



# City of Grand Island

Tuesday, September 12, 2017

Council Session

## Item F-4

### **#9652 - Consideration of Approving Salary Ordinance**

Staff Contact: Aaron Schmid, Human Resources Director

# **Council Agenda Memo**

**From:** Aaron Schmid, Human Resources Director

**Meeting:** September 12, 2017

**Subject:** Consideration of Approving Salary Ordinance No. 9652

**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 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 conducted.

## **Discussion**

Wage changes presented in this Ordinance are for bargaining units according to their respective labor agreements and negotiated wages. The Ordinance also includes changes to the non-union positions.

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 5.4%  
IAFF Labor Agreement will increase by 0.0%  
IBEW Finance Labor Agreement will increase on an average by 4.0%  
IBEW Service/Clerical Labor Agreement will increase on an average by 3.7%  
IBEW Utilities Labor Agreement will increase on an average by 3.00%  
IBEW WWT Labor Agreement will increase on an average by 3.4%  
FOP Labor Agreement will increase by 2.5%  
Non-Union will increase on an average by 3.0%

The wages represented in this proposed Ordinance are included in the proposed 2017/2018 fiscal year budget.

## **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. 9652.

## **Sample Motion**

Move to approve Salary Ordinance No. 9652.

ORDINANCE NO. 9652

An ordinance to amend Ordinance 9625 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 ~~add~~ rename the non-union position ~~Transit Program Manager~~ Assistant Public Works Director/Manager of Engineering Services to Assistant Public Works Director/Engineering; to remove the non-union position of Library Assistant Director; to move the IBEW Service/Clerical positions of Administrative Assistant – Utilities and Utility Secretary to the IBEW Utilities labor agreement; 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 Finance, IBEW Wastewater, IBEW Service Clerical and the IBEW Utilities labor agreements; to amend the salary ranges of employees covered under the FOP labor agreement; and to repeal those portions of Ordinance No. 9625 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:

Approved as to Form	<input checked="" type="checkbox"/>	_____
September 7, 2017	<input checked="" type="checkbox"/>	City Attorney

ORDINANCE NO. 9652 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	<a href="#">24.3126/35.4090</a> <a href="#">25.0420/36.7545</a>	Exempt
Accounting Technician – Solid Waste	<a href="#">19.5260/24.4854</a> <a href="#">20.1118/25.2200</a>	40 hrs/week
Assistant to the City Administrator	<a href="#">22.9200/32.2648</a> <a href="#">23.6076/33.2328</a>	Exempt
Assistant Finance Director	<a href="#">32.9968/47.6559</a> <a href="#">33.9866/49.0855</a>	Exempt
Assistant Public Works Director— <del>Manager of</del> Engineering <del>Services</del>	<a href="#">37.7743/54.2593</a> <a href="#">38.9075/58.6000</a>	Exempt
Assistant Utilities Director – Engineering/Business Operations	<a href="#">50.8928/72.7995</a> <a href="#">52.4196/75.5731</a>	Exempt
Assistant Utilities Director – Production	<a href="#">52.8344/75.1064</a> <a href="#">54.4194/77.3596</a>	Exempt
Assistant Utilities Director – Transmission	<a href="#">52.8344/77.2019</a> <a href="#">54.4194/79.5179</a>	Exempt
Attorney	<a href="#">31.9363/47.4075</a> <a href="#">32.8943/48.8298</a>	Exempt
Biosolids Technician	<a href="#">19.3682/28.7671</a> <a href="#">19.9492/30.2055</a>	40 hrs/week
Building Department Director	<a href="#">37.7821/55.2369</a> <a href="#">38.9156/57.9988</a>	Exempt
CADD Operator	<a href="#">21.1060/30.3529</a> <a href="#">21.7392/31.2635</a>	40 hrs/week
Cemetery Superintendent	<a href="#">24.2651/35.3204</a> <a href="#">24.9930/37.0264</a>	Exempt
City Administrator	<a href="#">69.4139/81.0483</a> <a href="#">71.4964/83.4798</a>	Exempt
City Attorney	<a href="#">46.6266/62.8430</a> <a href="#">48.0254/66.6890</a>	Exempt
City Clerk	<a href="#">31.1918/41.9708</a> <a href="#">32.1275/43.2299</a>	Exempt
Civil Engineer I	<a href="#">30.0101/42.6444</a> <a href="#">30.9104/43.9238</a>	Exempt
Civil Engineer II	<a href="#">34.0560/49.0428</a> <a href="#">35.0776/50.5140</a>	Exempt
Civil Engineering Manager – Utility PCC	<a href="#">42.4840/56.4371</a> <a href="#">43.7585/57.6101</a>	Exempt
Collection System Supervisor	<a href="#">24.4720/35.1373</a> <a href="#">25.2062/36.6306</a>	40 hrs/week
Community Service Officer – Part time	<a href="#">16.0216/21.8416</a> <a href="#">16.3821/22.3330</a>	40 hrs/week

