

ORDINANCE NUMBER 26-32

An ordinance to establish salaries and compensation for various City and Board of Public Works non-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 non-union employees of the City of Beatrice, Nebraska to be effective as of October 1, 2026:

Non-Union Position	Min
Sanitation Laborer	17.64
Sanitation Collection Driver	19.95
Airport Maintenance Technician	21.49
Library Assistant	21.49
Mechanic	21.49
Community Relations Coordinator	22.03
Fire Captain*	23.75
Sanitation Working Foreman	24.32
Youth Services Librarian	24.32
Technology & Information Services Librarian	24.32
Librarian	24.92
Utility Billing Supervisor	26.97
Airport Operations/Maintenance Superintendent	30.52
Deputy Fire Chief	31.12
Business Systems Analyst	32.70
GIS Coordinator	32.70
Infrastructure Support Analyst	32.70
Information System Programmer/Analyst	32.70
Police Lieutenant	38.84
Police Captain	39.62
911 Director	39.84

* Based on 2920 hours

Appointed Non-Union Positions	31.13
Airport Manager, Chief of Police, City Administrator, City Attorney, City Clerk, City Engineer, City Treasurer, Community Development Director, Electric Superintendent, Finance Director, Fire Chief, General Manager, Information Technology Director, Landfill Superintendent, Library Director, Public Properties Director, Sanitation Superintendent, Street Superintendent, Wastewater Superintendent, and Water Superintendent	

SECTION 2. 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 Handbook for Non-Union Employees.

SECTION 3. That all City of Beatrice and Board of Public Works employees shall be eligible for Long Term Disability insurance coverage pursuant to the Handbook for Non-Union Employees. 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.

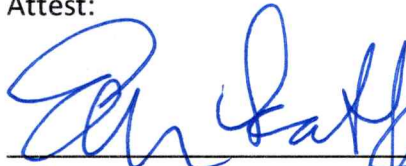
SECTION 4. That the Mayor and City Administrator may alter an employee's wage, who is covered by this ordinance, during the course of the year for such things as, including but not limited to, completion of probation, job reclassifications, performance evaluations, certifications, or trainings, in accordance with the Handbook for Non-Union Employees and pay scale for the employee. The Mayor shall not reduce the wage of any employee covered by this ordinance without approval by a majority of the City Council.

SECTION 5. That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

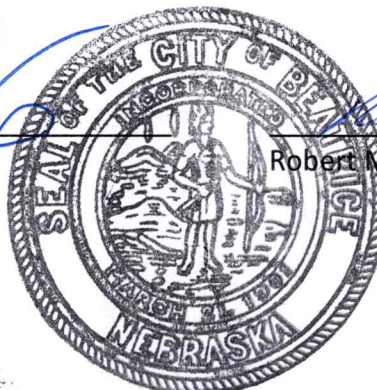
SECTION 6. That this ordinance shall be in full force and effect from and after its passage, approval and publication in pamphlet form as provided by law.

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

Attest:



Erin Saathoff, MMC, City Clerk


Robert Morgan, Mayor