



City of Grand Island

Tuesday, August 23, 2022

Council Session

Item F-4

#9895 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director
Meeting: August 23, 2022
Subject: Consideration of Approving Salary Ordinance No. 9895
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. Portions of the Fraternal Order of Police (FOP) labor contract became effective August 14, 2022. This ordinance addresses the remaining items as the full contract goes into effect October 1, 2022. The International Association of Firefighters (IAFF) and International Brotherhood of Electrical Workers (IBEW) Utilities wages have been determined and approved in their respective current contracts.

The Ordinance includes changes to the non-union classifications. A survey of the non-union group was completed this spring. Adjustments reflect the results of the survey and anticipated array increases for the 2022/2023 budget year.

Compensation calculations are determined by following Nebraska Revised Statute 48-818. The wages represented in this proposed Ordinance are included in the proposed 2022/2023 fiscal year budget.

Wages for the IBEW Wastewater Treatment Plant and AFSCME Nebraska Public Employees, Local No. 251 contracts will be presented at a future date. These unions are currently in negotiations.

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. 9895.

Sample Motion

Move to approve Salary Ordinance No. 9895.

ORDINANCE NO. 9895 (Cont.)

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	28.2676/41.0956 29.9400/43.5700	Exempt
Accounting Technician – Solid Waste	20.8218/26.1926 22.5000/29.3600	40 hrs/week
Administrative Assistant – Building – Part Time	20.4435/29.3215	40 hrs/week
Administrative Coordinator – Public Works	23.8182/34.7669 24.1100/39.3800	40 hrs/week
Airport Police Officer – Part Time	30.0000	40 hrs/week
Assistant Finance Director	36.6364/54.4021 39.5700/57.4600	Exempt
Assistant Public Works Director/Engineering	44.1891/67.2738 53.0600/78.9100	Exempt
Assistant Public Works Director of Wastewater	52.4948/73.3160 53.0600/78.9100	Exempt
Assistant Utilities Director – Engineering/Business Operations	57.3856/83.3704 71.5000/97.7600	Exempt
Assistant Utilities Director – Production	57.3856/83.3704 71.5000/97.7600	Exempt
Assistant Utilities Director – Transmission	57.3856/83.3704 71.5000/97.7600	Exempt
Attorney	38.4573/56.8206 45.2400/64.5100	Exempt
Building Department Director	43.7705/64.7396 52.0500/71.8600	Exempt
Cemetery Superintendent	27.8026/40.1660 29.1300/43.1100	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
City Administrator	83.5875/96.3450 86.6300/112.9200	Exempt
City Attorney	56.1473/77.4553 60.7500/80.8000	Exempt
City Clerk	36.2973/48.1076 38.4400/53.4400	Exempt
Civil Engineer I – PW/Eng., PW/WWTP	31.5300/44.0800	Exempt
Civil Engineer I – Utilities	31.3740/44.5826 34.3500/48.7800	Exempt
Civil Engineer II – PW/Eng., PW/WWTP	38.6300/54.8200	Exempt
Civil Engineer II – Utilities	36.3159/52.2973 40.9600/59.3500	Exempt
Collection System Supervisor	27.7512/41.1137 30.7500/41.3300	40 hrs/week
Community Development Administrator	24.6956/36.6738 30.8400/42.5500	40 hrs/week
Community Service Officer – Part time	17.5592/24.6211 19.7531/25.8858	40 hrs/week
Custodian – Library , Police <u>Part Time</u>	16.5211/22.1077 16.6900/23.7300	40 hrs/week
Customer Service Representative	11.2934/15.4904 19.8700/26.3600	40 hrs/week
Customer Service Team Leader	22.9229/32.7796 23.3300/34.7400	Exempt
Deputy City Clerk	29.0378/38.4860	40 hrs/week
Electric Distribution Superintendent	41.9336/57.6781 47.1700/63.1800	Exempt
Electric Distribution Supervisor	38.8735/53.7222 43.5000/58.2500	40 hrs/week
Electric Underground Superintendent	41.2596/57.4986 47.1700/63.1800	Exempt
Electrical Engineer I	31.4980/43.8334 33.7300/50.0000	Exempt
Electrical Engineer II	35.2926/50.7006 41.0600/58.0800	Exempt
Emergency Management Deputy Director	30.7543/45.1964 32.8500/48.8300	Exempt
Emergency Management Director	43.7705/64.7396 52.0500/71.8700	Exempt
Engineer I – Public Works	34.6000/49.9636	Exempt
Engineer I – WWTP	34.6000/49.9636	Exempt
Engineering Technician – WWTP	23.4063/33.6893	40 hrs/week
Engineering Technician I – PW/WWTP	25.2600/32.4500	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Engineering Technician II – PW/WWTP	31.3500/40.6300	40 hrs/week
Equipment Operator - Solid Waste	22.0125/28.9944 23.9200/30.8100	40 hrs/week
Finance Director	49.6760/74.7189 54.1600/78.4800	Exempt
Finance Operations Supervisor	27.4819/38.6171 30.9200/41.5000	Exempt
Fire Chief	51.3028/73.2971 58.0000/81.5700	Exempt
Fire EMS Division Chief	43.5279/58.8883 48.0300/62.7200	Exempt
Fire Operations Division Chief	43.5279/58.8883 48.0300/62.7200	Exempt
Fire Prevention Division Chief	43.5279/58.8883 48.0300/62.7200	Exempt
Fleet Services Shop Foreman	27.8789/41.2434 29.9600/43.7700	40 hrs/week
GIS Coordinator - PW	30.3065/45.2375 34.2400/47.8500	Exempt
Grants Administrator	28.2676/41.0956 28.6000/43.5800	40 hrs/week
Grounds Management Crew Chief – Cemetery	22.2425/33.6894 26.5000/35.1200	40 hrs/week
Grounds Management Crew Chief – Parks	24.3158/34.9630 27.0100/36.4900	40 hrs/week
Human Resources Director	44.5499/66.8681 52.0500/71.8700	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	26.7780/40.3274 31.7400/44.1000	40 hrs/week
Human Resources Recruiter	26.7780/40.3274 31.7400/44.1000	40 hrs/week
Human Resources Specialist	26.7780/40.3274 31.7400/44.1000	40 hrs/week
Information Technology Manager	42.0401/63.5004 48.5200/68.3100	Exempt
Interpreter/Translator	17.5507/26.3534 20.0600/27.6300	40 hrs/week
Legal Secretary	22.5094/33.5515 24.3000/35.8200	40 hrs/week
Librarian I	26.4156/35.7006 28.1400/38.0400	Exempt
Librarian II	30.6949/39.4211 /41.5500	Exempt
Library Assistant I	17.6104/25.4509	40 hrs/week
Library Assistant II	21.7632/30.8094	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Library Director	48.5101 /73.1620 <u>51.4400</u> /	Exempt
Library Page – Part Time	12.5198 / 17.2716 <u>15.5100</u> / <u>18.8900</u>	40 hrs/week
Library Secretary	18.5589 / 25.9374 <u>21.9700</u> / <u>26.0300</u>	40 hrs/week
Maintenance Worker – Cemetery Part Time	15.7820/23.3988	40 hrs/week
Meter Reader – Part Time	24.1758 / 30.1979 <u>24.9011</u> / <u>31.1038</u>	40 hrs/week
Meter Reader Supervisor	26.5439 / 34.2119 <u>33.6200</u> / <u>46.1600</u>	Exempt
MPO Program Manager	29.8575 / 44.2044 <u>34.4200</u> / <u>50.4100</u>	Exempt
Office Manager – Police Department	22.5835 / 33.4954 <u>29.1100</u> / <u>37.0900</u>	40 hrs/week
Parks and Recreation Director	47.9659 / 71.9623 <u>53.2400</u> / <u>73.8400</u>	Exempt
Parks Superintendent	35.5843 / 52.3295 <u>38.9200</u> / <u>57.1200</u>	Exempt
Payroll Specialist	23.7770 / 34.7883 <u>26.2100</u> / <u>36.6900</u>	40 hrs/week
Planner I	26.2252 / 39.0590 <u>32.8000</u> / <u>44.9100</u>	40 hrs/week
Planning Director	44.7728 / 66.3355 <u>53.7500</u> / <u>79.4500</u>	Exempt
Police Captain	41.0025 / 59.7113 <u>46.6400</u> / <u>62.4700</u>	Exempt
Police Chief	62.4285/83.8548	Exempt
Power Plant Maintenance Supervisor	40.0363 / 55.8464 <u>44.3100</u> / <u>62.2900</u>	Exempt
Power Plant Operations Supervisor	40.6060 / 57.8480 <u>45.5300</u> / <u>64.8900</u>	Exempt
Power Plant Superintendent – Burdick	49.9228 / 70.8321 <u>52.8326</u> / <u>76.7941</u>	Exempt
Power Plant Superintendent – PGS	57.2400 / 83.0400 <u>57.2400</u> / <u>83.0400</u>	Exempt
Public Safety Apprentice - Part Time	17.5592 / 24.6211 <u>19.7531</u> / <u>25.8858</u>	40 hrs/week
Public Works Director	62.8300/90.9700	Exempt
Public Works Engineer	35.9586 / 53.6866 <u>35.9586</u> / <u>53.6866</u>	Exempt
Receptionist	17.5507 / 26.3534 <u>17.5507</u> / <u>26.3534</u>	40 hrs/week
Recreation Coordinator	26.0828 / 37.0175 <u>28.1000</u> / <u>40.0900</u>	Exempt
Recreation Superintendent	34.2833 / 50.4243 <u>37.2800</u> / <u>53.2000</u>	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Regulatory and Environmental Manager	43.3598/ 57.4829 /64.8700	Exempt
Senior Civil Engineer – PW/Eng., PW/WWTP	43.2400/61.6600	Exempt
Senior Civil Engineer – Utilities	41.2645/61.1740 50.1300/69.6500	Exempt
Senior Electrical Engineer	48.8088/61.3995 /70.6800	Exempt
Senior Engineering Technician – PW/WWTP	34.8500/43.4800	40 hrs/week
Senior Public Safety Dispatcher	23.2192/30.4183 25.0300/33.6800	40 hrs/week
Senior Utility Secretary	19.6160/27.4180 20.5000/29.4900	40 hrs/week
Shooting Range Superintendent	31.4890/47.2754 37.2800/53.2000	Exempt
Solid Waste Division Clerk – Full Time	21.3908/26.9660 23.9000/30.9200	40 hrs/week
Solid Waste Division Clerk – Part Time	19.2517/24.2694	40 hrs/week
Solid Waste Foreman	26.4749/36.9540 28.4300/39.8800	40 hrs/week
Solid Waste Superintendent	36.2099/53.8010 39.4600/54.4100	Exempt
Street Superintendent	33.7851/49.3640 37.1900/53.6400	Exempt
Street Foreman	26.9844/39.9813 29.9600/42.8000	40 hrs/week
Transit Program Manager	30.1356/45.2410 37.3000/55.9400	Exempt
Utilities Director	75.7041/105.1509 96.8100/137.8100	Exempt
Utility Production Engineer	41.0193/59.6150 49.7300/70.1400	Exempt
Utility Warehouse Supervisor	30.0775/41.1263 31.8200/44.3500	40 hrs/week
Victim Assistance Unit Coordinator	18.4893/25.8710 24.1500/33.6000	40 hrs/week
Victim/Witness Advocate	16.9519/23.7076 18.1100/25.2000	40 hrs/week
Wastewater Plant Chief Operator	27.3718/38.4983 31.2500/44.0000	40 hrs/week
Wastewater Plant Operations Engineer	49.9946/69.8306	Exempt
Wastewater Plant Maintenance Supervisor	28.0480/41.0928 31.5500/42.5000	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	33.9519/41.9795 34.4400/49.0100	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Water Superintendent	35.2743/52.1246 40.5500/55.5300	Exempt
Water Supervisor	28.7632/42.1517 35.0800/47.1300	40 hrs/week
Worker / Seasonal	9.0000/ 20.0000 /30.0000	Exempt
Worker / Seasonal	9.0000/ 20.0000 /30.0000	40 hrs/week
Worker / Temporary	9.0000/ 20.0000 /30.0000	40 hrs/week
Worker / Parks & Recreation Part time	9.0000/ 20.0000 /30.0000	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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fleet Services Mechanic	23.3145/34.5422	40 hrs/week
Horticulturist	23.8961/35.4669	40 hrs/week
Maintenance Worker – Cemetery	19.7275/29.2485	40 hrs/week
Maintenance Worker – Parks	19.4596/28.8679	40 hrs/week
Maintenance Worker – Streets	19.4506/28.8342	40 hrs/week
Senior Equipment Operator – Streets	22.3929/33.2126	40 hrs/week
Senior Maintenance Worker – Streets	22.2384/32.9835	40 hrs/week
Traffic Signal Technician	22.0846/32.7555	40 hrs/week

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	22.3876 /31.1427 <u>23.0592</u> /	40 hrs/week
Custodian	17.3168/ 21.5822 <u>/22.2297</u>	40 hrs/week
Electric Distribution Crew Chief	38.9666 /50.8883 <u>40.0180</u> /	40 hrs/week
Electric Underground Crew Chief	38.9666 /50.8883 <u>40.0180</u> /	40 hrs/week
Engineering Technician I	26.1591 /33.5904 <u>26.9438/33.6054</u>	40 hrs/week
Engineering Technician II	32.4526 /42.0591 <u>33.4262</u> /	40 hrs/week
Instrument Technician	37.0707 /47.2568 <u>38.1828/48.6745</u>	40 hrs/week
Lineworker Apprentice	27.7882 /38.5498 <u>28.6219/39.7063</u>	40 hrs/week
Lineworker First Class	35.4013 /43.7249 <u>36.4634/45.0366</u>	40 hrs/week
Materials Handler	31.0070 /39.4318 <u>31.9304/40.6147</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Meter Reader	<u>24.1758/30.1979</u> <u>24.9011/31.1038</u>	40 hrs/week
Meter Technician	<u>33.2499/37.7483</u> <u>34.2474/38.8808</u>	40 hrs/week
Power Dispatcher I	<u>36.1020/44.7877</u> <u>37.1850/46.1314</u>	40 hrs/week
Power Dispatcher II	<u>40.2854/50.7224</u> <u>41.4939/52.2441</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>34.6092/42.8018</u> <u>35.6475/44.0858</u>	40 hrs/week
Power Plant Operator	<u>37.8075/43.8578</u> <u>38.9418/45.1736</u>	40 hrs/week
Senior Engineering Technician	<u>36.0782/45.0109</u> <u>37.1606/46.3613</u>	40 hrs/week
Senior Materials Handler	<u>35.4941/49.2077</u> <u>36.5589/50.6839</u>	40 hrs/week
Senior Power Dispatcher	<u>46.4846/55.9970</u> <u>46.4846/57.6769</u>	40 hrs/week
Senior Power Plant Operator	<u>43.5085/50.4378</u> <u>44.8138/51.9510</u>	40 hrs/week
Senior Substation Technician	<u>39.6994/46.2921</u> <u>40.3461/47.6808</u>	40 hrs/week
Senior Water Maintenance Worker	<u>26.9446/35.9365</u> <u>27.7230/36.3262</u>	40 hrs/week
Substation Technician	<u>39.5895/44.4692</u> <u>40.1454/45.8032</u>	40 hrs/week
Systems Technician	<u>41.5793/46.6303</u> <u>42.8267/48.0292</u>	40 hrs/week
Tree Trim Crew Chief	<u>35.6425/44.8034</u> <u>36.7118/46.1475</u>	40 hrs/week
Utility Electrician	<u>34.6685/44.1017</u> <u>35.7086/45.4247</u>	40 hrs/week
Utility Groundman	<u>24.4206/30.8000</u> <u>25.1532/31.7240</u>	40 hrs/week
Utility Secretary	<u>21.0568/29.3725</u> <u>21.0568/29.3725</u>	40 hrs/week
Utility Technician	<u>34.2461/45.5569</u> <u>34.8148/46.9236</u>	40 hrs/week
Utility Warehouse Clerk	<u>26.2350/32.7744</u> <u>27.0220/33.7577</u>	40 hrs/week
Water Maintenance Worker	<u>25.4102/33.4379</u> <u>26.1725/34.4410</u>	40 hrs/week
Wireworker I	<u>25.5350/37.6918</u> <u>26.3010/38.8226</u>	40 hrs/week
Wireworker II	<u>35.4013/43.7249</u> <u>36.4634/45.0366</u>	40 hrs/week

