2193	42.5135	43.8483	45.2254	46.6452	48.1099	49.6208	51.1785	52.8533	36
36PD	36.4164	37.5597	38.7393	39.9555	41.2100	42.5042	43.8388	45.2154	46.6350	48.0994	49.6096	51.2481	36PD
37	39.4351	40.6736	41.9507	43.2678	44.6264	46.0278	47.4728	48.9638	50.5012	52.0869	53.7220	55.4880	37
38	41.4070	42.7072	44.0484	45.4313	46.8580	48.3294	49.8471	51.4121	53.0264	54.6914	56.4088	58.2626	38
39	43.4832	44.8485	46.2567	47.7093	49.2072	50.7524	52.3460	53.9899	55.6851	57.4336	59.2368	61.1765	39
40	45.6471	47.0804	48.5585	50.0834	51.6559	53.2779	54.9508	56.6764	58.4559	60.2916	62.1847	64.2305	40
41	47.9325	49.4375	50.9899	52.5910	54.2424	55.9457	57.7021	59.5141	61.3829	63.3103	65.2982	67.4406	41
41PD	46.4945	47.9543	49.4602	51.0132	52.6151	54.2675	55.9709	57.7287	59.5414	61.4111	63.3392	65.4175	41PD
42	50.3410	51.9215	53.5520	55.2334	56.9679	58.7565	60.6017	62.5045	64.4671	66.4914	68.5790	70.8257	42
43	52.8533	54.5130	56.2246	57.9902	59.8111	61.6891	63.6261	65.6240	67.6845	69.8101	72.0020	74.3684	43
44	55.4880	57.2304	59.0274	60.8809	62.7925	64.7643	66.7980	68.8953	71.0586	73.2899	75.5912	78.0848	44
45	58.2626	60.0922	61.9789	63.9252	65.9323	68.0028	70.1380	72.3404	74.6117	76.9543	79.3710	81.9759	45

**2019-2020 City of Kearney
Pay Plan Effective October 1, 2019
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	1,132	1,168	1,204	1,242	1,281	1,321	1,363	1,406	1,450	1,495	1,542	1,594	16
17	1,189	1,227	1,265	1,305	1,346	1,388	1,432	1,477	1,523	1,571	1,620	1,674	17
18	1,248	1,287	1,328	1,369	1,412	1,457	1,502	1,549	1,598	1,648	1,700	1,757	18
19	1,311	1,352	1,394	1,438	1,483	1,530	1,578	1,628	1,679	1,731	1,786	1,845	19
20	1,376	1,420	1,464	1,510	1,558	1,606	1,657	1,709	1,763	1,818	1,875	1,938	20
21	1,445	1,490	1,537	1,585	1,635	1,686	1,739	1,794	1,850	1,908	1,968	2,034	21
22	1,517	1,565	1,614	1,665	1,717	1,771	1,827	1,884	1,943	2,004	2,067	2,134	22
23	1,594	1,644	1,696	1,749	1,804	1,861	1,919	1,979	2,042	2,106	2,172	2,242	23
24	1,674	1,726	1,780	1,836	1,894	1,954	2,015	2,078	2,143	2,211	2,280	2,354	24
24FF	1,715	1,769	1,825	1,882	1,941	2,002	2,065	2,130	2,197	2,266	2,337	2,412	24FF
25	1,757	1,813	1,870	1,928	1,989	2,051	2,116	2,182	2,251	2,321	2,394	2,472	25
25PD	1,954	2,014	2,076	2,140	2,205	2,273	2,343	2,415	2,489	2,566	2,645	2,804	25PD
26	1,845	1,903	1,963	2,025	2,088	2,154	2,222	2,291	2,363	2,437	2,514	2,595	26
27	1,938	1,998	2,061	2,126	2,193	2,261	2,332	2,406	2,481	2,559	2,640	2,725	27
28	2,034	2,098	2,164	2,232	2,302	2,374	2,448	2,525	2,605	2,686	2,771	2,862	28
29	2,134	2,201	2,271	2,342	2,415	2,491	2,569	2,650	2,733	2,819	2,908	3,005	29
30	2,242	2,312	2,385	2,460	2,537	2,617	2,699	2,784	2,871	2,961	3,054	3,155	30
30PD	2,409	2,483	2,559	2,638	2,720	2,804	2,890	2,979	3,071	3,166	3,264	3,370	30PD
31	2,354	2,427	2,504	2,582	2,663	2,747	2,833	2,922	3,014	3,109	3,206	3,313	31
32	2,472	2,550	2,630	2,712	2,798	2,885	2,976	3,070	3,166	3,265	3,368	3,479	32
33	2,595	2,677	2,761	2,847	2,937	3,029	3,124	3,222	3,323	3,428	3,535	3,652	33
33PD	2,668	2,752	2,838	2,927	3,019	3,114	3,212	3,313	3,417	3,524	3,635	3,754	33PD
34	2,725	2,810	2,899	2,990	3,084	3,180	3,280	3,383	3,489	3,599	3,712	3,835	34
