



City of Grand Island

Tuesday, February 13, 2018

Council Session

Item F-2

#9676 - Consideration of Amendment to the Salary Ordinance Relative to Lifeguard Referral Program

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: February 13, 2018

Subject: Consideration of Approving Salary Ordinance No. 9676

Presenter(s): Aaron Schmid, Human Resources Director

Background

The salary ordinance for employees of the City of Grand Island comes before Council when changes are necessary. The following explains the proposed change to the salary ordinance.

Discussion

The City swimming pools continue to see a decline in lifeguard staff. It is becoming increasingly difficult to maintain minimum staffing levels despite efforts to recruit new guards. Previous recruiting efforts include increasing the starting wage from \$9.50 to \$10.00 per hour, waiving the certification fee for new applicants, making a lifeguard specific promotional commercial, and social media campaigns.

The proposed change to the salary ordinance would allow for an employee referral program. The intent is to utilize current staff to recruit new hires. Details of the referral program include:

- The referral program is limited to existing pool staff referrals. Management positions are excluded.
- The referral cannot have worked as a city lifeguard in the past.
- The referral must pass a background check, complete and pass a free lifeguard class (roughly 20 hours), and work for at least 80 hours.
- Pool staff are paid for their referral as follows.
 - 1 referral: \$50
 - 2 referrals: \$75
 - 3 or more referrals: \$100

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. 9676.

Sample Motion

Move to approve Salary Ordinance No. 9676.

ORDINANCE NO. 9676

An ordinance to amend Ordinance 9655 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 correct the salary range of the non-union position Civil Engineering Manager PCC;~~ to add the Lifeguard Referral Program; and to repeal those portions of Ordinance No. 9655 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	25.0420/36.7545	Exempt
Accounting Technician – Solid Waste	20.1118/25.2200	40 hrs/week
Assistant to the City Administrator	23.6076/33.2328	Exempt
Assistant Finance Director	33.9866/49.0855	Exempt
Assistant Public Works Director/Engineering	38.9075/58.6000	Exempt
Assistant Utilities Director – Engineering/Business Operations	52.4196/75.5731	Exempt
Assistant Utilities Director – Production	54.4194/77.3596	Exempt
Assistant Utilities Director – Transmission	54.4194/79.5179	Exempt
Attorney	32.8943/48.8298	Exempt
Biosolids Technician	19.9492/30.2055	40 hrs/week
Building Department Director	38.9156/57.9988	Exempt
CADD Operator	21.7392/31.2635	40 hrs/week