ORDINANCE NO. 9652 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Custodian – Library, Police	<del>14.2258/20.3715</del> <u>14.6526/20.9826</u>	40 hrs/week
Customer Service Representative – Part time	<del>9.8850/13.6081</del> <u>10.1816/14.0817</u>	40 hrs/week
Customer Service Team Leader	<del>19.8856/27.2214</del> <u>20.4821/28.0380</u>	Exempt
Electric Distribution Superintendent	<del>36.9413/51.1559</del> <u>38.0495/52.6906</u>	Exempt
Electric Distribution Supervisor	<del>31.1960/42.9612</del> <u>32.1304/46.4077</u>	40 hrs/week
Electric Underground Superintendent	<del>32.8985/45.5663</del> <u>33.8855/48.8524</u>	Exempt
Electrical Engineer I	<del>28.4483/41.1268</del> <u>29.3018/42.3606</u>	Exempt
Electrical Engineer II	<del>32.9968/47.6559</del> <u>33.9868/49.0856</u>	Exempt
Emergency Management Deputy Director	<del>26.7273/38.8064</del> <u>27.5291/40.4906</u>	Exempt
Emergency Management Director	<del>38.0388/55.2138</del> <u>39.1800/57.9988</u>	Exempt
Engineer I – Public Works	<del>30.9998/44.0430</del> <u>31.9298/45.3644</u>	Exempt
Engineer I – WWTP	<del>30.9998/43.6156</del> <u>31.9298/44.9241</u>	Exempt
Engineering Technician - WWTP	<del>21.0571/29.0698</del> <u>21.6888/29.9419</u>	40 hrs/week
Equipment Operator - Solid Waste	<del>18.2915/26.2408</del> <u>18.8402/27.0280</u>	40 hrs/week
Finance Director	<del>43.2640/65.9135</del> <u>44.5620/67.8909</u>	Exempt
Finance Operations Supervisor	<del>22.8303/31.8219</del> <u>23.5153/33.0311</u>	Exempt
Fire Chief	<del>42.6060/64.1018</del> <u>43.8841/66.8839</u>	Exempt
Fire EMS Division Chief	<del>36.1441/51.3723</del> <u>37.2284/53.9871</u>	Exempt
Fire Operations Division Chief	<del>36.1441/51.3723</del> <u>37.2284/53.9871</u>	Exempt
Fire Prevention Division Chief	<del>35.3704/49.2884</del> <u>36.4315/52.2063</u>	Exempt
Fleet Services Shop Foreman	<del>24.0828/35.9580</del> <u>24.8053/37.0367</u>	40 hrs/week
GIS Coordinator - PW	<del>28.2416/41.1809</del> <u>29.0889/43.3841</u>	Exempt
Golf Course Superintendent	<del>24.8718/35.8958</del> <u>25.6180/36.9726</u>	Exempt

ORDINANCE NO. 9652 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Grounds Management Crew Chief – Cemetery	<a href="#"><u>20.9033/30.2816</u></a> <a href="#"><u>21.5304/31.1900</u></a>	40 hrs/week
Grounds Management Crew Chief – Parks	<a href="#"><u>22.2415/31.8399</u></a> <a href="#"><u>22.9087/32.8811</u></a>	40 hrs/week
Human Resources Director	<a href="#"><u>38.1420/54.6416</u></a> <a href="#"><u>39.2863/58.6741</u></a>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	<a href="#"><u>23.1524/34.2574</u></a> <a href="#"><u>23.8470/35.2851</u></a>	40 hrs/week
Human Resources Recruiter	<a href="#"><u>23.1524/34.2574</u></a> <a href="#"><u>23.8470/35.2851</u></a>	40 hrs/week
Human Resources Specialist	<a href="#"><u>23.1524/34.2574</u></a> <a href="#"><u>23.8470/35.2851</u></a>	40 hrs/week
Information Technology Manager	<a href="#"><u>37.0143/55.8684</u></a> <a href="#"><u>38.1246/57.5444</u></a>	Exempt
Legal Secretary	<a href="#"><u>20.6847/27.9549</u></a> <a href="#"><u>21.3052/28.7935</u></a>	40 hrs/week
Librarian I	<a href="#"><u>22.8301/27.6438</u></a> <a href="#"><u>23.5150/29.8553</u></a>	Exempt
Librarian II	<a href="#"><u>25.4900/31.0018</u></a> <a href="#"><u>26.2548/33.4820</u></a>	Exempt
Library Assistant I	<a href="#"><u>13.2925/19.2105</u></a> <a href="#"><u>14.3559/20.7473</u></a>	40 hrs/week
Library Assistant II	<a href="#"><u>16.4269/23.2552</u></a> <a href="#"><u>17.7411/25.1156</u></a>	40 hrs/week
<del>Library Assistant Director</del>	<a href="#"><u>33.0625/50.6375</u></a>	<del>Exempt</del>
Library Director	<a href="#"><u>41.1416/61.9101</u></a> <a href="#"><u>42.3759/64.8136</u></a>	Exempt
Library Page	<a href="#"><u>9.4500/13.0367</u></a> <a href="#"><u>10.2060/14.0796</u></a>	40 hrs/week
Library Secretary	<a href="#"><u>16.3489/22.6524</u></a> <a href="#"><u>16.8394/23.3320</u></a>	40 hrs/week
Maintenance Worker – Golf	<a href="#"><u>15.9582/24.9970</u></a> <a href="#"><u>16.4369/25.7469</u></a>	40 hrs/week
Meter Reader Supervisor	<a href="#"><u>22.8303/29.4775</u></a> <a href="#"><u>23.5153/30.5976</u></a>	Exempt
MPO Program Manager	<a href="#"><u>24.7948/37.2171</u></a> <a href="#"><u>25.5386/38.3336</u></a>	Exempt
Office Manager – Police Department	<a href="#"><u>19.3355/27.8150</u></a> <a href="#"><u>19.9156/28.6495</u></a>	40 hrs/week
Parks and Recreation Director	<a href="#"><u>41.3888/62.9729</u></a> <a href="#"><u>42.6304/64.8620</u></a>	Exempt
Parks Superintendent	<a href="#"><u>30.8275/43.7165</u></a> <a href="#"><u>31.7524/47.0128</u></a>	Exempt
Payroll Specialist	<a href="#"><u>19.9220/28.1091</u></a> <a href="#"><u>20.5197/29.7956</u></a>	40 hrs/week

