ORDINANCE NO. 2283

AN ORDINANCE OF THE CITY OF CRETE, NEBRASKA SETTING THE WAGES AND SALARIES OF CITY OFFICERS AND NON-BARGAINING UNIT EMPLOYEES OF THE CITY OF CRETE FOR FISCAL YEAR 2026-2027.

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

Section l. That the wages and salaries of non-bargaining unit officers and employees of the City shall be no more than the amounts set forth for each job position/classification in **Exhibit A**, which is attached hereto and incorporated herein as though set out in full, and that all wages and salaries shall be payable in a manner set by the Mayor and City Council.

Section 2. That all non-bargaining unit officers and employees that receive an hourly wage and are currently earning more than allowed under the maximum amount for their job position/classification shall continue to be paid at the hourly rate received as of the date of passage of this ordinance until further action of the City Council.

Section 3. That, where a wage or salary range is provided for in **Exhibit A** or where the job position/classification has wage or salary steps, the wage or salary paid to each individual city officer or non-bargaining unit employee shall be established by the Mayor after due consideration of the recommendations of the City Administrator, department heads, and the guidelines contained in the Personnel Rules and Regulations.

Section 4. That all eligible, non-bargaining unit officers' or employees' wages or salaries, with the exception of elected officials and part-time non-bargaining unit employees, shall also include an additional nine percent (9%) for payment into the officers' or employees' pension plan.

Section 5. That a pension match increase of one percent (1%) may be awarded to each job position/classification and, if so, shall be included in the wage and salary steps set forth in **Exhibit A**.

Section 6. That wage or salary bonuses, as provided for in the Personnel Rules and Regulations, may be awarded to each city officer or non-bargaining unit employee based upon performance or other criteria, which would be in addition to any amounts set in this ordinance or that may have been implemented by the Mayor.

Section 7. That all ordinances or parts of ordinances in conflict herewith shall be repealed and that any partial repeal shall not affect the other parts of ordinances that can be given effect without the repealed parts.

Section 8. That if any section, part, or provision of this ordinance is for any reason held invalid, the invalidity thereof shall not affect the validity of any other section, part, or provision of this ordinance.

Section 9. That this ordinance shall be published in a newspaper of general circulation or in pamphlet or book form and shall take effect and be in full force and effect from and after October 1, 2026.

PASSED AND ENACTED the 6th day of October 2026.

Mayor

ATTEST:

Seal

City Clerk