Approved as to Form ☐ _____
City Attorney

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Cemetery Superintendent	24.9930/37.0264	Exempt
City Administrator	71.4964/83.4798	Exempt
City Attorney	48.0254/66.6890	Exempt
City Clerk	32.1275/43.2299	Exempt
Civil Engineer I	30.9104/43.9238	Exempt
Civil Engineer II	35.0776/50.5140	Exempt
Civil Engineering Manager – Utility PCC	43.7585/60.9521	Exempt
Collection System Supervisor	25.2062/36.6306	40 hrs/week
Community Service Officer – Part time	16.3821/22.3330	40 hrs/week
Custodian – Library, Police	14.6526/20.9826	40 hrs/week
Customer Service Representative – Part time	10.1816/14.0817	40 hrs/week
Customer Service Team Leader	20.4821/28.0380	Exempt
Electric Distribution Superintendent	38.0495/52.6906	Exempt
Electric Distribution Supervisor	32.1304/46.4077	40 hrs/week
Electric Underground Superintendent	33.8855/48.8524	Exempt
Electrical Engineer I	29.3018/42.3606	Exempt
Electrical Engineer II	33.9868/49.0856	Exempt
Emergency Management Deputy Director	27.5291/40.4906	Exempt
Emergency Management Director	39.1800/57.9988	Exempt
Engineer I – Public Works	31.9298/45.3644	Exempt
Engineer I – WWTP	31.9298/44.9241	Exempt
Engineering Technician - WWTP	21.6888/29.9419	40 hrs/week
Equipment Operator - Solid Waste	18.8402/27.0280	40 hrs/week
Finance Director	44.5620/67.8909	Exempt
Finance Operations Supervisor	23.5153/33.0311	Exempt
Fire Chief	43.8841/66.8839	Exempt
Fire EMS Division Chief	37.2284/53.9871	Exempt
Fire Operations Division Chief	37.2284/53.9871	Exempt
Fire Prevention Division Chief	36.4315/52.2063	Exempt
Fleet Services Shop Foreman	24.8053/37.0367	40 hrs/week
GIS Coordinator - PW	29.0889/43.3841	Exempt
Golf Course Superintendent	25.6180/36.9726	Exempt
Grounds Management Crew Chief – Cemetery	21.5304/31.1900	40 hrs/week
Grounds Management Crew Chief – Parks	22.9087/32.8811	40 hrs/week
Human Resources Director	39.2863/58.6741	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Human Resources Benefits/Risk Mgmt Coordinator	23.8470/35.2851	40 hrs/week
Human Resources Recruiter	23.8470/35.2851	40 hrs/week
Human Resources Specialist	23.8470/35.2851	40 hrs/week
Information Technology Manager	38.1246/57.5444	Exempt
Legal Secretary	21.3052/28.7935	40 hrs/week
Librarian I	23.5150/29.8553	Exempt
Librarian II	26.2548/33.4820	Exempt
Library Assistant I	14.3559/20.7473	40 hrs/week
Library Assistant II	17.7411/25.1156	40 hrs/week
Library Director	42.3759/64.8136	Exempt
Library Page	10.2060/14.0796	40 hrs/week
Library Secretary	16.8394/23.3320	40 hrs/week
Maintenance Worker – Golf	16.4369/25.7469	40 hrs/week
Meter Reader Supervisor	23.5153/30.5976	Exempt
MPO Program Manager	25.5386/38.3336	Exempt
Office Manager – Police Department	19.9156/28.6495	40 hrs/week
Parks and Recreation Director	42.6304/64.8620	Exempt
Parks Superintendent	31.7524/47.0128	Exempt
Payroll Specialist	20.5197/29.7956	40 hrs/week
Planning Director	40.5175/61.1830	Exempt
Police Captain	37.3229/53.7815	Exempt
Police Chief	46.2620/67.9351	Exempt
Power Plant Maintenance Supervisor	35.5371/48.0134	Exempt
Power Plant Operations Supervisor	37.7260/52.1594	Exempt
Power Plant Superintendent – Burdick	42.7013/60.5861	Exempt
Power Plant Superintendent – PGS	49.2281/69.8144	Exempt
Public Information Officer	28.2585/42.1368	Exempt
Public Works Director	45.8640/68.3250	Exempt
Public Works Engineer	33.3344/48.2010	Exempt
Receptionist	16.2370/25.5802	40 hrs/week
Recreation Coordinator	23.5145/33.6513	Exempt
Recreation Superintendent	32.4386/49.4218	Exempt
Regulatory and Environmental Manager	39.3449/53.8784	Exempt
Senior Electrical Engineer	38.5745/53.7141	Exempt
Senior Public Safety Dispatcher	19.9491/26.7956	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Senior Utility Secretary	19.3261/25.9884	40 hrs/week
Shooting Range Superintendent	28.3884/42.9764	Exempt
Solid Waste Division Clerk - Full Time	19.5948/24.7660	40 hrs/week
Solid Waste Division Clerk - Part Time	17.4470/22.4888	40 hrs/week
Solid Waste Foreman	22.7440/31.7591	40 hrs/week
Solid Waste Superintendent	33.1380/48.8771	Exempt
Street Superintendent	31.5101/46.8878	Exempt
Street Foreman	24.1698/35.4161	40 hrs/week
Transit Program Manager	27.2356/39.1203	Exempt
Turf Management Specialist	23.0237/32.5926	40 hrs/week
Utilities Director	74.5524/99.3789	Exempt
Utility Production Engineer	38.0339/56.0660	Exempt
Utility Warehouse Supervisor	26.9010/37.8519	40 hrs/week
Victim Assistance Unit Coordinator	16.4543/24.0026	40 hrs/week
Victim/Witness Advocate	15.0826/22.0017	40 hrs/week
Wastewater Plant Chief Operator	24.1472/35.1586	40 hrs/week
Wastewater Plant Engineer	34.6253/52.9966	Exempt
Wastewater Plant Operations Engineer	33.4478/50.0133	Exempt
Wastewater Plant Maintenance Supervisor	25.7302/36.5320	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	33.4501/39.9330	Exempt
Water Superintendent	31.9568/46.7388	Exempt
Water Supervisor	25.2435/36.7276	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.

