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The Christmas City
Minden NEBRASKA

RESOLUTION NO. 1755

Whereas, Section 6.01 of the City of Minden Personnel Manual details Classification pay plan; and,

Whereas, the City Council of the City of Minden is desirous of making certain changes to said section;

Now Therefore Be It Resolved, by the City Council of the City of Minden, Kearney County, Nebraska, that Section 6.01 of the City of Minden Personnel Manual be amended to read as follow, to wit:

Regular employees of the City of Minden are assigned to positions whose titles and rates of pay have been established by the classification and pay plan adopted by the City Council. The basic principle of this plan is that employees should receive equal pay for equal work. Thus employees performing work of the same degree of complexity and responsibility should be within the same pay grade though not necessarily at the same pay step.

There are written definitions setting out the duties and responsibilities for each job classification. Each classification is in turn assigned to a pay grade. The grades are numbered from the lowest to the highest. The body of classifications and grades constitutes the City's classification plan.

Each position within the classification plan has been evaluated according to the type of work performed and the degree of responsibility. Periodic wage surveys are made to ensure that the City of Minden's pay policies are fair and competitive with similar positions in comparable cities and in private industry.

The pay plan as adopted consists of a given number of pay grades, each of which has a range of pay. The range of pay for full-time employees consists of nine (9) steps.

Employees can normally expect to advance through the steps on a regular schedule of pay increases. This is not guaranteed and is contingent on a satisfactory or better performance of duty, the approval of the Department Head and City Administrator, and the availability of funds.

Employees are usually hired at Step 1 of the pay grade and will be reviewed annually and will be eligible for a merit increase. Employees, after reaching Step 2, remain in each succeeding step one (1) year until they reach the top of the pay grade.

Dated this 6th day of March, 2023.

/s/ Larry Evans
Larry Evans, Mayor

ATTEST:

/s/ Abbey Jordan
Abbey Jordan, City Clerk