



# City of Grand Island

Tuesday, August 23, 2016

Council Session

## Item F-3

### **#9599 - Consideration of Approving Salary Ordinance**

Staff Contact: Aaron Schmid, Human Resources Director

# Council Agenda Memo

**From:** Aaron Schmid, Human Resources Director  
**Meeting:** August 23, 2016  
**Subject:** Consideration of Approving Salary Ordinance No. 9599  
**Presenter(s):** Aaron Schmid, Human Resources Director

## Background

A Salary Ordinance is presented each year as a part of the budget process. Wages for City employees are presented to the City Council for approval in the form of a salary ordinance. Some wages are set as a part of negotiated labor agreements and others through salary surveys that are conducted.

## Discussion

Wage changes presented in this Ordinance are for bargaining units according to their respective labor agreements and negotiated wages. The FOP labor agreement will be presented at a later date. The Ordinance includes changes to the non-union positions. A non-union salary array was conducted this year. Included in the packet is the three year plan for phased implementation. This Ordinance executes the aforementioned wage changes.

The following information shows the average increases for each respective group. Please note, the averages are based on movement at the top step of the pay scale. Furthermore, some positions were higher and lower than the average.

AFSCME Labor Agreement will increase on average by 8.76%  
IAFF Labor Agreement will increase on an average by 3.5%  
IBEW Finance Labor Agreement will increase on an average by 3.88%  
IBEW Service/Clerical Labor Agreement will increase on an average by 4.02%  
IBEW Utilities Labor Agreement will increase on an average by 2.75%  
IBEW WWT Labor Agreement will increase on an average by 3.44%  
Non-Union will increase on an average by 2.89%

The wages represented in this proposed Ordinance are included in the proposed 2016/2017 fiscal year budget.

As a reminder, no new FTEs are being presented in the budget. The Assistant Utilities Director-Distribution position will be re-titled to Assistant Utilities Director-Engineering and Business Operations as part of a department reorganization.

### **Alternatives**

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

### **Recommendation**

City Administration recommends that the Council approve proposed Salary Ordinance No. 9599.

### **Sample Motion**

Move to approve Salary Ordinance No. 9599.

**City of Grand Island  
Proposed Salary Increases**

<b>Department/Position:</b>	<b>2016 - 2017</b>		<b>2017 - 2018</b>		<b>2018 - 2019</b>	
<b>Administration</b>						
City Administrator	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Assistant to the Administrator	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Public Information Officer	4.96%	min / 3.70% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Receptionist	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
City Clerk	8.32%	min / 1.36% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Building Department</b>						
Building Department Director	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Planning Department</b>						
Planning Director	4.42%	min / 3.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Legal</b>						
City Attorney	12.33%	min / 5.00% max	0.00%	min / 3.12% max	0.00%	min / 0.00% max
Attorney	8.92%	min / 4.79% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Legal Secretary	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Human Resources Department</b>						
Human Resources Director	8.60%	min / 5.00% max	0.00%	min / 4.38% max	0.00%	min / 0.00% max
Human Resources Specialist	10.78%	min / 1.05% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Human Resources Recruiter	10.78%	min / 1.05% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Human Resources Risk Mgt/Benefits Coord	10.78%	min / 1.05% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Finance Department</b>						
Finance Director	7.16%	min / 3.73% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Assistant Finance Director	0.00%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Payroll Specialist	5.97%	min / 0.00% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Accountant	3.18%	min / 5.00% max	0.00%	min / 0.80% max	0.00%	min / 0.00% max
Finance Operations Supervisor	6.52%	min / 5.00% max	0.00%	min / 0.80% max	0.00%	min / 0.00% max
Meter Reading Supervisor	18.80%	min / 5.00% max	0.00%	min / 0.80% max	0.00%	min / 0.00% max
Information Tech. Manager	6.34%	min / 1.24% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Customer Service Team Leader	0.00%	min / 0.21% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
<b>Library</b>						
Library Director	3.50%	min / 5.00% max	0.00%	min / 1.69% max	0.00%	min / 0.00% max
Assistant Library Director	4.66%	min / 2.50% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Library Secretary	3.79%	min / 1.19% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max
Librarian II	22.79%	min / 5.00% max	0.00%	min / 5.00% max	0.00%	min / 5.00% max
Librarian I	21.79%	min / 5.00% max	0.00%	min / 5.00% max	0.00%	min / 5.00% max
Library Assistant II	5.00%	min / 5.00% max	5.00%	min / 5.00% max	5.00%	min / 5.00% max
Library Assistant I	5.00%	min / 5.00% max	5.00%	min / 5.00% max	5.00%	min / 5.00% max
Library Page	5.00%	min / 5.00% max	5.00%	min / 5.00% max	5.00%	min / 5.00% max
Custodian	3.61%	min / 3.14% max	0.00%	min / 0.00% max	0.00%	min / 0.00% max

**Parks**

Parks/Recreation Director	7.64%	min /	4.79%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Parks Superintendent	13.04%	min /	5.00%	max	0.00%	min /	4.54%	max	0.00%	min /	0.00%	max
Grounds Maintenance Crew Chief - Cemetery	9.89%	min /	0.39%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Cemetery Superintendent	13.47%	min /	5.00%	max	0.00%	min /	1.83%	max	0.00%	min /	0.00%	max
Grounds Maintenance Crew Chief - Parks	11.07%	min /	5.00%	max	0.00%	min /	0.27%	max	0.00%	min /	0.00%	max
Recreation Superintendent	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Recreation Coordinator	10.85%	min /	5.00%	max	0.00%	min /	0.48%	max	0.00%	min /	0.00%	max
Golf Course Superintendent	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Turf Management Specialist	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Golf Maintenance Worker	2.16%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Shooting Park Superintendent	8.96%	min /	5.00%	max	0.00%	min /	0.48%	max	0.00%	min /	0.00%	max
Customer Service Representative (PT)	8.96%	min /	0.00%	max	0.00%	min /	0.48%	max	0.00%	min /	0.00%	max

