

ORDINANCE NO. 2402

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA TO ADOPT A PAY SCHEDULE SETTING FORTH PAY GRADES AND STEPS FOR CITY EMPLOYEES TO BE EFFECTIVE SEPTEMBER 22, 2025; TO REPEAL ALL ORDINANCES IN CONFLICT HEREWITH; AND TO PROVIDE FOR AN EFFECTIVE DATE FOR THIS ORDINANCE.

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

Section 1. The pay schedules for City of York employees for the 2025-2026 fiscal year effective September 22, 2025 attached hereto are hereby adopted.

Section 2. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

Section 3. This ordinance take effect and be in full force and effect from and after its passage, approval, and publication as provided by law.

PASSED AND APPROVED by the York City Council this 4th day of September, 2025.



Barry Redfern, Mayor

ATTEST:



Amanda Ring, City Clerk



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CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
30.0	M	2622.86	2754.00	2891.71	3036.29	3188.10	3347.51	3514.89
	A	31,474	33,048	34,700	36,435	38,257	40,170	42,179
	H	15.132	15.888	16.683	17.517	18.393	19.313	20.278
	B	1210.55	1271.08	1334.63	1401.36	1471.43	1545.00	1622.25
30.5	M	2688.43	2822.85	2964.00	3112.20	3267.81	3431.20	3602.76
	A	32,261	33,874	35,568	37,346	39,214	41,174	43,233
	H	15.510	16.286	17.100	17.955	18.853	19.795	20.785
	B	1240.82	1302.86	1368.00	1436.40	1508.22	1583.63	1662.81
31.0	M	2754.00	2891.71	3036.29	3188.10	3347.51	3514.89	3690.63
	A	33,048	34,700	36,435	38,257	40,170	42,179	44,288
	H	15.888	16.683	17.517	18.393	19.313	20.278	21.292
	B	1271.08	1334.63	1401.36	1471.43	1545.00	1622.25	1703.37
31.5	M	2822.85	2964.00	3112.20	3267.81	3431.20	3602.76	3782.90
	A	33,874	35,568	37,346	39,214	41,174	43,233	45,395
	H	16.286	17.100	17.955	18.853	19.795	20.785	21.824
	B	1302.86	1368.00	1436.40	1508.22	1583.63	1662.81	1745.95
32.0	M	2891.71	3036.29	3188.10	3347.51	3514.89	3690.63	3875.16
	A	34,700	36,435	38,257	40,170	42,179	44,288	46,502
	H	16.683	17.517	18.393	19.313	20.278	21.292	22.357
	B	1334.63	1401.36	1471.43	1545.00	1622.25	1703.37	1788.54
32.5	M	2964.00	3112.20	3267.81	3431.20	3602.76	3782.90	3972.04
	A	35,568	37,346	39,214	41,174	43,233	45,395	47,664
	H	17.100	17.955	18.853	19.795	20.785	21.824	22.916
	B	1368.00	1436.40	1508.22	1583.63	1662.81	1745.95	1833.25
33.0	M	3036.29	3188.10	3347.51	3514.89	3690.63	3875.16	4068.92
	A	36,435	38,257	40,170	42,179	44,288	46,502	48,827
	H	17.517	18.393	19.313	20.278	21.292	22.357	23.475
	B	1401.36	1471.43	1545.00	1622.25	1703.37	1788.54	1877.96
33.5	M	3112.20	3267.81	3431.20	3602.76	3782.90	3972.04	4170.64
	A	37,346	39,214	41,174	43,233	45,395	47,664	50,048
	H	17.955	18.853	19.795	20.785	21.824	22.916	24.061
	B	1436.40	1508.22	1583.63	1662.81	1745.95	1833.25	1924.91
34.0	M	3188.10	3347.51	3514.89	3690.63	3875.16	4068.92	4272.37
	A	38,257	40,170	42,179	44,288	46,502	48,827	51,268
	H	18.393	19.313	20.278	21.292	22.357	23.475	24.648
	B	1471.43	1545.00	1622.25	1703.37	1788.54	1877.96	1971.86
34.5	M	3267.81	3431.20	3602.76	3782.90	3972.04	4170.64	4379.17
	A	39,214	41,174	43,233	45,395	47,664	50,048	52,550
	H	18.853	19.795	20.785	21.824	22.916	24.061	25.264
	B	1508.22	1583.63	1662.81	1745.95	1833.25	1924.91	2021.16

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
35.0	M	3347.51	3514.89	3690.63	3875.16	4068.92	4272.37	4485.98
	A	40,170	42,179	44,288	46,502	48,827	51,268	53,832
	H	19.313	20.278	21.292	22.357	23.475	24.648	25.881
	B	1545.00	1622.25	1703.37	1788.54	1877.96	1971.86	2070.45
35.5	M	3431.20	3602.76	3782.90	3972.04	4170.64	4379.17	4598.13
	A	41,174	43,233	45,395	47,664	50,048	52,550	55,178
	H	19.795	20.785	21.824	22.916	24.061	25.264	26.528
	B	1583.63	1662.81	1745.95	1833.25	1924.91	2021.16	2122.22
36.0	M	3514.89	3690.63	3875.16	4068.92	4272.37	4485.98	4710.28
	A	42,179	44,288	46,502	48,827	51,268	53,832	56,523
	H	20.278	21.292	22.357	23.475	24.648	25.881	27.175
	B	1622.25	1703.37	1788.54	1877.96	1971.86	2070.45	2173.98
36.5	M	3602.76	3782.90	3972.04	4170.64	4379.17	4598.13	4828.04
	A	43,233	45,395	47,664	50,048	52,550	55,178	57,936
	H	20.785	21.824	22.916	24.061	25.264	26.528	27.854
	B	1662.81	1745.95	1833.25	1924.91	2021.16	2122.22	2228.33
37.0	M	3690.63	3875.16	4068.92	4272.37	4485.98	4710.28	4945.80
	A	44,288	46,502	48,827	51,268	53,832	56,523	59,350
	H	21.292	22.357	23.475	24.648	25.881	27.175	28.533
	B	1703.37	1788.54	1877.96	1971.86	2070.45	2173.98	2282.68
37.5	M	3782.90	3972.04	4170.64	4379.17	4598.13	4828.04	5069.44
	A	45,395	47,664	50,048	52,550	55,178	57,936	60,833
	H	21.824	22.916	24.061	25.264	26.528	27.854	29.247
	B	1745.95	1833.25	1924.91	2021.16	2122.22	2228.33	2339.74
38.0	M	3875.16	4068.92	4272.37	4485.98	4710.28	4945.80	5193.09
	A	46,502	48,827	51,268	53,832	56,523	59,350	62,317
	H	22.357	23.475	24.648	25.881	27.175	28.533	29.960
	B	1788.54	1877.96	1971.86	2070.45	2173.98	2282.68	2396.81
38.5	M	3972.04	4170.64	4379.17	4598.13	4828.04	5069.44	5322.91
	A	47,664	50,048	52,550	55,178	57,936	60,833	63,875
	H	22.916	24.061	25.264	26.528	27.854	29.247	30.709
	B	1833.25	1924.91	2021.16	2122.22	2228.33	2339.74	2456.73
39.0	M	4068.92	4272.37	4485.98	4710.28	4945.80	5193.09	5452.74
	A	48,827	51,268	53,832	56,523	59,350	62,317	65,433
	H	23.475	24.648	25.881	27.175	28.533	29.960	31.458
	B	1877.96	1971.86	2070.45	2173.98	2282.68	2396.81	2516.65
39.5	M	4170.64	4379.17	4598.13	4828.04	5069.44	5322.91	5589.06
	A	50,048	52,550	55,178	57,936	60,833	63,875	67,069
	H	24.061	25.264	26.528	27.854	29.247	30.709	32.245
	B	1924.91	2021.16	2122.22	2228.33	2339.74	2456.73	2579.57

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
40.0	M	4272.37	4485.98	4710.28	4945.80	5193.09	5452.74	5725.38
	A	51,268	53,832	56,523	59,350	62,317	65,433	68,705
	H	24.648	25.881	27.175	28.533	29.960	31.458	33.031
	B	1971.86	2070.45	2173.98	2282.68	2396.81	2516.65	2642.48
40.5	M	4379.17	4598.13	4828.04	5069.44	5322.91	5589.06	5868.51
	A	52,550	55,178	57,936	60,833	63,875	67,069	70,422
	H	25.264	26.528	27.854	29.247	30.709	32.245	33.857
	B	2021.16	2122.22	2228.33	2339.74	2456.73	2579.57	2708.54
41.0	M	4485.98	4710.28	4945.80	5193.09	5452.74	5725.38	6011.65
	A	53,832	56,523	59,350	62,317	65,433	68,705	72,140
	H	25.881	27.175	28.533	29.960	31.458	33.031	34.683
	B	2070.45	2173.98	2282.68	2396.81	2516.65	2642.48	2774.61
41.5	M	4598.13	4828.04	5069.44	5322.91	5589.06	5868.51	6161.94
	A	55,178	57,936	60,833	63,875	67,069	70,422	73,943
	H	26.528	27.854	29.247	30.709	32.245	33.857	35.550
	B	2122.22	2228.33	2339.74	2456.73	2579.57	2708.54	2843.97
42.0	M	4710.28	4945.80	5193.09	5452.74	5725.38	6011.65	6312.23
	A	56,523	59,350	62,317	65,433	68,705	72,140	75,747
	H	27.175	28.533	29.960	31.458	33.031	34.683	36.417
	B	2173.98	2282.68	2396.81	2516.65	2642.48	2774.61	2913.34
42.5	M	4828.04	5069.44	5322.91	5589.06	5868.51	6161.94	6470.04
	A	57,936	60,833	63,875	67,069	70,422	73,943	77,640
	H	27.854	29.247	30.709	32.245	33.857	35.550	37.327
	B	2228.33	2339.74	2456.73	2579.57	2708.54	2843.97	2986.17
43.0	M	4945.80	5193.09	5452.74	5725.38	6011.65	6312.23	6627.84
	A	59,350	62,317	65,433	68,705	72,140	75,747	79,534
	H	28.533	29.960	31.458	33.031	34.683	36.417	38.238
	B	2282.68	2396.81	2516.65	2642.48	2774.61	2913.34	3059.00
43.5	M	5069.44	5322.91	5589.06	5868.51	6161.94	6470.04	6793.54
	A	60,833	63,875	67,069	70,422	73,943	77,640	81,522
	H	29.247	30.709	32.245	33.857	35.550	37.327	39.193
	B	2339.74	2456.73	2579.57	2708.54	2843.97	2986.17	3135.48
44.0	M	5193.09	5452.74	5725.38	6011.65	6312.23	6627.84	6959.23
	A	62,317	65,433	68,705	72,140	75,747	79,534	83,511
	H	29.960	31.458	33.031	34.683	36.417	38.238	40.149
	B	2396.81	2516.65	2642.48	2774.61	2913.34	3059.00	3211.95
44.5	M	5322.91	5589.06	5868.51	6161.94	6470.04	6793.54	7133.21
	A	63,875	67,069	70,422	73,943	77,640	81,522	85,599
	H	30.709	32.245	33.857	35.550	37.327	39.193	41.153
	B	2456.73	2579.57	2708.54	2843.97	2986.17	3135.48	3292.25

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
45.0	M	5452.74	5725.38	6011.65	6312.23	6627.84	6959.23	7307.19
	A	65,433	68,705	72,140	75,747	79,534	83,511	87,686
	H	31.458	33.031	34.683	36.417	38.238	40.149	42.157
	B	2516.65	2642.48	2774.61	2913.34	3059.00	3211.95	3372.55
45.5	M	5589.06	5868.51	6161.94	6470.04	6793.54	7133.21	7489.87
	A	67,069	70,422	73,943	77,640	81,522	85,599	89,878
	H	32.245	33.857	35.550	37.327	39.193	41.153	43.211
	B	2579.57	2708.54	2843.97	2986.17	3135.48	3292.25	3456.87
46.0	M	5725.38	6011.65	6312.23	6627.84	6959.23	7307.19	7672.55
	A	68,705	72,140	75,747	79,534	83,511	87,686	92,071
	H	33.031	34.683	36.417	38.238	40.149	42.157	44.265
	B	2642.48	2774.61	2913.34	3059.00	3211.95	3372.55	3541.18
46.5	M	5868.51	6161.94	6470.04	6793.54	7133.21	7489.87	7864.37
	A	70,422	73,943	77,640	81,522	85,599	89,878	94,372
	H	33.857	35.550	37.327	39.193	41.153	43.211	45.371
	B	2708.54	2843.97	2986.17	3135.48	3292.25	3456.87	3629.71
47.0	M	6011.65	6312.23	6627.84	6959.23	7307.19	7672.55	8056.18
	A	72,140	75,747	79,534	83,511	87,686	92,071	96,674
	H	34.683	36.417	38.238	40.149	42.157	44.265	46.478
	B	2774.61	2913.34	3059.00	3211.95	3372.55	3541.18	3718.24
47.5	M	6161.94	6470.04	6793.54	7133.21	7489.87	7864.37	8257.59
	A	73,943	77,640	81,522	85,599	89,878	94,372	99,091
	H	35.550	37.327	39.193	41.153	43.211	45.371	47.640
	B	2843.97	2986.17	3135.48	3292.25	3456.87	3629.71	3811.19
48.0	M	6312.23	6627.84	6959.23	7307.19	7672.55	8056.18	8458.99
	A	75,747	79,534	83,511	87,686	92,071	96,674	101,508
	H	36.417	38.238	40.149	42.157	44.265	46.478	48.802
	B	2913.34	3059.00	3211.95	3372.55	3541.18	3718.24	3904.15
48.5	M	6470.04	6793.54	7133.21	7489.87	7864.37	8257.59	8670.47
	A	77,640	81,522	85,599	89,878	94,372	99,091	104,046
	H	37.327	39.193	41.153	43.211	45.371	47.640	50.022
	B	2986.17	3135.48	3292.25	3456.87	3629.71	3811.19	4001.75
49.0	M	6627.84	6959.23	7307.19	7672.55	8056.18	8458.99	8881.94
	A	79,534	83,511	87,686	92,071	96,674	101,508	106,583
	H	38.238	40.149	42.157	44.265	46.478	48.802	51.242
	B	3059.00	3211.95	3372.55	3541.18	3718.24	3904.15	4099.36
49.5	M	6793.54	7133.21	7489.87	7864.37	8257.59	8670.47	9103.99
	A	81,522	85,599	89,878	94,372	99,091	104,046	109,248
	H	39.193	41.153	43.211	45.371	47.640	50.022	52.523
	B	3135.48	3292.25	3456.87	3629.71	3811.19	4001.75	4201.84

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
50.0	M	6959.23	7307.19	7672.55	8056.18	8458.99	8881.94	9326.04
	A	83,511	87,686	92,071	96,674	101,508	106,583	111,912
	H	40.149	42.157	44.265	46.478	48.802	51.242	53.804
	B	3211.95	3372.55	3541.18	3718.24	3904.15	4099.36	4304.33
50.5	M	7133.21	7489.87	7864.37	8257.59	8670.47	9103.99	9559.19
	A	85,599	89,878	94,372	99,091	104,046	109,248	114,710
	H	41.153	43.211	45.371	47.640	50.022	52.523	55.149
	B	3292.25	3456.87	3629.71	3811.19	4001.75	4201.84	4411.93
51.0	M	7307.19	7672.55	8056.18	8458.99	8881.94	9326.04	9792.34
	A	87,686	92,071	96,674	101,508	106,583	111,912	117,508
	H	42.157	44.265	46.478	48.802	51.242	53.804	56.494
	B	3372.55	3541.18	3718.24	3904.15	4099.36	4304.33	4519.54
51.5	M	7489.87	7864.37	8257.59	8670.47	9103.99	9559.19	10037.15
	A	89,878	94,372	99,091	104,046	109,248	114,710	120,446
	H	43.211	45.371	47.640	50.022	52.523	55.149	57.907
	B	3456.87	3629.71	3811.19	4001.75	4201.84	4411.93	4632.53
52.0	M	7672.55	8056.18	8458.99	8881.94	9326.04	9792.34	10281.96
	A	92,071	96,674	101,508	106,583	111,912	117,508	123,383
	H	44.265	46.478	48.802	51.242	53.804	56.494	59.319
	B	3541.18	3718.24	3904.15	4099.36	4304.33	4519.54	4745.52
52.5	M	7864.37	8257.59	8670.47	9103.99	9559.19	10037.15	10539.01
	A	94,372	99,091	104,046	109,248	114,710	120,446	126,468
	H	45.371	47.640	50.022	52.523	55.149	57.907	60.802
	B	3629.71	3811.19	4001.75	4201.84	4411.93	4632.53	4864.16
53.0	M	8056.18	8458.99	8881.94	9326.04	9792.34	10281.96	10796.05
	A	96,674	101,508	106,583	111,912	117,508	123,383	129,553
	H	46.478	48.802	51.242	53.804	56.494	59.319	62.285
	B	3718.24	3904.15	4099.36	4304.33	4519.54	4745.52	4982.79
53.5	M	8257.59	8670.47	9103.99	9559.19	10037.15	10539.01	11065.96
	A	99,091	104,046	109,248	114,710	120,446	126,468	132,791
	H	47.640	50.022	52.523	55.149	57.907	60.802	63.842
	B	3811.19	4001.75	4201.84	4411.93	4632.53	4864.16	5107.36
54.0	M	8458.99	8881.94	9326.04	9792.34	10281.96	10796.05	11335.86
	A	101,508	106,583	111,912	117,508	123,383	129,553	136,030
	H	48.802	51.242	53.804	56.494	59.319	62.285	65.399
	B	3904.15	4099.36	4304.33	4519.54	4745.52	4982.79	5231.93
54.5	M	8670.47	9103.99	9559.19	10037.15	10539.01	11065.96	11619.25
	A	104,046	109,248	114,710	120,446	126,468	132,791	139,431
	H	50.022	52.523	55.149	57.907	60.802	63.842	67.034
	B	4001.75	4201.84	4411.93	4632.53	4864.16	5107.36	5362.73

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
55.0	M	8881.94	9326.04	9792.34	10281.96	10796.05	11335.86	11902.65
	A	106,583	111,912	117,508	123,383	129,553	136,030	142,832
	H	51.242	53.804	56.494	59.319	62.285	65.399	68.669
	B	4099.36	4304.33	4519.54	4745.52	4982.79	5231.93	5493.53
55.5	M	9103.99	9559.19	10037.15	10539.01	11065.96	11619.25	12200.22
	A	109,248	114,710	120,446	126,468	132,791	139,431	146,403
	H	52.523	55.149	57.907	60.802	63.842	67.034	70.386
	B	4201.84	4411.93	4632.53	4864.16	5107.36	5362.73	5630.87
56.0	M	9326.04	9792.34	10281.96	10796.05	11335.86	11902.65	12497.78
	A	111,912	117,508	123,383	129,553	136,030	142,832	149,973
	H	53.804	56.494	59.319	62.285	65.399	68.669	72.103
	B	4304.33	4519.54	4745.52	4982.79	5231.93	5493.53	5768.21
56.5	M	9559.19	10037.15	10539.01	11065.96	11619.25	12200.22	12810.23
	A	114,710	120,446	126,468	132,791	139,431	146,403	153,723
	H	55.149	57.907	60.802	63.842	67.034	70.386	73.905
	B	4411.93	4632.53	4864.16	5107.36	5362.73	5630.87	5912.41
57.0	M	9792.34	10281.96	10796.05	11335.86	11902.65	12497.78	13122.67
	A	117,508	123,383	129,553	136,030	142,832	149,973	157,472
	H	56.494	59.319	62.285	65.399	68.669	72.103	75.708
	B	4519.54	4745.52	4982.79	5231.93	5493.53	5768.21	6056.62
57.5	M	10037.15	10539.01	11065.96	11619.25	12200.22	12810.23	13450.74
	A	120,446	126,468	132,791	139,431	146,403	153,723	161,409
	H	57.907	60.802	63.842	67.034	70.386	73.905	77.600
	B	4632.53	4864.16	5107.36	5362.73	5630.87	5912.41	6208.03
58.0	M	10281.96	10796.05	11335.86	11902.65	12497.78	13122.67	13778.81
	A	123,383	129,553	136,030	142,832	149,973	157,472	165,346
	H	59.319	62.285	65.399	68.669	72.103	75.708	79.493
	B	4745.52	4982.79	5231.93	5493.53	5768.21	6056.62	6359.45
58.5	M	10539.01	11065.96	11619.25	12200.22	12810.23	13450.74	14123.28
	A	126,468	132,791	139,431	146,403	153,723	161,409	169,479
	H	60.802	63.842	67.034	70.386	73.905	77.600	81.480
	B	4864.16	5107.36	5362.73	5630.87	5912.41	6208.03	6518.43
59.0	M	10796.05	11335.86	11902.65	12497.78	13122.67	13778.81	14467.75
	A	129,553	136,030	142,832	149,973	157,472	165,346	173,613
	H	62.285	65.399	68.669	72.103	75.708	79.493	83.468
	B	4982.79	5231.93	5493.53	5768.21	6056.62	6359.45	6677.42
59.5	M	11065.96	11619.25	12200.22	12810.23	13450.74	14123.28	14829.44
	A	132,791	139,431	146,403	153,723	161,409	169,479	177,953
	H	63.842	67.034	70.386	73.905	77.600	81.480	85.554
	B	5107.36	5362.73	5630.87	5912.41	6208.03	6518.43	6844.36

CITY OF YORK								
2025-2026 PAY SCHEDULES (Effective 9/22/25)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
60.0	M	11335.86	11902.65	12497.78	13122.67	13778.81	14467.75	15191.13
	A	136,030	142,832	149,973	157,472	165,346	173,613	182,294
	H	65.399	68.669	72.103	75.708	79.493	83.468	87.641
	B	5231.93	5493.53	5768.21	6056.62	6359.45	6677.42	7011.29