



City of Grand Island

Tuesday, February 23, 2021

Council Session

Item F-1

#9818 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: February 23, 2021

Subject: Consideration of Approving Salary Ordinance No. 9818

Presenter(s): Aaron Schmid, Human Resources Director

Background

Wages for City employees are presented to the Council for approval in the form of a salary ordinance.

Discussion

The Wastewater Treatment Plant has experienced challenges over the years in recruiting and retaining leadership positions.

The treatment plant has been searching for an Operations Engineer since September of 2020. To date, only 12 applicants have applied and none of them have met the education and/or experience qualifications. The prior Operations Engineer was with the City for four years and left for a better opportunity. The Operations Engineer before him was with the City for 3 years and also left for a better opportunity. In both previous cases we experienced lengthy recruiting periods before identifying a candidate.

The Plant Engineer position has experienced similar challenges. The current Plant Engineer has been with us since December of 2017 and expects to retire sometime in this summer. The previous Plant Engineer was with us for 5 years before retiring.

The challenge with recruiting and retaining engineering positions has been primarily supply and demand and compensation. The short supply of qualified applicants along with the high demand from employers causes us to compete on a national level. Our current compensation levels simply do not produce qualified candidates in a reasonable timeframe.

Administration is recommending an adjustment to compensation of these positions in an effort to become more competitive. A compensation review was conducted by administration. The internal study included a review of wastewater treatment plants that resemble our operations and within our region of the country. Furthermore, we also reviewed data from the 2020 American Water Works Association's Compensation

Survey for medium-sized water and wastewater utilities serving populations between 10,000 and 99,999. Based on the data we are recommending we adjust the Plant Engineer position salary range to \$107,048 to \$149,507 annually and retitle the position to Assistant Public Works Director of Wastewater. We are recommending adjusting the Operations Engineer position salary range to \$101,950 to \$142,400 annually.

The need to attract qualified candidates in a timely manner is imperative. These key positions are critical to maintaining operations at the plant and ensuring regulatory compliance.

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. 9818.

Sample Motion

Move to approve Salary Ordinance No. 9818.

ORDINANCE NO. 9818

An ordinance to amend Ordinance 9781 known as the Salary Ordinance which lists the currently occupied classifications of officers and employees of the City of Grand Island, Nebraska and established the ranges of compensation of such officers and employees; to rename the non-union position of Wastewater Plant Engineer to Assistant Public Works Director of Wastewater and to amend the salary ranges of ~~non-unionsuch~~ position; to amend the salary range of non-union position of Wastewater Plant Operations Engineer; to remove obsolete language regarding payment of FOP clothing allowance at end of employment; ~~employees and those employees covered under the FOP labor agreement, the IAFF labor agreement, the IBEW Service/Clerical/Finance labor agreement and the IBEW WWTP labor agreement~~; to amend the salary range of ~~the non-union position of Community Service Officer Part Time to align with the Community Service Officer Full Time in the IBEW Service/Clerical/Finance labor agreement~~; and to repeal those portions of Ordinance No. 9781 and any parts of other ordinances in conflict herewith; to provide for severability; to provide for the effective date thereof; and to provide for publication of this ordinance in pamphlet form.

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

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

Approved as to Form <input type="checkbox"/> _____ <input type="checkbox"/> City Attorney

ORDINANCE NO. 9818 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	27.2753/39.7703	Exempt
Accounting Technician – Solid Waste	20.4135/25.9519	40 hrs/week
Administrative Coordinator – Public Works	22.8587/33.1114	40 hrs/week
Assistant Finance Director	35.8655/52.7923	Exempt
Assistant Public Works Director/Engineering	42.5573/64.9788	Exempt
<u>Assistant Public Works Director of Wastewater</u>	<u>51.4654/71.8784</u>	<u>Exempt</u>
Assistant Utilities Director – Engineering/Business Operations	56.5770/81.7800	Exempt
Assistant Utilities Director – Production	56.5770/81.7800	Exempt
Assistant Utilities Director – Transmission	56.5770/81.7800	Exempt
Attorney	36.6260/54.3186	Exempt
Building Department Director	41.2900/63.6719	Exempt
Cemetery Superintendent	26.9488/39.2419	Exempt
City Administrator	79.6073/92.3328	Exempt
City Attorney	53.4735/74.0871	Exempt
City Clerk	34.8928/46.6248	Exempt
Civil Engineer I	31.3740/44.5826	Exempt
Civil Engineer II	35.6038/51.2718	Exempt
Collection System Supervisor	26.9863/39.7405	40 hrs/week
Community Development Administrator	23.8318/35.0429	40 hrs/week
Community Service Officer – Part time	17.0793/24.1383	40 hrs/week
Custodian – Library, Police	15.9716/21.8376	40 hrs/week
Customer Service Representative	10.9565/15.0674	40 hrs/week
Customer Service Team Leader	22.1770/31.2188	Exempt
Deputy City Clerk	27.8516/36.0609	40 hrs/week
Electric Distribution Superintendent	41.4935/56.1900	Exempt
Electric Distribution Supervisor	38.8735/53.7222	40 hrs/week
Electric Underground Superintendent	41.2596/55.8015	Exempt
Electrical Engineer I	30.8629/43.4826	Exempt
Electrical Engineer II	34.9698/50.3248	Exempt
Emergency Management Deputy Director	29.7703/43.7618	Exempt
Emergency Management Director	42.3700/62.6845	Exempt
Engineer I – Public Works	34.6000/48.9839	Exempt
Engineer I – WWTP	34.6000/48.9839	Exempt
Engineering Technician - WWTP	23.0135/32.6882	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator - Solid Waste	21.0174/28.4284	40 hrs/week
Finance Director	48.1188/72.6675	Exempt
Finance Operations Supervisor	26.2374/36.7783	Exempt
Fire Chief	49.1054/71.7403	Exempt
Fire EMS Division Chief	41.6635/57.7228	Exempt
Fire Operations Division Chief	41.6635/57.7228	Exempt
Fire Prevention Division Chief	41.6635/57.7228	Exempt
Fleet Services Shop Foreman	26.9164/39.9637	40 hrs/week
GIS Coordinator - PW	29.9969/44.7633	Exempt
Golf Course Superintendent	26.6261/38.6184	Exempt
Grounds Management Crew Chief – Cemetery	22.0764/32.9595	40 hrs/week
Grounds Management Crew Chief – Parks	23.9225/34.1470	40 hrs/week
Human Resources Director	42.9253/64.3310	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	25.8799/38.7634	40 hrs/week
Human Resources Recruiter	25.8799/38.7634	40 hrs/week
Human Resources Specialist	25.8799/38.7634	40 hrs/week
Information Technology Manager	40.8291/ 61.7054	Exempt
Legal Secretary	22.1785/32.0608	40 hrs/week
Librarian I	25.5266/34.3460	Exempt
Librarian II	29.2331/38.1074	Exempt
Library Assistant I	16.7718/24.2389	40 hrs/week
Library Assistant II	20.7268/29.3423	40 hrs/week
Library Director	46.6055/70.5936	Exempt
Library Page	11.9236/16.4491	40 hrs/week
Library Secretary	18.0415/25.1461	40 hrs/week
Maintenance Worker – Golf	17.2547/26.3686	40 hrs/week
Meter Reader – Part Time	20.8602/27.9301	40 hrs/week
Meter Reader Supervisor	25.6121/33.1084	Exempt
MPO Program Manager	28.5770/42.3743	Exempt
Office Manager – Police Department	21.7587/31.9004	40 hrs/week
Parks and Recreation Director	46.3285/69.8100	Exempt
Parks Superintendent	34.4120/50.7128	Exempt
Payroll Specialist	22.7591/33.2227	40 hrs/week
Planner I	25.5954/37.4524	40 hrs/week
Planning Director	43.4884/64.8205	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Police Captain	40.0990/58.2043	Exempt
Police Chief	48.3429/74.3303	Exempt
Power Plant Maintenance Supervisor	38.6540/53.3943	Exempt
Power Plant Operations Supervisor	39.7709/56.1244	Exempt
Power Plant Superintendent – Burdick	47.5455/67.4591	Exempt
Power Plant Superintendent – PGS	51.7940/74.6985	Exempt
Public Works Director	49.2356/74.0023	Exempt
Public Works Engineer	35.3710/52.2789	Exempt
Receptionist	17.5507/26.3534	40 hrs/week
Recreation Coordinator	25.3045/36.0068	Exempt
Recreation Superintendent	33.7756/50.4243	Exempt
Regulatory and Environmental Manager	41.1493/57.4829	Exempt
Senior Civil Engineer	39.2996/58.2610	Exempt
Senior Electrical Engineer	41.5808/59.1449	Exempt
Senior Public Safety Dispatcher	22.1951/29.2994	40 hrs/week
Senior Utility Secretary	19.6160/27.1369	40 hrs/week
Shooting Range Superintendent	30.5494/45.9846	Exempt
Solid Waste Division Clerk - Full Time	20.8570/26.3146	40 hrs/week
Solid Waste Division Clerk - Part Time	18.7713/23.6831	40 hrs/week
Solid Waste Foreman	25.3065/35.3275	40 hrs/week
Solid Waste Superintendent	35.2956/52.3214	Exempt
Street Superintendent	33.1310/48.6936	Exempt
Street Foreman	26.1261/38.5768	40 hrs/week
Transit Program Manager	29.2590/43.3301	Exempt
Turf Management Specialist	23.9298/34.0439	40 hrs/week
Utilities Director	75.7041/103.5558	Exempt
Utility Production Engineer	40.1500/58.6175	Exempt
Utility Warehouse Supervisor	29.1077/40.1601	40 hrs/week
Victim Assistance Unit Coordinator	17.8650/25.3267	40 hrs/week
Victim/Witness Advocate	16.3791/23.2112	40 hrs/week
Wastewater Plant Chief Operator	26.3768/37.5014	40 hrs/week
Wastewater Plant Engineer	35.8539/54.6663	Exempt
Wastewater Plant Operations Engineer	35.3811/53.0681 <u>49.0144/68.4615</u>	Exempt
Wastewater Plant Maintenance Supervisor	27.3606/39.6934	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Wastewater Plant Regulatory Compliance Manager	33.9519/41.4294	Exempt
Water Superintendent	34.2741/50.4840	Exempt
Water Supervisor	27.8126/41.6191	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

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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
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

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	21.9201/31.1427	40 hrs/week
Custodian	17.3168/21.4065	40 hrs/week
Electric Distribution Crew Chief	38.9666/50.8883	40 hrs/week
Electric Underground Crew Chief	38.9666/50.8883	40 hrs/week
Engineering Technician I	25.6354/33.5904	40 hrs/week
Engineering Technician II	32.4212/42.0591	40 hrs/week
Instrument Technician	34.3553/45.2280	40 hrs/week
Lineworker Apprentice	26.6079/36.6610	40 hrs/week
Lineworker First Class	33.0441/41.8296	40 hrs/week
Materials Handler	31.0007/38.0597	40 hrs/week
Meter Reader	20.8602/27.9301	40 hrs/week
Meter Technician	31.3285/36.6107	40 hrs/week
Power Dispatcher I	33.7325/40.5910	40 hrs/week
Power Dispatcher II	40.1796/48.0800	40 hrs/week
Power Plant Maintenance Mechanic	31.9732/42.0591	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Power Plant Operator	34.5848/41.9279	40 hrs/week
Senior Engineering Technician	33.2735/43.6982	40 hrs/week
Senior Materials Handler	33.4702/43.5889	40 hrs/week
Senior Meter Reader	22.0869/28.7680	40 hrs/week
Senior Power Dispatcher	46.4846/54.8986	40 hrs/week
Senior Power Plant Operator	40.6167/48.5947	40 hrs/week
Senior Substation Technician	39.6994/44.7362	40 hrs/week
Senior Water Maintenance Worker	25.8211/35.9365	40 hrs/week
Substation Technician	39.5895/41.3051	40 hrs/week
Systems Technician	38.9776/45.0094	40 hrs/week
Tree Trim Crew Chief	30.7493/41.4471	40 hrs/week
Utility Electrician	31.9513/42.3869	40 hrs/week
Utility Groundman	20.0188/28.0000	40 hrs/week
Utility Secretary	21.0568/29.3725	40 hrs/week
Utility Technician	34.2461/42.5617	40 hrs/week
Utility Warehouse Clerk	23.8324/30.1483	40 hrs/week
Water Maintenance Worker	24.6738/32.5960	40 hrs/week
Wireworker I	23.8324/36.0600	40 hrs/week
Wireworker II	33.0441/41.8296	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	23.3228/37.0317	
Police Sergeant	32.3082/43.9408	
Police Lieutenant	35.6380/50.0806	

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OVERTIME ELIGIBILITY

The City has reserved its right to the utilization of the 207(k) FLSA exemption. 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. 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.

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	22.5794/29.0516	212 hrs/28 days
Firefighter / EMT	17.0215/23.7540	212 hrs/28 days
Firefighter / Paramedic	18.4007/25.9286	212 hrs/28 days
Life Safety Inspector	25.9675/33.8573	40 hrs/week
Battalion Chief	29.0231/33.4381	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

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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	18.7045/27.6313	40 hrs/week
Biosolids Technician	22.2523/33.0104	40 hrs/week
Equipment Operator – WWTP	20.5975/28.8856	40 hrs/week
Lead Maintenance Mechanic	23.0360/33.1170	40 hrs/week
Lead Maintenance Worker	21.9425/30.8754	40 hrs/week
Lead Wastewater Plant Operator	24.4149/34.0004	40 hrs/week
Maintenance Mechanic I	19.6844/29.1284	40 hrs/week
Maintenance Worker – WWTP	19.8164/28.9993	40 hrs/week
Stormwater Program Manager	23.9575/35.4030	40 hrs/week
Wastewater Plant Laboratory Technician	22.1861/30.8417	40 hrs/week
Wastewater Plant Operator I	20.0035/28.1013	40 hrs/week
Wastewater Plant Operator II	22.6395/31.9878	40 hrs/week

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:

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	17.7758/25.7665	40 hrs/week
Accounting Technician – Streets	21.2972/27.9410	40 hrs/week
Accounts Payable Clerk	20.0515/28.3453	40 hrs/week
Administrative Assistant-Bldg, Fire, Parks, Planning	20.0426/28.7466	40 hrs/week
Administrative Assistant – Public Works	21.1770/30.6510	40 hrs/week
Audio Video Technician	24.0072/32.3010	40 hrs/week
Building Inspector	23.5373/35.2842	40 hrs/week
Cashier	18.2595/25.0890	40 hrs/week
Community Service Officer	17.0793/24.1383	40 hrs/week
Computer Operator	23.8896/32.7818	40 hrs/week
Computer Technician	25.0125/35.9070	40 hrs/week
Crime Analyst	24.6410/31.8421	40 hrs/week
Electrical Inspector	23.7012/35.2077	40 hrs/week
Emergency Management Coordinator	21.1661/30.6510	40 hrs/week
Engineering Technician – Public Works	23.6944/33.4167	40 hrs/week
Evidence Technician	19.8439/28.8589	40 hrs/week
GIS Coordinator	30.4621/45.8945	40 hrs/week
Maintenance Worker I – Building, Library, Police	16.8177/23.8105	40 hrs/week
Maintenance Worker II – Building, Library, Police	19.7674/26.6079	40 hrs/week
Payroll Clerk	20.5214/28.7387	40 hrs/week
Plans Examiner	23.4608/35.2842	40 hrs/week
Plumbing/Mechanical Inspector	23.7122/34.8689	40 hrs/week
Police Records Clerk	17.7268/25.1785	40 hrs/week
Public Safety Dispatcher	21.3628/28.2361	40 hrs/week
Senior Accounting Clerk	19.8876/28.3016	40 hrs/week
Shooting Range Operator	26.1052/35.1312	40 hrs/week
Wastewater Secretary	19.9641/28.1814	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 non-union employee classification of Senior

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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 forty-five cents (\$0.45) 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

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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 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

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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.

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

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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, the non-union position of Meter Reader – Part Time, 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.

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

1. (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 six hundred five and thirty-four hundredths hours (605.34) [calculated at 38% x 1,593 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

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(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 twenty percent (20%) for their accumulated medical leave at separation of employment after twenty (20) years of service; forty percent (40%) for their accumulated medical leave at separation of employment after twenty-five (25) years of service; fifty percent (50%) of accumulated medical leave for a death not occurring in the line of duty and one hundred percent (100%) of

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accumulated medical leave for a death occurring in the line of duty. The rate of compensation is based on the employee's salary at the time of separation. The payout for medical leave shall be made to a VEBA made on their behalf in lieu of payment.

(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, IBEW Wastewater Treatment Plant labor agreement and the FOP 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

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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 for those employees who are represented by the FOP labor agreement:

Five (5) years (beginning 6 th year	\$ 350.00
Ten (10) years (beginning 11 th year)	\$ 645.50
Fifteen (15) years (beginning 16 th year)	\$ 870.00
Twenty (20) years (beginning 21 st year)	\$1,096.00
Twenty-five (25) years (beginning 26 th year)	\$1,270.00

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

Those employees who are represented by the IAFF labor agreement shall annually receive longevity pay, beginning with the first full pay period in October 2019, as follows:

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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

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 11, 2020.~~

SECTION 14. Those portions of Ordinance No. 9781 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: _____

Roger G. Steele, Mayor

Attest: _____
RaNae Edwards, City Clerk