**Police Department**

Police Chief	6.52%	min /	5.00%	max	0.00%	min /	2.98%	max	0.00%	min /	0.00%	max
Police Captain	3.70%	min /	4.99%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Victim Assistant Unit Coordinator	7.68%	min /	4.98%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Victim Witness Advocate	7.68%	min /	4.98%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Office Manager Police	7.68%	min /	4.98%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Community Service Officer	2.25%	min /	2.25%	max	2.25%	min /	2.25%	max	TBD	min /	TBD	max
Custodian Police	3.61%	min /	3.14%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

**Fire Department**

Fire Chief	9.29%	min /	5.00%	max	0.00%	min /	1.34%	max	0.00%	min /	0.00%	max
Fire Operations Division Chief	4.57%	min /	5.00%	max	0.00%	min /	2.09%	max	0.00%	min /	0.00%	max
Fire Prevention Division Chief	2.58%	min /	5.00%	max	0.00%	min /	2.92%	max	0.00%	min /	0.00%	max
EMS Division Chief	4.57%	min /	5.00%	max	0.00%	min /	2.09%	max	0.00%	min /	0.00%	max

**Emergency Management**

Emergency Mgt Director	9.29%	min /	5.00%	max	0.00%	min /	1.34%	max	0.00%	min /	0.00%	max
Emergency Mgt Deputy Director	9.29%	min /	5.00%	max	0.00%	min /	1.34%	max	0.00%	min /	0.00%	max
Senior Public Safety Dispatcher	2.88%	min /	4.56%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

**Public Works - Street & Transportation Division**

Street Superintendent	9.33%	min /	5.00%	max	0.00%	min /	1.91%	max	0.00%	min /	0.00%	max
Street Foreman	3.81%	min /	0.00%	max	0.00%	min /	0.85%	max	0.00%	min /	0.00%	max

**Public Works - Fleet Services Division**

Fleet Services Foreman	3.79%	min /	2.74%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
------------------------	-------	-------	-------	-----	-------	-------	-------	-----	-------	-------	-------	-----

**Public Works - Engineering Division**

Public Works Director	9.08%	min /	4.49%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Asst Director/Manager of Engineering Services	10.98%	min /	5.00%	max	0.00%	min /	5.00%	max	0.00%	min /	2.07%	max
Engineer I PW	0.00%	min /	0.98%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Project Manager	0.00%	min /	0.98%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
GIS Coordinator - PW	9.36%	min /	5.00%	max	0.00%	min /	2.35%	max	0.00%	min /	0.00%	max
Cadd Operator	0.03%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
PW Engineer	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

---

**Public Works - WWTP Division**

Wastewater Plant Engineer	0.00%	min /	1.61%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Biosolids Technician	4.24%	min /	5.00%	max	0.00%	min /	2.00%	max	0.00%	min /	0.00%	max
Wastewater Chief Operator	1.64%	min /	4.32%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Wastewater Maintenance Supervisor	0.00%	min /	5.00%	max	0.00%	min /	0.43%	max	0.00%	min /	0.00%	max
Collection System Supervisor	3.95%	min /	5.00%	max	0.00%	min /	1.25%	max	0.00%	min /	0.00%	max
Engineering Technician	2.34%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Wastewater Operations Engineer	0.34%	min /	3.53%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
WWTP Regulatory Compliance Manager	22.49%	min /	2.31%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Engineer I WWTP	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

**Public Works - Solid Waste Division**

Solid Waste Superintendent	6.30%	min /	2.51%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Accounting Technician	0.00%	min /	3.78%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Division Clerk	2.27%	min /	5.00%	max	0.00%	min /	3.07%	max	0.00%	min /	0.00%	max
Equipment Operator - Landfill	3.58%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Equipment Operator - Solid Waste	3.58%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Foreman	3.87%	min /	1.41%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

**Utilities Department - Water Division**

Water Superintendent	1.48%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Water Supervisor	1.36%	min /	1.59%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max

**Utilities Department - Electric Division**

Utility Director	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Assistant Utility Director - Transmission	0.00%	min /	2.79%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Assistant Utility Director - Engineering & Business Ops	4.31%	min /	5.00%	max	0.00%	min /	0.81%	max	0.00%	min /	0.00%	max
Assistant Utility Director Production	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Reg. & Env. Manager	22.95%	min /	7.00%	max	0.00%	min /	7.00%	max	0.00%	min /	5.19%	max
Power Plant Superintendent - PGS	8.35%	min /	5.00%	max	0.00%	min /	3.15%	max	0.00%	min /	0.00%	max
Utility Production Engineer	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Power Plant Operations Supervisor	2.80%	min /	0.68%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Power Plant Maintenance Supervisor	9.25%	min /	4.43%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Power Plant Superintendent Burdick	8.35%	min /	5.00%	max	0.00%	min /	3.15%	max	0.00%	min /	0.00%	max
Electric Distribution Superintendent	0.00%	min /	1.53%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Electric Distribution Supervisor	0.00%	min /	0.91%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Utility Warehouse Supervisor	4.05%	min /	2.49%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Electric Underground Superintendent	0.00%	min /	1.53%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Civil Engineer Manager	18.21%	min /	5.00%	max	0.00%	min /	5.00%	max	0.00%	min /	4.38%	max
Sr. Electrical Engineer	3.72%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Sr. Utility Secretary	16.91%	min /	5.00%	max	0.00%	min /	5.00%	max	0.00%	min /	1.27%	max
Electrical Engineer I	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Electrical Engineer II	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Civil Engineer I	5.49%	min /	3.69%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max
Civil Engineer II	3.21%	min /	2.91%	max	0.00%	min /	0.00%	max	0.00%	min /	0.00%	max



