



City of Grand Island

Tuesday, November 20, 2018

Council Session

Item F-1

#9713 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: November 20, 2018

Subject: Consideration of Approving Salary Ordinance No. 9713

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 changes to the salary ordinance.

Discussion

The proposed salary ordinance includes two changes. The first is the addition of the Assistant City Administrator classification. The second proposed change is a correction to the amount of medical leave payout for non-union employees upon retirement. The change, originally presented during budget season, was for 53% payout. The ordinance, however, did not include the change when presented during the August 21st Council Meeting.

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. 9713.

Sample Motion

Move to approve Salary Ordinance No. 9713.

ORDINANCE NO. 9713

An ordinance to amend Ordinance 9701 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 IBEW Service/Clerical union to IBEW Service/Clerical/Finance union; remove the non-union position and salary range of CADD Operator; to move the non-union position and salary range of Biosolids Technician to the IBEW Wastewater Treatment Plant labor agreement; to add the non-union position and salary range of Administrative Coordinator — Public Works; to rename the IBEW Wastewater Treatment Plant position and salary range of Maintenance Mechanic II to Lead Maintenance Mechanic; to add the IBEW Wastewater Treatment Plant position and salary range of Lead Maintenance Worker; to move the IBEW Wastewater Treatment Plant position and salary range of Wastewater Clerk to the IBEW Service/Clerical/Finance labor agreement and rename to Wastewater Secretary; to move the IBEW Finance positions of Accounting Clerk, Cashier, Payroll Clerk and Senior Accounting Clerk to the IBEW Service/Clerical/Finance labor agreement; to remove the IBEW Service/Clerical/Finance positions and salary ranges of Community Development Specialist and Finance Secretary; to move the IBEW Service/Clerical/Finance position of Stormwater Program Manager to the IBEW Wastewater Treatment Plant labor agreement; to move the IBEW Service/Clerical/Finance positions of Community Development Administrator and Planning Technician to non-union; to rename the position of Planning Technician to Planner I; 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 FOP labor agreement; to amend the salary ranges of employees covered under the IBEW Service/Clerical/Finance labor agreement; to amend the salary ranges of employees covered~~