35	2,862	2,952	3,044	3,140	3,238	3,340	3,445	3,553	3,665	3,780	3,898	4,027	35
36	3,005	3,100	3,197	3,298	3,401	3,508	3,618	3,732	3,849	3,970	4,094	4,228	36
36PD	3,004	3,099	3,196	3,296	3,400	3,507	3,617	3,730	3,847	3,968	4,093	4,228	36PD
37	3,155	3,254	3,356	3,461	3,570	3,682	3,798	3,917	4,040	4,167	4,298	4,439	37
38	3,313	3,417	3,524	3,635	3,749	3,866	3,988	4,113	4,242	4,375	4,513	4,661	38
39	3,479	3,588	3,701	3,817	3,937	4,060	4,188	4,319	4,455	4,595	4,739	4,894	39
40	3,652	3,766	3,885	4,007	4,132	4,262	4,396	4,534	4,676	4,823	4,975	5,138	40
41	3,835	3,955	4,079	4,207	4,339	4,476	4,616	4,761	4,911	5,065	5,224	5,395	41
41PD	3,836	3,956	4,080	4,209	4,341	4,477	4,618	4,763	4,912	5,066	5,225	5,397	41PD
42	4,027	4,154	4,284	4,419	4,557	4,701	4,848	5,000	5,157	5,319	5,486	5,666	42
43	4,228	4,361	4,498	4,639	4,785	4,935	5,090	5,250	5,415	5,585	5,760	5,949	43
44	4,439	4,578	4,722	4,870	5,023	5,181	5,344	5,512	5,685	5,863	6,047	6,247	44
45	4,661	4,807	4,958	5,114	5,275	5,440	5,611	5,787	5,969	6,156	6,350	6,558	45

**2019-2020 City of Kearney
Pay Plan Effective October 1, 2019
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	2,453	2,530	2,609	2,691	2,776	2,863	2,953	3,046	3,141	3,240	3,342	3,454	16
17	2,577	2,658	2,741	2,827	2,916	3,008	3,102	3,200	3,300	3,404	3,511	3,626	17
18	2,704	2,789	2,876	2,967	3,060	3,156	3,255	3,357	3,463	3,571	3,683	3,808	18
19	2,840	2,929	3,021	3,116	3,214	3,315	3,419	3,526	3,637	3,751	3,869	3,998	19
20	2,982	3,076	3,172	3,272	3,375	3,481	3,590	3,703	3,819	3,939	4,063	4,198	20
21	3,130	3,229	3,330	3,435	3,542	3,654	3,768	3,887	4,009	4,135	4,265	4,407	21
22	3,288	3,391	3,497	3,607	3,720	3,837	3,958	4,082	4,210	4,342	4,479	4,624	22
23	3,454	3,563	3,674	3,790	3,909	4,031	4,158	4,289	4,423	4,562	4,705	4,857	23
24	3,626	3,740	3,858	3,979	4,104	4,233	4,366	4,503	4,644	4,790	4,940	5,099	24
24FF	3,717	3,833	3,954	4,078	4,206	4,338	4,474	4,615	4,759	4,909	5,063	5,226	24FF
25	3,808	3,927	4,051	4,178	4,309	4,444	4,584	4,728	4,876	5,029	5,187	5,356	25
25PD	4,234	4,364	4,498	4,636	4,778	4,925	5,076	5,232	5,393	5,560	5,731	6,076	25PD
26	3,998	4,124	4,253	4,387	4,525	4,667	4,813	4,965	5,120	5,281	5,447	5,623	26
27	4,198	4,330	4,466	4,606	4,751	4,900	5,054	5,212	5,376	5,545	5,719	5,904	27
28	4,407	4,545	4,688	4,835	4,987	5,143	5,305	5,471	5,643	5,821	6,003	6,200	28
29	4,624	4,770	4,919	5,074	5,233	5,398	5,567	5,742	5,922	6,108	6,300	6,512	29
30	4,857	5,010	5,167	5,329	5,497	5,669	5,847	6,031	6,220	6,416	6,617	6,835	30
30PD	5,219	5,380	5,545	5,716	5,893	6,074	6,262	6,455	6,655	6,860	7,073	7,302	30PD
31	5,099	5,260	5,425	5,595	5,771	5,952	6,139	6,331	6,530	6,735	6,947	7,177	31
32	5,356	5,525	5,698	5,877	6,062	6,252	6,448	6,651	6,859	7,075	7,297	7,537	32
33	5,623	5,799	5,981	6,169	6,363	6,562	6,769	6,981	7,200	7,426	7,660	7,912	33
33PD	5,781	5,962	6,150	6,343	6,542	6,747	6,959	7,178	7,403	7,636	7,875	8,134	33PD
34	5,904	6,089	6,280	6,478	6,681	6,891	7,107	7,330	7,561	7,798	8,043	8,308	34
35	6,200	6,395	6,596	6,803	7,016	7,237	7,464	7,698	7,940	8,189	8,447	8,726	35
36	6,512	6,716	6,927	7,145	7,369	7,600	7,839	8,085	8,339	8,601	8,871	9,161	36
36PD	6,509	6,714	6,925	7,142	7,366	7,598	7,836	8,082	8,336	8,598	8,868	9,161	36PD
37	6,835	7,050	7,271	7,500	7,735	7,978	8,229	8,487	8,754	9,028	9,312	9,618	37
38	7,177	7,403	7,635	7,875	8,122	8,377	8,640	8,911	9,191	9,480	9,778	10,099	38
39	7,537	7,774	8,018	8,270	8,529	8,797	9,073	9,358	9,652	9,955	10,268	10,604	39
40	7,912	8,161	8,417	8,681	8,954	9,235	9,525	9,824	10,132	10,451	10,779	11,133	40
41	8,308	8,569	8,838	9,116	9,402	9,697	10,002	10,316	10,640	10,974	11,318	11,690	41
41PD	8,311	8,572	8,841	9,119	9,405	9,700	10,005	10,319	10,643	10,977	11,322	11,693	41PD
42	8,726	9,000	9,282	9,574	9,874	10,184	10,504	10,834	11,174	11,525	11,887	12,276	42
43	9,161	9,449	9,746	10,052	10,367	10,693	11,029	11,375	11,732	12,100	12,480	12,891	43
44	9,618	9,920	10,231	10,553	10,884	11,226	11,578	11,942	12,317	12,704	13,102	13,535	44
45	10,099	10,416	10,743	11,080	11,428	11,787	12,157	12,539	12,933	13,339	13,758	14,209	45

**2019-2020 City of Kearney
Pay Plan Effective October 1, 2019
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	29,434	30,359	31,312	32,295	33,309	34,355	35,434	36,547	37,694	38,877	40,099	41,449	16
17	30,923	31,894	32,896	33,928	34,994	36,092	37,226	38,395	39,600	40,844	42,126	43,517	17
18	32,447	33,466	34,516	35,600	36,718	37,871	39,060	40,287	41,552	42,857	44,202	45,694	18
19	34,081	35,151	36,255	37,394	38,568	39,778	41,027	42,316	43,645	45,015	46,428	47,982	19
20	35,786	36,909	38,068	39,264	40,497	41,768	43,080	44,433	45,828	47,267	48,751	50,377	20
21	37,565	38,744	39,961	41,215	42,509	43,845	45,221	46,642	48,106	49,616	51,174	52,880	21
22	39,452	40,691	41,969	43,286	44,646	46,047	47,493	48,984	50,523	52,109	53,745	55,494	22
23	41,449	42,750	44,092	45,477	46,905	48,377	49,897	51,463	53,080	54,746	56,466	58,289	23
24	43,517	44,883	46,293	47,746	49,245	50,791	52,387	54,032	55,728	57,478	59,283	61,192	24
24FF	44,598	45,999	47,443	48,933	50,469	52,054	53,688	55,375	57,113	58,906	60,756	62,716	24FF
25	45,694	47,130	48,609	50,135	51,709	53,333	55,008	56,735	58,516	60,354	62,249	64,277	25
25PD	50,812	52,368	53,973	55,629	57,337	59,098	60,914	62,788	64,721	66,714	68,770	72,908	25PD
26	47,982	49,488	51,042	52,645	54,298	56,003	57,761	59,574	61,445	63,375	65,365	67,471	26
27	50,377	51,958	53,590	55,272	57,008	58,798	60,644	62,549	64,513	66,538	68,628	70,846	27
28	52,880	54,541	56,254	58,020	59,842	61,721	63,658	65,658	67,719	69,846	72,039	74,404	28
29	55,494	57,236	59,034	60,887	62,799	64,771	66,805	68,902	71,066	73,298	75,599	78,141	29
30	58,289	60,119	62,007	63,953	65,962	68,033	70,169	72,372	74,645	76,989	79,406	82,025	30
30PD	62,630	64,558	66,546	68,596	70,711	72,892	75,143	77,463	79,856	82,324	84,870	87,620	30PD
31	61,192	63,114	65,095	67,140	69,248	71,422	73,665	75,978	78,364	80,824	83,362	86,127	31
32	64,277	66,295	68,377	70,524	72,738	75,022	77,378	79,807	82,314	84,898	87,564	90,445	32
33	67,471	69,589	71,775	74,028	76,352	78,750	81,223	83,773	86,404	89,117	91,915	94,946	33
33PD	69,371	71,549	73,796	76,113	78,503	80,968	83,510	86,132	88,838	91,626	94,504	97,612	33PD
34	70,846	73,071	75,365	77,732	80,173	82,690	85,286	87,965	90,726	93,575	96,513	99,700	34
35	74,404	76,740	79,149	81,635	84,198	86,842	89,569	92,381	95,282	98,274	101,360	104,709	35
36	78,141	80,595	83,126	85,736	88,428	91,204	94,069	97,022	100,069	103,211	106,451	109,935	36
36PD	78,113	80,566	83,096	85,705	88,395	91,172	94,034	96,987	100,032	103,173	106,413	109,927	36PD
37	82,025	84,601	87,257	89,997	92,823	95,738	98,743	101,845	105,042	108,341	111,742	115,415	37
38	86,127	88,831	91,621	94,497	97,465	100,525	103,682	106,937	110,295	113,758	117,330	121,186	38
39	90,445	93,285	96,214	99,235	102,351	105,565	108,880	112,299	115,825	119,462	123,213	127,247	39
40	94,946	97,927	101,002	104,173	107,444	110,818	114,298	117,887	121,588	125,407	129,344	133,599	40
41	99,700	102,830	106,059	109,389	112,824	116,367	120,020	123,789	127,676	131,685	135,820	140,276	41
41PD	99,731	102,862	106,092	109,423	112,859	116,404	120,058	123,828	127,716	131,727	135,863	140,321	41PD
42	104,709	107,997	111,388	114,885	118,493	122,214	126,052	130,009	134,092	138,302	142,644	147,317	42
43	109,935	113,387	116,947	120,620	124,407	128,313	132,342	136,498	140,784	145,205	149,764	154,686	43
44	115,415	119,039	122,777	126,632	130,608	134,710	138,940	143,302	147,802	152,443	157,230	162,416	44
45	121,186	124,992	128,916	132,964	137,139	141,446	145,887	150,468	155,192	160,065	165,092	170,510	45

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
GENERAL FUND							
Administration:							
Administrative Assistant	20	1.00	2.00	2.00	(1.00)		1.00
Assistant City Manager	38	1.00	1.00	1.00			1.00
City Clerk	35	1.00	1.00	1.00			1.00
City Manager	N/A	1.00	1.00	1.00			1.00
Clerk (PT)	16	1.00	1.00	0.00			0.00
Community Affairs Coordinator	24	1.00	0.00	0.00			0.00
Deputy City Clerk	21	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	1.00	1.00	1.00		2.00
Total Full-Time		9.00	8.00	9.00	0.00	0.00	9.00
Total Part-Time		1.00	1.00	0.00		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	0.50			0.50
Director of Finance	41	0.50	0.50	0.50			0.50
Total Full-Time		3.50	3.50	4.00	0.00	0.00	4.00
Information Technology:							
Administrative Assistant	20	0.00	1.00	1.00			1.00
Computer Support Technician, Senior	29	2.00	1.00	0.00			0.00
Computer Support Technician	28	2.00	2.00	3.00			3.00
Total Full-Time		4.00	4.00	4.00	0.00	0.00	4.00
Police - Services:							
Administrative Coordinator/Crime Analyst	24	0.00	0.00	0.00	1.00		1.00
Community Service Officer	20	3.00	3.00	3.00			3.00
Criminal Justice Advocate (PT)	16	1.00	1.00	0.00			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	1.00		3.00
Police Officer	25PD	40.00	40.00	40.00	1.00		41.00
Police Sergeant	30PD	10.00	10.00	10.00	(2.00)	1.00	9.00
Total Full-Time		59.00	59.00	59.00	1.00	1.00	61.00
Total Part-Time		1.00	1.00	0.00	0.00		0.00
Police - Records Services:							
Police Records Clerk	19	6.00	6.00	6.00	(1.00)		5.00
Police Records Clerk, Lead	21	1.00	1.00	1.00	1.00		2.00
Police Records Supervisor	28	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	0.00	0.00			0.00
Director of Information Technology	35	0.00	1.00	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 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
Police - Evidence:							
Community Service Officer	19	2.00	0.00	0.00			0.00
Evidence Technician	22	0.00	2.00	0.00			0.00
Property and Evidence Technician	21	0.00	0.00	1.00			1.00
Property and Evidence Technician, Senior	22	0.00	0.00	1.00			1.00
Total Full-Time		2.00	2.00	2.00	0.00	0.00	2.00
Fire:							
Fire Administrator	35	1.00	1.00	1.00			1.00
Fire Engineer	24FF	12.00	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		15.00	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	1.00	(1.00)		0.00
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	0.00	1.00		1.00
City Planner	32	1.00	1.00	1.00			1.00
Code Inspector (PT)	22	1.00	0.00	0.00			0.00
Director of Development Services	35	0.00	0.00	0.00	1.00		1.00
Permit/Code Enforcement Technician	20	1.00	1.00	0.00	1.00		1.00
Permit Technician	20	1.00	1.00	1.00	(1.00)		0.00
Permit Technician, Senior	21	0.00	0.00	1.00			1.00
Plans Examiner, Senior	30	0.00	0.00	1.00	(1.00)		0.00
Total Full-Time		8.00	8.00	9.00	0.00	0.00	9.00
Total Part-Time		1.00	0.00	0.00		0.00	0.00
Public Works - Admin./Eng. Support:							
Assistant Public Works Director	34	1.00	0.00	0.00			0.00
Director of Public Works	38	1.00	0.00	0.00			0.00
Total Full-Time		2.00	0.00	0.00	0.00	0.00	0.00
Public Works - Facilities Maint:							
Custodian	17	1.00	0.00	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	4.00	4.00	0.00	0.00	4.00
Cemetery:							
Cemetery Supervisor	28	1.00	1.00	1.00			1.00
Facilities Maintenance Worker (PT)	21	0.00	0.00	0.00		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
Total Part-Time		0.00	0.00	0.00		1.00	1.00
Peterson Senior Activity Center							
Senior Services Attendant (PT)	16	2.00	2.00	2.00			2.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
Senior Services Coordinator	30	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	0.00			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	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	13.00	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	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	0.00			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	0.00	0.00			0.00
Project Manager	29	0.00	0.00	1.00			1.00
Secretary	18	0.00	1.00	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	3.00	3.00			3.00
Recreation Leader	21	1.00	0.00	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	11.50	11.50	11.50			11.50
Park Attendant (PT)	19	0.00	0.00	1.00			1.00
Facilities Maintenance Worker, Senior	24	4.75	4.75	4.75			4.75
Facilities Maint Worker, Sr./Asst City Forester	25	0.00	0.00	0.00	1.00		1.00
Park Superintendent	32	0.67	0.67	0.67			0.67
Total Full-Time		16.92	16.92	16.92	1.00	0.00	17.92
Total Part-Time		0.00	0.00	1.00	0.00	0.00	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	1.00	1.00	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		1.00	1.00	1.00	0.00	0.00	1.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
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 - Streets:							
Administrative Assistant	20	1.00	1.00	1.00			1.00
Assistant Public Works Director	34	0.00	1.00	1.00			1.00
Director of Public Works	38	0.00	1.00	1.00			1.00
Electrician	25	0.00	0.00	0.00	1.00		1.00
Engineering Assistant II	27	2.00	1.00	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	1.00	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		18.00	20.00	20.00	1.00	0.00	21.00
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	29	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	0.00			0.00
Account Clerk, Senior	21	1.00	1.00	1.50			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	18.00	18.00	18.00			18.00
Maintenance Worker	21	2.00	2.00	2.00			2.00
Recycling Processor	16	2.00	2.00	2.00			2.00
Recycling Processor (PT)	16	12.00	12.00	12.00		1.00	13.00
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		29.50	29.50	29.50	0.00	0.00	29.50
Total Part-Time		12.00	12.00	12.00	0.00	1.00	13.00
Kearney Area Solid Waste Agency:							
Account Clerk	19	0.50	0.50	0.00			0.00
Account Clerk, Senior	21	0.00	0.00	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

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
Heavy Equipment Operator	24	1.00	1.00	1.00		1.00	2.00
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	1.00	1.00			1.00
Sanitation Supervisor	31	0.50	0.50	0.50			0.50
Total Full-Time		8.50	9.50	9.50	0.00	1.00	10.50
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	0.00			0.00
Wastewater Treatment Plant Lead Operator	26	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	0.50			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	3.00	0.00	0.00	3.00
Water - Production:							
Meter Technician	20	2.00	2.00	0.00			0.00
Meter Technician, Senior	22	1.00	1.00	0.00			0.00
Water Production Supervisor	31	1.00	1.00	0.00			0.00
Water System Operator	23	2.00	2.00	0.00			0.00
Water System Operator, Senior	25	1.00	1.00	0.00			0.00
Total Full-Time		7.00	7.00	0.00	0.00	0.00	0.00
Water - Distribution/Operations:							
Inventory Control Clerk	20	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	1.00			1.00
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 Production Supervisor	31	0.00	0.00	1.00			1.00
Water Quality Coordinator	24	1.00	1.00	1.00			1.00
Water Quality Tech	22	0.00	0.00	1.00			1.00
Water System Operator	23	0.00	0.00	2.00			2.00

**CITY OF KEARNEY
PERSONNEL SCHEDULE**

Position	Pay Grade	Actual 2018-17	Actual 2017-18	Actual 2018-19	Changes		Budget 2019-20
					Mid-Year 2018-19	Proposed 2019-20	
Total Full-Time		9.00	9.00	15.00	0.00	0.00	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	1.00	1.00			1.00
Engineering Assistant II	27	0.00	1.00	1.00			1.00
Total Full-Time		0.00	1.00	1.00	0.00	0.00	1.00
Total Part-Time		0.00	1.00	1.00		0.00	1.00
Kearney Municipal Airport:							
Airport Manager	35	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
Aviation Support Coordinator	27	0.00	0.00	0.00		1.00	1.00
Total Full-Time		4.00	4.00	4.00	0.00	1.00	5.00
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)		0.00
Total Full-Time		1.00	1.00	1.00	(1.00)	0.00	0.00
Vehicle Maintenance:							
Equipment Mechanic, Senior	26	2.00	2.00	2.00			2.00
Fleet Electronics Technician	24	0.00	0.00	0.00	1.00		1.00
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	1.00	0.00	5.00
Grand Total Full-Time		266.00	266.00	268.00	3.00	3.00	274.00
Grand Total Part-Time		35.00	35.00	34.00	0.00	2.00	36.00
Grand Total		301.00	301.00	302.00	3.00	5.00	310.00