ORDINANCE NO. 9599

An ordinance to amend Ordinance 9587 known as the Salary Ordinance which lists the currently occupied classifications of officers and employees of the City of Grand Island, Nebraska and established the ranges of compensation of such officers and employees; to rename the non-union position of Assistant Utilities Director – Distribution to Assistant Utilities Director – Engineering/Business Operations; to amend the salary ranges of non-union employees; to amend the salary ranges of employees covered under the AFSCME labor agreement; to amend the salary ranges of employees covered under the IBEW Utilities, IBEW Finance, IBEW Wastewater and the IBEW Service Clerical labor agreements; to amend the salary ranges of employees covered under the IAFF labor agreement~~of the non-union position of Community Service Officer – Part Time;~~ to ~~clarify the classification of the non-union seasonal, temporary, and part time Parks and Recreation positions;~~ and to repeal those portions of Ordinance No. 9587 and any parts of other ordinances in conflict herewith; to provide for severability; to provide for the effective date thereof; and to provide for publication of this ordinance in pamphlet form.

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

SECTION 1. The currently occupied classifications of officers and general employees of the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by Personnel Rules & Regulations) to be paid for such classifications, and the number of hours and work period which certain officers and general employees shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	<del>23.5633/33.7228</del> <u>24.3126/35.4090</u>	Exempt
	19.5260/ <del>23.5936</del>	

Approved as to Form  \_\_\_\_\_  
August 19, 2016  City Attorney

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Solid Waste	<del>/24.4854</del>	40 hrs/week
Assistant to the City Administrator	22.9200/32.2648	Exempt
Assistant Finance Director	32.9968/47.6559	Exempt
Assistant Public Works Director / Manager of Engineering Services	<del>34.0370/51.6755</del> <del>37.7743/54.2593</del>	Exempt
Assistant Utilities Director – <del>Distribution</del> <del>Engineering/Business Operations</del>	<del>48.7903/69.3328</del> <del>50.8928/72.7995</del>	Exempt
Assistant Utilities Director – Production	52.8344/75.1064	Exempt
Assistant Utilities Director – Transmission	<del>52.8344/75.1064</del> <del>/77.2019</del>	Exempt
Attorney	<del>29.3208/45.2405</del> <del>31.9363/47.4075</del>	Exempt
Biosolids Technician	<del>18.5804/27.3972</del> <del>19.3682/28.7671</del>	40 hrs/week
Building Department Director	34.3474/50.2154	Exempt
CADD Operator	<del>21.0997/30.3529</del> <del>21.1060/</del>	40 hrs/week
Cemetery Superintendent	<del>21.3846/33.6384</del> <del>24.2651/35.3204</del>	Exempt
City Administrator	69.4139/81.0483	Exempt
City Attorney	<del>41.5086/59.8505</del> <del>46.6266/62.8430</del>	Exempt
City Clerk	<del>28.7959/41.4076</del> <del>31.1918/41.9708</del>	Exempt
Civil Engineer I	<del>28.4483/41.1268</del> <del>30.0101/42.6444</del>	Exempt
Civil Engineer II	<del>32.9968/47.6559</del> <del>34.0560/49.0428</del>	Exempt
Civil Engineering Manager – Utility PCC	<del>35.9394/53.7496</del> <del>42.4840/56.4371</del>	Exempt
Collection System Supervisor	<del>23.5416/33.4641</del> <del>24.4720/35.1373</del>	40 hrs/week
Community Service Officer – Part time	<del>15.6690/21.3610</del> <del>16.0216/21.8416</del>	40 hrs/week
Custodian – Library, Police	<del>13.7301/19.7513</del> <del>14.2258/20.3715</del>	40 hrs/week
Customer Service Representative – Part time	<del>9.0721/13.6081</del> <del>9.8850/</del>	40 hrs/week
Customer Service Team Leader	19.8856/ <del>27.1643</del> <del>/27.2214</del>	Exempt
Electric Distribution Superintendent	36.9413/ <del>50.3850</del> <del>/51.1559</del>	Exempt
Electric Distribution Supervisor	31.1960/ <del>42.5738</del>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
	<del>/42.9612</del>	
Electric Underground Superintendent	32.8985/ <del>44.8796</del> <del>/45.5663</del>	Exempt
Electrical Engineer I	28.4483/41.1268	Exempt
Electrical Engineer II	32.9968/47.6559	Exempt
Emergency Management Deputy Director	<del>24.4553/36.9584</del> <del>26.7273/38.8064</del>	Exempt
Emergency Management Director	<del>34.8053/52.5845</del> <del>38.0388/55.2138</del>	Exempt
Engineer I – Public Works	30.9998/ <del>43.6156</del> <del>/44.0430</del>	Exempt
Engineer I – WWTP	30.9998/43.6156	Exempt
Engineering Technician - WWTP	<del>20.5756/29.0698</del> <del>21.0571/</del>	40 hrs/week
Equipment Operator - Solid Waste	<del>17.6593/26.2408</del> <del>18.2915/</del>	40 hrs/week
Finance Director	<del>40.3733/63.5433</del> <del>43.2640/65.9135</del>	Exempt
Finance Operations Supervisor	<del>21.4328/30.3065</del> <del>22.8303/31.8219</del>	Exempt
Fire Chief	<del>38.9843/61.0493</del> <del>42.6060/64.1018</del>	Exempt
Fire EMS Division Chief	<del>34.5645/48.9259</del> <del>36.1441/51.3723</del>	Exempt
Fire Operations Division Chief	<del>34.5645/48.9259</del> <del>36.1441/51.3723</del>	Exempt
Fire Prevention Division Chief	<del>34.4808/46.9413</del> <del>35.3704/49.2884</del>	Exempt
Fleet Services Shop Foreman	<del>23.2034/34.9990</del> <del>24.0828/35.9580</del>	40 hrs/week
GIS Coordinator - PW	<del>25.8244/39.2199</del> <del>28.2416/41.1809</del>	40 hrs/week
Golf Course Superintendent	24.8718/35.8958	Exempt
Grounds Management Crew Chief – Cemetery	<del>19.0220/30.1640</del> <del>20.9033/30.2816</del>	40 hrs/week
Grounds Management Crew Chief – Parks	<del>20.0248/30.3237</del> <del>22.2415/31.8399</del>	40 hrs/week
Human Resources Director	<del>35.1215/52.0396</del> <del>38.1420/54.6416</del>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	<del>20.8994/33.9014</del> <del>23.1524/34.2574</del>	40 hrs/week
Human Resources Recruiter	<del>20.8994/33.9014</del> <del>23.1524/34.2574</del>	40 hrs/week
Human Resources Specialist	<del>20.8994/33.9014</del>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
	<u>23.1524/34.2574</u>	
Information Technology Manager	<del>34.8074/55.1841</del> <u>37.0143/55.8684</u>	Exempt
Legal Secretary	20.6847/27.9549	40 hrs/week
Librarian I	<del>18.7455/26.3274</del> <u>22.8301/27.6438</u>	Exempt
Librarian II	<del>20.7590/29.5255</del> <u>25.4900/31.0018</u>	Exempt
Library Assistant I	<del>12.6595/18.2957</del> <u>13.2925/19.2105</u>	40 hrs/week
Library Assistant II	<del>15.6447/22.1478</del> <u>16.4269/23.2552</u>	40 hrs/week
Library Assistant Director	<del>31.5904/49.4024</del> <u>33.0625/50.6375</u>	Exempt
Library Director	<del>39.7504/58.9620</del> <u>41.1416/61.9101</u>	Exempt
Library Page	<del>9.0000/12.4159</del> <u>9.4500/13.0367</u>	40 hrs/week
Library Secretary	<del>15.7519/22.3860</del> <u>16.3489/22.6524</u>	40 hrs/week
Maintenance Worker – Golf	<del>15.6208/24.9970</del> <u>15.9582/</u>	40 hrs/week
Meter Reader Supervisor	<del>19.2174/28.0738</del> <u>22.8303/29.4775</u>	Exempt
MPO Program Manager	24.7948/ <del>36.8559</del> <u>37.2171</u>	Exempt
Office Manager – Police Department	<del>17.9564/26.4955</del> <u>19.3355/27.8150</u>	40 hrs/week
Parks and Recreation Director	<del>38.4511/60.0943</del> <u>41.3888/62.9729</u>	Exempt
Parks Superintendent	<del>27.2713/41.6346</del> <u>30.8275/43.7165</u>	Exempt
Payroll Specialist	<del>18.7997/28.1091</del> <u>19.9220/</u>	40 hrs/week
Planning Director	<del>37.6723/57.6708</del> <u>39.3374/59.4009</u>	Exempt
Police Captain	<del>34.9429/49.7333</del> <u>36.2358/52.2150</u>	Exempt
Police Chief	<del>42.1654/61.0493</del> <u>44.9146/64.1018</u>	Exempt
Power Plant Maintenance Supervisor	<del>31.5808/44.6375</del> <u>34.5020/46.6150</u>	Exempt
Power Plant Operations Supervisor	<del>35.6296/50.2981</del> <u>36.6273/50.6401</u>	Exempt
Power Plant Superintendent – Burdick	<del>38.2626/54.3581</del>	Exempt

