

ORDINANCE NUMBER 26-31

An ordinance to establish salaries and compensation for various City and Board of Public Works union employees; to repeal conflicting ordinance; and to provide for publication in electronic form and an effective date of this ordinance.

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

SECTION 1. That the following schedule be and hereby is adopted as the salary schedule for union employees of the City of Beatrice, Nebraska to be effective as of October 1, 2026:

Union Position	Grade	Min
Facility Maintenance Worker	46	16.71
Administrative Assistant	50	18.44
Ambulance Billing Clerk	50	18.44
Utility Billing Clerk	50	18.44
Victim Assistance Coordinator	51	18.90
Accounting Clerk	52	19.37
Code Compliance Officer	52	19.37
Sanitation Dispatcher	52	19.37
Maintenance Worker	53	19.86
Parks Maintenance Worker	55	20.86
Accounting Assistant I	56	21.39
Facilities Maintenance Mechanic	56	21.39
Landfill Operator	56	21.39
Equipment Operator	56	21.39
Police Information & Systems Coordinator	56	21.39
Storekeeper	59	23.03
Utility Serviceman	59	23.03
Utility Maintenance Worker	59	23.03
Wastewater Plant Operator	59	23.03
Engineering Technician	61	24.20
Landfill Supervisor	61	24.20
Maintenance Mechanic/Pump Operator	62	24.80
Building Inspector/Code Enforcement Officer	64	26.06
Lead Wastewater Plant Operator	64	26.06
Surveyor/Engineering Tech	64	26.06
Lead Equipment Operator	64	26.06

Senior Utility Maintenance Worker	64	26.06
Apprentice Lineman	65	26.71
Water Quality Technician	66	27.38
Street Working Foreman	67	28.06
Water Working Foreman	67	28.06
Wastewater Chief Plant Operator	67	28.06
Electronics Technician	69	29.48
Journeyman Lineman	73	32.54
Electric Distribution Foreman	76	35.04
Electric Substation/Transmission Foreman	76	35.04
Electrical Engineer	81	39.65

		A	B	C	D	E	F	G	H
Firefighter EMT*	59	16.90	17.77	18.64	19.57	20.57	21.59	22.67	23.80
Firefighter Paramedic*	59	20.50	21.33	22.16	23.05	24.01	24.99	26.02	27.10
*hourly rate based on 2,920 hours									

		A	B	C	D	E	F	G	H
Public Safety Dispatcher	5	22.65	23.97	25.29	26.61	27.93	29.26	30.57	31.90
Police Officer	16	29.05	31.22	33.38	35.54	37.70	39.87	42.04	44.20
Police Sergeant	21	37.59	38.97	40.40	41.93	43.51	45.17	46.88	48.64

SECTION 2. That the pay grades mentioned in Section 1 above shall be in accordance with the applicable Union Contract.

SECTION 3. An employee shall receive additional pay for such items including but not limited to, night shift differential, out-of-rank, training officer, and longevity pursuant to the applicable Union Contract.

SECTION 4. That all City of Beatrice and Board of Public Works employees shall be eligible for Long Term Disability insurance coverage pursuant to the applicable Union Contract. Employees wages shall be increased by an amount equal to the premiums for said insurance. Employees shall have said insurance premiums deducted from their wages.

SECTION 5. That the Mayor and City Administrator may alter an employee's wage, who is covered by this ordinance, during the course of the year for such things as, including but not

limited to, completion of probation, job reclassifications, performance evaluations, certifications, or trainings, in accordance with the applicable union contract and pay scale for the employee.

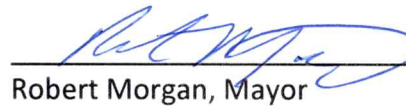
SECTION 6. That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 7. That this ordinance shall be in full force and effect from and after its passage, approval and publication in pamphlet form as provided by law.

PASSED AND APPROVED this 21st day of September, 2026.

Attest:


Erin Saathoff, MMC, City Clerk


Robert Morgan, Mayor

