

CITY OF LA VISTA
MAYOR AND CITY COUNCIL REPORT
NOVEMBER 18, 2025 AGENDA

Subject:	Type:	Submitted By:
AMEND COMPENSATION ORDINANCE	RESOLUTION ◆ ORDINANCE RECEIVE/FILE	WENDY LOWERY HUMAN RESOURCES DIRECTOR

SYNOPSIS

An ordinance has been prepared to amend the compensation ordinance to reflect the addition of the Deputy Chief of Police.

FISCAL IMPACT

None.

RECOMMENDATION

Approval.

BACKGROUND

The addition of the Deputy Chief of Police position was budgeted and approved for the current year. This role will be an internal promotion with no additions to staffing numbers.

ORDINANCE NO. 4556

AN ORDINANCE TO FIX THE COMPENSATION OF OFFICERS AND EMPLOYEES OF THE CITY OF LA VISTA; TO PROVIDE FOR THE REPEAL OF ALL PRIOR ORDINANCES IN CONFLICT HEREWITH; ORDERING THE PUBLICATION OF THE ORDINANCE IN PAMPHLET FORM; AND TO PROVIDE THE EFFECTIVE DATE HEREOF.

BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, SARPY COUNTY, NEBRASKA:

Section 1. City Council. The compensation of members of the City Council shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be, and the same hereby is, fixed at the sum of \$11,231 per year for each of the members of the City Council.

Section 2. Mayor. The compensation of the Mayor shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be, and the same hereby is, fixed at the sum of \$20,464 per year.

Section 3. City Administrator. The compensation of the City Administrator shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be established by contractual agreement or, if an employee holding a lower position is appointed City Administrator without an agreement, the employee's compensation while serving as City Administrator shall be five percent more than the employee's compensation before appointment.

Section 4. Management Exempt Employees. The management exempt employees hereafter named shall, in addition to such vehicle and other allowances as may from time to time be fixed by Resolution of the City Council, receive annualized salaries fixed in accordance with the schedules, set forth in Section 16 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by resolution establish. Management Exempt Employees are considered to be salaried employees and shall not be eligible for overtime pay, holiday pay, or other special pay as provided in section 11.

Section 5. Salaried Exempt Employees. The monthly salary compensation rates of the salaried exempt employees of the City of La Vista shall be, and the same hereby are, fixed in accordance with the schedules set forth in Section 16 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by resolution establish. Salaried Exempt Employees are considered to be salaried employees and shall not be eligible for overtime pay, holiday pay, or other special pay as provided in section 11.

Section 6. Hourly Non-Exempt Employees. The hourly compensation rates of the hourly (non-exempt) employees of the City of La Vista shall be, and the same hereby are, fixed in accordance with the schedules set forth in Section 16 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by Resolution establish.

Section 7. Pay for Performance. Employees not covered by a collective bargaining agreement or express employment contract shall be subject to the City's Pay for Performance (PFP) compensation system as outlined in Council Policy Statement. PFP salary ranges are set forth in Section 16 of this Ordinance. For Fiscal year 2026 the range for salary increases will be 0-7% in accordance with the adopted pay matrix.

Section 8. Legal Counsel. Compensation of the legal counsel other than special City Prosecutor for the City shall be, and the per diem rates respecting same shall be, at 90% of the standard hourly rate the firm may from time to time charge. Compensation for Special City prosecution shall be as agreed upon at the time of specific employment.

Section 9. Health, Dental Life and Long-Term Disability Insurance. Subject to the terms, conditions and eligibility requirements of the applicable insurance plan documents and policies, regular full-time employees of the City of La Vista and their families shall be entitled to be enrolled in the group life, health, and dental insurance program maintained by the City. Regular full-time employees shall also be entitled to be enrolled in the long-term disability insurance program maintained by the City.

Unless otherwise provided by collective bargaining agreement, or other applicable agreement, the City's employer share shall be ninety (90) percent of the amount of the actual premium and the employee shall pay the ten percent (10%) balance of the actual premium via payroll deduction for employees enrolled in single coverage. The City's employer share shall be eighty percent (80%) of the amount of the actual premium and the employee shall pay the twenty percent (20%) balance of the actual premium via payroll deduction for any employee enrolled in a level of coverage other than single. Those employees electing not to participate in these programs will receive no other form of compensation in lieu of this benefit.

Section 10. Establishment of Shifts. The City may establish duty shifts of such length, and to have such beginning and ending times, and to have such meal and break times, as it may deem appropriate or necessary, respecting employees of the City.

Section 11. Special Provisions.

- A. Employees covered by the "Agreement Between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista, Nebraska, covering the period from October 1, 2023 through September 30, 2026," shall receive compensation and benefits and enjoy working conditions, as described, provided and limited by such Agreement. The terms of such Agreement shall supersede any provisions of this Ordinance inconsistent therewith and be deemed incorporated herein by this reference.
- B. Call-out pay and overtime pay shall be compensated as set forth in the City Employee Handbook for all full-time employees not covered by the Agreement between the La Vista Fraternal Order of Police Lodge No. 28.
- C. Public Works Employees who are required to wear protective footwear may submit to the City for reimbursement for the cost of work boots in an amount not to exceed \$225.
- D. Public Works Employees may submit to the City for reimbursement for the difference in cost between a Nebraska Driver's License and a "CDL" driver's license within 30 days of obtaining a CDL license when a CDL license is required as a part of the covered employee's job description.
- E. Public Works Employees shall be provided by the City five safety work shirts in each fiscal year at no cost to the employee.
- F. Employees not covered by the "Agreement Between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista" and who are otherwise eligible, shall be paid overtime at the rate of one and one-half times the employee's hourly rate for all hours worked that encompass the annual La Vista celebration outside of their normally scheduled workday. Overtime earned will not be offset by any holiday that falls during the above referenced pay periods.
- G. An increase of the fixed dollar amount specified in Section 1 above shall take effect with respect to all members of the City Council on and after the first day of the first full term of office of any member of the City Council that begins after the Ordinance making the increase is effective. An increase of the fixed dollar amount specified in Section 2 above shall take effect on and after the first day of the first full term of office of Mayor that begins after the Ordinance making the increase is effective.

Section 12. Pay Periods. All employees of the City of La Vista shall be paid on a bi-weekly basis. The pay period will commence at 12:01 a.m. Sunday and will conclude at 11:59 p.m. on the second succeeding Saturday. On the Friday following the conclusion of the pay period, all employees shall be paid for all compensated time that they have been accredited with during the pay period just concluded.

Section 13. Public Works Lunch and Clean-up Times. Lunch period for employees of the Public Works Department shall be one half hour (30 minutes) in duration. Public Works employees shall be granted a 5 minute clean-up period prior to start of lunch period, and shall be granted an additional 5 minute clean-up period prior to the end of the work day.

Section 14. Sick Leave and Personal Leave. Sick leave and personal leave will be awarded and administered in conjunction with the provisions set forth in the personnel manual and the Agreement between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista, as applicable to the employee in question.

Section 15. Vacation Leave. Vacation leave will be awarded and administered in conjunction with the provisions set forth in the personnel manual and the Agreement between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista, as applicable to the employee in question.

Section 16. Wage Tables

Pay Grade	Title	SALARY RANGE		
		Minimum	MidPoint	Maximum
A				
B		\$16.21	\$18.65	\$21.07
		\$33,715.86	\$38,782.74	\$43,828.51
	Recreation Attendant			
	Circulation Assistant			
	Lifeguard			
C		\$17.36	\$19.95	\$22.56
		\$36,101.52	\$41,506.19	\$46,931.98
	Assistant Pool Manager			
D		\$19.78	\$22.75	\$25.72
		\$41,147.29	\$47,311.99	\$53,497.81
	Administrative Assistant			
	Circulation Specialist			
	Custodian			
	Driver I			
	Laborer (Seasonal)			
	Pool Manager			
	Shop Assistant			
E		\$21.36	\$24.56	\$27.76
		\$44,419.65	\$51,091.04	\$57,741.32
	Administrative Specialist			
	Police Records Specialist			
	Driver II			
	Permit Technician			
F		\$23.07	\$26.53	\$29.99
		\$47,987.58	\$55,186.77	\$62,385.96
	Account Specialist			
	Assistant Events Coordinator			
	Evidence Technician			
	GED Instructor			
	Maintenance Worker I			
	Office Coordinator			
G		\$24.92	\$28.65	\$32.40
		\$51,829.96	\$59,599.18	\$67,389.50
	Landscape Gardener			
	Maintenance Worker II			
H		\$26.91	\$30.95	\$34.98
		\$55,967.91	\$64,370.49	\$72,751.95
	Executive Assistant			
	Maintenance Worker III			
	Mechanic			
I		\$29.06	\$33.42	\$37.78
		\$60,443.66	\$69,521.82	\$78,578.86
	Crime Analyst			
	Assistant Planner			
	Building Inspector I			
	Building Maintenance Technician			
	Code Enforcement Officer			
	Librarian I			
	Signal Technician			

J		\$31.38	\$36.09	\$40.80
		\$65,278.30	\$75,074.27	\$84,870.24
	Grant Writer/Purchasing Specialist			
	Accountant			
	Administrative Services Manager			
	Deputy City Clerk			
	Engineer Assistant			
	IT Police/Radio Technology Specialist			
	Librarian II			
	Public Works Supervisor			
K		\$33.89	\$38.98	\$44.06
		\$70,492.97	\$81,070.08	\$91,647.19
	Building Inspector II			
	Planner			
	Recreation Manager			
	Senior Human Resources Generalist			
	Turf Supervisor			
L		\$36.60	\$42.09	\$47.58
		\$76,129.87	\$87,551.46	\$98,973.06
	Civil Engineer			
	Communications and Marketing Specialist			
	Events Coordinator			
	Senior Accountant			
M		\$39.53	\$45.46	\$51.40
		\$82,231.24	\$94,560.65	\$106,911.17
	Assistant Recreation Director			
	Deputy Library Director			
	Public Works Superintendent			
	Senior Planner			
N		\$42.69	\$49.10	\$55.50
		\$88,797.07	\$102,118.74	\$115,440.42
	Assistant to the City Administrator			
	Chief Building Official			
	Communications and Marketing Manager			
	Information Technology Manager			
O		\$46.11	\$53.02	\$59.95
		\$95,911.82	\$110,289.09	\$124,687.47
	Deputy Community Development Director			
	Deputy Finance Director			
P		\$49.80	\$57.27	\$64.74
		\$103,575.47	\$119,113.90	\$134,652.34
Q		\$54.78	\$62.99	\$71.21
		\$113,941.46	\$131,021.07	\$148,121.79
	Deputy Director of Public Works			
	Police Captain			
R		\$60.26	\$69.29	\$78.34
		\$125,341.94	\$144,131.62	\$162,942.42
	City Engineer			
	<u>Deputy Chief of Police</u>			

DEPARTMENT HEAD/ADMINISTRATION SERVICE

QQ		\$52.50	\$62.99	\$73.50
		\$109,191.26	\$131,021.07	\$152,871.99
	City Clerk			
	Library Director			
	Recreation Director			
RR		\$57.74	\$69.29	\$80.84
		\$120,106.17	\$144,131.62	\$168,157.08
	Community Development Director			
	Finance Director			
	Human Resources Director			

SS		\$63.52	\$76.23	\$88.92
		\$132,118.90	\$158,551.12	\$184,962.23
	Asst City Admin/Managing Director of Community Services			
	Managing Director of Administrative Services			
	Managing Director of Public Safety/Police Chief			
	Managing Director of Public Works			
TT		\$69.87	\$83.85	\$97.83
		\$145,335.01	\$174,406.23	\$203,477.46

Table 400						
FOP Collective Bargaining						
Hourly Non-Exempt						
Rate	A	B	C	D	E	F
Hourly				\$51.29	\$53.42	\$56.82
426 Pay Grade						
Hourly	\$ 35.41	\$ 37.80	\$ 41.56	\$ 43.98	\$ 48.01	\$ 50.49
423 Pay Grade						

SDLEA			
Rate	Min	Mid	Max
Director of Training			
Hourly	\$ 35.15	\$ 42.19	\$ 49.25
Annually	\$ 73,114.51	\$ 87,772.13	\$ 102,428.73
Police Training Instructor			
Hourly	\$ 27.60	\$ 34.74	\$ 41.88
Annually	\$ 57,403.33	\$ 72,265.97	\$ 87,108.32

Section 21. Repeal of Ordinance No. 1546-1556 Ordinance No.15461556 originally passed and approved on the 1st2nd day of April-September 2025 is hereby repealed.

Section 22. Effective Date. This Ordinance shall take effect after approval and publication as provided by law.

Section 23. This Ordinance shall be published in pamphlet form and take effect as provided by law.

PASSED AND APPROVED THIS 2ND18TH DAY OF SEPTEMBER NOVEMBER 2025.

CITY OF LA VISTA

Douglas Kindig, Mayor

ATTEST:

Rachel D. Carl, CMC
City Clerk

ORDINANCE NO. _____

AN ORDINANCE TO FIX THE COMPENSATION OF OFFICERS AND EMPLOYEES OF THE CITY OF LA VISTA; TO PROVIDE FOR THE REPEAL OF ALL PRIOR ORDINANCES IN CONFLICT HEREWITH; ORDERING THE PUBLICATION OF THE ORDINANCE IN PAMPHLET FORM; AND TO PROVIDE THE EFFECTIVE DATE HEREOF.

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Section 3. City Administrator. The compensation of the City Administrator shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be established by contractual agreement or, if an employee holding a lower position is appointed City Administrator without an agreement, the employee's compensation while serving as City Administrator shall be five percent more than the employee's compensation before appointment.

Section 4. Management Exempt Employees. The management exempt employees hereafter named shall, in addition to such vehicle and other allowances as may from time to time be fixed by Resolution of the City Council, receive annualized salaries fixed in accordance with the schedules, set forth in Section 16 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by resolution establish. Management Exempt Employees are considered to be salaried employees and shall not be eligible for overtime pay, holiday pay, or other special pay as provided in section 11.

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	Assistant Events Coordinator			
	Evidence Technician			
	GED Instructor			
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	Office Coordinator			
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	Assistant Planner			
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	Librarian I			
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	Engineer Assistant			
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	Librarian II			
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		\$113,941.46	\$131,021.07	\$148,121.79
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DEPARTMENT HEAD/ADMINISTRATION SERVICE				
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	Recreation Director			
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	Finance Director			
	Human Resources Director			

SS		\$63.52	\$76.23	\$88.92
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Table 400						
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Rate	A	B	C	D	E	F
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426 Pay Grade						
Hourly	\$ 35.41	\$ 37.80	\$ 41.56	\$ 43.98	\$ 48.01	\$ 50.49
423 Pay Grade						

SDLEA			
Rate	Min	Mid	Max
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Hourly	\$ 35.15	\$ 42.19	\$ 49.25
Annually	\$ 73,114.51	\$ 87,772.13	\$ 102,428.73
Police Training Instructor			
Hourly	\$ 27.60	\$ 34.74	\$ 41.88
Annually	\$ 57,403.33	\$ 72,265.97	\$ 87,108.32

Section 21. Repeal of Ordinance No. 1556 Ordinance No.1556 originally passed and approved on the 2nd day of September 2025 is hereby repealed.

Section 22. Effective Date. This Ordinance shall take effect after approval and publication as provided by law.

Section 23. This Ordinance shall be published in pamphlet form and take effect as provided by law.

PASSED AND APPROVED THIS 18TH DAY NOVEMBER 2025.

CITY OF LA VISTA

ATTEST:

Douglas Kindig, Mayor

Rachel D. Carl, CMC
City Clerk