Aquatics staff who refer new lifeguards will receive a stipend for the referral, upon meeting the following criteria:

- The referral cannot have worked as a City of Grand Island lifeguard in the past.
- The referral must pass a background check, complete and pass a free lifeguard class, and work for at least 80 hours.
- Aquatics staff shall be paid for their referral as follows:
 - 1 referral – \$50.00
 - 2 referrals - \$75.00
 - 3 or more referrals - \$100.00

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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	20.2573/30.0084	40 hrs/week
Fleet Services Mechanic	22.6354/33.5361	40 hrs/week
Horticulturist	23.2001/34.4339	40 hrs/week
Maintenance Worker – Cemetery	19.1529/28.3966	40 hrs/week
Maintenance Worker – Parks	18.8928/28.0271	40 hrs/week
Maintenance Worker – Streets	18.8841/27.9944	40 hrs/week
Senior Equipment Operator – Streets	21.7407/32.2452	40 hrs/week
Senior Maintenance Worker – Streets	21.5907/32.0228	40 hrs/week
Traffic Signal Technician	21.4414/31.8015	40 hrs/week

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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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	17.7758/23.5229	40 hrs/week
Administrative Assistant-Utilities	19.9718/28.7466	40 hrs/week
Cashier	16.7924/22.8825	40 hrs/week
Custodian	17.3168/20.7680	40 hrs/week
Electric Distribution Crew Chief	35.0781/45.0560	40 hrs/week
Electric Underground Crew Chief	35.0781/45.0560	40 hrs/week
Engineering Technician I	22.0667/30.5436	40 hrs/week
Engineering Technician II	27.5224/36.9386	40 hrs/week
Instrument Technician	31.9675/42.1791	40 hrs/week
Lineworker Apprentice	23.7367/34.0205	40 hrs/week
Lineworker First Class	32.7290/39.6250	40 hrs/week
Materials Handler	26.3770/34.1924	40 hrs/week
Meter Reader	19.3859/25.5225	40 hrs/week
Meter Technician	27.1987/32.9122	40 hrs/week
Payroll Clerk	17.7758/23.5229	40 hrs/week
Power Dispatcher I	30.7068/40.5910	40 hrs/week
Power Dispatcher II	33.8351/44.4444	40 hrs/week
Power Plant Maintenance Mechanic	30.5208/38.7529	40 hrs/week
Power Plant Operator	33.2929/39.3280	40 hrs/week
Senior Accounting Clerk	19.6926/25.7957	40 hrs/week
Senior Engineering Technician	32.8642/41.2114	40 hrs/week
Senior Materials Handler	30.5989/39.8894	40 hrs/week
Senior Meter Reader	22.0869/26.3711	40 hrs/week
Senior Power Dispatcher	39.8510/51.7230	40 hrs/week
Senior Power Plant Operator	37.3984/46.7852	40 hrs/week
Senior Substation Technician	39.6994/42.3424	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Senior Water Maintenance Worker	24.8696/33.3929	40 hrs/week
Substation Technician	37.6973/39.2418	40 hrs/week
Systems Technician	34.5846/42.4335	40 hrs/week
Tree Trim Crew Chief	30.1578/38.5387	40 hrs/week
Utility Electrician	29.7562/39.2376	40 hrs/week
Utility Groundman	20.0063/28.0000	40 hrs/week
Utility Secretary	18.2740/25.7861	40 hrs/week
Utility Technician	29.8950/40.1815	40 hrs/week
Utility Warehouse Clerk	22.3419/27.8128	40 hrs/week
Water Maintenance Worker	21.5145/29.2439	40 hrs/week
Wireworker I	23.6029/34.1615	40 hrs/week
Wireworker II	32.7290/39.6250	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:

Classification	Hourly Pay Range Min/Max	
Police Officer	21.4478/32.8582	
Police Sergeant	26.8440/40.3104	

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

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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 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

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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) 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	18.2141/25.6290	40 hrs/week
Equipment Operator – WWTP	18.4488/25.9593	40 hrs/week
Maintenance Mechanic I	18.8178/26.4785	40 hrs/week
Maintenance Mechanic II	21.8008/30.6760	40 hrs/week
Maintenance Worker – WWTP	19.4706/27.3972	40 hrs/week
Wastewater Clerk	15.5592/21.8931	40 hrs/week
Wastewater Plant Laboratory Technician	20.3696/28.6620	40 hrs/week
Wastewater Plant Operator I	18.3622/25.8377	40 hrs/week
Wastewater Plant Operator II	20.4815/28.8197	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

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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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Streets	19.2314/25.6718	40 hrs/week
Accounts Payable Clerk	17.7219/25.6402	40 hrs/week
Administrative Assistant	20.0426/28.7466	40 hrs/week
Administrative Assistant - Parks	20.0426/28.7466	40 hrs/week
Audio Video Technician	19.8525/28.0067	40 hrs/week
Building Inspector	22.3577/31.7228	40 hrs/week
Community Development Administrator	21.8869/31.4690	40 hrs/week
Community Development Specialist	20.0901/28.8148	40 hrs/week
Computer Operator	23.8896/31.4043	40 hrs/week
Community Service Officer	16.3821/22.3330	40 hrs/week
Computer Programmer	24.1507/35.3935	40 hrs/week
Computer Technician	24.6061/32.3470	40 hrs/week
Crime Analyst	21.6518/30.7380	40 hrs/week
Electrical Inspector	22.3577/31.7228	40 hrs/week
Emergency Management Coordinator	20.0426/28.7466	40 hrs/week
Engineering Technician – Public Works	21.6837/30.5812	40 hrs/week
Evidence Technician	17.0568/24.9604	40 hrs/week
Finance Secretary	17.4735/24.8327	40 hrs/week
GIS Coordinator	27.8771/39.1170	40 hrs/week
Maintenance Worker I – Building, Library	16.8177/22.7602	40 hrs/week
Maintenance Worker II – Building, Police	17.7229/24.0253	40 hrs/week
Planning Technician	24.0966/33.9028	40/hrs/week

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Plans Examiner	23.3529/33.1351	40 hrs/week
Plumbing Inspector	22.3577/31.7228	40 hrs/week
Police Records Clerk – Full Time	15.6742/21.8178	40 hrs/week
Public Safety Dispatcher	16.9834/24.8081	40 hrs/week
Shooting Range Operator	23.3967/31.7146	40 hrs/week
Stormwater Program Manager	22.0597/31.1116	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. 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. Each 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

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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 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 -\$700 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 \$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.

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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 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 \$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.

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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 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 have a contribution to a VEBA made on their behalf for fifty-three percent (53%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed five hundred eighty-six and eighteen hundredths hours (calculated at $53\% \times 1,106 \text{ hours} = 586.18 \text{ hours}$), 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,

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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 $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$). 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 $25\% \times 1,339 \text{ hours} = 334.75 \text{ hours}$.) 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 $35\% \times 1339 \text{ hours} = 468.65 \text{ hours}$).

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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% 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 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

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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.

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 11th year) - \$ 645.50; fifteen years (beginning 16th year) - \$ 830.50; 20 years (beginning 21st year) - \$1,032.50; twenty-five years (beginning 26th 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. 9655 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

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Enacted: February 13, 2018.

Jeremy L. Jensen, Mayor

Attest:

RaNae Edwards, City Clerk