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
	<u>41.4575/57.0760</u>	
Power Plant Superintendent – PGS	<u>44.1110/62.6376</u> <u>47.7943/65.7695</u>	Exempt
Public Information Officer	<u>26.1389/39.4498</u> <u>27.4354/40.9095</u>	Exempt
Public Works Director	<u>40.8216/63.4845</u> <u>44.5283/66.3350</u>	Exempt
Public Works Engineer	32.3635/46.7971	Exempt
Receptionist	15.7641/24.1323	40 hrs/week
Recreation Coordinator	<u>20.5951/30.9711</u> <u>22.8296/32.5196</u>	Exempt
Recreation Superintendent	31.4938/47.9823	Exempt
Regulatory and Environmental Manager	<u>31.0686/45.7759</u> <u>38.1989/48.9803</u>	Exempt
Senior Electrical Engineer	<u>36.1078/52.1496</u> <u>37.4510/</u>	Exempt
Senior Public Safety Dispatcher	<u>18.8259/24.8656</u> <u>19.3681/25.9995</u>	40 hrs/week
Senior Utility Secretary	<u>16.0493/22.9174</u> <u>18.7632/24.0633</u>	40 hrs/week
Shooting Range Superintendent	<u>25.2951/39.5535</u> <u>27.5615/41.5311</u>	Exempt
Solid Waste Division Clerk - Full Time	<u>18.6018/22.8997</u> <u>19.0241/24.0447</u>	40 hrs/week
Solid Waste Division Clerk - Part Time	<u>16.5628/20.7941</u> <u>16.9388/21.8338</u>	40 hrs/week
Solid Waste Foreman	<u>21.2589/30.4054</u> <u>22.0816/30.8341</u>	40 hrs/week
Solid Waste Superintendent	<u>30.2660/46.2916</u> <u>32.1728/47.4535</u>	Exempt
Street Superintendent	<u>27.9816/42.5650</u> <u>30.5923/44.6933</u>	Exempt
Street Foreman	<u>22.6046/34.1031</u> <u>23.4658/</u>	40 hrs/week
Turf Management Specialist	22.3531/31.6433	40 hrs/week
Utilities Director	72.3810/96.4843	Exempt
Utility Production Engineer	36.9261/54.4330	Exempt
Utility Warehouse Supervisor	<u>25.1009/35.8566</u> <u>26.1175/36.7494</u>	40 hrs/week
Victim Assistance Unit Coordinator	<u>14.8356/22.1980</u> <u>15.9750/23.3035</u>	40 hrs/week
Victim/Witness Advocate	<u>13.5989/20.3476</u> <u>14.6433/21.3609</u>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Wastewater Plant Chief Operator	<del>23.0656/31.4978</del> <del>23.4439/32.8585</del>	40 hrs/week
Wastewater Plant Engineer	33.6168/ <del>48.9736</del> <del>/49.7621</del>	Exempt
Wastewater Plant Operations Engineer	<del>32.3635/46.2278</del> <del>32.4735/47.8596</del>	Exempt
Wastewater Plant Maintenance Supervisor	24.9808/ <del>33.6386</del> <del>/35.3205</del>	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	<del>26.5131/37.8945</del> <del>32.4759/38.7699</del>	Exempt
Water Superintendent	<del>30.5735/45.3774</del> <del>31.0260/</del>	Exempt
Water Supervisor	<del>24.1795/35.0998</del> <del>24.5083/35.6579</del>	40 hrs/week
Worker / Seasonal	9.0000/20.0000	Exempt
Worker / Seasonal	9.0000/20.0000	40 hrs/week
Worker / Temporary	9.0000/20.0000	40 hrs/week
Worker / Parks & Recreation Part time	9.0000/20.0000	40 hrs/week

