



City of Grand Island

Tuesday, April 12, 2022

Council Session

Item I-2

**#2022-105 - Consideration of Approving Resolution Recognizing
IBEW Local 1597 (Service/Clerical/Finance) as Labor
Representative for the Public Safety Apprentice Classification and
Amending Relevant Labor Contract**

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: April 12, 2022

Subject: Consideration of Approving Resolution Recognizing IBEW Local 1597 (Service/Clerical/Finance) as Labor Representative for the Public Safety Apprentice classification and Amending Relevant Labor Contract

Presenter(s): Aaron Schmid, Human Resources Director

Background

The recruiting of Police Officers for the Grand Island Police Department continues to be a concern. The department currently has eleven opening available. Multiple recruiting strategies, efforts and incentives have been instituted, but vacancies remain.

Discussion

The City is proposing the creation of a Public Safety Apprentice program. This is an entry level position for those interested in a career in law enforcement.

The program is intended to provide a comprehensive and unique exposure to all aspects and functions of the Grand Island Police Department through a paid work apprenticeship program. This program will provide for extensive training and experience to various Police Department resources and divisions with the intent of creating qualified future sworn-police applicants. The Public Safety Apprentice program will also provide ancillary support for police functions which do not require the presence of a sworn law enforcement officer and that can be conducted safely in a civilian capacity.

Administration recommends voluntarily recognizing the IBEW as the labor representative for the Public Safety Apprentice (PSA) classification. The IBEW currently represents the Community Service Officer (CSO) classification. Given the similar job duties and working conditions, Administration finds it appropriate to include the PSA classification in the IBEW Service/Clerical/Finance collective bargaining agreement.

Voluntary recognition will require action by the Grand Island City Council (Council) as the governing body of the City which is the employer of the Public Service Apprentice classification. That action would necessitate approval of the Resolution before the

Council for consideration this evening. That Resolution, if approved, would definitively recognize the IBEW as the labor representative for the PSAs and add that job classification to the list of positions covered under the present contract the IBEW has with the City for the Service/Clerical/Finance bargaining unit.

Alternatives

It appears 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

The City Administration recommends approval of resolution.

Sample Motion

Move to approve.



PUBLIC SAFETY APPRENTICE

DEPARTMENT: Police

CLASSIFICATION: Non Exempt

DIVISION:

JOB CLASS:

DEFINITION

This is an entry level position for those interested in a career in law enforcement.

The Grand Island Public Safety Apprentice program is intended to provide a comprehensive and unique exposure to all aspects and functions of the Grand Island Police Department through a paid work apprenticeship program. This program will provide for extensive training and experience to various Police Department resources and divisions with the intent of creating qualified future sworn-police applicants. The Public Safety Apprentice program will also provide ancillary support for police functions which do not require the presence of a sworn law enforcement officer and that can be conducted safely in a civilian capacity.

An employee of this class will remain in apprentice status during the term of the employment under the class of Public Safety Apprentice.

Minimum age of 18.

United States citizen or the ability to obtain United States citizenship with the described terms of the Public Safety Apprentice position.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from higher level supervisory and management staff.

Exercises no supervision.

ESSENTIAL FUNCTIONS

Display honest, trustworthy, and ethical behavior when dealing with internal and external customers.

Establish and maintain cooperative working relationships with those contacted in the course of work.

Regular attendance that is punctual and dependable is required.

Perform non-sworn duties for the Police Department including but not limited to: station assignments, traffic control, enforcement of city code violations, field work, report writing, evidence processing, and administrative or clerical duties associated with department training and operations.

May conduct investigations and contact victims and witnesses which may involve private property and non-injury accident reporting, and non-exigent misdemeanor or infraction property complaints.

Maintain contact with citizens regarding potential law enforcement problems and preserve good relationships with the general public; take an active role in areas of public education relative to crime and crime prevention.

May assist in the performance of special investigative and crime prevention duties as required.

Assist in parking enforcement, impound duties, and transportation of department vehicles.

Access and relay information from department databases and resources in compliance with local, state, and federal laws and department policy and guidelines.

Testify and present evidence in court.

Participate in and assist in conducting special programs; assist with special assignments.

Assist in inventory and evaluation of investigations, equipment and materials.

Perform related duties as assigned.

QUALIFICATIONS

Knowledge of:

Basic function of a public safety operation.

Basic police terminology

Principals and practice of customer service

Demonstrate problem solving abilities

The operation of standard equipment and facilities required in the performance of assigned tasks.

Ability to:

Meet the entrance requirements for the Nebraska Law Enforcement Training Center (NLETC).

Pass the Civil Service police exam.

Meet background qualifications for the position of Police Officer within three (3) years of start of service or three (3) Police Officer testing cycles after minimum age (21) and background qualifications for the position of Police Officer have been met; whichever term is first.

Use standard broadcasting procedures of a police radio system.

Understand and carry out oral and written instructions.

Communicate effectively, both orally and in writing.

Interest in future career as a certified law enforcement officer.

License or Certifications:

Employee must possess a valid driver's license and maintain insurability as determined by the City's insurance carrier.

Possession of, or ability to obtain, valid certification in cardio-pulmonary resuscitation.

Possession of, or ability to obtain, required certification from the Nebraska Law Enforcement Training Center.

EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

No experience is required to become a Public Safety Apprentice. However, experience in a patrol assignment is necessary for an assignment to investigations.

Training:

Completion of twelfth grade or acquisition of a General Equivalency Diploma.

PHYSICAL REQUIREMENTS

Activities:

Sitting	Occasional
Standing	Occasional
Walking	Occasional
Reaching	Occasional
(36 inches)	
Climbing Stairs	Occasional
Bending	Occasional
Squatting	Occasional
Kneeling	Occasional
Twist/Turn	Occasional
Simple Grasping	Frequent
Fine Manipulation	Frequent
Handling	Frequent

Lifting

75# Minimal
50# Occasional

Push/Pull

50#

Carry

Right 50#
Left 50#

Use of Feet

Left Frequent
Right Frequent

Foot Controls

Frequent
Frequent

FIRST ADDENDUM TO THE LABOR CONTRACT BETWEEN THE CITY OF GRAND ISLAND AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1597 SERVICE/CLERICAL BARGAINING UNIT

This Addendum to the Labor Contract between the City of Grand Island and the International Brotherhood of Electrical Workers Local 1597 Service/Clerical/Finance Bargaining Unit sets forth terms and conditions agreed to by the parties as follows:

I.

This Addendum applies only to the aforementioned Agreement between the parties that is presently in effect from October 1, 2021 to September 30, 2024.

II.

Article I is amended by adding the following:

- B. EMPLOYEE CLASSIFICATIONS
Public Safety Apprentice

III.

Article XVI is amended by adding the following:

- J. UNIFORM ALLOWANCE

The City shall provide for new Community Service Officer (CSO) and Public Safety Apprentice (PSA) employees covered under this contract upon hire, uniform items consisting of: two (2) long sleeved shirts; two (2) short sleeved shirts; two (2) pairs of pants; two (2) pairs of shorts; one (1) hat or visor; and one (1) coat.

The City shall provide a uniform allowance to be paid at the rate of Twenty-Five Dollars (\$25.00) per pay period per full-time employee. The City shall provide and replace to each CSO and PSA covered by this agreement equipment specific to the position.

III.

Article XIII is amended by adding the following:

- F. PAY PLAN - PUBLIC SAFETY APPRENTICE ONLY

April 12, 2022 through September 30, 2022. The following pay scale shall apply:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
HOURLY	17.5592	18.4276	19.3389	20.2953	21.299	22.3523	23.4577	24.6211
BIWEEKLY	1,404.74	1,474.21	1,547.11	1,623.62	1,703.92	1,788.18	1,876.62	1,969.69
MONTHLY	3,043.59	3,194.12	3,352.08	3,517.85	3,691.83	3,874.40	4,066.00	4,267.66
ANNUAL	36,523.24	38,329.46	40,224.86	42,214.12	44,301.92	46,492.68	48,792.12	51,211.94

Any other changes to the terms of the aforementioned Agreement will take the form of separate written Addenda agreed to by the parties.

Witness Our Hands:

THE CITY OF GRAND ISLAND

Date

By _____
Roger G. Steele, Mayor

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 1597

Date

By _____
Chad Holmes, Vice President

RESOLUTION 2022-105

WHEREAS, City of Grand Island employees have a right to organize for the purposes of collective bargaining pursuant to Neb. Rev. Stat. §48-837; and

WHEREAS, it is the recommendation of Administration of the City to voluntarily recognize the IBEW as the labor representative of the Public Safety Apprentice classification and amend the present contract the City has with the IBEW Service/Clerical/Finance bargaining unit to include the Public Safety Apprentice classification with the other positions covered under that contract; and

WHEREAS, the Grand Island City Council concurs with the recommendation of Administration as stated above.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the City of Grand Island voluntarily recognizes the International Brotherhood of Electrical Workers Local 1597 as the labor representative for the Public Safety Apprentice classification and the contract the City has with the IBEW Service/Clerical/Finance bargaining unit be amended to include Public Safety Apprentice with the list of other job classifications covered under that contract.

Adopted by the City Council of the City of Grand Island, Nebraska, April 12, 2022.

Roger G. Steele, Mayor

ATTEST:

RaNae Edwards, City Clerk

Approved as to Form	☒ _____
April 7, 2022	☒ City Attorney