



City of Grand Island

Tuesday, August 13, 2019

Council Session

Item F-1

#9744 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: August 13, 2019

Subject: Consideration of Approving Salary Ordinance No. 9744

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 0%.

IBEW Service/Clerical/Finance Labor Agreement will increase on an average by 2.86%.

IBEW Utilities Labor Agreement will increase on an average by 3.6%.

IBEW WWTP Labor Agreement will increase on an average by 3%.

Non-Union will increase on an average by 3.3%. A salary survey was completed for the non-union group this year. Wages will be adjusted over a 3-year period. The non-union pay plan will be reduced from 15 steps to 9 steps.

The wages represented in this proposed Ordinance are included in the proposed 2019/2020 fiscal year budget.

IAFF Labor Agreement will be presented at a later date.

FOP Labor Agreement will be presented at a later date.

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. 9744.

Sample Motion

Move to approve Salary Ordinance No. 9744.

ORDINANCE NO. 9744

An ordinance to amend Ordinance 9713 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 remove the non-union positions and salary ranges of the Assistant City Administrator, the Assistant to the City Administrator and the Public Information Officer; to add the non-union position and salary range of Deputy City Clerk; to amend the salary ranges of non-union employees; to amend the salary ranges of employees covered under the IBEW Service/Clerical/Finance, IBEW Wastewater, and the IBEW Utilities labor agreements; ~~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. 9713 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 <u>26.4150/38.6380</u>	Exempt
Accounting Technician – Solid Waste	20.4135/ 25.5983 <u>/25.8403</u>	40 hrs/week
Administrative Coordinator – Public Works	21.0448/30.1839 <u>22.0092/31.6931</u>	40 hrs/week

Approved as to Form ☐ _____
City Attorney

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Assistant City Administrator	47.3558/72.3558	Exempt
Assistant to the City Administrator	23.9618/33.7313	Exempt
Assistant Finance Director	34.4964/49.8218 <u>35.2700/51.4400</u>	Exempt
Assistant Public Works Director/Engineering	39.4911/60.6920 <u>41.1300/63.0000</u>	Exempt
Assistant Utilities Director – Engineering/Business Operations	53.2059/76.7068 <u>56.0485/81.7800</u>	Exempt
Assistant Utilities Director – Production	55.2358/78.5200 <u>56.0485/81.7800</u>	Exempt
Assistant Utilities Director – Transmission	55.2358/80.7106 <u>56.0485/81.7800</u>	Exempt
Attorney	33.3878/49.5623 <u>35.0573/52.0769</u>	Exempt
Building Department Director	39.4994/58.8688 <u>41.2900/60.9300</u>	Exempt
Cemetery Superintendent	25.3679/37.5818 <u>26.2260/38.5105</u>	Exempt
City Administrator	72.5689/84.7320 <u>76.1973/88.7644</u>	Exempt
City Attorney	48.7458/67.6894 <u>51.1831/71.0744</u>	Exempt
City Clerk	32.6094/43.8784 <u>33.8388/45.3688</u>	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 <u>26.3531/38.5602</u>	40 hrs/week
Community Development Administrator	22.2152/31.9410 <u>23.0800/33.5800</u>	40 hrs/week
Community Service Officer – Part time	16.6145/22.9328 <u>16.8469/23.5356</u>	40 hrs/week
Custodian – Library, Police	14.8724/21.2973 <u>15.5701/21.6946</u>	40 hrs/week
Customer Service Representative – Part-time	10.3343/14.2929 <u>10.6729/14.7180</u>	40 hrs/week
Customer Service Team Leader	20.7894/28.4586 <u>21.5389/29.8815</u>	Exempt
<u>Deputy City Clerk</u>	<u>27.4400/35.5280</u>	<u>40 hrs/week</u>
Electric Distribution Superintendent	40.8173/53.4810 <u>41.2596/54.9768</u>	Exempt
Electric Distribution Supervisor	38.8735/ 50.3708 <u>/52.9283</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Electric Underground Superintendent	34.3938/50.3708 <u>41.2596/54.9768</u>	Exempt
Electrical Engineer I	29.7414/42.9960 <u>30.3798/43.3486</u>	Exempt
Electrical Engineer II	34.4966/49.8219 <u>34.8211/50.1998</u>	Exempt
Emergency Management Deputy Director	27.9420/41.0980 <u>28.9309/42.5398</u>	Exempt
Emergency Management Director	39.7678/58.8688 <u>41.1754/60.9343</u>	Exempt
Engineer I – Public Works	32.4088/46.0449 <u>34.6000/48.2600</u>	Exempt
Engineer I – WWTP	32.4088/45.5980 <u>34.6000/48.2600</u>	Exempt
Engineering Technician - WWTP	22.3395/30.8402 <u>22.7343/31.8463</u>	40 hrs/week
Equipment Operator - Solid Waste	19.1228/27.4334 <u>20.1229/28.0023</u>	40 hrs/week
Finance Director	45.2304/68.9093 <u>46.7955/70.9710</u>	Exempt
Finance Operations Supervisor	23.8680/33.5266 <u>25.1200/35.2000</u>	Exempt
Fire Chief	44.5425/67.8870 <u>46.7670/69.8151</u>	Exempt
Fire EMS Division Chief	37.7869/54.7969 <u>39.6795/56.2614</u>	Exempt
Fire Operations Division Chief	37.7869/54.7969 <u>39.6795/56.2614</u>	Exempt
Fire Prevention Division Chief	36.9780/52.9894 <u>39.6795/56.2614</u>	Exempt
Fleet Services Shop Foreman	25.1774/37.5923 <u>26.0843/38.8784</u>	40 hrs/week
GIS Coordinator - PW	29.5253/44.0349 <u>29.8365/44.5116</u>	Exempt
Golf Course Superintendent	26.0023/37.5273 <u>26.3811/38.1699</u>	Exempt
Grounds Management Crew Chief – Cemetery	21.8534/31.6579 <u>22.0203/32.3915</u>	40 hrs/week
Grounds Management Crew Chief – Parks	23.2523/33.3743 <u>23.6475/33.8464</u>	40 hrs/week
Human Resources Director	39.8756/59.5543 <u>41.5100/62.1000</u>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	24.2047/35.8144 <u>25.1073/37.3863</u>	40 hrs/week
Human Resources Recruiter	24.2047/35.8144 <u>25.1073/37.3863</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Human Resources Specialist	24.2047/35.8144 <u>25.1073/37.3863</u>	40 hrs/week
Information Technology Manager	38.6965/58.4076 <u>39.8171/60.2115</u>	Exempt
Legal Secretary	21.6248/29.2254 <u>21.9574/30.7236</u>	40 hrs/week
Librarian I	23.8678/31.7959 <u>24.7613/33.1573</u>	Exempt
Librarian II	26.6486/35.6584 <u>27.9810/36.9788</u>	Exempt
Library Assistant I	15.2890/22.0959 <u>16.0535/23.2007</u>	40 hrs/week
Library Assistant II	18.8943/26.7481 <u>19.8390/28.0855</u>	40 hrs/week
Library Director	43.0115/65.7858 <u>44.9256/68.3671</u>	Exempt
Library Page	10.8694/14.9948 <u>11.4129/15.7445</u>	40 hrs/week
Library Secretary	17.0920/23.6820 <u>17.6121/24.4772</u>	40 hrs/week
Maintenance Worker – Golf	16.6835/26.1331 <u>17.0125/26.3171</u>	40 hrs/week
Meter Reader Supervisor	23.8680/31.0566 <u>24.8044/32.1658</u>	Exempt
MPO Program Manager	25.9216/38.9086 <u>28.5770/42.0450</u>	Exempt
Office Manager – Police Department	20.2143/29.0792 <u>21.0390/30.5340</u>	40 hrs/week
Parks and Recreation Director	43.2699/65.8349 <u>44.9156/67.9979</u>	Exempt
Parks Superintendent	32.2288/47.7180 <u>33.4069/49.3428</u>	Exempt
Payroll Specialist	20.8275/30.2425 <u>21.8505/31.8161</u>	40 hrs/week
Planner I	24.4580/34.4113 <u>25.0900/36.0300</u>	40 hrs/week
Planning Director	41.1253/62.1008 <u>42.4161/63.6235</u>	Exempt
Police Captain	37.8828/54.5883 <u>38.9895/56.3971</u>	Exempt
Police Chief	46.9559/68.9541 <u>47.6514/71.6401</u>	Exempt
Power Plant Maintenance Supervisor	36.0700/48.7336 <u>37.4591/51.1981</u>	Exempt
Power Plant Operations Supervisor	38.2919/52.9418 <u>39.1313/54.6741</u>	Exempt

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Power Plant Superintendent – Burdick	43.3419/61.4949 <u>45.5090/63.4500</u>	Exempt
Power Plant Superintendent – PGS	49.9665/70.8616 <u>51.0104/72.9678</u>	Exempt
Public Information Officer	28.6824/42.7689	Exempt
Public Works Director	46.5520/69.3499 <u>48.0175/71.8620</u>	Exempt
Public Works Engineer	33.8344/48.9240 <u>34.6028/50.6015</u>	Exempt
Receptionist	16.7278/ 26.3534 <u>17.1392/</u>	40 hrs/week
Recreation Coordinator	23.8673/34.1561 <u>24.6495/35.1719</u>	Exempt
Recreation Superintendent	32.9251/50.1631 <u>33.4353/50.2938</u>	Exempt
Regulatory and Environmental Manager	39.9351/57.4829 <u>41.1493/57.4829</u>	Exempt
Senior Civil Engineer	35.8250/53.1100 <u>37.6163/55.7655</u>	Exempt
Senior Electrical Engineer	39.1531/54.9101 <u>40.4714/57.1761</u>	Exempt
Senior Public Safety Dispatcher	20.2483/27.1975 <u>21.2775/28.3220</u>	40 hrs/week
Senior Utility Secretary	19.6160/ 26.7083 <u>/26.9908</u>	40 hrs/week
Shooting Range Superintendent	28.8143/43.6210 <u>29.7586/44.9183</u>	Exempt
Solid Waste Division Clerk - Full Time	19.8887/25.1375 <u>20.4252/25.7922</u>	40 hrs/week
Solid Waste Division Clerk - Part Time	17.9704/23.1635 <u>18.3827/23.2130</u>	40 hrs/week
Solid Waste Foreman	23.0852/32.2355 <u>24.2594/33.8702</u>	40 hrs/week
Solid Waste Superintendent	33.6351/49.6103 <u>34.5540/51.0973</u>	Exempt
Street Superintendent	31.9828/47.5911 <u>32.6403/48.2648</u>	Exempt
Street Foreman	24.5323/35.9473 <u>25.3949/37.3590</u>	40 hrs/week
Transit Program Manager	27.6441/39.7070 <u>28.5300/41.6300</u>	Exempt
Turf Management Specialist	23.3691/33.0815 <u>23.7096/33.6482</u>	40 hrs/week
Utilities Director	75.6708/100.8696 <u>75.7041/102.4728</u>	Exempt

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Utility Production Engineer	38.6044/56.9070 <u>39.4781/57.9095</u>	Exempt
Utility Warehouse Supervisor	27.3045/38.4197 <u>28.2792/39.3908</u>	40 hrs/week
Victim Assistance Unit Coordinator	16.7011/24.3626 <u>17.3274/24.9070</u>	40 hrs/week
Victim/Witness Advocate	15.3088/22.3317 <u>15.8857/22.8289</u>	40 hrs/week
Wastewater Plant Chief Operator	24.5094/35.6860 <u>25.5094/36.6879</u>	40 hrs/week
Wastewater Plant Engineer	35.1446/53.7915 <u>35.5893/53.8583</u>	Exempt
Wastewater Plant Operations Engineer	33.9495/50.7635 <u>34.7543/52.0493</u>	Exempt
Wastewater Plant Maintenance Supervisor	26.1162/37.0800 <u>26.8071/38.4864</u>	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	33.9519/ 40.5320 <u>/41.0848</u>	Exempt
Water Superintendent	32.4361/47.4399 <u>33.4413/49.0888</u>	Exempt
Water Supervisor	25.6222/37.2785 <u>26.7174/41.0040</u>	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

ORDINANCE NO. 9744 (Cont.)

~~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) 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

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
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

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 <u>21.9201/31.1427</u>	40 hrs/week
Custodian	17.3168/ 21.0872 <u>/21.4065</u>	40 hrs/week
Electric Distribution Crew Chief	37.0224/47.9722 <u>38.9666/50.8883</u>	40 hrs/week
Electric Underground Crew Chief	37.0224/47.9722 <u>38.9666/50.8883</u>	40 hrs/week
Engineering Technician I	23.8510/32.0670 <u>25.6354/33.5904</u>	40 hrs/week
Engineering Technician II	29.9718/39.4988 <u>32.4212/42.0591</u>	40 hrs/week
Instrument Technician	33.1614/43.7035 <u>34.3553/45.2280</u>	40 hrs/week
Lineworker Apprentice	25.1723/35.3408 <u>26.6079/36.6610</u>	40 hrs/week
Lineworker First Class	32.8865/40.7273 <u>33.0441/41.8296</u>	40 hrs/week
Materials Handler	28.6888/36.1261 <u>31.0007/38.0597</u>	40 hrs/week
Meter Reader	20.1230/26.7263 <u>20.8602/27.9301</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Meter Technician	29.2636/34.7615 <u>31.3285/36.6107</u>	40 hrs/week
Power Dispatcher I	32.2196/40.5910 <u>33.7325/</u>	40 hrs/week
Power Dispatcher II	37.0073/46.2622 <u>40.1796/48.0800</u>	40 hrs/week
Power Plant Maintenance Mechanic	31.2470/40.4060 <u>31.9732/42.0591</u>	40 hrs/week
Power Plant Operator	33.9389/40.6280 <u>34.5848/41.9279</u>	40 hrs/week
Senior Engineering Technician	33.0689/42.4548 <u>33.2735/43.6982</u>	40 hrs/week
Senior Materials Handler	32.0346/41.7391 <u>33.4702/43.5889</u>	40 hrs/week
Senior Meter Reader	22.0869/27.5281 <u>/28.7680</u>	40 hrs/week
Senior Power Dispatcher	43.1678/53.3108 <u>46.4846/54.8986</u>	40 hrs/week
Senior Power Plant Operator	39.0075/47.6899 <u>40.6167/48.5947</u>	40 hrs/week
Senior Substation Technician	39.6994/43.5393 <u>/44.7362</u>	40 hrs/week
Senior Water Maintenance Worker	25.3454/34.6647 <u>25.8211/35.9365</u>	40 hrs/week
Substation Technician	38.6434/40.2734 <u>39.5895/41.3051</u>	40 hrs/week
Systems Technician	36.7811/43.7215 <u>38.9776/45.0094</u>	40 hrs/week
Tree Trim Crew Chief	30.4536/39.9929 <u>30.7493/41.4471</u>	40 hrs/week
Utility Electrician	30.8538/40.8122 <u>31.9513/42.3869</u>	40 hrs/week
Utility Groundman	20.0125/28.0000 <u>20.0188/28.0000</u>	40 hrs/week
Utility Secretary	19.6654/27.5793 <u>21.0568/29.3725</u>	40 hrs/week
Utility Technician	32.0705/41.3716 <u>34.2461/42.5617</u>	40 hrs/week
Utility Warehouse Clerk	23.0871/28.9806 <u>23.8324/30.1483</u>	40 hrs/week
Water Maintenance Worker	23.0941/30.9200 <u>24.6738/32.5960</u>	40 hrs/week
Wireworker I	23.7176/35.1107 <u>23.8324/36.0600</u>	40 hrs/week
Wireworker II	32.8865/40.7273 <u>33.0441/41.8296</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

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, 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

ORDINANCE NO. 9744 (Cont.)

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

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.

ORDINANCE NO. 9744 (Cont.)

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 <u>18.5411/26.9638</u>	40 hrs/week
Biosolids Technician	20.7169/31.1405 <u>21.4846/32.0754</u>	40 hours/week
Equipment Operator – WWTP	19.1650/26.9327 <u>19.8813/27.9091</u>	40 hrs/week
Lead Maintenance Mechanic	22.2125/31.4897 <u>22.6243/32.3034</u>	40 hrs/week
Lead Maintenance Worker	20.6840/29.1045 <u>21.3132/29.9900</u>	40 hrs/week
Lead Wastewater Plant Operator	23.0146/32.9929 <u>23.7147/33.9967</u>	40 hrs/week
Maintenance Mechanic I	19.1067/27.3618 <u>19.3955/28.2451</u>	40 hrs/week
Maintenance Worker – WWTP	19.5859/27.9312 <u>19.7011/28.4653</u>	40 hrs/week
Stormwater Program Manager	22.6923/32.5421 <u>23.3249/33.9725</u>	40 hrs/week
Wastewater Plant Laboratory Technician	20.9751/29.3886 <u>21.5806/30.1151</u>	40 hrs/week
Wastewater Plant Operator I	18.9093/26.5922 <u>19.4564/27.3467</u>	40 hrs/week
Wastewater Plant Operator II	21.2008/29.8757 <u>21.9202/30.9318</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