Approved as to Form ☐ _____
November 14, 2018 ☐ City Attorney

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~~under the IBEW Utilities labor agreement; to amend the salary ranges of employees covered under the IBEW Wastewater Treatment Plant labor agreement; to add the non-union position and salary range of Assistant City Administrator; to amend non-union employees' medical leave payout at retirement;~~ and to repeal those portions of Ordinance No. 9701 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	25.4176/37.3059	Exempt
Accounting Technician – Solid Waste	20.4135/25.5983	40 hrs/week
Administrative Coordinator – Public Works	21.0448/30.1839	40 hrs/week
<u>Assistant City Administrator</u>	<u>47.3558/72.3558</u>	<u>Exempt</u>
Assistant to the City Administrator	23.9618/33.7313	Exempt
Assistant Finance Director	34.4964/49.8218	Exempt
Assistant Public Works Director/Engineering	39.4911/60.6920	Exempt
Assistant Utilities Director – Engineering/Business Operations	53.2059/76.7068	Exempt
Assistant Utilities Director – Production	55.2358/78.5200	Exempt
Assistant Utilities Director – Transmission	55.2358/80.7106	Exempt
Attorney	33.3878/49.5623	Exempt
Building Department Director	39.4994/58.8688	Exempt
Cemetery Superintendent	25.3679/37.5818	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
City Administrator	72.5689/84.7320	Exempt
City Attorney	48.7458/67.6894	Exempt
City Clerk	32.6094/43.8784	Exempt
Civil Engineer I	31.3740/44.5826	Exempt
Civil Engineer II	35.6038/51.2718	Exempt
Civil Engineering Manager – Utility PCC	44.4149/64.5361	Exempt
Collection System Supervisor	25.5843/37.1801	40 hrs/week
Community Development Administrator	22.2152/31.9410	40 hrs/week
Community Service Officer – Part time	16.6145/22.9328	40 hrs/week
Custodian – Library, Police	14.8724/21.2973	40 hrs/week
Customer Service Representative – Part time	10.3343/14.2929	40 hrs/week
Customer Service Team Leader	20.7894/28.4586	Exempt
Electric Distribution Superintendent	40.8173/53.4810	Exempt
Electric Distribution Supervisor	38.8735/50.3708	40 hrs/week
Electric Underground Superintendent	34.3938/50.3708	Exempt
Electrical Engineer I	29.7414/42.9960	Exempt
Electrical Engineer II	34.4966/49.8219	Exempt
Emergency Management Deputy Director	27.9420/41.0980	Exempt
Emergency Management Director	39.7678/58.8688	Exempt
Engineer I – Public Works	32.4088/46.0449	Exempt
Engineer I – WWTP	32.4088/45.5980	Exempt
Engineering Technician - WWTP	22.3395/30.8402	40 hrs/week
Equipment Operator - Solid Waste	19.1228/27.4334	40 hrs/week
Finance Director	45.2304/68.9093	Exempt
Finance Operations Supervisor	23.8680/33.5266	Exempt
Fire Chief	44.5425/67.8870	Exempt
Fire EMS Division Chief	37.7869/54.7969	Exempt
Fire Operations Division Chief	37.7869/54.7969	Exempt
Fire Prevention Division Chief	36.9780/52.9894	Exempt
Fleet Services Shop Foreman	25.1774/37.5923	40 hrs/week
GIS Coordinator - PW	29.5253/44.0349	Exempt
Golf Course Superintendent	26.0023/37.5273	Exempt
Grounds Management Crew Chief – Cemetery	21.8534/31.6579	40 hrs/week
Grounds Management Crew Chief – Parks	23.2523/33.3743	40 hrs/week
Human Resources Director	39.8756/59.5543	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Human Resources Benefits/Risk Mgmt Coordinator	24.2047/35.8144	40 hrs/week
Human Resources Recruiter	24.2047/35.8144	40 hrs/week
Human Resources Specialist	24.2047/35.8144	40 hrs/week
Information Technology Manager	38.6965/58.4076	Exempt
Legal Secretary	21.6248/29.2254	40 hrs/week
Librarian I	23.8678/31.7959	Exempt
Librarian II	26.6486/35.6584	Exempt
Library Assistant I	15.2890/22.0959	40 hrs/week
Library Assistant II	18.8943/26.7481	40 hrs/week
Library Director	43.0115/65.7858	Exempt
Library Page	10.8694/14.9948	40 hrs/week
Library Secretary	17.0920/23.6820	40 hrs/week
Maintenance Worker – Golf	16.6835/26.1331	40 hrs/week
Meter Reader Supervisor	23.8680/31.0566	Exempt
MPO Program Manager	25.9216/38.9086	Exempt
Office Manager – Police Department	20.2143/29.0792	40 hrs/week
Parks and Recreation Director	43.2699/65.8349	Exempt
Parks Superintendent	32.2288/47.7180	Exempt
Payroll Specialist	20.8275/30.2425	40 hrs/week
Planner I	24.4580/34.4113	40 hrs/week
Planning Director	41.1253/62.1008	Exempt
Police Captain	37.8828/54.5883	Exempt
Police Chief	46.9559/68.9541	Exempt
Power Plant Maintenance Supervisor	36.0700/48.7336	Exempt
Power Plant Operations Supervisor	38.2919/52.9418	Exempt
Power Plant Superintendent – Burdick	43.3419/61.4949	Exempt
Power Plant Superintendent – PGS	49.9665/70.8616	Exempt
Public Information Officer	28.6824/42.7689	Exempt
Public Works Director	46.5520/69.3499	Exempt
Public Works Engineer	33.8344/48.9240	Exempt
Receptionist	16.7278/26.3534	40 hrs/week
Recreation Coordinator	23.8673/34.1561	Exempt
Recreation Superintendent	32.9251/50.1631	Exempt
Regulatory and Environmental Manager	39.9351/57.4829	Exempt
Senior Civil Engineer	35.8250/53.1100	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Senior Electrical Engineer	39.1531/54.9101	Exempt
Senior Public Safety Dispatcher	20.2483/27.1975	40 hrs/week
Senior Utility Secretary	19.6160/26.7083	40 hrs/week
Shooting Range Superintendent	28.8143/43.6210	Exempt
Solid Waste Division Clerk - Full Time	19.8887/25.1375	40 hrs/week
Solid Waste Division Clerk - Part Time	17.9704/23.1635	40 hrs/week
Solid Waste Foreman	23.0852/32.2355	40 hrs/week
Solid Waste Superintendent	33.6351/49.6103	Exempt
Street Superintendent	31.9828/47.5911	Exempt
Street Foreman	24.5323/35.9473	40 hrs/week
Transit Program Manager	27.6441/39.7070	Exempt
Turf Management Specialist	23.3691/33.0815	40 hrs/week
Utilities Director	75.6708/100.8696	Exempt
Utility Production Engineer	38.6044/56.9070	Exempt
Utility Warehouse Supervisor	27.3045/38.4197	40 hrs/week
Victim Assistance Unit Coordinator	16.7011/24.3626	40 hrs/week
Victim/Witness Advocate	15.3088/22.3317	40 hrs/week
Wastewater Plant Chief Operator	24.5094/35.6860	40 hrs/week
Wastewater Plant Engineer	35.1446/53.7915	Exempt
Wastewater Plant Operations Engineer	33.9495/50.7635	Exempt
Wastewater Plant Maintenance Supervisor	26.1162/37.0800	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	33.9519/40.5320	Exempt
Water Superintendent	32.4361/47.4399	Exempt
Water Supervisor	25.6222/37.2785	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 twenty-five cents (\$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 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 thirty-five cents (\$0.35)

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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.

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	20.8650/30.9087	40 hrs/week
Fleet Services Mechanic	23.3145/34.5422	40 hrs/week
Horticulturist	23.8961/35.4669	40 hrs/week
Maintenance Worker – Cemetery	19.7275/29.2485	40 hrs/week
Maintenance Worker – Parks	19.4596/28.8679	40 hrs/week
Maintenance Worker – Streets	19.4506/28.8342	40 hrs/week
Senior Equipment Operator – Streets	22.3929/33.2126	40 hrs/week
Senior Maintenance Worker – Streets	22.2384/32.9835	40 hrs/week
Traffic Signal Technician	22.0846/32.7555	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 Utilities 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 Utilities labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Administrative Assistant-Utilities	20.9460/29.8445	40 hrs/week
Custodian	17.3168/21.0872	40 hrs/week
Electric Distribution Crew Chief	37.0224/47.9722	40 hrs/week
Electric Underground Crew Chief	37.0224/47.9722	40 hrs/week
Engineering Technician I	23.8510/32.0670	40 hrs/week
Engineering Technician II	29.9718/39.4988	40 hrs/week
Instrument Technician	33.1614/43.7035	40 hrs/week
Lineworker Apprentice	25.1723/35.3408	40 hrs/week
Lineworker First Class	32.8865/40.7273	40 hrs/week
Materials Handler	28.6888/36.1261	40 hrs/week
Meter Reader	20.1230/26.7263	40 hrs/week
Meter Technician	29.2636/34.7615	40 hrs/week
Power Dispatcher I	32.2196/40.5910	40 hrs/week
Power Dispatcher II	37.0073/46.2622	40 hrs/week
Power Plant Maintenance Mechanic	31.2470/40.4060	40 hrs/week
Power Plant Operator	33.9389/40.6280	40 hrs/week
Senior Engineering Technician	33.0689/42.4548	40 hrs/week
Senior Materials Handler	32.0346/41.7391	40 hrs/week
Senior Meter Reader	22.0869/27.5281	40 hrs/week
Senior Power Dispatcher	43.1678/53.3108	40 hrs/week
Senior Power Plant Operator	39.0075/47.6899	40 hrs/week
Senior Substation Technician	39.6994/43.5393	40 hrs/week
Senior Water Maintenance Worker	25.3454/34.6647	40 hrs/week
Substation Technician	38.6434/40.2734	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Systems Technician	36.7811/43.7215	40 hrs/week
Tree Trim Crew Chief	30.4536/39.9929	40 hrs/week
Utility Electrician	30.8538/40.8122	40 hrs/week
Utility Groundman	20.0125/28.0000	40 hrs/week
Utility Secretary	19.6654/27.5793	40 hrs/week
Utility Technician	32.0705/41.3716	40 hrs/week
Utility Warehouse Clerk	23.0871/28.9806	40 hrs/week
Water Maintenance Worker	23.0941/30.9200	40 hrs/week
Wireworker I	23.7176/35.1107	40 hrs/week
Wireworker II	32.8865/40.7273	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	21.9840/33.6797	
Police Sergeant	27.5151/41.3182	

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,

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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
Life Safety Inspector	22.9354/32.5426	40 hrs/week
Shift Commander	24.3197/31.8276	212 hrs/28 days

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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 Wastewater Treatment Plant 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 Wastewater Treatment Plant labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	18.3776/26.2964	40 hrs/week
Biosolids Technician	20.7169/31.1405	40 hours/week
Equipment Operator – WWTP	19.1650/26.9327	40 hrs/week
Lead Maintenance Mechanic	22.2125/31.4897	40 hrs/week
Lead Maintenance Worker	20.6840/29.1045	40 hrs/week
Lead Wastewater Plant Operator	23.0146/32.9929	40 hrs/week
Maintenance Mechanic I	19.1067/27.3618	40 hrs/week
Maintenance Worker – WWTP	19.5859/27.9312	40 hrs/week
Stormwater Program Manager	22.6923/32.5421	40 hrs/week
Wastewater Plant Laboratory Technician	20.9751/29.3886	40 hrs/week
Wastewater Plant Operator I	18.9093/26.5922	40 hrs/week
Wastewater Plant Operator II	21.2008/29.8757	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 twenty-five (\$0.25) cents) per

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hour; employees who are regularly scheduled to work graveyard shift will receive an additional thirty-five cents (\$0.35) per hour for wages attributable to those shifts.

SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Service/Clerical/Finance 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/Finance labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	17.7758/24.2708	40 hrs/week
Accounting Technician – Streets	19.9200/26.4282	40 hrs/week
Accounts Payable Clerk	18.4984/26.5419	40 hrs/week
Administrative Assistant-Bldg, Fire, Parks, Planning	20.0426/28.7466	40 hrs/week
Administrative Assistant – Public Works	20.4207/29.3814	40 hr/week
Audio Video Technician	21.2374/29.4381	40 hrs/week
Building Inspector	22.7509/32.9099	40 hrs/week
Cashier	17.2814/23.6180	40 hrs/week
Community Service Officer	16.6145/22.9328	40 hrs/week
Computer Operator	23.8896/31.8635	40 hrs/week
Computer Technician	24.7416/33.5337	40 hrs/week
Crime Analyst	22.6482/31.1060	40 hrs/week
Electrical Inspector	22.8055/32.8844	40 hrs/week
Emergency Management Coordinator	20.4171/29.3814	40 hrs/week
Engineering Technician – Public Works	22.3539/31.5264	40 hrs/week
Evidence Technician	17.9858/26.2599	40 hrs/week
GIS Coordinator	28.7388/41.3762	40 hrs/week
Maintenance Worker I – Building, Library, Police	16.8177/23.1103	40 hrs/week
Maintenance Worker II – Building, Library, Police	18.4044/24.8862	40 hrs/week
Payroll Clerk	18.6910/25.2615	40 hrs/week
Plans Examiner	23.3889/33.8515	40 hrs/week
Plumbing/Mechanical Inspector	22.8092/32.7715	40 hrs/week
Police Records Clerk	16.7092/23.7332	40 hrs/week
Public Safety Dispatcher	18.4432/25.9508	40 hrs/week

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Senior Accounting Clerk	19.7576/26.6310	40 hrs/week
Shooting Range Operator	24.2995/32.8535	40 hrs/week
Wastewater Secretary	18.8374/26.5845	40 hrs/week

The hourly rates for Community Service Officers training new Community Service Officers shall increase three percent (3%) during the training period.

SECTION 8. A shift differential of twenty-five cents (\$0.25) per hour shall be added to the base hourly wage for persons in the employee classification Public Safety Dispatcher who work a complete shift between 3:00 p.m. and 11:00 p.m. A shift differential of thirty-five cents (\$0.35) per hour shall be added to the base hourly wage for persons in the employee classification of Public Safety Dispatcher who work a complete shift between 11:00 p.m. to 7:00 a.m. 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. Full time employees covered in the AFSCME labor agreement normally assigned to a work schedule commencing between 4 a.m. and 11 a.m., who are temporarily assigned to a work schedule commencing before 4 a.m. or after 11 a.m., shall receive a shift differential of twenty-five cents (\$0.25) per hour added to the base hourly rate for the hours worked during such temporary assignment. Full time employees covered in the IBEW Wastewater Treatment Plant labor agreement who are regularly scheduled

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to work swing shift will receive an additional twenty-five cents (\$0.25) per hour; employees who are regularly schedule to work graveyard shift will receive an additional thirty-five cents (\$0.35) per hour for wages attributable to those shifts. Employees working twelve (12) or ten (10) hour shifts will receive an additional twenty-five cents (\$0.25) per hour for wages attributable to the evening shift.

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 (\$525.00) annual credit to be used for the purchase of the uniform item purchases as needed. New hires will receive Four Hundred dollars (\$400.00) credit for the purchase of initial uniforms. After probation they shall receive an additional Five Hundred dollars (\$500.00) 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 One Thousand Two Hundred dollars (\$1,200.00) to purchase or rent required uniforms. All other employees required to wear full FR clothing will be eligible for reimbursement up to Seven Hundred (\$700.00) in

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Years 1 and 2; in Year 3 eligible up to One Thousand dollars (\$1,000.00). 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 Seven Hundred dollars (\$700.00) in Years 1 and 2; in Year 3 eligible up to One Thousand dollars (\$1,000.00) 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 Three Hundred Fifty dollars (\$350.00). Employees will be reimbursed for said purchases with a receipt showing proof of purchase.. 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 Twenty-five dollars (\$25.00) per pay period. Full-time Community Services Officers shall be paid a uniform allowance at the rate of Twenty-five dollars (\$25.00) per pay period.

Fire Chief and Fire Division Chiefs shall be paid a clothing allowance of Four Hundred Eighty-four dollars and eight cents (\$484.08) per year, divided into twenty-four (24) pay periods. Police Chief and Police Captains shall be paid a clothing allowance of Six hundred Fifty dollars (\$650.00) per year, divided into twenty-six (26) pay periods.

Non-union employees and employees covered by the AFSCME labor agreement, FOP labor agreement, IAFF labor agreement, IBEW Service/Clerical/Finance and Wastewater Treatment Plant labor agreements may receive an annual stipend not to exceed One Thousand Five Hundred dollars (\$1,500.00) for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of Ten Dollars (\$10.00) 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.

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Employees covered by the IBEW - Utilities labor agreement and the IBEW – Wastewater Treatment Plant labor agreement shall be allowed a meal allowance for actual cost, or up to Twelve dollars (\$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.

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 Eighteen dollars (\$18.00) per month. When protective clothing is required for personnel covered by the IBEW Utilities and IBEW Wastewater Treatment Plant labor agreements and employees covered by the AFSCME labor agreement, except the Fleet Services Division of the Public Works Department, the City shall pay sixty percent (60%) of the actual cost of providing and cleaning said clothing and the employees forty percent (40%) of said cost. Full-time Fleet Services personnel shall receive a uniform allowance of Twelve Dollars (\$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 Thirty dollars (\$30.00) biweekly.

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

ORDINANCE NO. 9713 (Cont.)

(A) All employees covered in the IBEW Utilities labor agreement 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 (586.18) hours [calculated at 53% x 1,106 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 (598.88) [calculated at 38% x 1,576 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 (542) hours [calculated at 50% x 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/Finance labor agreements shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-five percent (35%) of their accumulated medical leave at the time of retirement, early retirement, or death, based on the employee's salary at the time of retirement, not to exceed four-hundred sixty-eight and sixty-five-hundredths (468.65) hours [calculated at 35% x 1,339 hours]. Employees covered by the IBEW Wastewater labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-six percent (36%) of their

ORDINANCE NO. 9713 (Cont.)

accumulated medical leave at the time of retirement, early retirement, or death, based on the employee's salary at the time of retirement not to exceed four-hundred eighty-two and four-hundredths hours (482.04) [calculated at 36% x 1,339 hours]. Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty-three percent (~~5053~~) of their accumulated medical leave at the time of their retirement, not to exceed five hundred ~~fifty-three~~eighty-six and eighteen-hundredths (586.18) hours ~~([calculated at 5053% x 1,106 = 553 hours].)~~. The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the AFSCME labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-five percent (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 (468.65) [calculated at 35% x 1,339 hours]. 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 (480) [calculated at 37.5% x 1,280 hours], 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.

ORDINANCE NO. 9713 (Cont.)

(B) The City Administrator and department heads shall have a contribution made to their VEBA for one-half (1/2) of their accumulated medical leave, not to exceed thirty (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 (1/2) 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 Thirty dollars (\$30.00) per pay period. Employees represented by the IBEW Utilities labor agreement, IBEW Service/Clerical/Finance labor agreement and the IBEW Wastewater Treatment Plant labor agreement, shall have a contribution made on their behalf to their VEBA account in the amount of Twenty Dollars (\$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 Ten Dollars (\$10.00) per pay period.

SECTION 11. An employee, who is represented by the following labor agreements, 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. AFSCME, IBEW-Wastewater Treatment Plant and IBEW Service/Clerical/Finance pay shall be effective the first full pay period in October 2018. Payment shall be made on a prorated basis on each regular pay day. The following rate schedule shall apply for those employees who are represented by the FOP labor agreement:

ORDINANCE NO. 9713 (Cont.)

Ten (10) years (beginning 11 th year)	\$ 645.50
Fifteen (15) years (beginning 16 th year)	\$ 830.50
Twenty (20) years (beginning 21 st year)	\$1,032.50
Twenty-five (25) years (beginning 26 th year)	\$1,247.50

Those employees who are represented by the AFSCME labor agreement shall annually receive longevity pay as follows:

Five (5) years (beginning 6 th year)	\$226.00
Ten (10) years (beginning 11 th year)	\$443.00
Fifteen (15) years (beginning 16 th year)	\$624.00
Twenty (20) years (beginning 21 st year)	\$796.00
Twenty-five (25) years (beginning 26 th year)	\$994.00

Those employees who are represented by the IBEW-Wastewater Treatment Plant and IBEW Service/Clerical/Finance labor agreements shall annually receive longevity pay as follows:

Five (5) years (beginning 6 th year)	\$ 226.00
Ten (10) years (beginning 11 th year)	\$ 443.00
Fifteen (15) years (beginning 16 th year)	\$ 624.00
Twenty (20) years (beginning 21 st year)	\$ 796.00
Twenty-five (25) years (beginning 26 th year)	\$ 994.00
Forty (40) years (beginning 41 st year)	\$1,174.00

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 14, 2018~~

ORDINANCE NO. 9713 (Cont.)

SECTION 14. Those portions of Ordinance No. 9701 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: November 20, 2018

Jeremy L. Jensen, Mayor

Attest: _____
Aaron Schmid, City Clerk Pro Tem