



# City of Grand Island

Tuesday, February 28, 2023

Council Session

## Item F-2

### #9918 - Consideration of Approving Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

# **Council Agenda Memo**

**From:** Aaron Schmid, Human Resources Director

**Meeting:** February 28, 2023

**Subject:** Consideration of Approving Salary Ordinance No. 9918

**Presenter(s):** Aaron Schmid, Human Resources Director

## **Background**

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

## **Discussion**

The Public Works Director/City Engineer position has been vacant since May 31, 2022. Assistant Public Works Director, Keith Kurz, is currently serving as the interim Public Works Director/City Engineer.

On June 28, 2022 Council approved an increase to the salary range of the Public Works Director/City Engineer position from \$50.6938 - \$76.5018 to \$62.8300 - \$90.9700 hourly or \$105,443.10 - \$159,123.74 to \$130,686.4 - \$189,217.60 annually. The increase in salary range did not result in identifying a candidate for hire.

On January 10, 2023 Council approved Government Professional Services (GPS) as a search firm to fill the Public Works Director/City Engineer position. After review of the position requirements and salary range, it was recommended to increase the salary range. Administration is recommending an increase of the salary range to \$84.1346 - \$108.1731 hourly or \$175,000.00 - \$225,000.00 annually. The proposed increase would seek to attract candidates who meet the knowledge, skills and abilities of the position.

## **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. 9918.

### **Sample Motion**

Move to approve Salary Ordinance No. 9918.

ORDINANCE NO. 9918

An ordinance to amend Ordinance 9903 known as the Salary Ordinance which lists the currently occupied classifications of officers and employees of the City of Grand Island, Nebraska and established the ranges of compensation of such officers and employees; ~~to add the non-union position and salary range for Evidence Technician Part Time; to move the non-union positions of Library Assistant I Full Time and Library Assistant II Full Time to the AFSCME labor agreement;~~ to amend the salary ranges for the non-union positions of Public Works Director; Maintenance Worker Cemetery PT, Library Assistant I Part Time and Library Assistant II Part Time; ~~to amend the salary ranges, shift differential and longevity pay for those employees covered under the AFSCME labor agreement; and to amend the uniform allowance for the non-union positions of Police Chief and Police Captain;~~ and to repeal those portions of Ordinance No. 9903 and any parts of other ordinances in conflict herewith; to provide for severability; to provide for the effective date thereof; and to provide for publication of this ordinance in pamphlet form.

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

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

| Classification                      | Hourly Pay Range<br>Min/Max | Overtime<br>Eligibility |
|-------------------------------------|-----------------------------|-------------------------|
| Accountant                          | 29.9400/43.5700             | Exempt                  |
| Accounting Technician – Solid Waste | 22.5000/29.3600             | 40 hrs/week             |

Approved as to Form    ☐ \_\_\_\_\_  
February 22, 2023       ☐ City Attorney

ORDINANCE NO. 9918 (Cont.)

| <b>Classification</b>  | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--|-------------------------------------|---------------------------------|
| Administrative Assistant –Building – Part Time                 | 20.4435/29.3215                     | 40 hrs/week                     |
| Administrative Coordinator – Public Works                      | 24.1100/39.3800                     | 40 hrs/week                     |
| 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                     |

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| <b>Classification</b>                          | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--|-------------------------------------|---------------------------------|
| Equipment Operator – Solid Waste               | 23.9200/30.8100                     | 40 hrs/week                     |
| Evidence Technician – Part Time                | 22.2054/31.4488                     | 40 hrs/week                     |
| 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 – Part Time                | 21.0438/27.1215                     | 40 hrs/week                     |
| Library Assistant II – Part Time               | 22.2294/30.8094                     | 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        | 18.3538/23.7478                     | 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                     |

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| Classification                                 | Hourly Pay Range<br>Min/Max                     | Overtime<br>Eligibility |
|--|---|-------------------------|
| Planning Director                              | 53.7500/79.4500                                 | Exempt                  |
| 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                          | <del>62.8300/90.9700</del> 84.1346/<br>108.1731 | 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             |

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| <b>Classification</b>                 | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|---------------------------------------|-------------------------------------|---------------------------------|
| Worker / Seasonal                     | 9.0000/30.0000                      | Exempt                          |
| 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<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|-------------------------------------|-------------------------------------|---------------------------------|
| Equipment Operator – Streets        | 22.8093/30.9319                     | 40 hrs/week                     |
| Fleet Services Mechanic             | 25.6446/35.4516                     | 40 hrs/week                     |
| Horticulturist                      | 26.7162/35.4854                     | 40 hrs/week                     |
| Library Assistant I                 | 21.0438/27.1215                     | 40 hrs/week                     |
| Library Assistant II                | 22.2294/30.8094                     | 40 hrs/week                     |
| Maintenance Worker – Cemetery       | 22.9423/29.6848                     | 40 hrs/week                     |
| Maintenance Worker – Parks          | 21.2371/29.2748                     | 40 hrs/week                     |
| Maintenance Worker – Streets        | 21.8851/29.5432                     | 40 hrs/week                     |
| Senior Equipment Operator – Streets | 25.2007/34.0905                     | 40 hrs/week                     |



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| <b>Classification</b>               | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|-------------------------------------|-------------------------------------|---------------------------------|
| Senior Maintenance Worker – Streets | 25.0312/33.6870                     | 40 hrs/week                     |
| Traffic Signal Technician           | 26.9078/34.9546                     | 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:

| <b>Classification</b>              | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>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                     |

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| <b>Classification</b>    | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--------------------------|-------------------------------------|---------------------------------|
| 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                     |
| 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<br/>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

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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.

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<br/>Min/Max</b> | <b>Overtime<br/>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<br/>Min/Max</b> | <b>Overtime<br/>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<br/>Min/Max</b> | <b>Overtime<br/>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                     |
| Senior Engineering Technician – Public Works         | 34.8500/43.4800                     | 40 hrs/week                     |

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|                         |                 |             |
|-------------------------|-----------------|-------------|
| 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 One Dollar (\$1.00) 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 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



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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 One-thousand one-hundred dollars (\$1,100.00) 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.

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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 Fifty dollars (\$50.00) 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 (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

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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 exceed six hundred nine and one-half (609.5) hours [calculated at 53% x 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.

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.

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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<br>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 |

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)  | \$ 250.00 |
| Ten (10) years (beginning 11 <sup>th</sup> year) | \$ 500.00 |

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|  |             |
|--|-------------|
| 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 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 |

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.

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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 23, 2022~~

SECTION 14. Those portions of Ordinance No. 9903 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: February 28, 2023.

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Roger G. Steele, Mayor

Attest:

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RaNae Edwards, City Clerk