A shift differential of \$0.25 per hour shall be added to the base hourly wage for persons in the employee classification Senior Public Safety Dispatcher who work any hours or portion thereof that begins between 3:00 p.m. and 11:00 p.m. Employees who work any hours or portion thereof from 11:00 p.m. to 7:00 a.m. will receive a shift differential of \$0.25 per hour. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay.

SECTION 2. The currently occupied classifications of employees of the City of Grand Island included under the AFSCME labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the AFSCME labor agreement shall work prior to overtime eligibility are as follows:

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	<del>17.6592/26.1596</del> <u>19.2927/28.5794</u>	40 hrs/week
Fleet Services Mechanic	<del>19.8687/29.4370</del> <u>21.5575/31.9391</u>	40 hrs/week
Horticulturist	<del>19.6840/29.2153</del> <u>22.0953/32.7942</u>	40 hrs/week
Maintenance Worker – Cemetery	<del>16.9683/25.1576</del> <u>18.2409/27.0444</u>	40 hrs/week
Maintenance Worker – Parks	<del>16.7768/24.8881</del> <u>17.9931/26.6925</u>	40 hrs/week
Maintenance Worker – Streets	<del>16.6527/24.6864</del> <u>17.9849/26.6613</u>	40 hrs/week
Senior Equipment Operator – Streets	<del>19.0833/28.3039</del> <u>20.7054/30.7097</u>	40 hrs/week
Senior Maintenance Worker – Streets	<del>18.9955/28.1736</del> <u>20.5626/30.4979</u>	40 hrs/week
Traffic Signal Technician	<del>18.9078/28.0436</del> <u>20.4204/30.2871</u>	40 hrs/week

SECTION 3. The currently occupied classifications of employees of the City of Grand Island included under the IBEW labor agreements, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW labor agreements shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	<del>16.5539/21.9059</del> <u>17.1747/22.7274</u>	40 hrs/week
Cashier	<del>15.4142/21.0044</del> <u>16.1078/21.9496</u>	40 hrs/week
Custodian	<del>16.8533/19.9014</del> <u>17.3168/20.4487</u>	40 hrs/week
Electric Distribution Crew Chief	<del>32.2470/41.0121</del> <u>33.1338/42.1399</u>	40 hrs/week
Electric Underground Crew Chief	<del>32.2470/41.0121</del> <u>33.1338/42.1399</u>	40 hrs/week
Engineering Technician I	<del>19.7395/28.2435</del> <u>20.2823/29.0202</u>	40 hrs/week
Engineering Technician II	<del>24.4019/33.4582</del>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
	<u>25.0730/34.3783</u>	
Instrument Technician	<u>29.9500/39.5665</u> <u>30.7736/40.6546</u>	40 hrs/week
Lineworker Apprentice	<u>21.7042/31.8251</u> <u>22.3011/32.7003</u>	40 hrs/week
Lineworker First Class	<u>31.6997/37.4917</u> <u>32.5714/38.5227</u>	40 hrs/week
Materials Handler	<u>23.4211/31.3954</u> <u>24.0652/32.2588</u>	40 hrs/week
Meter Reader	<u>18.1497/23.6678</u> <u>18.6488/24.3187</u>	40 hrs/week
Meter Technician	<u>24.4611/30.2316</u> <u>25.1338/31.0630</u>	40 hrs/week
Payroll Clerk	<u>16.5539/21.9059</u> <u>17.1747/22.7274</u>	40 hrs/week
Power Dispatcher I	<u>28.4126/39.5046</u> <u>29.1939/40.5910</u>	40 hrs/week
Power Dispatcher II	<u>29.8421/41.4857</u> <u>30.6628/42.6266</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>28.9972/36.1069</u> <u>29.7946/37.0998</u>	40 hrs/week
Power Plant Operator	<u>31.7732/37.0102</u> <u>32.6470/38.0280</u>	40 hrs/week
Senior Accounting Clerk	<u>18.5174/24.2563</u> <u>19.1655/25.1053</u>	40 hrs/week
Senior Engineering Technician	<u>31.7854/38.8983</u> <u>32.6595/39.9680</u>	40 hrs/week
Senior Materials Handler	<u>28.3828/37.0215</u> <u>29.1633/38.0396</u>	40 hrs/week
Senior Meter Reader	<u>21.4958/25.5129</u> <u>22.0869/26.2145</u>	40 hrs/week
Senior Power Dispatcher	<u>35.5564/48.7934</u> <u>36.5342/50.1352</u>	40 hrs/week
Senior Power Plant Operator	<u>34.8313/44.6525</u> <u>35.7892/45.8804</u>	40 hrs/week
Senior Substation Technician	<u>38.6369/40.0443</u> <u>39.6994/41.1455</u>	40 hrs/week
Senior Water Maintenance Worker	<u>23.7409/31.2614</u> <u>24.3938/32.1211</u>	40 hrs/week
Substation Technician	<u>35.7676/37.1874</u> <u>36.7512/38.2101</u>	40 hrs/week
Systems Technician	<u>31.5213/40.0443</u> <u>32.3881/41.1455</u>	40 hrs/week
Tree Trim Crew Chief	<u>29.0629/36.0920</u> <u>29.8621/37.0845</u>	40 hrs/week
Utility Electrician	<u>27.8916/36.6549</u> <u>28.6586/37.6629</u>	40 hrs/week



ORDINANCE NO. 9599 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Utility Technician	<del>26.9776/37.9478</del> <u>27.7195/38.9914</u>	40 hrs/week
Utility Warehouse Clerk	<del>21.0186/25.9320</del> <u>21.5966/26.6451</u>	40 hrs/week
Water Maintenance Worker	<del>19.4013/26.8300</del> <u>19.9348/27.5678</u>	40 hrs/week
Wireworker I	<del>22.8595/32.3233</del> <u>23.48 81/33.2122</u>	40 hrs/week
Wireworker II	<del>31.6997/37.4917</del> <u>32.5714/38.5227</u>	40 hrs/week

SECTION 4. The currently occupied classifications of employees of the City of Grand Island included under the FOP labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the FOP labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	
Police Officer	20.3647/31.1988	
Police Sergeant	25.4884/38.2746	

OVERTIME ELIGIBILITY

The City has reserved its right to the utilization of the 207(k) FLSA exemption and will implement this as the hours of work effective the first full pay period following the execution of the labor agreement. The pay period for purposes of calculating overtime shall consist of a fourteen (14) day cycle that runs concurrent with the City's current payroll cycle. For purposes of calculating eligibility for overtime, "hours worked" shall include actual hours worked, vacation, personal leave and holiday hours. Employees shall be eligible for overtime when they exceed their hours scheduled for work in the fourteen (14) day pay cycle with a minimum of

ORDINANCE NO. 9599 (Cont.)

eighty (80) hours. There shall also be established for each employee in the bargaining unit a Training and Special Events bank of thirty (30) hours per individual per contract year. Each employee may be scheduled for training or special event duty with a minimum of seven (7) days notice prior to the commencement of the pay period and the training and special events bank hours may be added to the eighty (80) hour, two (2) week pay period up to eighty-six (86) hours and these hours shall not be eligible for overtime. Training and special events hours worked in excess of eighty-six (86) hours in a two week pay period will be eligible for overtime, but will not be subtracted from the Training and Special Events bank. All work completed after eighty (80) hours in a pay period that is performed for work that is funded by grants from parties outside or other than the City of Grand Island, shall be paid overtime for the time worked after eighty (80) hours, if the time is funded at overtime rates by the grant. Any such grant hours are not deducted from the Training and Special Events bank.

SECTION 5. The currently occupied classifications of employees of the City of Grand Island included under the IAFF labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IAFF labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Fire Captain	<del>19.3620/26.8470</del> <u>19.9429/27.6524</u>	212 hrs/28 days
Firefighter / EMT	<del>14.5913/21.1752</del> <u>15.1020/21.9163</u>	212 hrs/28 days
Firefighter / Paramedic	<del>16.4433/23.2233</del> <u>17.0188/24.0361</u>	212 hrs/28 days
Life Safety Inspector	<del>22.1598/31.4421</del> <u>22.9354/32.5426</u>	40 hrs/week
Shift Commander	<del>23.4973/30.7513</del> <u>24.3197/31.8276</u>	212 hrs/28 days

ORDINANCE NO. 9599 (Cont.)

IAFF employees, with the exception of the Life Safety Inspector, will be eligible for overtime pay for hours worked in excess of 212 hours in each 28-day pay period, unless recall or mandatory overtime is required as specified in the IAFF labor agreement. When an employee is assigned as an Apparatus Operator (not including ambulance or service vehicles) for an entire 24 hour shift, the employee will receive an additional fifty cents (\$.50) per hour.

SECTION 6. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-WWTP labor agreement, and the ranges of compensation salary and wages, excluding shift differential as provided by contract, to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW-WWTP labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	<del>16.6792/23.4693</del> <u>17.4298/24.5254</u>	40 hrs/week
Equipment Operator – WWTP	<del>17.6458/24.8295</del> <u>18.0428/25.3881</u>	40 hrs/week
Maintenance Mechanic I	<del>18.0428/25.3881</del> <u>18.4488/25.9593</u>	40 hrs/week
Maintenance Mechanic II	<del>20.5493/28.9150</del> <u>21.1658/29.7825</u>	40 hrs/week
Maintenance Worker – WWTP	<del>18.3529/25.8245</del> <u>18.9035/26.5992</u>	40 hrs/week
Wastewater Clerk	<del>14.2480/20.0481</del> <u>14.8892/20.9503</u>	40 hrs/week
Wastewater Plant Laboratory Technician	<del>19.3409/27.2145</del> <u>19.8728/27.9629</u>	40 hrs/week
Wastewater Plant Operator I	<del>16.8551/23.7171</del> <u>17.6136/24.7844</u>	40 hrs/week
Wastewater Plant Operator II	<del>18.8456/26.5178</del> <u>19.6465/27.6448</u>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

Employees covered under the IBEW Wastewater Treatment Plant labor agreement who are regularly scheduled to work swing shift will receive an additional 15 cents (\$0.15) per hour; employees who are regularly scheduled to work graveyard shift will receive an additional 25 cents (\$0.25) per hour for wages attributable to those shifts. One lead Maintenance Worker covered under the IBEW Wastewater Treatment Plant labor agreement may receive forty dollars (\$40) per pay period stipend.

SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Service/Clerical labor agreement, and the ranges of compensation salary and wages to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW-Service/Clerical labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Streets	<u>17.6953/23.6213</u> <u>18.4474/24.6252</u>	40 hrs/week
Accounts Payable Clerk	<u>16.5436/23.9354</u> <u>17.1226/24.7731</u>	40 hrs/week
Administrative Assistant	<u>17.9647/25.7664</u> <u>18.9977/27.2480</u>	40 hrs/week
Administrative Assistant - Parks	<u>17.4699/24.8277</u> <u>18.7801/26.6898</u>	40 hrs/week
Audio Video Technician	<u>17.9640/25.3425</u> <u>18.9071/26.6730</u>	40 hrs/week
Building Inspector	<u>21.1769/30.0475</u> <u>21.7593/30.8738</u>	40 hrs/week
Community Development Administrator	<u>19.5714/28.1399</u> <u>20.6968/29.7579</u>	40 hrs/week
Community Development Specialist	<u>17.9647/25.7664</u> <u>18.9977/27.2480</u>	40 hrs/week
Computer Operator	<u>21.6171/28.4170</u> <u>22.7520/29.9089</u>	40 hrs/week
Community Service Officer	<u>15.6690/21.3610</u> <u>16.0216/21.8416</u>	40 hrs/week

ORDINANCE NO. 9599 (Cont.)

Computer Programmer	<del>23.2129/34.0191</del> <del>23.6772/34.6995</del>	40 hrs/week
Computer Technician	<del>22.2655/29.2700</del> <del>23.4344/30.8067</del>	40 hrs/week
Crime Analyst	<del>19.7328/28.0138</del> <del>20.7194/29.4144</del>	40 hrs/week
Electrical Inspector	<del>21.1769/30.0475</del> <del>21.7593/30.8738</del>	40 hrs/week
Emergency Management Coordinator	<del>17.4699/24.8277</del> <del>18.7801/26.6898</del>	40 hrs/week
Engineering Technician – Public Works	<del>20.8417/29.3937</del> <del>21.2585/29.9816</del>	40 hrs/week
Evidence Technician	<del>15.9999/23.4138</del> <del>16.5199/24.1747</del>	40 hrs/week
Finance Secretary	<del>16.2724/23.1258</del> <del>16.8826/23.9929</del>	40 hrs/week
GIS Coordinator	<del>25.2853/35.4803</del> <del>26.5496/37.2543</del>	40 hrs/week
Maintenance Worker I – Building, Library	<del>16.1251/21.8229</del> <del>16.4879/22.3139</del>	40 hrs/week
Maintenance Worker II – Building, Police	<del>16.9931/23.0359</del> <del>17.3754/23.5542</del>	40 hrs/week
Planning Technician	<del>22.3861/31.4963</del> <del>23.2256/32.6774</del>	40 hrs/week
Plans Examiner	<del>21.6952/30.7830</del> <del>22.5088/31.9374</del>	40 hrs/week
Plumbing Inspector	<del>21.1769/30.0475</del> <del>21.7593/30.8738</del>	40 hrs/week
Police Records Clerk – Full Time	<del>14.5968/20.3181</del> <del>15.1442/21.0800</del>	40 hrs/week
Public Safety Dispatcher	<del>16.0865/23.4979</del> <del>16.5289/24.1441</del>	40 hrs/week
Shooting Range Operator	<del>22.2151/30.1130</del> <del>22.8260/30.9411</del>	40 hrs/week
Stormwater Program Manager	<del>21.0996/29.7575</del> <del>21.5743/30.4270</del>	40 hrs/week
Utility Secretary	<del>16.2724/23.1258</del> <del>16.8826/23.9929</del>	40 hrs/week

A shift differential of \$0.15 per hour shall be added to the base hourly wage for persons in the employee classification Public Safety Dispatcher who work any hours or a portion thereof between 3:00 p.m. and 11:00 p.m. Employees who work any hours or portion thereof from 11:00 p.m. to 7:00 a.m. will receive a shift differential of \$0.25 per hour. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay. A shift differential of \$0.25 per hour shall be added to the base hourly wage for persons who work rotating shifts covered by the IBEW Utilities labor agreement in the employee classifications of Power Dispatcher I, Power Dispatcher II, Power Plant Operator, Senior Power Dispatcher and Senior Power Plant Operator.

ORDINANCE NO. 9599 (Cont.)

SECTION 8. The classification of employees included under labor agreements with the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees shall work prior to overtime eligibility are as stated above. All employees covered by the IAFF labor agreement, except Life Safety Inspector, will be credited five hundred twenty-five dollars (\$525) annual credit to be used for the purchase of the uniform item purchases as needed. New hires will receive four hundred dollars (\$400) credit for the purchase of initial uniforms. After probation they shall receive an additional five hundred dollars (\$500) for the purchase of a Class A uniform or other items as necessary. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such employee covered by the FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month. New employees covered by the IBEW – Utilities labor agreement who are required to wear full fire retardant (FR) clothing will be eligible for a one-time reimbursement up to \$1,200 to purchase or rent required uniforms. All other employees required to wear full FR clothing will be eligible for reimbursement up to \$600 annually. The non-union position of Meter Reader Supervisor who are required to wear full fire retardant clothing will be eligible for an annual stipend of \$600 to purchase or rent required uniforms. Those employees who are required to wear partial fire retardant clothing will be eligible for an annual stipend of \$350. Employees will be reimbursed for said purchases with a receipt showing proof of purchase. Employees covered by the IBEW Service/Clerical labor agreement in the Community Service Officer Full Time position shall be paid a uniform allowance at the rate of

ORDINANCE NO. 9599 (Cont.)