ORDINANCE NO. 9652 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Planning Director	<a href="#">39.3374/59.4009</a> <a href="#">40.5175/61.1830</a>	Exempt
Police Captain	<a href="#">36.2358/52.2150</a> <a href="#">37.3229/53.7815</a>	Exempt
Police Chief	<a href="#">44.9146/64.1018</a> <a href="#">46.2620/67.9351</a>	Exempt
Power Plant Maintenance Supervisor	<a href="#">34.5020/46.6150</a> <a href="#">35.5371/48.0134</a>	Exempt
Power Plant Operations Supervisor	<a href="#">36.6273/50.6401</a> <a href="#">37.7260/52.1594</a>	Exempt
Power Plant Superintendent – Burdick	<a href="#">41.4575/57.0760</a> <a href="#">42.7013/60.5861</a>	Exempt
Power Plant Superintendent – PGS	<a href="#">47.7943/65.7695</a> <a href="#">49.2281/69.8144</a>	Exempt
Public Information Officer	<a href="#">27.4354/40.9095</a> <a href="#">28.2585/42.1368</a>	Exempt
Public Works Director	<a href="#">44.5283/66.3350</a> <a href="#">45.8640/68.3250</a>	Exempt
Public Works Engineer	<a href="#">32.3635/46.7971</a> <a href="#">33.3344/48.2010</a>	Exempt
Receptionist	<a href="#">15.7641/24.1323</a> <a href="#">16.2370/25.5802</a>	40 hrs/week
Recreation Coordinator	<a href="#">22.8296/32.5196</a> <a href="#">23.5145/33.6513</a>	Exempt
Recreation Superintendent	<a href="#">31.4938/47.9823</a> <a href="#">32.4386/49.4218</a>	Exempt
Regulatory and Environmental Manager	<a href="#">38.1989/48.9803</a> <a href="#">39.3449/53.8784</a>	Exempt
Senior Electrical Engineer	<a href="#">37.4510/52.1496</a> <a href="#">38.5745/53.7141</a>	Exempt
Senior Public Safety Dispatcher	<a href="#">19.3681/25.9995</a> <a href="#">19.9491/26.7956</a>	40 hrs/week
Senior Utility Secretary	<a href="#">18.7632/24.0633</a> <a href="#">19.3261/25.9884</a>	40 hrs/week
Shooting Range Superintendent	<a href="#">27.5615/41.5311</a> <a href="#">28.3884/42.9764</a>	Exempt
Solid Waste Division Clerk - Full Time	<a href="#">19.0241/24.0447</a> <a href="#">19.5948/24.7660</a>	40 hrs/week
Solid Waste Division Clerk - Part Time	<a href="#">16.9388/21.8338</a> <a href="#">17.4470/22.4888</a>	40 hrs/week
Solid Waste Foreman	<a href="#">22.0816/30.8341</a> <a href="#">22.7440/31.7591</a>	40 hrs/week
Solid Waste Superintendent	<a href="#">32.1728/47.4535</a> <a href="#">33.1380/48.8771</a>	Exempt
Street Superintendent	<a href="#">30.5923/44.6933</a> <a href="#">31.5101/44.6933</a>	Exempt



ORDINANCE NO. 9652 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Street Foreman	<a href="#"><u>23.4658/34.1031</u></a> <a href="#"><u>24.1698/35.4161</u></a>	40 hrs/week
Transit Program Manager	<a href="#"><u>26.4424/37.9808</u></a> <a href="#"><u>27.2356/39.1203</u></a>	Exempt
Turf Management Specialist	<a href="#"><u>22.3531/31.6433</u></a> <a href="#"><u>23.0237/32.5926</u></a>	40 hrs/week
Utilities Director	<a href="#"><u>72.3810/96.4843</u></a> <a href="#"><u>74.5524/99.3789</u></a>	Exempt
Utility Production Engineer	<a href="#"><u>36.9261/54.4330</u></a> <a href="#"><u>38.0339/56.0660</u></a>	Exempt
Utility Warehouse Supervisor	<a href="#"><u>26.1175/36.7494</u></a> <a href="#"><u>26.9010/37.8519</u></a>	40 hrs/week
Victim Assistance Unit Coordinator	<a href="#"><u>15.9750/23.3035</u></a> <a href="#"><u>16.4543/24.0026</u></a>	40 hrs/week
Victim/Witness Advocate	<a href="#"><u>14.6433/21.3609</u></a> <a href="#"><u>15.0826/22.0017</u></a>	40 hrs/week
Wastewater Plant Chief Operator	<a href="#"><u>23.4439/32.8585</u></a> <a href="#"><u>24.1472/35.1586</u></a>	40 hrs/week
Wastewater Plant Engineer	<a href="#"><u>33.6168/49.7621</u></a> <a href="#"><u>34.6253/52.9966</u></a>	Exempt
Wastewater Plant Operations Engineer	<a href="#"><u>32.4735/47.8596</u></a> <a href="#"><u>33.4478/50.0133</u></a>	Exempt
Wastewater Plant Maintenance Supervisor	<a href="#"><u>24.9808/35.3205</u></a> <a href="#"><u>25.7302/36.5320</u></a>	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	<a href="#"><u>32.4759/38.7699</u></a> <a href="#"><u>33.4501/39.9330</u></a>	Exempt
Water Superintendent	<a href="#"><u>31.0260/45.3774</u></a> <a href="#"><u>31.9568/46.7388</u></a>	Exempt
Water Supervisor	<a href="#"><u>24.5083/35.6579</u></a> <a href="#"><u>25.2435/36.7276</u></a>	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

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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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	<a href="#"><u>19.2927/28.5794</u></a> <a href="#"><u>20.2573/30.0084</u></a>	40 hrs/week
Fleet Services Mechanic	<a href="#"><u>21.5575/31.9391</u></a> <a href="#"><u>22.6354/33.5361</u></a>	40 hrs/week
Horticulturist	<a href="#"><u>22.0953/32.7942</u></a> <a href="#"><u>23.2001/34.4339</u></a>	40 hrs/week
Maintenance Worker – Cemetery	<a href="#"><u>18.2409/27.0444</u></a> <a href="#"><u>19.1529/28.3966</u></a>	40 hrs/week
Maintenance Worker – Parks	<a href="#"><u>17.9931/26.6925</u></a> <a href="#"><u>18.8928/28.0271</u></a>	40 hrs/week
Maintenance Worker – Streets	<a href="#"><u>17.9849/26.6613</u></a> <a href="#"><u>18.8841/27.9944</u></a>	40 hrs/week
Senior Equipment Operator – Streets	<a href="#"><u>20.7054/30.7097</u></a> <a href="#"><u>21.7407/32.2452</u></a>	40 hrs/week
Senior Maintenance Worker – Streets	<a href="#"><u>20.5626/30.4979</u></a> <a href="#"><u>21.5907/32.0228</u></a>	40 hrs/week
Traffic Signal Technician	<a href="#"><u>20.4204/30.2871</u></a> <a href="#"><u>21.4414/31.8015</u></a>	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:

ORDINANCE NO. 9652 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	<a href="#"><u>17.1747/22.7274</u></a> <a href="#"><u>17.7758/23.5229</u></a>	40 hrs/week
<a href="#"><u>Administrative Assistant-Utilities</u></a>	<a href="#"><u>19.9718/28.7466</u></a>	<a href="#"><u>40 hrs/week</u></a>
Cashier	<a href="#"><u>16.1078/21.9496</u></a> <a href="#"><u>16.7924/22.8825</u></a>	40 hrs/week
Custodian	<a href="#"><u>17.3168/20.4487</u></a> <a href="#"><u>/20.7680</u></a>	40 hrs/week
Electric Distribution Crew Chief	<a href="#"><u>33.1338/42.1399</u></a> <a href="#"><u>35.0781/45.0560</u></a>	40 hrs/week
Electric Underground Crew Chief	<a href="#"><u>33.1338/42.1399</u></a> <a href="#"><u>35.0781/45.0560</u></a>	40 hrs/week
Engineering Technician I	<a href="#"><u>20.2823/29.0202</u></a> <a href="#"><u>22.0667/30.5436</u></a>	40 hrs/week
Engineering Technician II	<a href="#"><u>25.0730/34.3783</u></a> <a href="#"><u>27.5224/36.9386</u></a>	40 hrs/week
Instrument Technician	<a href="#"><u>30.7736/40.6546</u></a> <a href="#"><u>31.9675/42.1791</u></a>	40 hrs/week
Lineworker Apprentice	<a href="#"><u>22.3011/32.7003</u></a> <a href="#"><u>23.7367/34.0205</u></a>	40 hrs/week
Lineworker First Class	<a href="#"><u>32.5714/38.5227</u></a> <a href="#"><u>32.7290/39.6250</u></a>	40 hrs/week
Materials Handler	<a href="#"><u>24.0652/32.2588</u></a> <a href="#"><u>26.3770/34.1924</u></a>	40 hrs/week
Meter Reader	<a href="#"><u>18.6488/24.3187</u></a> <a href="#"><u>19.3859/25.5225</u></a>	40 hrs/week
Meter Technician	<a href="#"><u>25.1338/31.0630</u></a> <a href="#"><u>27.1987/32.9122</u></a>	40 hrs/week
Payroll Clerk	<a href="#"><u>17.1747/22.7274</u></a> <a href="#"><u>17.7758/23.5229</u></a>	40 hrs/week
Power Dispatcher I	<a href="#"><u>29.1939/40.5910</u></a> <a href="#"><u>30.7068/40.5910</u></a>	40 hrs/week
Power Dispatcher II	<a href="#"><u>30.6628/42.6266</u></a> <a href="#"><u>33.8351/44.4444</u></a>	40 hrs/week
Power Plant Maintenance Mechanic	<a href="#"><u>29.7946/37.0998</u></a> <a href="#"><u>30.5208/38.7529</u></a>	40 hrs/week
Power Plant Operator	<a href="#"><u>32.6470/38.0280</u></a> <a href="#"><u>33.2929/39.3280</u></a>	40 hrs/week
Senior Accounting Clerk	<a href="#"><u>19.1655/25.1053</u></a> <a href="#"><u>19.6926/25.7957</u></a>	40 hrs/week
Senior Engineering Technician	<a href="#"><u>32.6595/39.9680</u></a> <a href="#"><u>32.8642/41.2114</u></a>	40 hrs/week
Senior Materials Handler	<a href="#"><u>29.1633/38.0396</u></a> <a href="#"><u>30.5989/39.8894</u></a>	40 hrs/week
Senior Meter Reader	<a href="#"><u>22.0869/26.2145</u></a> <a href="#"><u>22.0869/26.3711</u></a>	40 hrs/week
Senior Power Dispatcher	<a href="#"><u>36.5342/50.1352</u></a> <a href="#"><u>39.8510/51.7230</u></a>	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Senior Power Plant Operator	<del>35.7892/45.8804</del> <u>37.3984/46.7852</u>	40 hrs/week
Senior Substation Technician	<del>39.6994/41.1455</del> <u>42.3424</u>	40 hrs/week
Senior Water Maintenance Worker	<del>24.3938/32.1211</del> <u>24.8696/33.3929</u>	40 hrs/week
Substation Technician	<del>36.7512/38.2101</del> <u>37.6973/39.2418</u>	40 hrs/week
Systems Technician	<del>32.3881/41.1455</del> <u>34.5846/42.4335</u>	40 hrs/week
Tree Trim Crew Chief	<del>29.8621/37.0845</del> <u>30.1578/38.5387</u>	40 hrs/week
Utility Electrician	<del>28.6586/37.6629</del> <u>29.7562/39.2376</u>	40 hrs/week
Utility Groundman	<del>20.0000/28.0000</del> <u>20.0063/</u>	40 hrs/week
<u>Utility Secretary</u>	<u>18.2740/25.7861</u>	<u>40 hrs/week</u>
Utility Technician	<del>27.7195/38.9914</del> <u>29.8950/40.1815</u>	40 hrs/week
Utility Warehouse Clerk	<del>21.5966/26.6451</del> <u>22.3419/27.8128</u>	40 hrs/week
Water Maintenance Worker	<del>19.9348/27.5678</del> <u>21.5145/29.2439</u>	40 hrs/week
Wireworker I	<del>23.48 81/33.2122</del> <u>23.6029/34.1615</u>	40 hrs/week
Wireworker II	<del>32.5714/38.5227</del> <u>32.7290/39.6250</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	<del>20.9247/32.0568</del> <u>21.4478/32.8582</u>	
Police Sergeant	<del>26.1893/39.3272</del> <u>26.8440/40.3104</u>	

## ORDINANCE NO. 9652 (Cont.)

### 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 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

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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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fire Captain	19.9429/27.6524	212 hrs/28 days
Firefighter / EMT	15.1020/21.9163	212 hrs/28 days
Firefighter / Paramedic	17.0188/24.0361	212 hrs/28 days
Life Safety Inspector	22.9354/32.5426	40 hrs/week
Shift Commander	24.3197/31.8276	212 hrs/28 days

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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	<del>17.4298/24.5254</del> <u>18.2141/25.6290</u>	40 hrs/week
Equipment Operator – WWTP	<del>18.0428/25.3881</del> <u>18.4488/25.9593</u>	40 hrs/week
Maintenance Mechanic I	<del>18.4488/25.9593</del> <u>18.8178/26.4785</u>	40 hrs/week

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Maintenance Mechanic II	<a href="#"><u>21.1658/29.7825</u></a> <a href="#"><u>21.8008/30.6760</u></a>	40 hrs/week
Maintenance Worker – WWTP	<a href="#"><u>18.9035/26.5992</u></a> <a href="#"><u>19.4706/27.3972</u></a>	40 hrs/week
Wastewater Clerk	<a href="#"><u>14.8892/20.9503</u></a> <a href="#"><u>15.5592/21.8931</u></a>	40 hrs/week
Wastewater Plant Laboratory Technician	<a href="#"><u>19.8728/27.9629</u></a> <a href="#"><u>20.3696/28.6620</u></a>	40 hrs/week
Wastewater Plant Operator I	<a href="#"><u>17.6136/24.7844</u></a> <a href="#"><u>18.3622/25.8377</u></a>	40 hrs/week
Wastewater Plant Operator II	<a href="#"><u>19.6465/27.6448</u></a> <a href="#"><u>20.4815/28.8197</u></a>	40 hrs/week

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	<a href="#"><u>18.4474/24.6252</u></a> <a href="#"><u>19.2314/25.6718</u></a>	40 hrs/week
Accounts Payable Clerk	<a href="#"><u>17.1226/24.7731</u></a> <a href="#"><u>17.7219/25.6402</u></a>	40 hrs/week
Administrative Assistant	<a href="#"><u>18.9977/27.2480</u></a> <a href="#"><u>20.0426/28.7466</u></a>	40 hrs/week
Administrative Assistant - Parks	<a href="#"><u>18.7801/26.6898</u></a> <a href="#"><u>20.0426/28.7466</u></a>	40 hrs/week

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Audio Video Technician	<a href="#"><u>18.9071/26.6730</u></a> <a href="#"><u>19.8525/28.0067</u></a>	40 hrs/week
Building Inspector	<a href="#"><u>21.7593/30.8738</u></a> <a href="#"><u>22.3577/31.7228</u></a>	40 hrs/week
Community Development Administrator	<a href="#"><u>20.6968/29.7579</u></a> <a href="#"><u>21.8869/31.4690</u></a>	40 hrs/week
Community Development Specialist	<a href="#"><u>18.9977/27.2480</u></a> <a href="#"><u>20.0901/28.8148</u></a>	40 hrs/week
Computer Operator	<a href="#"><u>22.7520/29.9089</u></a> <a href="#"><u>23.8896/31.4043</u></a>	40 hrs/week
Community Service Officer	<a href="#"><u>16.0216/21.8416</u></a> <a href="#"><u>16.3821/22.3330</u></a>	40 hrs/week
Computer Programmer	<a href="#"><u>23.6772/34.6995</u></a> <a href="#"><u>24.1507/35.3935</u></a>	40 hrs/week
Computer Technician	<a href="#"><u>23.4344/30.8067</u></a> <a href="#"><u>24.6061/32.3470</u></a>	40 hrs/week
Crime Analyst	<a href="#"><u>20.7194/29.4144</u></a> <a href="#"><u>21.6518/30.7380</u></a>	40 hrs/week
Electrical Inspector	<a href="#"><u>21.7593/30.8738</u></a> <a href="#"><u>22.3577/31.7228</u></a>	40 hrs/week
Emergency Management Coordinator	<a href="#"><u>18.7801/26.6898</u></a> <a href="#"><u>20.0426/28.7466</u></a>	40 hrs/week
Engineering Technician – Public Works	<a href="#"><u>21.2585/29.9816</u></a> <a href="#"><u>21.6837/30.5812</u></a>	40 hrs/week
Evidence Technician	<a href="#"><u>16.5199/24.1747</u></a> <a href="#"><u>17.0568/24.9604</u></a>	40 hrs/week
Finance Secretary	<a href="#"><u>16.8826/23.9929</u></a> <a href="#"><u>17.4735/24.8327</u></a>	40 hrs/week
GIS Coordinator	<a href="#"><u>26.5496/37.2543</u></a> <a href="#"><u>27.8771/39.1170</u></a>	40 hrs/week
Maintenance Worker I – Building, Library	<a href="#"><u>16.4879/22.3139</u></a> <a href="#"><u>16.8177/22.7602</u></a>	40 hrs/week
Maintenance Worker II – Building, Police	<a href="#"><u>17.3754/23.5542</u></a> <a href="#"><u>17.7229/24.0253</u></a>	40 hrs/week
Planning Technician	<a href="#"><u>23.2256/32.6774</u></a> <a href="#"><u>24.0966/33.9028</u></a>	40 hrs/week
Plans Examiner	<a href="#"><u>22.5088/31.9374</u></a> <a href="#"><u>23.3529/33.1351</u></a>	40 hrs/week
Plumbing Inspector	<a href="#"><u>21.7593/30.8738</u></a> <a href="#"><u>22.3577/31.7228</u></a>	40 hrs/week
Police Records Clerk – Full Time	<a href="#"><u>15.1442/21.0800</u></a> <a href="#"><u>15.6742/21.8178</u></a>	40 hrs/week
Public Safety Dispatcher	<a href="#"><u>16.5289/24.1441</u></a> <a href="#"><u>16.9834/24.8081</u></a>	40 hrs/week
Shooting Range Operator	<a href="#"><u>22.8260/30.9411</u></a> <a href="#"><u>23.3967/31.7146</u></a>	40 hrs/week
Stormwater Program Manager	<a href="#"><u>21.5743/30.4270</u></a> <a href="#"><u>22.0597/31.1116</u></a>	40 hrs/week
Utility Secretary	<a href="#"><u>16.8826/23.9929</u></a>	<a href="#"><u>40 hrs/week</u></a>



## ORDINANCE NO. 9652 (Cont.)

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. All employees covered under the FOP labor agreement and are regularly assigned to a shift whose majority of hours occur between 1800 hours and 0600 hours, shall be paid an additional thirty-five cents (\$0.35) per hour.

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-Each employees-employee,~~ covered by the IAFF labor agreement, [after their first year,](#) 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 at the rate of Three Hundred Twenty-five

ORDINANCE NO. 9652 (Cont.)

dollars (\$325.00) semi-annually. If any such employee covered by the FOP labor agreement 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~~ \$700 annually in Years 1 and 2; in Year 3 eligible up to \$1,000. 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~~ \$700 in Years 1 and 2; in Year 3 eligible up to \$1,000 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 \$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.

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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~~\$12.00 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.

Employees covered by the FOP labor agreement who are directed to be on stand-by duty by the Chief of Police or Police Captain shall receive one (1) hour of straight time pay for each eight (8) hours of standby duty or fraction thereof, that occurs between regularly assigned duty shifts. In the event that an employee covered by the FOP labor agreement is called in to work while off duty, the employee shall be paid for a minimum of two (2) hours at one and one-half (1.5) the regular rate of pay and for any additional time worked thereafter.

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

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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~~ have a contribution to a VEBA made on their behalf for ~~forty-seven~~ fifty-three percent (~~47.53~~%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed ~~four-five~~ four-fifty hundred eighty-eight ~~six~~ and one-third eighteen hundredths hours (calculated at ~~47.53~~% x ~~1,039~~ 1,106 hours = ~~488.33~~ 586.18 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-eight and eighty-eight hundredths hours (calculated at 38% x 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

ORDINANCE NO. 9652 (Cont.)

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  $25\% \times 1,339 \text{ hours} = 334.75 \text{ hours}$ .) 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  $35\% \times 1339 \text{ hours} = 468.65 \text{ hours}$ ). Employees hired on or after October 1, 2014, covered by the AFSCME labor agreement will not receive compensation at retirement for unused medical leave. Employees 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  $37.5\% \times$

ORDINANCE NO. 9652 (Cont.)

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 one hundred percent (100%) of their accumulated medical leave bank at the time of their death, not to exceed one thousand two hundred eighty (1,280) hours, 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 represented by the IAFF labor agreement shall have a contribution made on their behalf to the VEBA account of \$10 per pay period.

ORDINANCE NO. 9652 (Cont.)

SECTION 11. An employee, who is represented by the FOP labor agreement, shall annually receive longevity pay based upon the total length of service with the City. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made on a prorated basis on each regular pay day. The following rate schedule shall apply: ten years (beginning 11<sup>th</sup> year) - \$ 645.50; fifteen years (beginning 16<sup>th</sup> year) - \$ 830.50; 20 years (beginning 21<sup>st</sup> year) - \$1,032.50; twenty-five years (beginning 26<sup>th</sup> year) - \$1,247.50.

SECTION 12. 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 13. 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 2, 2017](#).

SECTION 14. Those portions of Ordinance No. 9625 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: September 12, 2017

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Jeremy L Jensen, Mayor

Attest:

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RaNae Edwards, City Clerk