



City of Grand Island

Tuesday, December 28, 2021

Council Session

Item G-17

#2021-367 - Approving Amending the Grand Island Public Library Job Classification

Staff Contact: Celine Swan

Council Agenda Memo

From: Celine Swan, Library Director

Meeting: December 28, 2021

Subject: Approving Changing Custodian position to Maintenance Worker 1

Presenter(s): Celine Swan, Library Director

Background

The Grand Island Public Library has had a Custodian and a Maintenance Worker 1 for the last 18 years. The Library feels it is a good time to switch the vacated Custodian position to the Maintenance Worker 1 classification.

Discussion

The Custodian position Step 1 is \$16.52 and the starting salary of a Maintenance Worker 1 is \$17.15. The Custodian position was vacated at the highest pay step of \$22.10 so this should not impact the current budget. The last Custodian was making \$45,984.12 and the new Maintenance Worker 1 would make \$35,680.58 annually. The Library recommends changing from Custodian to Maintenance Worker 1 at this time due to the Custodian and Maintenance Worker 1 performing identical duties and making current job titles inappropriate, titles such as Custodian and Janitor have become undesirable and make the position more difficult to fill, and a higher wage might influence applicants to apply due to the current difficulty in attracting applicants in the current job market.

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 has recommended approval of Resolution 2021-367.

Sample Motion

Move to approve Resolution 2021-367.

RESOLUTION 2021-367

WHEREAS, the City of Grand Island and the Grand Island Public Library Department are wanting to correctly staff the department; and

WHEREAS, the Library Department currently has a Custodian vacancy; and

WHEREAS, the Library Department will change the existing classification of Custodian to Maintenance Worker 1; and

WHEREAS, the Custodian position that was vacated was at step 9, the highest step in the salary table, the Maintenance Worker 1 will begin at step 1; and

WHEREAS, there will be no change in the Library Personnel FTE budget.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that amending the Grand Island Public Library Job Classification is hereby approved.

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Adopted by the City Council of the City of Grand Island, Nebraska, December 28, 2021.

Roger D. Steele, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
December 23, 2021	☐ City Attorney