\$10.00 per pay period. Employees in the non-union Community Service Officer Part Time position shall be paid a prorated uniform allowance based on hours worked, not to exceed \$10.00 per pay period.

Fire Chief and Fire Division Chiefs shall be paid a clothing allowance of \$484.08 per year, divided into 24 pay periods. Police Chief and Police Captains shall be paid a clothing allowance of \$650.00 per year, divided into 26 pay periods.

Non-union employees and employees covered by the FOP labor agreement, the IAFF labor agreement, the IBEW Utilities, Finance, Service/Clerical and Wastewater Treatment Plant labor agreements may receive an annual stipend not to exceed \$1,500 for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of \$4.50 if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Employees covered by the IBEW - Utilities labor agreement shall be allowed a meal allowance for actual cost, or up to \$7.00 per meal, if they are required to work two (2) hours overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Direct supervisors of employees who are covered by labor agreements which allow overtime meal allowance shall be entitled to the same meal allowance benefit.

Non-exempt direct supervisors of employees who are covered by labor agreements which allow stand-by pay shall be entitled to the same stand-by pay benefit.

Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reader Supervisor, Power Plant Superintendent, Power Plant Supervisor,

ORDINANCE NO. 9599 (Cont.)

Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent, Water Supervisor, and Electric Underground Superintendent shall be eligible to participate in a voluntary uniform program providing an allowance up to \$18.00 per month. When protective clothing is required for Utilities Department and Wastewater Treatment Plant personnel covered by the IBEW labor agreements and employees covered by the AFSCME labor agreement, except the Fleet Services Division of the Public Works Department, the City shall pay 60% of the actual cost of providing and cleaning said clothing and the employees 40% of said cost. Full-time Fleet Services personnel shall receive a uniform allowance of \$12 biweekly. Public Works Department personnel in the job classifications of Fleet Services Shop Foreman and Fleet Services Mechanic shall receive a tool allowance of \$15 biweekly. The City will reimburse 60% of the actual cost of providing up to 2 pairs of steel toe or safety toe boots that meets the ANSI standard per contract year for employees covered by the IBEW Wastewater Treatment Plant labor agreement.

SECTION 9. Employees shall be compensated for unused medical leave as follows:

(A) All employees covered in the IBEW Utilities labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at  $47\% \times 1,039 \text{ hours} = 488.33 \text{ hours}$ ), the rate of compensation to be based on the employee's salary at the time of retirement or death. Employees covered in the IAFF labor agreement, with the exception of Life Safety Inspector, shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-eight percent (38%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred ninety-



ORDINANCE NO. 9599 (Cont.)

eight and eighty-eight hundredths hours (calculated at  $38\% \times 1,576$  hours = 598.88 hours). The Life Safety Inspector shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty percent (50%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred forty-two hours (calculated at  $50\% \times 1,084 = 542$ ). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Service/Clerical, IBEW Finance, and IBEW Wastewater Treatment Plant labor agreements shall have a contribution to a VEBA made on their behalf in lieu of payment for twenty-five percent (25%) of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed 334.75 hours (calculated at  $25\% \times 1,339$  hours = 334.75 hours.) Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty percent (50%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred forty-two hours (calculated at  $50\% \times 1,084 = 542$ ). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees hired before October 1, 2014 covered by the AFSCME labor agreement shall be paid thirty-five (35%) of their accumulated medical leave bank at the time of their retirement, based on the employee's salary at the time of retirement not to exceed four hundred sixty-eight and sixty-five hundredths hours (calculated at  $35\% \times 1339$  hours = 468.65 hours). Employees hired on or after October 1, 2014, covered by the AFSCME labor agreement will not receive compensation at retirement for unused medical leave. All employees

ORDINANCE NO. 9599 (Cont.)

covered under the FOP labor agreement shall be paid thirty-seven and one-half percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed four hundred eighty hours (calculated at 37.5% x 1,280 hours = 480 hrs.), based on the employee's salary at the time of retirement. If death occurs while in the line of duty, employees covered under the FOP labor agreement shall be paid fifty percent (50%) of their accumulated medical leave bank at the time of their death, not to exceed six hundred forty hours (50% x 1,280 hours = 640 hrs.), based on the employee's salary at the time of their death.

(B) The City Administrator and department heads shall have a contribution made to their VEBA for one-half of their accumulated medical leave, not to exceed 30 days of pay, upon their resignation, the rate of compensation to be based upon the salary at the time of termination. Compensation for unused medical leave at retirement shall be as provided for non-union employees.

(C) The death of an employee shall be treated the same as retirement, and payment shall be made to the employee's beneficiary or estate for one-half of all unused medical leave for non-union employees and as defined in labor agreements for all other employees.

SECTION 10. Non-union employees shall have a contribution made on their behalf to their VEBA account in the amount of \$30.00 per pay period. Employees represented by the IBEW Service/Clerical, IBEW Wastewater Treatment Plant, and IBEW Finance labor agreements shall have a contribution made on their behalf to the VEBA account of \$15 per pay period. Employees represented by the IBEW Utilities labor agreement shall have a contribution made on their behalf to their VEBA account in the amount of \$20.00 per pay period. Employees

ORDINANCE NO. 9599 (Cont.)

represented by the IAFF labor agreement shall have a contribution made on their behalf to the VEBA account of \$10 per pay period.

SECTION 11. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

SECTION 12. The adjustments identified herein shall be effective on the date of passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law effective October 3, 2016.

SECTION 13. Those portions of Ordinance No. 9587 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 23, 2016

---

Jeremy L. Jensen, Mayor

Attest:

---

RaNae Edwards, City Clerk