~~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 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 <u>/25.0186</u>	40 hrs/week
Accounting Technician – Streets	19.9200/26.4282 <u>20.6086/27.1846</u>	40 hrs/week
Accounts Payable Clerk	18.4984/26.5419 <u>19.2750/27.4436</u>	40 hrs/week
Administrative Assistant-Bldg, Fire, Parks, Planning	20.0426/28.7466	40 hrs/week
Administrative Assistant – Public Works	20.4207/29.3814 <u>20.7989/30.0162</u>	40 hr/week
Audio Video Technician	21.2374/29.4381 <u>22.6223/30.8696</u>	40 hrs/week
Building Inspector	22.7509/32.9099 <u>23.1441/34.0970</u>	40 hrs/week
Cashier	17.2814/23.6180 <u>17.7704/24.3535</u>	40 hrs/week
Community Service Officer	16.6145/22.9328 <u>16.8469/23.5356</u>	40 hrs/week
Computer Operator	23.8896/ 31.8635 <u>/32.3226</u>	40 hrs/week
Computer Technician	24.7416/33.5337 <u>24.8770/34.7203</u>	40 hrs/week
Crime Analyst	22.6482/31.1060 <u>23.6446/31.4740</u>	40 hrs/week
Electrical Inspector	22.8055/32.8844 <u>23.2534/34.0460</u>	40 hrs/week
Emergency Management Coordinator	20.4171/29.3814 <u>20.7916/30.0162</u>	40 hrs/week

ORDINANCE NO. 9744 (Cont.)

Engineering Technician – Public Works	22.3539/31.5264 <u>23.0241/32.4715</u>	40 hrs/week
Evidence Technician	17.9858/26.2599 <u>18.9149/27.5594</u>	40 hrs/week
GIS Coordinator	28.7388/41.3762 <u>29.6004/43.6354</u>	40 hrs/week
Maintenance Worker I – Building, Library, Police	16.8177/ 23.1103 <u>/23.4604</u>	40 hrs/week
Maintenance Worker II – Building, Library, Police	18.4044/24.8862 <u>19.0859/25.7470</u>	40 hrs/week
Payroll Clerk	18.6910/25.2615 <u>19.6062/27.0001</u>	40 hrs/week
Plans Examiner	23.3889/33.8515 <u>23.4249/34.5678</u>	40 hrs/week
Plumbing/Mechanical Inspector	22.8092/32.7715 <u>23.2607/33.8202</u>	40 hrs/week
Police Records Clerk	16.7092/23.7332 <u>17.2105/24.4452</u>	40 hrs/week
Public Safety Dispatcher	18.4432/25.9508 <u>19.9030/27.0934</u>	40 hrs/week
Senior Accounting Clerk	19.7576/26.6310 <u>19.8226/27.4663</u>	40 hrs/week
Shooting Range Operator	24.2995/32.8535 <u>25.2024/33.9923</u>	40 hrs/week
Wastewater Secretary	18.8374/26.5845 <u>19.4007/27.3830</u>	40 hrs/week

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

ORDINANCE NO. 9744 (Cont.)

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 non-union employee classification of 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) 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 twenty-five cents (\$0.25) per hour shall be added to the base hourly wage for persons covered by the IBEW Service/Clerical/Finance labor agreement 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 covered by the IBEW Service/Clerical/Finance labor agreement 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

ORDINANCE NO. 9744 (Cont.)

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 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

ORDINANCE NO. 9744 (Cont.)

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 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.

ORDINANCE NO. 9744 (Cont.)

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.

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

ORDINANCE NO. 9744 (Cont.)

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:

(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

ORDINANCE NO. 9744 (Cont.)

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 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 (53%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred eighty-six and eighteen-hundredths (586.18) hours [calculated at 53% x 1,106 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

ORDINANCE NO. 9744 (Cont.)

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 (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~~

ORDINANCE NO. 9744 (Cont.)

~~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:

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.

ORDINANCE NO. 9744 (Cont.)

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 13, 2019.

SECTION 14. Those portions of Ordinance No. 9713 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 13, 2019

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk