

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF PONCA, NEBRASKA, ESTABLISHING COMPENSATION AND BENEFITS OF OFFICERS AND EMPLOYEES OF THE CITY; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING AND EFFECTIVE DATE.

WHEREAS Neb. Rev. Stat § 17-108, as amended, provides officers and employees of a city of the second class shall receive such compensation as the Mayor and City Council shall fix by ordinance; and

WHEREAS there have been changes in personnel and duties of personnel subsequent to the passage of Ordinance No. 465;

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PONCA, NEBRASKA:

SECTION 1. The maximum rate of compensation for officers and employees of the City of Ponca, Nebraska, commencing June 24, 2024, shall be as follows:

MAYOR	\$300.00 per month
COUNCIL	\$100.00 per month
ADMINISTRATOR/STREET COMMISSIONER	\$2040 biweekly
CLERK/FINANCE DIRECTOR	\$1650.00 biweekly
WATER/SEWER COMMISSIONER	\$20.25 per hour
UTILITY SUPERINTENDENT	\$180.00 biweekly stipend (\$90 sewer; \$90 water)
POLICE CHIEF (no overtime)	\$2190 biweekly
POLICE OFFICER	\$17.50-\$20.00 per hour
BILLING CLERK/CITY ADMINISTRATOR ASSISTANT	\$1240.00 biweekly
PART-TIME EMPLOYEES	\$10.50-16.50 per hour
LIBRARY DIRECTOR	\$16.50 per hour
LIBRARIAN	\$14.50 per hour

Each full-time police officer is to be paid time and a half (up to 8 hours) and an extra day's wages for each paid holiday (up to 8 hours), if that holiday is worked.

SECTION 2. The employee benefits and employment policies shall be as follows:

HOLIDAYS: Each regular full-time employee shall have the following paid holidays: NEW YEAR'S DAY, PRESIDENTS DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, COLUMBUS DAY, VETERAN'S DAY, THANKSGIVING DAY, THANKSGIVING FRIDAY, CHRISTMAS DAY.

VACATIONS: After one year of continuous employment, each regular full-time employee is entitled to six days (48 hours) of vacation pay; after two or more years of continuous

employment, each full-time employee is entitled to 11 days (88 hours) of vacation with pay; after six years of continuous employment, each full-time employee is entitled to 12 days (96 hours) of vacation with pay; after seven years of continuous employment, each full-time employee is entitled to 13 days (104 hours) of vacation with pay; after eight years of continuous employment, each full-time employee is entitled to 14 days (112 hours) of vacation with pay; after nine years of continuous employment, each full-time employee is entitled to 15 days (120 hours) of vacation with pay; after ten years of continuous employment, each full-time employee is entitled to 16 days (128 hours) of vacation with pay. Once full-time employee has reached 15 years or more of continuous employment, they shall receive 20 days (160 hours) of vacation with pay. All vacation time will be computed from the anniversary date of the employment date. Each full-time police officer shall receive an extra 2 days of paid vacation if two Holidays or more are worked.

LIFE INSURANCE: Each regular full-time employee will be entitled to \$10,000 life insurance coverage. The City shall pay the premiums.

HEALTH INSURANCE: Each regular full-time employee, after 60 days of employment to the first day of the next month, will be entitled to full family health insurance coverage, with premiums to be paid by the City. The employee may decline the health insurance coverage and must sign a waiver stating that he or she is covered by other health insurance.

SICK LEAVE: Each regular full-time employee shall earn one day (8 hours) of sick leave each month, with a maximum accumulation of sixty days (480 hours). Sick leave for new employees shall not begin to accumulate until 60 days of employment.

INVESTMENT: Each regular full-time employee will have an additional 4% of his or her base wage to use as a cash wage or to invest in plan offered by Nationwide Retirement Solutions.

MISCELLANEOUS: The Mayor and Council members shall attend up to 6 special meetings per year, with no additional compensation to be paid. Thereafter, they shall be compensated at the rate of \$10.00 per special meeting attended.

SECTION 3. All ordinances and sections thereof in conflict herewith are hereby repealed.

SECTION 4. This Ordinance shall be in full force and take effect from and after its passage, approval, and publication or posting according to law.

Passed and approved this _____ day of _____, 2024.

CITY OF PONCA, NEBRASKA,

DJ Smith, Mayor

ATTEST:

Jaime Schweers, City Clerk-Finance Director