



# City of Grand Island

Tuesday, October 11, 2022

Council Session

## Item F-2

### #9903 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

# **Council Agenda Memo**

**From:** Robert Falldorf, Police Chief

**Meeting:** October 11, 2022

**Subject:** Consideration of Approving Salary Ordinance No. 9903

**Presenter(s):** Robert Falldorf, Police Chief

## **Background**

The salary ordinance for employees of the City of Grand Island comes before Council when changes are necessary. The following explains the proposed changes to the salary ordinance.

## **Discussion**

The Grand Island Police Department is requesting the addition 1.5 FTE civilian Evidence Technician positions. Prior to September 15, 2022 the Police Department's Evidence Division was run by one (1) full time sworn Police Officer and two (2) full time civilian Evidence Technicians. The Police Department has understood that there would be a future need to add additional staff to the Evidence Division beyond the three (3) full time employees that were working the division prior to September 15, 2022. Evidence and property handling numbers continue to increase and the Evidence Division has seen significant increases in the need to process video evidence for defense attorneys and prosecutors. There has also been a significant increase in the need to process mobile video and body worn camera evidence.

Since the Police Department is so short on Police Officers, the department continued to make filling the fifteen (15) vacant Police Officer positions the main priority and set aside, for the time being, pursuing adding additional Evidence Division personnel. That all changed with the recent resignation of the department's sworn Officer staff member assigned to the division. We feel that the timing is right to add 1.5 FTE Civilian Evidence Tech positons to the division to replace the sworn Officer staff member. We understand that the timing is not great for this request as we just finished with the 2022-2023 fiscal year budget; however, the recent resignation of the Officer came as a surprise to all of us and did not occur until after the recent budget was approved. We also understand that it would not be prudent to move another sworn officer into the Evidence Division since we are working so short in our Patrol and Criminal Divisions at this time.

The Police Department Administration understands that there will be excess unspent personnel funds left in our budget at the end of the next two fiscal years, as it will take at least two years to fill all of our vacant Police Officer Positions. We also know that the top pay for the Officer's vacancy would be more than enough personnel cost savings to pay entry level pay for the entire 1.5 FTE Evidence Tech positions we are requesting.

This ordinance would create an Evidence Technician PT classification to allow for hiring the 0.5 of the 1.5 FTE request. Wages would mirror the wages of the Evidence Technician FT classification.

### **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. 9903.

### **Sample Motion**

Move to approve Salary Ordinance No. 9903.

~~add the non-union position and salary ranges of non-union employees~~Evidence Technician – Part Time; ~~to add the IBEW Wastewater Treatment Plant positions and salary ranges of~~  
~~Administrative Assistant; FOG Program Manager and Senior Equipment Operator~~; ~~to amend the~~  
~~salary ranges for those employees covered under the IBEW Wastewater Treatment Plant labor~~  
~~agreement~~; ~~to correct the salary range for the IBEW Utilities Senior Water Maintenance Worker~~  
~~position~~; and ~~to repeal those portions of Ordinance No. 9901 and any parts of other ordinances in~~

## GRAND ISLAND, NEBRASKA:

classifications, and the number of hours and work period which certain officers and general employees shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accountant	29.9400/43.5700	Exempt
Accounting Technician – Solid Waste	22.5000/29.3600	40 hrs/week
Administrative Assistant –Building – Part Time	20.4435/29.3215	40 hrs/week
Administrative Coordinator – Public Works	24.1100/39.3800	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Airport Police Officer – Part Time	30.0000	40 hrs/week
Assistant Finance Director	39.5700/57.4600	Exempt
Assistant Public Works Director/Engineering	53.0600/78.9100	Exempt
Assistant Public Works Director of Wastewater	53.0600/78.9100	Exempt
Assistant Utilities Director – Engineering/Business Operations	71.5000/97.7600	Exempt
Assistant Utilities Director – Production	71.5000/97.7600	Exempt
Assistant Utilities Director – Transmission	71.5000/97.7600	Exempt
Attorney	45.2400/64.5100	Exempt
Building Department Director	52.0500/71.8700	Exempt
Cemetery Superintendent	29.1300/43.1100	Exempt
City Administrator	86.6300/112.9200	Exempt
City Attorney	60.7500/80.8000	Exempt
City Clerk	38.4400/53.4400	Exempt
Civil Engineer I – PW/Eng., PW/WWTP	31.5300/44.0800	Exempt
Civil Engineer I – Utilities	34.3500/48.7800	Exempt
Civil Engineer II – PW/Eng., PW/WWTP	38.6300/54.8200	Exempt
Civil Engineer II – Utilities	40.9600/59.3500	Exempt
Collection System Supervisor	30.7500/41.3300	40 hrs/week
Community Development Administrator	30.8400/42.5500	40 hrs/week
Community Service Officer – Part time	19.7531/25.8858	40 hrs/week
Custodian –Police Part Time	16.6900/23.7300	40 hrs/week
Customer Service Representative	19.8700/26.3600	40 hrs/week
Customer Service Team Leader	23.3300/34.7400	Exempt
Deputy City Clerk	30.7500/42.7500	40 hrs/week
Electric Distribution Superintendent	47.1700/63.1800	Exempt
Electric Distribution Supervisor	43.5000/58.2500	40 hrs/week
Electric Underground Superintendent	47.1700/63.1800	Exempt
Electrical Engineer I	33.7300/50.0000	Exempt
Electrical Engineer II	41.0600/58.0800	Exempt
Emergency Management Deputy Director	32.8500/48.8300	Exempt
Emergency Management Director	52.0500/71.8700	Exempt
Engineering Technician I – PW/WWTP	25.2600/32.4500	40 hrs/week
Engineering Technician II – PW/WWTP	31.3500/40.6300	40 hrs/week
Equipment Operator - Solid Waste	23.9200/30.8100	40 hrs/week
<u>Evidence Technician – Part Time</u>	<u>22.2054/31.4488</u>	<u>40 hrs/week</u>

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Finance Director	54.1600/78.4800	Exempt
Finance Operations Supervisor	30.9200/41.5000	Exempt
Fire Chief	58.0000/81.5700	Exempt
Fire EMS Division Chief	48.0300/62.7200	Exempt
Fire Operations Division Chief	48.0300/62.7200	Exempt
Fire Prevention Division Chief	48.0300/62.7200	Exempt
Fleet Services Shop Foreman	29.9600/43.7700	40 hrs/week
GIS Coordinator - PW	34.2400/47.8500	Exempt
Grants Administrator	28.6000/43.5800	40 hrs/week
Grounds Management Crew Chief – Cemetery	26.5000/35.1200	40 hrs/week
Grounds Management Crew Chief – Parks	27.0100/36.4900	40 hrs/week
Human Resources Director	52.0500/71.8700	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	31.7400/44.1000	40 hrs/week
Human Resources Recruiter	31.7400/44.1000	40 hrs/week
Human Resources Specialist	31.7400/44.1000	40 hrs/week
Information Technology Manager	48.5200/68.3100	Exempt
Interpreter/Translator	20.0600/27.6300	40 hrs/week
Legal Secretary	24.3000/35.8200	40 hrs/week
Librarian I	28.1400/38.0400	Exempt
Librarian II	30.6949/41.5500	Exempt
Library Assistant I	17.6104/25.4509	40 hrs/week
Library Assistant II	21.7632/30.8094	40 hrs/week
Library Director	51.4400/73.1620	Exempt
Library Page – Part Time	15.5100/18.8900	40 hrs/week
Library Secretary	21.9700/26.0300	40 hrs/week
Maintenance Worker – Cemetery Part Time	15.7820/23.3988	40 hrs/week
Meter Reader – Part Time	24.9011/31.1038	40 hrs/week
Meter Reader Supervisor	33.6200/46.1600	Exempt
MPO Program Manager	34.4200/50.4100	Exempt
Office Manager	29.1100/37.0900	40 hrs/week
Parks and Recreation Director	53.2400/73.8400	Exempt
Parks Superintendent	38.9200/57.1200	Exempt
Payroll Specialist	26.2100/36.6900	40 hrs/week
Planner I	32.8000/44.9100	40 hrs/week
Planning Director	53.7500/79.4500	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Police Captain	46.6400/62.4700	Exempt
Police Chief	62.4285/83.8548	Exempt
Power Plant Maintenance Supervisor	44.3100/62.2900	Exempt
Power Plant Operations Supervisor	45.5300/64.8900	Exempt
Power Plant Superintendent – PGS	57.2400/83.0400	Exempt
Public Safety Apprentice - Part Time	19.7531/25.8858	40 hrs/week
Public Works Director	62.8300/90.9700	Exempt
Recreation Coordinator	28.1000/40.0900	Exempt
Recreation Superintendent	37.2800/53.2000	Exempt
Regulatory and Environmental Manager	43.3598/64.8700	Exempt
Senior Civil Engineer – PW/Eng., PW/WWTP	43.2400/61.6600	Exempt
Senior Civil Engineer – Utilities	50.1300/69.6500	Exempt
Senior Electrical Engineer	48.8088/70.6800	Exempt
Senior Engineering Technician – PW/WWTP	34.8500/43.4800	40 hrs/week
Senior Public Safety Dispatcher	25.0300/33.6800	40 hrs/week
Senior Utility Secretary	20.5000/29.4900	40 hrs/week
Shooting Range Superintendent	37.2800/53.2000	Exempt
Solid Waste Division Clerk	23.9000/30.9200	40 hrs/week
Solid Waste Foreman	28.4300/39.8800	40 hrs/week
Solid Waste Superintendent	39.4600/54.4100	Exempt
Street Superintendent	37.1900/53.6400	Exempt
Street Foreman	29.9600/42.8000	40 hrs/week
Transit Program Manager	37.3000/55.9400	Exempt
Utilities Director	96.8100/137.8100	Exempt
Utility Production Engineer	49.7300/70.1400	Exempt
Utility Warehouse Supervisor	31.8200/44.3500	40 hrs/week
Victim Assistance Unit Coordinator	24.1500/33.6000	40 hrs/week
Victim/Witness Advocate	18.1100/25.2000	40 hrs/week
Wastewater Plant Chief Operator	31.2500/44.0000	40 hrs/week
Wastewater Plant Operations Engineer	49.9946/69.8306	Exempt
Wastewater Plant Maintenance Supervisor	31.5500/42.5000	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	34.4400/49.0100	Exempt
Water Superintendent	40.5500/55.5300	Exempt
Water Supervisor	35.0800/47.1300	40 hrs/week
Worker / Seasonal	9.0000/30.0000	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Worker / Seasonal	9.0000/30.0000	40 hrs/week
Worker / Temporary	9.0000/30.0000	40 hrs/week
Worker / Parks & Recreation Part time	9.0000/30.0000	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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	20.8650/30.9087	40 hrs/week
Fleet Services Mechanic	23.3145/34.5422	40 hrs/week
Horticulturist	23.8961/35.4669	40 hrs/week
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



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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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Administrative Assistant-Utilities	23.0592/31.1427	40 hrs/week
Custodian	17.3168/22.2297	40 hrs/week
Electric Distribution Crew Chief	40.0180/50.8883	40 hrs/week
Electric Underground Crew Chief	40.0180/50.8883	40 hrs/week
Engineering Technician I	26.9438/33.6054	40 hrs/week
Engineering Technician II	33.4262/42.0591	40 hrs/week
Instrument Technician	38.1828/48.6745	40 hrs/week
Lineworker Apprentice	28.6219/39.7063	40 hrs/week
Lineworker First Class	36.4634/45.0366	40 hrs/week
Materials Handler	31.9304/40.6147	40 hrs/week
Meter Reader	24.9011/31.1038	40 hrs/week
Meter Technician	34.2474/38.8808	40 hrs/week
Power Dispatcher I	37.1850/46.1314	40 hrs/week
Power Dispatcher II	41.4939/52.2441	40 hrs/week
Power Plant Maintenance Mechanic	35.6475/44.0858	40 hrs/week
Power Plant Operator	38.9418/45.1736	40 hrs/week
Senior Engineering Technician	37.1606/46.3613	40 hrs/week
Senior Materials Handler	36.5589/50.6839	40 hrs/week
Senior Power Dispatcher	46.4846/57.6769	40 hrs/week
Senior Power Plant Operator	44.8138/51.9510	40 hrs/week
Senior Substation Technician	40.3461/47.6808	40 hrs/week
Senior Water Maintenance Worker	27.7530/36.3262	40 hrs/week
Substation Technician	40.1454/45.8032	40 hrs/week
Systems Technician	42.8267/48.0292	40 hrs/week
Tree Trim Crew Chief	36.7118/46.1475	40 hrs/week
Utility Electrician	35.7086/45.4247	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Utility Groundman	25.1532/31.7240	40 hrs/week
Utility Secretary	21.0568/29.3725	40 hrs/week
Utility Technician	34.8148/46.9236	40 hrs/week
Utility Warehouse Clerk	27.0220/33.7577	40 hrs/week
Water Maintenance Worker	26.1725/34.4410	40 hrs/week
Wireworker I	26.3010/38.8226	40 hrs/week
Wireworker II	36.4634/45.0366	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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	
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

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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.

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 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)

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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 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**

SWAT

Police K9

Drug Recognition Expert

Accident Reconstruction Team

CERT/Hostage Negotiator

Drone

**Tier II**

All Department Designated Instructors:

Firearms

Defensive Tactics

Less Lethal

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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Fire Captain	23.4916/30.5216	212 hrs/28 days

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Firefighter / EMT	17.7091/25.0171	212 hrs/28 days
Firefighter / Paramedic	19.1441/27.3074	212 hrs/28 days
Life Safety Inspector	27.0165/35.5705	40 hrs/week
Battalion Chief	30.1957/35.1300	212 hrs/28 days

IAFF employees, with the exception of the Life Safety Inspector, will be eligible for overtime pay for hours worked in excess of 212 hours in each 28-day pay period, unless recall or mandatory overtime is required as specified in the IAFF labor agreement. When an employee is assigned as an Apparatus Operator (not including ambulance or service vehicles) the employee will receive an additional fifty cents (\$.50) per hour.

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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	22.2214/29.4817	40 hrs/week
Administrative Assistant - WWTP	20.4435/29.3215	40 hrs/week
Biosolids Technician	25.3842/36.7560	40 hrs/week
Equipment Operator – WWTP	23.2949/31.5147	40 hrs/week
FOG Program Manager	28.7162/39.3130	40 hrs/week
Lead Maintenance Mechanic	28.0427/37.2338	40 hrs/week
Lead Maintenance Worker	22.9094/32.9018	40 hrs/week
Lead Wastewater Plant Operator	27.5666/38.5945	40 hrs/week
Maintenance Mechanic I	23.7880/32.0519	40 hrs/week
Maintenance Worker – WWTP	23.0713/30.6957	40 hrs/week
Senior Equipment Operator	27.0346/34.7365	40 hr/week
Stormwater Program Manager	28.7162/39.3130	40 hrs/week
Wastewater Plant Laboratory Technician	25.4677/33.7709	40 hrs/week

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Wastewater Plant Operator I	22.8165/30.1690	40 hrs/week
Wastewater Plant Operator II	25.3735/33.7967	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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	19.7952/26.5714	40 hrs/week
Accounting Technician – Streets	21.7231/29.0721	40 hrs/week
Accounts Payable Clerk	21.9060/29.5514	40 hrs/week
Administrative Assistant-Bldg, Fire, Parks, Planning	20.4435/29.3215	40 hrs/week
Audio Video Technician	26.8201/36.8240	40 hrs/week
Building Inspector	27.0111/37.2347	40 hrs/week
Cashier	20.0668/25.6234	40 hrs/week
Community Service Officer	19.7531/25.8858	40 hrs/week
Computer Technician	25.5128/36.8584	40 hrs/week
Crime Analyst	28.6794/38.1368	40 hrs/week
Electrical Inspector	27.1431/37.0999	40 hrs/week
Emergency Management Coordinator	25.0300/33.6800	40 hrs/week
Engineering Technician I - Public Works	25.2600/32.4500	40 hrs/week
Engineering Technician II – Public Works	31.3500/40.6300	40 hrs/week
Evidence Technician	22.2054/31.4488	40 hrs/week
GIS Coordinator	34.2400/47.8500	40 hrs/week
Maintenance Worker I – Building, Library, Police	18.8024/25.2757	40 hrs/week
Maintenance Worker II – Building, Library, Police	21.5781/28.7625	40 hrs/week
Payroll Clerk	23.1606/32.5054	40 hrs/week
Plans Examiner	27.0157/39.8241	40 hrs/week
Plumbing/Mechanical Inspector	27.0830/36.5581	40 hrs/week
Police Records Clerk	19.9522/26.7203	40 hrs/week
Public Safety Apprentice	19.7531/25.8858	40 hrs/week
Public Safety Dispatcher	22.5270/30.3120	40 hrs/week
Senior Accounting Clerk	22.1760/29.8667	40 hrs/week

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Senior Engineering Technician – Public Works	34.8500/43.4800	40 hrs/week
Shooting Range Operator	26.6273/35.8338	40 hrs/week
Systems Technician	42.8267/48.0292	40 hrs/week
Wastewater Secretary	20.6626/29.0337	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 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 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 the night shift will receive an additional one dollar (\$1.00) per hour for wages attributable to those shifts.

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 Five-hundred fifty dollars (\$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



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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) 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.

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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.

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 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

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(542) hours [calculated at  $50\% \times 1,084 = 542$ ]. 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  $35\% \times 1,339$  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  $36\% \times 1,339$  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 six hundred nine and one-half (609.5) hours [calculated at  $53\% \times 1,150$  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.

(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.

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

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

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

Those employees who are represented by the AFSCME labor agreement shall annually receive longevity pay as follows:

Five (5) years (beginning 6 <sup>th</sup> year)	\$ 226.00
Ten (10) years (beginning 11 <sup>th</sup> year)	\$ 443.00
Fifteen (15) years (beginning 16 <sup>th</sup> year)	\$ 624.00
Twenty (20) years (beginning 21 <sup>st</sup> year)	\$ 796.00
Twenty-five (25) years (beginning 26 <sup>th</sup> year)	\$ 994.00

Those employees who are represented by the IBEW-Wastewater Treatment Plant shall annually receive longevity pay as follows:

Five (5) years (beginning 6 <sup>th</sup> year)	\$ 250.00
Ten (10) years (beginning 11 <sup>th</sup> year)	\$ 500.00
Fifteen (15) years (beginning 16 <sup>th</sup> year)	\$ 750.00
Twenty (20) years (beginning 21 <sup>st</sup> year)	\$1,000.00
Twenty-five (25) years (beginning 26 <sup>th</sup> year)	1,500.00

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 <sup>th</sup> year)	\$ 645.50
Fifteen (15) years (beginning 16 <sup>th</sup> year)	\$ 830.50
Twenty (20) years (beginning 21 <sup>st</sup> year)	\$1,032.50
Twenty-five (25) years (beginning 26 <sup>th</sup> year)	\$1,247.50

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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 <sup>th</sup> year)	\$ 226.00
Ten (10) years (beginning 11 <sup>th</sup> year)	\$ 443.00
Fifteen (15) years (beginning 16 <sup>th</sup> year)	\$ 624.00
Twenty (20) years (beginning 21 <sup>st</sup> year)	\$ 796.00
Twenty-five (25) years (beginning 26 <sup>th</sup> year)	\$ 994.00
Forty (40) years (beginning 41 <sup>st</sup> year)	\$1,174.00

SECTION 12. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

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. 9901 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: October 11, 2022

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Roger G. Steele, Mayor

Attest:

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RaNae Edwards, City Clerk