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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	29.0000/41.0000	
Police Sergeant	39.0000/47.0000	
Police Lieutenant	42.0000/54.0000	

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, [bereavement 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.

[Any Police Officer assigned as a Field Training Officer shall, in addition to his/her regular salary, be paid Two dollars \(\\$2.00\) per hour while actively working with a trainee or other issues directly concerning a trainee.](#)

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_____ A lateral hiring incentive is provided, namely for certified applicants, Five Thousand dollars (\$5,000) certification credit and fifty (50) hours of compensatory time if eligible. A referral incentive is provided for existing Officers who successfully recruit applicants, specifically, a Three Hundred dollar (\$300) incentive for the referral of one non-certified applicant who makes the Civil Service eligibility list; a Five Hundred dollar (\$500) incentive for the referral of two or more non-certified applicants who make the Civil Service eligibility list; a Five Hundred dollar (\$500) incentive for the referral of one or more certified applicants who make the Civil Service eligibility list; and a One Thousand Seven Hundred dollar (\$1,700) incentive if one or more of the referred applicants is hired.

A retention incentive will be offered to active sworn Officers' for the life of the contract with final payment made in October of 2025. Each current employee as of October 1, 2022, who maintains active employment status, will receive a lump sum payment in the first full pay period of the dates specified in the following schedule:

Completion of Contract Year 2022-2023: \$5,000.00 (paid in October 2023)

Completion of Contract Year 2023-2024: \$3,000.00 (paid in October 2024)

Completion of Contract Year 2024-2025: \$2,000.00 (paid in October 2025)

Employees hired between October 2, 2022 and October 1, 2024 will receive a retention incentive after completing a full contract year of service. The amount paid will correspond with the applicable contract year completed.

Designated Officers who are covered under the FOP labor agreement and are assigned to specialized assignments that routinely involve changes in schedules for training purposes, call in for duty, and/or specialized training and certifications as listed below are eligible for additional compensation. Tier I specialized assignments will receive an additional sixty cents (\$0.60) per hour. Tier II specialized assignments will receive an additional thirty

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cents (\$0.30) per hour. Officers shall only be compensated for one (1) Tier I assignment and one (1) Tier II assignment regardless of how many assignments they may possess within that Tier. Maximum specialty pay will be ninety cents (\$0.90) per hour which is equal to a Tier I and Tier II assignment.

Tier I	Tier II
<u>SWAT</u>	<u>All Department Designated Instructors:</u>
<u>Police K9</u>	<u>Firearms</u>
<u>Drug Recognition Expert</u>	<u>Defensive Tactics</u>
<u>Accident Reconstruction Team</u>	<u>Less Lethal</u>
<u>CERT/Hostage Negotiator</u>	
<u>Drone</u>	

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	<u>23.0309/29.6326</u> <u>23.4916/30.5216</u>	212 hrs/28 days
Firefighter / EMT	<u>17.3619/24.2884</u> <u>17.7091/25.0171</u>	212 hrs/28 days
Firefighter / Paramedic	<u>18.7687/26.5120</u> <u>19.1441/27.3074</u>	212 hrs/28 days
Life Safety Inspector	<u>26.4868/34.5345</u> <u>27.0165/35.5705</u>	40 hrs/week
Battalion Chief	<u>29.6036/34.1068</u> <u>30.1957/35.1300</u>	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	18.8680/28.2987	40 hrs/week
Biosolids Technician	23.0200/33.9453	40 hrs/week
Equipment Operator – WWTP	21.3138/ 29.8620	40 hrs/week
Lead Maintenance Mechanic	23.4477/33.9307	40 hrs/week
Lead Maintenance Worker	22.5717/31.7608	40 hrs/week
Lead Wastewater Plant Operator	25.1151/36.0041	40 hrs/week
Maintenance Mechanic I	19.9733/30.0117	40 hrs/week
Maintenance Worker – WWTP	19.9316/29.5334	40 hrs/week
Stormwater Program Manager	24.5901/36.8334	40 hrs/week
Wastewater Plant Laboratory Technician	22.7916/31.5683	40 hrs/week
Wastewater Plant Operator I	20.5507/28.8558	40 hrs/week
Wastewater Plant Operator II	23.3588/33.0438	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	<u>18.1313/26.2818</u> <u>19.7952/26.5714</u>	40 hrs/week
Accounting Technician – Streets	<u>21.7231/28.4998</u> <u>/29.0721</u>	40 hrs/week
Accounts Payable Clerk	<u>20.4525/28.9122</u> <u>21.9060/29.5514</u>	40 hrs/week
Administrative Assistant-Bldg, Fire, Parks, Planning	20.4435/29.3215	40 hrs/week
Administrative Assistant—Public Works	<u>21.6005/31.2640</u>	<u>40 hrs/week</u>
Audio Video Technician	<u>24.4873/32.9470</u> <u>26.8201/36.8240</u>	40 hrs/week
Building Inspector	<u>24.0080/35.9899</u> <u>27.0111/37.2347</u>	40 hrs/week
Cashier	<u>18.6247/25.5908</u> <u>20.0668/25.6234</u>	40 hrs/week
Community Service Officer	<u>17.5592/24.6211</u> <u>19.7531/25.8858</u>	40 hrs/week
Computer Technician	<u>25.5128/36.6251</u> <u>25.5128/36.8584</u>	40 hrs/week
Crime Analyst	<u>25.1338/32.4789</u> <u>28.6794/38.1368</u>	40 hrs/week
Electrical Inspector	<u>24.1752/35.9119</u> <u>27.1431/37.0999</u>	40 hrs/week
Emergency Management Coordinator	<u>21.5894/31.2640</u> <u>25.0300/33.6800</u>	40 hrs/week
Engineering Technician—Public Works	<u>24.1683/34.0850</u>	<u>40 hrs/week</u>
Engineering Technician I - Public Works	<u>25.2600/32.4500</u>	<u>40 hrs/week</u>
Engineering Technician II – Public Works	<u>31.3500/40.6300</u>	<u>40 hrs/week</u>
Evidence Technician	<u>20.2408/29.4361</u> <u>22.2054/31.4488</u>	40 hrs/week
GIS Coordinator	<u>31.0713/46.8124</u> <u>34.2400/47.8500</u>	40 hrs/week
Maintenance Worker I – Building, Library, Police	<u>17.1541/24.2867</u> <u>18.8024/25.2757</u>	40 hrs/week
Maintenance Worker II – Building, Library, Police	<u>20.1627/27.1401</u> <u>21.5781/28.7625</u>	40 hrs/week
Payroll Clerk	<u>21.2139/29.9773</u> <u>23.1606/32.5054</u>	40 hrs/week
Plans Examiner	<u>23.9582/35.9899</u> <u>27.0157/39.8241</u>	40 hrs/week
Plumbing/Mechanical Inspector	<u>24.1864/35.5663</u> <u>27.0830/36.5581</u>	40 hrs/week
Police Records Clerk	<u>18.0813/25.6821</u> <u>19.9522/26.7203</u>	40 hrs/week
Public Safety Apprentice	<u>17.5592/24.6211</u> <u>19.7531/25.8858</u>	40 hrs/week

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Public Safety Dispatcher	<u>21.7901/28.8008</u> <u>22.5270/30.3120</u>	40 hrs/week
Senior Accounting Clerk	<u>20.2854/28.8676</u> <u>22.1760/29.8667</u>	40 hrs/week
<u>Senior Engineering Technician – Public Works</u>	<u>34.8500/43.4800</u>	<u>40 hrs/week</u>
Shooting Range Operator	26.6273/35.8338	40 hrs/week
<u>Systems Technician</u>	<u>42.8267/48.0292</u>	<u>40 hrs/week</u>
Wastewater Secretary	<u>20.3634/28.7450</u> <u>20.6626/29.0337</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.

SECTION 8. A shift differential of fifty cents (\$0.50) 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 seventy-five cents (\$0.75) 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 fifty cents (\$0.50) 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 seventy-five cents (\$0.75) 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

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pay. A shift differential of \$0.50 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)~~Two dollars (\$2.00) per hour. Full time employees covered in the AFSCME labor agreement normally assigned to a work schedule commencing between 4 a.m. and 11 a.m., who are temporarily assigned to a work schedule commencing before 4 a.m. or after 11 a.m., shall receive a shift differential of twenty-five cents (\$0.25) per hour added to the base hourly rate for the hours worked during such temporary assignment. Full time employees covered in the IBEW Wastewater Treatment Plant labor agreement who are regularly scheduled 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

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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~~Five hundred fifty dollars (~~\$325~~550.00) semi-annually. New employees covered by the IBEW Utilities labor agreement who are required to wear full fire retardant (FR) clothing will be eligible for a one-time reimbursement up to One Thousand Two Hundred dollars (\$1,200.00) to purchase or rent required uniforms. All other employees required to wear full FR clothing will be eligible for reimbursement up to Seven Hundred (\$700.00) in 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 and the non-union Public Safety Apprentice 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 and full time Public Safety Apprentices 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)

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pay periods. Police Chief and Police Captains shall be paid a clothing allowance of Six hundred Fifty dollars (\$650.00) per year, divided into twenty-six (26) pay periods.

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

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of Ten Dollars (\$10.00) if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Employees covered by 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. Employees covered by the IBEW Utilities 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 unscheduled 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.

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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.

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

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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 (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

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exceed ~~five-six~~ hundred ~~eighty-six~~nine and ~~eighteen-hundredths~~one-half (~~586.18~~609.5) hours [calculated at 53% x ~~1,106~~1,150 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 forty percent (40%) for their accumulated medical leave at separation of employment after sixteen (16) years of sworn officer service and fifty (50) years of age; fifty percent (50%) for their accumulated medical leave at separation of employment after twenty (20) years of sworn Officer service and fifty-five (55) years of age. An employee's beneficiary shall be paid fifty percent (50%) of accumulated medical leave an employee's death not occurring in the line of duty. An employee's beneficiary shall be paid one hundred percent (100%) of an employee's 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. Years of service includes time at a previous agency as a sworn Officer and service must be verified. The payout for medical leave shall be made to a VEBA made on their behalf in lieu of payment.

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(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 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

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FOP labor agreement based upon the total length of service with the City or as a sworn officer with another agency:

Officer	Five (5) years (beginning 6 th year)	\$ 350.00
	Ten (10) years (beginning 11 th year)	\$ 650.00
	Fifteen (15) years (beginning 16 th year)	\$1,000.00
	Twenty (20) years (beginning 21 st year)	\$1,250.00 <u>1,350.00</u>
	Twenty-five (25) years (beginning 26 th year)	\$1,400.00 <u>1,750.00</u>
Sergeant and Lieutenant	Five (5) years (beginning 6 th year)	\$ 375.00
	Ten (10) years (beginning 11 th year)	\$ 650.00
	Fifteen (15) years (beginning 16 th year)	\$1,250.00
	Twenty (20) years (beginning 21 st year)	\$1,700.00
	Twenty-five (25) years (beginning 26 th year)	\$2,400.00

Non-union employees shall receive longevity pay on a prorated basis each regular pay day as follows:

<u>Five (5) years (beginning 6th year)</u>	<u>\$ 250.00</u>
<u>Ten (10) years (beginning 11th year)</u>	<u>\$ 500.00</u>
<u>Fifteen (15) years (beginning 16th year)</u>	<u>\$ 750.00</u>
<u>Twenty (20) years (beginning 21st year)</u>	<u>\$ 1,150.00</u>
<u>Twenty-five (25) years (beginning 26th year)</u>	<u>\$ 1,650.00</u>

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

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Those employees who are represented by the IBEW-Wastewater Treatment Plant 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:

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 IBEW Service/Clerical/Finance labor agreement shall annually receive longevity pay as a lump sum payment on the payroll which includes their anniversary date 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

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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 9, 2022.

SECTION 14. Those portions of Ordinance No. 9889 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

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Enacted: _____

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk