

**ORDINANCE NO. 1526**

AN ORDINANCE ADOPTING A NEW PAY SCALE / SALARY FOR FULL-TIME AND PERMANENT PART-TIME EMPLOYEES; REPEALING ALL ORDINANCES OR PORTIONS OF ORDINANCES IN CONFLICT THEREWITH; PROVIDING FOR PUBLICATION OF THIS ORDINANCE IN PAMPHLET FORM; AND PROVIDING FOR A TIME WHEN THIS ORDINANCE SHALL TAKE EFFECT.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF DAVID CITY, NEBRASKA:

SECTION 1. The Mayor and City Council of David City, Nebraska, do hereby establish and fix the pay scales and salaries attached for the attached positions for the appointed officers and employees of the City of David City, Nebraska.

SECTION 2. Any Cost-of-Living Adjustments (COLA) shall be given as approved by the City Council. (Cost of Living Adjustment for 2026 of 1.5 %)

SECTION 3. Any and all ordinances or sections thereof, passed and approved prior to the passage, approval and publication or posting of this ordinance, and in conflict with its provisions, are hereby repealed.

SECTION 4. This ordinance shall be published in pamphlet form and shall be in full force and effect on January 24, 2026, following its passage, approval, and publication as provided by law and city ordinance.

PASSED AND APPROVED this 28th day of January, 2026.

\_\_\_\_\_  
Jessica Miller, Mayor

\_\_\_\_\_  
Lori Matchett, City Clerk

	1.5% Cost of Living Adjustment									
<u>Department</u>										
<u>Position</u>	1	2	3	4	5	6	7	8	9	10
<u>City Hall</u>										
Clerical I	\$15.23	\$15.68	\$16.04	\$16.34	\$16.77	\$17.14	\$17.53	\$17.92	\$18.32	\$18.74
Acct Clerk I	\$21.21	\$21.85	\$22.50	\$23.18	\$23.87	\$24.59	\$25.33	\$26.09	\$26.88	\$27.68
Acct Clerk II	\$26.43	\$27.22	\$28.04	\$28.88	\$29.75	\$30.64	\$31.56	\$32.51	\$33.48	\$34.49
(incl .50/hr if CMC; Ord. 1	\$26.93	\$27.72	\$28.54	\$29.38	\$30.25	\$31.14	\$32.06	\$33.01	\$33.98	\$34.99
<u>Power Plant</u>										
Power Plant Op I	\$24.97	\$25.72	\$26.49	\$27.28	\$28.11	\$28.95	\$29.81	\$30.70	\$31.63	\$32.58
Power Plant Supervisor	\$37.43	\$38.56	\$39.72	\$40.90	\$42.13	\$43.39	\$44.70	\$46.04	\$47.42	\$48.84
<u>Electric</u>										
Lineman Intern/School Tra	\$21.32									
Apprentice Lineman	\$26.31	\$27.10	\$27.91	\$28.74	\$29.61	\$30.50	\$31.41	\$32.36	\$33.32	\$34.33
Lineman 2nd Class	\$27.59	\$28.42	\$29.27	\$30.15	\$31.05	\$31.98	\$32.94	\$33.93	\$34.95	\$35.99
Lineman 2nd Class w/pass	\$28.34	\$29.17	\$30.02	\$30.90	\$31.80	\$32.73	\$33.69	\$34.68	\$35.70	\$36.74
Lineman 2nd Class w/pass	\$29.09	\$29.92	\$30.77	\$31.65	\$32.55	\$33.48	\$34.44	\$35.43	\$36.45	\$37.49
Lineman 2nd Class w/pass	\$29.84	\$30.67	\$31.52	\$32.40	\$33.30	\$34.23	\$35.19	\$36.18	\$37.20	\$38.24
Lineman 2nd Class w/Journ	\$33.34	\$34.17	\$35.02	\$35.90	\$36.80	\$37.73	\$38.69	\$39.68	\$40.70	\$41.74
Lineman 1st Class	\$32.61	\$33.59	\$34.60	\$35.64	\$36.70	\$37.81	\$38.94	\$40.11	\$41.31	\$42.55
Lineman 1st Class w/pass	\$33.36	\$34.34	\$35.35	\$36.39	\$37.45	\$38.56	\$39.69	\$40.86	\$42.06	\$43.30
Lineman 1st Class w/pass	\$34.11	\$35.09	\$36.10	\$37.14	\$38.20	\$39.31	\$40.44	\$41.61	\$42.81	\$44.05
Lineman 1st Class w/pass	\$34.86	\$35.84	\$36.85	\$37.89	\$38.95	\$40.06	\$41.19	\$42.36	\$43.56	\$44.80
Lineman 1st Class w/Journ	\$38.36	\$39.34	\$40.35	\$41.39	\$42.45	\$43.56	\$44.69	\$45.86	\$47.06	\$48.30
Line Foreman	\$38.47	\$39.63	\$40.81	\$42.03	\$43.30	\$44.60	\$45.93	\$47.31	\$48.73	\$50.42
Line Foreman w/pass mod	\$39.22	\$40.38	\$41.56	\$42.78	\$44.05	\$45.35	\$46.68	\$48.06	\$49.48	\$51.17
Line Foreman w/pass mod	\$39.97	\$41.13	\$42.31	\$43.53	\$44.80	\$46.10	\$47.43	\$48.81	\$50.23	\$51.92
Line Foreman w/pass mod	\$40.72	\$41.88	\$43.06	\$44.28	\$45.55	\$46.85	\$48.18	\$49.56	\$50.98	\$52.67
Line Foreman w/Journeym	\$44.22	\$45.38	\$46.56	\$47.78	\$49.05	\$50.35	\$51.68	\$53.06	\$54.48	\$56.17
Electric Supervisor	\$42.96	\$44.25	\$45.58	\$46.95	\$48.35	\$49.81	\$51.30	\$52.84	\$54.42	\$56.06
Electric Supervisor w/pass	\$43.71	\$45.00	\$46.33	\$47.70	\$49.10	\$50.56	\$52.05	\$53.59	\$55.17	\$56.81
Electric Supervisor w/pass	\$44.46	\$45.75	\$47.08	\$48.45	\$49.85	\$51.31	\$52.80	\$54.34	\$55.92	\$57.56
Electric Supervisor w/pass	\$45.21	\$46.50	\$47.83	\$49.20	\$50.60	\$52.06	\$53.55	\$55.09	\$56.67	\$58.31
Electric Supervisor w/Jour	\$48.71	\$50.00	\$51.33	\$52.70	\$54.10	\$55.56	\$57.05	\$58.59	\$60.17	\$61.81
<i>*Week on call \$3.00 per hour increase to pay when the department is at four or less employees for rotation.</i>										
<u>Water/Wastewater</u>										
Water/Wastewater Operato	\$23.45	\$24.15	\$24.88	\$25.62	\$26.39	\$27.18	\$27.99	\$28.84	\$29.70	\$30.59
Water/Wastewater Operato	\$26.64	\$27.45	\$28.27	\$29.11	\$29.98	\$30.89	\$31.81	\$32.76	\$33.75	\$34.76
Water/Wastewater Data Ma	\$29.48	\$30.36	\$31.27	\$32.21	\$33.17	\$34.18	\$35.20	\$36.26	\$37.34	\$38.46
Water Plant Manager w/Gr	\$33.17	\$34.16	\$35.19	\$36.25	\$37.33	\$38.46	\$39.61	\$40.79	\$42.02	\$43.28
Water Field Supervisor	\$26.49	\$27.28	\$28.11	\$28.95	\$29.82	\$30.71	\$31.63	\$32.58	\$33.56	\$34.56
Water Supervisor	\$33.59	\$34.59	\$35.64	\$36.70	\$37.80	\$38.94	\$40.10	\$41.31	\$42.55	\$43.82
Wastewater Supervisor	\$32.17	\$33.13	\$34.12	\$35.15	\$36.21	\$37.29	\$38.41	\$39.55	\$40.74	\$41.97

<u>Street</u>	1	2	3	4	5	6	7	8	9	10
Maintenance Worker I	\$21.29	\$21.93	\$22.59	\$23.27	\$23.96	\$24.68	\$25.43	\$26.19	\$26.98	\$27.78
Maintenance Worker II	\$22.44	\$23.11	\$23.81	\$24.52	\$25.25	\$26.01	\$26.80	\$27.60	\$28.43	\$29.28
Street Foreman	\$25.99	\$26.78	\$27.58	\$28.40	\$29.25	\$30.14	\$31.04	\$31.97	\$32.93	\$33.92
Street Supervisor	\$31.45	\$32.40	\$33.37	\$34.37	\$35.40	\$36.47	\$37.56	\$38.68	\$39.85	\$41.04
<u>Parks</u>	1	2	3	4	5	6	7	8	9	10
Park Laborer	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73
Parks & Auditorium Superv	\$28.17	\$29.01	\$29.88	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	\$35.68	\$36.75
<u>Recreation</u>	1	2	3	4	5	6	7	8	9	10
Recreation Coordinator	\$24.62	\$25.36	\$26.13	\$26.91	\$27.71	\$28.54	\$29.40	\$30.29	\$31.19	\$32.12
Recreation Director	\$28.17	\$29.01	\$29.88	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	\$35.68	\$36.75
<u>Police Department</u>	1	2	3	4	5	6	7	8	9	10
Police Clerical	\$15.23	\$15.68	\$16.15	\$16.64	\$17.13	\$17.65	\$18.18	\$18.73	\$19.29	\$19.86
Police Officer Uncertified	\$25.09	\$25.62								
Police Officers	\$27.39	\$28.22	\$29.06	\$29.93	\$30.84	\$31.76	\$32.71	\$33.69	\$34.70	\$35.75
Police Sergeant/FTO	\$31.10	\$32.03	\$33.00	\$33.98	\$35.01	\$36.05	\$37.14	\$38.25	\$39.39	\$40.58
Asst Police Chief	\$33.41	\$34.42	\$35.44	\$36.51	\$37.61	\$38.73	\$39.90	\$41.10	\$42.33	\$43.59
<i>*Uncertified officers will move to step 2 after successful completion of certification through FTO training</i>										
<i>*Upon completion of FTO, officer will move to Step 1 Police Officer</i>										
<u>Part-Time</u>	1	2	3	4	5	6	7	8	9	10
Part-Time Workers	\$16.04	\$16.51	\$17.01	\$17.53	\$18.05	\$18.59	\$19.15	\$19.72	\$20.31	\$20.93
Summer Help	\$11.59	\$11.94	\$12.30	\$12.58	(No more than 4 steps)					
<u>Aquatic Center Staff</u>										
Office/Slide/Concessions	\$11.85									
Lifeguards	\$15.23									
Aquatic Fitness Instructor	\$15.23									
Swim Lesson Instructors	\$17.22									
Assistant Managers	\$18.85									
Manager	\$19.65									
<u>Library Staff</u>										
Director	\$24.87	\$25.62	\$26.38	\$27.17	\$27.98	\$28.83	\$29.69	\$30.58	\$31.51	\$32.45
Children's Librarian	\$19.86	\$20.46	\$21.07	\$21.70	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.91
Assistant II	\$19.86	\$20.46	\$21.07	\$21.70	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.91
Assistant II	\$13.70	\$14.12	\$14.53	\$14.97	\$15.42	\$15.88	\$16.36	\$16.85	\$17.36	\$17.87
Substitute Aide	\$13.70	\$14.12	\$14.53	\$14.97	\$15.42	\$15.88	\$16.36	\$16.85	\$17.36	\$17.87
Janitor	\$500.00 per month - passed by Library Board on 3/6/2023									
Salaried Staff Pay Plan (Annual Rate of Pay)										
<u>Position</u>			Minimum		Mid-Point		Maximum			
City Administrator -			\$50,014		\$61,800		\$72,100			
Clerk/Treasurer			\$76,547		\$89,425		\$103,328			
Police Chief			\$67,193		\$82,750		\$99,300			