



City of Grand Island

Tuesday, September 10, 2013

Council Session

Item F-8

#9439 - Consideration of Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: September 10, 2013

Subject: Consideration of Approving Salary Ordinance No. 9439

Item #'s: F-8

Presenter(s): Brenda Sutherland, Human Resources Director

Background

A Salary Ordinance is presented each year as a part of the budget process. Wages for City employees are presented to the City Council for approval in the form of a salary ordinance. Some wages are set as a part of negotiated labor agreements and others through salary surveys that are conducted.

Discussion

Wages for the recently approved FOP labor agreement are presented for approval. The first year of the agreement wages will increase for positions of police officer and sergeant by 7% at the bottom step and 8% at the top step. This is a result of a newly negotiated labor agreement that was approved by Council on August 20, 2013.

The Training and Special Events Bank outlined in the labor agreement will be reduced from fifty (50) hours to thirty (30) hours and the maximum hours allowed to accrue in the medical leave bank will increase from 1080 to 1280.

Additionally, there are changes in the Ordinance to reflect the wages that have been agreed to by Council for the employees covered under the AFSCME, IAFF and IBEW labor agreements. The AFSCME wage scale will increase by 1.5% and the IAFF wage scale will increase by 2.5%. The IBEW Finance, Service/Clerical, Wastewater and Utilities agreements will increase by 2.75%.

The non-union positions were surveyed this summer by Paul Essman. As the City has become a metropolitan statistical area (MSA) a new array has been used as will be the case for labor negotiations going forward as well. The Cities used in the new array for non-union employees are as follows; Ames, IA, Cheyenne, WY, Iowa City, IA, Jefferson City, MO, Lawrence, KS, Rapid City, SD, Manhattan, KS, Sioux City, IA and St. Joseph,

MO. As it is difficult to find matches for power generating utilities, public utilities were used for comparable matches.

Non-union positions are treated the same as union positions under state statute. Meaning, the rules for comparability apply to all. Under state statute, comparability is determined by matching positions that have same or similar working conditions in other municipalities. The statute defines the standard as a 70% match.

As is the case with all surveys, there were positions that experienced no movement, some that saw small movement and others that will have significant movement. The non-union increases are being implemented in a similar fashion as those for the FOP in that positions that are experiencing greater than a 5% increase will be spread out over the course of three years. Attached is a chart that shows the scheduled salary changes for years 2013, 2014 and 2015. Some positions will be at market midpoint in the first year and therefore a 0% is listed in following years. Those positions would be eligible for an across the board increase. Where I have indicated a 0% at the bottom or the top step in future year's means that the step needs to remain unchanged to get closer to comparability. I have recommended changes to both the top and bottom steps to bring the City of Grand Island into comparability in its new array.

New positions have been added to this salary ordinance. The new positions include the MPO Program Manager with a salary range of \$23.6000- \$35.0800, a GIS Coordinator with a range of \$24.5800 – \$37.3300, a Civil Engineer I & II for the Utilities Department with ranges from \$27.0775 - \$38.0973 and \$31.4068 - \$44.1455. The Fire Department is recommending splitting the Division Chiefs by their titles/duties and setting their salary ranges according to comparability.

The attached chart shows future movement that will need to be planned for in upcoming budgets to meet the obligation of paying comparable wages as they were identified in the recent salary survey. Next year the City will be negotiating six labor agreements that may be impacted similarly by the new array. As the City moves forward, 5% -6% budgeted salary increases may be needed until we are in line with comparability.

The wages represented in this proposed Ordinance are included in the proposed 2013/2014 fiscal year budget.

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. 9439.

Sample Motion

Move to approve Salary Ordinance No. 9439.

Proposed Salary Increases

Department/Position:	D	Increase 10/13	Increase 10/14	Increase 10/15
ADMINISTRATION:				
City Administrator		6.5% bottom - 0% top	6.5% bottom -	6.25% bottom
Ass't. to the City Administrator		0%	0%	0%
City Clerk		5.5% bottom step / 6.25% top	5.5% bottom step / 6.25% top	5.5% bottom step / 6.25% top
Public Information Officer		6.25% bottom step / 8.5% top	6% bottom step / 8.5% top	6% bottom step / 8.5%
Receptionist		5.25% bottom step / 7.25% top	5.25% bottom / 7.25% top	5.25% bottom / 7.25% top
BUILDING:				
Building Dep't. Director		0% bottom/2.75% top	0%	0%
EMERGENCY MANAGEMENT.:				
Emergency Mgt. Director		5% bottom/5.25% top	0% bottom/5% top	0% bottom/5% top
Emergency Mgt. Deputy Director		5% bottom/5.25% top	0% bottom/5% top	0% bottom/5% top
Sr. Dispatcher		5% bottom/ 3% top	1.5% bottom/0% top	0%
FINANCE:				
Finance Director		3.75% bottom / 5.25% top	0% bottom / 5% top	0% bottom / 5% top
Sr. Accountant		0%	0%	0%
Accountant		0% bottom / 1.5% top	0% bottom /	0%
Utility Services Mgr.		0% bottom/ 0% top	0% bottom / 0% top	0% bottom
Payroll Specialist		5% bottom / 5% top	3% bottom / 5% top	0% bottom / 4.25% top
Meter Reading Supervisor		.50% bottom / 4.25% top	0%	0%
Information Tech. Manager		5% bottom step / 7.5% top	5% bottom step / 7.5% top	0% bottom / 7.5% top
FIRE:				
Fire Chief		5% bottom/5.25% top	0% bottom/5% top	0% bottom/5% top
Fire Operations Division Chief		5% bottom/5% top	5% bottom/5% top	3.25% bottom/ 1.25% top
EMS Division Chief		5% bottom/5% top	5% bottom/5% top	3.25% bottom/ 1.25% top
Fire Prevention Division Chief		5% bottom/ 5% top	5% bottom/2% top	3% bottom/0% top
Shift Commander		5% bottom/3% top step	1.75%bottom	0%
HUMAN RESOURCES:				
Human Resources Director		0% bottom/4% top	0%	0%
Human Resources Specialist		6.5% bottom step /11.5% top	6.25% bottom step /11.5% top	6.25% bottom step /11.5% top
Human Resources Recruiter		3.50% bottom step / 6.25% top	3.25% bottom step / 6.25% top	3.25% bottom step / 6.25% top

Proposed Salary Increases

Human Resources Risk Mgt/Ben.	3.50% bottom step / 6.25% top	3.25% bottom step / 6.25% top	3.25% bottom step / 6.25% top
LEGAL:			
City Attorney	2.25% bottom / 4.75% top	0%	0%
Attorney	0%	0%	0%
Legal Secretary	0% bottom/.50 top	0% bottom	0% bottom
LIBRARY			
Library Director	8.75% bottom/10.75% top	9% bottom/10.75% top	8.75% bottom/10.75% top
Ass't Library Director	11.5% bottom/15% top	11.5% bottom/15% top	11.5% bottom/15% top
Librarian II	3.75% bottom/4.75% top	0%	0%
Librarian I	3.75% bottom/4.75% top	0%	0%
Library Ass't. II	5% bottom/5% top	5% bottom/5% top	1.75% bottom/4.5% top
Library Ass't. I	0% bottom/ 5% top	0%	0%
Library Page	0% bottom/ 2.75% top	0%	0%
Custodian	5% bottom/5% top	5% bottom/5% top	2.75% bottom/5% top
Secretary	2.75%	0%	0%
PARKS:			
Parks & Rec Director	5% bottom / 7% top	5% bottom / 7% top	0% bottom / 7% top
Parks Superintendent	5% bottom / 6.5% top	5% bottom / 6.5% top	1.5% bottom / 6.5% top
Recreation Superintendent	11.5% bottom / 13.5% top	11.25% bottom / 13.5% top	11.25% bottom / 13.5% top
Cemetery Superintendent	5% bottom / 6.25 top	2% bottom / 6.25% top	0% bottom / 6% top
Golf Superintendent	0%	0% bottom	0% bottom
Shooting Park Superintenant	5% bottom / 6.5% top	5% bottom / 6.5% top	1.5% bottom / 6.5% top
Recreation Coordinator	5.25% bottom / 8% top	5.25% bottom / 8% top	5.25% bottom / 7.75% top
Grounds Maint. Crew Chief - Cemetery	2% bottom / 5% top	0% bottom / 5% top	0% bottom / 4.25% top
Grounds Maint. Crew Chief - Parks	4.25% bottom / 5% top	0% bottom / 5% top	0% bottom / 1.75% top
Turf Mgt. Specialist	0%	0% bottom	0% bottom
Golf Maintenance Worker	2.75% bottom / 5.25% top	0% bottom / 5.25% top	0% bottom / 5.25%
PLANNING:			
Planning Director	5% bottom / 6% top	3.75% bottom / 6% top	0% bottom / 5.5% top
POLICE:			
Police Chief	5% bottom / 5.25% top	4% bottom / 5% top	4% bottom / 5% top
Police Captain	6.25% bottom / 6.75% top	6.25% bottom / 6.5% top	6% bottom / 6.5% top

Proposed Salary Increases

Office Manager	5% bottom / 5% top	3.25% bottom / 5% top	0% bottom / 4.75% top
Victim Ass't Unit Coordinator	5% bottom / 5% top	3.25% bottom / 5% top	0% bottom / 4.5% top
Community Service Officer	5% bottom / 6% top	5% bottom / 6% top	3.25% bottom / 5.25% top
Custodian	5% bottom / 5% top	5% bottom / 5% top	3% bottom / 5% top
Crime Analyst	5.75% bottom / 6.25% top	5.75% bottom / 6.25% top	5.75% bottom / 6% top
PUBLIC WORKS:			
Public Works Director	4.5% bottom / 5% top	0% bottom / 5% top	0% bottom / 4.75% top
Ass't Public Works Director (Mgr Engin. Ser)	1.25% bottom / 5% top	0% bottom / 2% top	0%
Engineer	0% bottom/2.75% top	0%	0%
Project Manager	0%	0%	0%
CADD Operator	0% bottom / 2% top	0%	0%
Street Superintendent	5% bottom / 5% top	4% bottom / 5% top	0% bottom / 3.5% top
Wastewater Plant Engineer	0% bottom / 1.5% top	0%	0%
Wastewater Operations Engineer	0% bottom / 1.5% top	0%	0%
Biosolids Tech.	0% bottom / 4.75% top	0%	0%
Wastewater Chief Operator	5% bottom / 5% top	5% bottom / 3% top	1.25% bottom / 0% top
Wastewater Collection System supervisor	0%	0%	0%
Wastewater Miantenance Supervisor	0%	0% bottom	0% bottom
Engineering Tech.	0%	0% bottom	0%
Fleet Services Foreman	5% bottom / 6.25% top	5.5% bottom / 6.25% top	0% bottom / 6.25% top
Street Foreman	5% bottom / 6% top	5% bottom / 6% top	1.75% bottom / 6% top
Solid Waste Superintendent	6.5% bottom / 9.5% top	6.5% bottom / 9.5% top	6.5% bottom / 9.5% top
Foreman	7.25% bottom / 7.75% top	7.25% bottom / 7.75% top	6.75% bottom / 7.50% top
Accounting Tech.	6.25% bottom / 5% top	6% bottom / 4.5% top	6% bottom / 0% top
Division Clerk	6% bottom/ 5% top	6% bottom/4.5% top	6.25% bottom/ 0% top
Equipment Operator	5% bottom / 5% top	2% bottom / 5% top	0% bottom / 2.5% top
UTILITIES:			
Utilities Director	8.5% bottom/6%top	8.5% bottom/6% top	8.5% bottom/5.75% top
Ass't. Utilities Director	5% bottom/5.25% top	4.5% bottom/5.25% top	0%
Power Plant Superintendent	5% bottom/5.25%	4.5% bottom/5.25% top	0%
Utility Production Engineer	3% bottom/5% top	0% bottom/2.75% top	0%
Sr. Electrical Engineer	3% bottom/5% top	0% bottom/2.75% top	0%
Electric Distribution Superintendent	5% bottom/5% top	3.25% bottom/2.75% top	0%
Power Plant Operations Supervisor	5% bottom/5% top	5% bottom/4.5% top	1.5% bottom/0% top
Power Plant Maintenance Supervisor	3.25% bottom/3.75% top	0%	0%

Proposed Salary Increases

Electric Distribution Supervisor	5% bottom/5% top	3.25% bottom/2.75% top	0%
Utility Warehouse Supervisor	5.5% bottom/5% top	0% bottom/2.75% top	0%
Electri Underground Superintendent	5% bottom/5% top	3.25% bottom/2.75% top	0%
Civil Engineer Manager	3% bottom/5% top	0% bottom/2.75% top	0%
Electrical Engineer I	3% bottom/5% top	0% bottom/2.75% top	0%
Electrical Engineer II	3% bottom/5% top	0% bottom/2.75% top	0%
Water Superintendent	5% bottom / 6.75% top	5% bottom / 6.75% top	5% bottom / 6.75% top
Water Supervisor	5% bottom / 5% top	1% bottom / 1.75% top	0%
Regulatory and Environmental Manager	3% bottom/5% top	0% bottom/2.75% top	0%

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

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	22.4279/ 31.6234 <u>/32.0978</u>	Exempt
Accounting Technician – Solid Waste	15.5678/20.4664 <u>16.5408/21.4897</u>	40 hrs/week
Assistant to the City Administrator	21.8156/30.7100	Exempt
Assistant Utilities Director – Distribution	42.3235/59.5726 <u>44.4396/62.7001</u>	Exempt
Assistant Utilities Director – Production	45.8314/64.5335 <u>48.1230/67.9215</u>	Exempt
Assistant Utilities Director – Transmission	45.8314/64.5335 <u>48.1230/67.9215</u>	Exempt
Attorney	27.9079/43.0605	Exempt
Biosolids Technician	17.6851/ 24.8946 <u>/26.0771</u>	40 hrs/week
Building Department Director	32.6923/ 46.5165 <u>/47.7958</u>	Exempt
CADD Operator	20.0830/ 28.3238 <u>/28.8903</u>	40 hrs/week
Cemetery Superintendent	19.0049/26.7560 <u>19.9551/28.4283</u>	Exempt
City Administrator	55.9204/78.6858 <u>58.3875/77.1429</u>	Exempt
City Attorney	38.6391/54.3834 <u>39.5085/56.9666</u>	Exempt
City Clerk	23.3413/32.8583 <u>24.6251/34.9120</u>	Exempt
<u>Civil Engineer I</u>	<u>27.0775/38.0973</u>	<u>Exempt</u>
<u>Civil Engineer II</u>	<u>31.4068/44.1455</u>	<u>Exempt</u>
Civil Engineering Manager – Utility PCC	33.2113/47.4194 <u>34.2076/49.7904</u>	Exempt
Collection System Supervisor	22.4072/31.8516	40 hrs/week
Community Service Officer	12.5580/17.0727 <u>13.1859/18.0971</u>	40 hrs/week
Crime Analyst	16.9250/23.9146 <u>17.8982/25.4093</u>	40 hrs/week
Custodian – Library, Police	11.5082/16.2398 <u>12.0836/17.0518</u>	40 hrs/week
Customer Service Representative – Part time	8.3028/12.4542 <u>8.6349/12.9524</u>	40 hrs/week
Electric Distribution Superintendent	32.4329/44.4511 <u>34.0545/46.6736</u>	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Electric Distribution Supervisor	<u>27.3888/37.5598</u> <u>28.7582/39.4378</u>	40 hrs/week
Electric Underground Superintendent	<u>28.8834/39.5940</u> <u>30.3276/41.5738</u>	Exempt
Electrical Engineer I	<u>26.2888/36.2831</u> <u>27.0775/38.0973</u>	Exempt
Electrical Engineer II	<u>30.4920/42.0433</u> <u>31.4068/44.1455</u>	Exempt
Emergency Management Deputy Director	<u>22.1684/30.3155</u> <u>23.2769/31.9071</u>	Exempt
Emergency Management Director	<u>31.5506/43.1330</u> <u>33.1281/45.3975</u>	Exempt
Engineering Technician - WWTP	19.5842/27.6691	40 hrs/week
Equipment Operator - Solid Waste	<u>15.6941/22.1018</u> <u>16.4788/23.2069</u>	40 hrs/week
Finance Director	<u>37.0389/52.1218</u> <u>38.4279/54.8583</u>	Exempt
Fire Chief	<u>35.3388/50.0763</u> <u>37.1058/52.7053</u>	Exempt
Fire <u>EMS</u> Division Chief	<u>28.9011/41.7174</u> <u>30.3461/43.8033</u>	Exempt
<u>Fire Operations Division Chief</u>	<u>30.3461/43.8033</u>	<u>Exempt</u>
<u>Fire Prevention Division Chief</u>	<u>30.3461/43.8033</u>	<u>Exempt</u>
Fleet Services Shop Foreman	<u>19.9371/27.7729</u> <u>20.9340/29.5087</u>	40 hrs/week
<u>GIS Coordinator - PW</u>	<u>24.5800/37.3300</u>	<u>40 hrs/week</u>
Golf Course Superintendent	23.6733/34.1660	Exempt
Grounds Management Crew Chief – Cemetery	<u>17.7504/24.9797</u> <u>18.1054/26.2287</u>	40 hrs/week
Grounds Management Crew Chief – Parks	<u>18.2829/25.7289</u> <u>19.0599/27.0153</u>	40 hrs/week
Human Resources Director	33.4291/ <u>47.6270</u> <u>49.5321</u>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	<u>17.9029/26.3095</u> <u>18.5295/27.9538</u>	40 hrs/week
Human Resources Recruiter	<u>17.9029/26.3095</u> <u>18.5295/27.9538</u>	40 hrs/week
Human Resources Specialist	<u>16.5454/23.2779</u> <u>17.6209/25.9549</u>	40 hrs/week
Information Technology Manager	<u>30.0500/42.2806</u> <u>31.5525/45.4516</u>	Exempt
Legal Secretary	19.6880/ <u>26.4755</u> <u>26.6079</u>	40 hrs/week
Librarian I	<u>17.1973/23.9225</u> <u>17.8423/25.0589</u>	Exempt
Librarian II	<u>19.0445/26.8284</u>	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>19.7586/28.1028</u>	
Library Assistant I	12.0495/16.5849 <u>/17.4141</u>	40 hrs/week
Library Assistant II	13.2741/18.2973 <u>13.9378/19.2122</u>	40 hrs/week
Library Assistant Director	21.6911/30.9176 <u>24.1856/35.5553</u>	Exempt
Library Director	29.3500/41.3135 <u>31.9181/45.7548</u>	Exempt
Library Page	7.7112/10.6691 <u>/10.9625</u>	40 hrs/week
Library Secretary	14.4158/20.4872 <u>14.8122/21.0506</u>	40 hrs/week
Life Safety Inspector	19.5217/27.6989	40 hrs/week
Maintenance Worker – Golf	14.4702/20.4067 <u>14.8681/21.4781</u>	40 hrs/week
Manager of Engineering Services	31.9969/45.9249 <u>32.3969/48.2211</u>	Exempt
Meter Reader Supervisor	18.2004/25.6316 <u>18.2914/26.7210</u>	Exempt
<u>MPO Program Manager</u>	<u>23.6000/35.0800</u>	<u>Exempt</u>
Office Manager – Police Department	15.7649/21.8370 <u>16.5531/22.9288</u>	40 hrs/week
Parks and Recreation Director	33.1958/46.6910 <u>34.8556/49.9594</u>	Exempt
Parks Superintendent	23.1960/32.8064 <u>24.3558/34.9389</u>	Exempt
Payroll Specialist	16.5454/23.2779 <u>17.3727/24.4418</u>	40 hrs/week
Planning Director	32.9151/46.3066 <u>34.5609/49.0850</u>	Exempt
Police Captain	27.7936/39.0959 <u>29.5308/41.7349</u>	Exempt
Police Chief	35.3388/50.0763 <u>37.1058/52.7053</u>	Exempt
Power Plant Maintenance Supervisor	29.1128/40.9509 <u>30.0590/42.4865</u>	Exempt
Power Plant Operations Supervisor	30.3053/43.6313 <u>31.8206/45.8129</u>	Exempt
Power Plant Superintendent – Burdick	33.1911/46.7060 <u>34.8506/49.1581</u>	Exempt
Power Plant Superintendent – PGS	38.2643/53.8199 <u>40.1775/56.6455</u>	Exempt
Project Manager – Public Works	29.5060/41.5140	Exempt
Public Information Officer	20.8400/29.3296 <u>21.1425/31.8960</u>	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Public Works Director	<u>37.1814/52.3223</u> <u>38.8546/54.9384</u>	Exempt
Public Works Engineer	30.8040/ 43.3500 <u>/44.5421</u>	Exempt
Receptionist	<u>12.8693/18.6191</u> <u>13.5449/19.9690</u>	40 hrs/week
Recreation Coordinator	<u>16.8131/23.4554</u> <u>17.6958/25.3319</u>	Exempt
Recreation Superintendent	<u>21.7221/31.1666</u> <u>24.2201/35.4520</u>	Exempt
Regulatory and Environmental Manager	<u>28.7103/40.3848</u> <u>29.5716/42.4040</u>	Exempt
Senior Accountant	27.3163/38.0269	Exempt
Senior Electrical Engineer	<u>33.3669/46.0079</u> <u>34.3679/48.3083</u>	Exempt
Senior Public Safety Dispatcher	<u>16.8132/22.9781</u> <u>17.6539/23.6674</u>	40 hrs/week
Senior Utility Secretary	<u>14.8672/21.2293</u> <u>15.2760/21.8131</u>	40 hrs/week
Shift Commander	<u>20.0200/26.7093</u> <u>21.0210/27.5106</u>	212 hrs/28 days
Shooting Range Superintendent	<u>21.7221/31.1666</u> <u>22.5910/33.1924</u>	Exempt
Solid Waste Division Clerk - Full Time	<u>14.8309/19.8645</u> <u>15.7208/20.8577</u>	40 hrs/week
Solid Waste Division Clerk - Part Time	<u>13.2052/18.0379</u> <u>13.9975/18.9398</u>	40 hrs/week
Solid Waste Foreman	<u>16.4790/23.1878</u> <u>17.6737/24.9849</u>	40 hrs/week
Solid Waste Superintendent	<u>23.8484/33.5591</u> <u>25.3985/36.7473</u>	Exempt
Street Superintendent	<u>24.3895/35.5048</u> <u>25.6090/37.2800</u>	Exempt
Street Foreman	<u>19.1795/27.2539</u> <u>20.1385/28.8891</u>	40 hrs/week
Turf Management Specialist	21.2760/30.1185	40 hrs/week
Utilities Director	<u>53.9371/77.2888</u> <u>58.5218/81.9261</u>	Exempt
Utility Production Engineer	<u>34.1231/48.0224</u> <u>35.1468/50.4235</u>	Exempt
Utility Services Manager	27.7625/38.6391	Exempt
Utility Warehouse Supervisor	<u>22.6459/31.6337</u> <u>23.8914/33.2154</u>	40 hrs/week
Victim Assistance Unit Coordinator	<u>13.0250/18.3388</u> <u>13.6763/19.2557</u>	40 hrs/week
Wastewater Plant Chief Operator	<u>19.6672/27.7209</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>20.6506/29.1069</u>	
Wastewater Plant Engineer	31.9969/ 45.9249 <u>46.6138</u>	Exempt
Wastewater Plant Operations Engineer	30.8040/ 43.3500 <u>44.0003</u>	Exempt
Wastewater Plant Maintenance Supervisor	23.7771/32.0177	40 hrs/week
Wastewater Plant Project Manager	29.5060/41.5140	Exempt
Wastewater Plant Regulatory Compliance Manager	25.2356/ 35.5355 <u>36.0685</u>	Exempt
Water Superintendent	<u>25.1378/35.5048</u> <u>26.3948/37.9014</u>	Exempt
Water Supervisor	<u>21.7014/31.2704</u> <u>22.7865/32.8339</u>	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt
Worker / Temporary	7.2500/20.0000	40 hrs/week

A shift differential of \$0.10 per hour shall be added to the base hourly wage for persons in the employee classification Senior Public Safety Dispatcher who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.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.

SECTION 2. The currently occupied classifications of employees of the City of Grand Island included under the AFSCME labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the AFSCME labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	<u>14.5767/21.5934</u> <u>14.7954/21.9173</u>	40 hrs/week
Fleet Services Mechanic	<u>16.6282/24.6359</u> <u>16.8776/25.0054</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Horticulturist	<u>15.3913/22.8439</u> <u>15.6222/23.1866</u>	40 hrs/week
Maintenance Worker – Cemetery	<u>14.4663/21.4480</u> <u>14.6833/21.7697</u>	40 hrs/week
Maintenance Worker – Parks	<u>14.3698/21.3172</u> <u>14.5853/21.6370</u>	40 hrs/week
Maintenance Worker – Streets	<u>14.0660/20.8518</u> <u>14.2770/21.1646</u>	40 hrs/week
Senior Equipment Operator – Streets	<u>15.9708/23.6876</u> <u>16.2104/24.0429</u>	40 hrs/week
Senior Maintenance Worker – Streets	<u>15.9708/23.6876</u> <u>16.2104/24.0429</u>	40 hrs/week
Traffic Signal Technician	<u>15.9708/23.6876</u> <u>16.2104/24.0429</u>	40 hrs/week

SECTION 3. The currently occupied classifications of employees of the City of Grand Island included under the IBEW labor agreements, 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 labor agreements shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	<u>14.9673/19.8062</u> <u>15.3789/20.3509</u>	40 hrs/week
Cashier	<u>13.7374/18.7196</u> <u>14.1152/19.2344</u>	40 hrs/week
Custodian	<u>16.0413/18.9426</u> <u>16.4824/19.4635</u>	40 hrs/week
Electric Distribution Crew Chief	<u>29.3015/37.2660</u> <u>30.1073/38.2908</u>	40 hrs/week
Electric Underground Crew Chief	<u>29.3015/37.2660</u> <u>30.1073/38.2908</u>	40 hrs/week
Engineering Technician I	<u>18.4653/26.4203</u> <u>18.9731/27.1469</u>	40 hrs/week
Engineering Technician II	<u>22.8267/31.2985</u> <u>23.4544/32.1592</u>	40 hrs/week
GIS Coordinator	<u>23.4851/32.9545</u> <u>24.1309/33.8607</u>	40 hrs/week
Instrument Technician	<u>27.5431/36.3866</u> <u>28.3005/37.3872</u>	40 hrs/week
Lineworker Apprentice	<u>17.8613/26.1902</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>18.3525/26.9104</u>	
Lineworker First Class	<u>27.0737/32.0204</u> <u>27.8182/32.9010</u>	40 hrs/week
Materials Handler	<u>22.2927/29.8827</u> <u>22.9057/30.7045</u>	40 hrs/week
Meter Reader	<u>16.0618/20.9450</u> <u>16.5035/21.5210</u>	40 hrs/week
Meter Technician	<u>21.5951/26.6894</u> <u>22.1890/27.4234</u>	40 hrs/week
Power Dispatcher I	<u>27.0437/37.6013</u> <u>27.7874/38.6353</u>	40 hrs/week
Power Dispatcher II	<u>28.4043/39.4869</u> <u>29.1854/40.5728</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>25.5997/31.8764</u> <u>26.3037/32.7530</u>	40 hrs/week
Power Plant Operator	<u>30.2423/35.2271</u> <u>31.0740/36.1958</u>	40 hrs/week
Senior Accounting Clerk	<u>16.8236/22.0375</u> <u>17.2862/22.6435</u>	40 hrs/week
Senior Engineering Technician	<u>28.8821/35.3452</u> <u>29.6764/36.3172</u>	40 hrs/week
Senior Materials Handler	<u>25.6677/33.4801</u> <u>26.3736/34.4008</u>	40 hrs/week
Senior Meter Reader	<u>19.0229/22.5779</u> <u>19.5460/23.1988</u>	40 hrs/week
Senior Power Dispatcher	<u>32.8576/45.0898</u> <u>33.7612/46.3298</u>	40 hrs/week
Senior Power Plant Operator	<u>29.8174/38.2249</u> <u>30.6374/39.2761</u>	40 hrs/week
Senior Substation Technician	<u>35.1077/36.3866</u> <u>36.0732/37.3872</u>	40 hrs/week
Senior Water Maintenance Worker	<u>20.8590/27.4666</u> <u>21.4326/28.2219</u>	40 hrs/week
Substation Technician	<u>32.5005/33.7907</u> <u>33.3943/34.7199</u>	40 hrs/week
Systems Technician	<u>28.6421/36.3866</u> <u>29.4298/37.3872</u>	40 hrs/week
Tree Trim Crew Chief	<u>25.6577/31.8632</u> <u>26.3633/32.7394</u>	40 hrs/week
Utility Electrician	<u>25.7121/33.7907</u> <u>26.4192/34.7199</u>	40 hrs/week
Utility Technician	<u>25.1128/35.3247</u> <u>25.8034/36.2961</u>	40 hrs/week
Utility Warehouse Clerk	<u>18.5559/22.8936</u> <u>19.0662/23.5232</u>	40 hrs/week
Water Maintenance Worker	<u>17.3788/24.0331</u> <u>17.8567/24.6940</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Wireworker I	<u>19.5235/27.6062</u> <u>20.0604/28.3654</u>	40 hrs/week
Wireworker II	<u>27.0737/32.0204</u> <u>27.8182/32.9010</u>	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:

Classification	Hourly Pay Range Min/Max	
Police Officer	<u>18.1153/25.3239</u> <u>19.3834/ 27.3498</u>	
Police Sergeant	<u>22.6731/31.0673</u> <u>24.2602/ 33.5527</u>	

OVERTIME ELIGIBILITY

The City has reserved its right to the utilization of the 207(k) FLSA exemption and will implement this as the hours of work effective the first full pay period following the execution of the labor agreement. 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 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. There shall also be established for each employee in the bargaining unit a

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Training and Special Events bank of ~~fifty~~thirty (~~50~~30) hours per individual per contract year. Each employee may be scheduled for training or special event duty with a minimum of seven (7) days notice prior to the commencement of the pay period and the training and special events bank hours may be added to the eighty (80) hour, two (2) week pay period up to eighty-six (86) hours and these hours shall not be eligible for overtime. Training and special events hours worked in excess of eighty-six (86) hours in a two week pay period will be eligible for overtime, but will not be subtracted from the ~~training~~Training and ~~special~~Special events~~Events~~ bank. 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 such grant hours are not deducted from the ~~training~~Training and ~~special~~Special events~~Events~~ bank.

SECTION 5. The currently occupied classifications of employees of the City of Grand Island included under the IAFF labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IAFF labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fire Captain	17.3016/23.9899 <u>17.7341/24.5896</u>	212 hrs/28 days
Firefighter / EMT	12.8542/18.6543 <u>13.1756/19.1207</u>	212 hrs/28 days
Firefighter / Paramedic	14.3516/20.2692 <u>14.7104/20.7759</u>	212 hrs/28 days
<u>Life Safety Inspector</u>	<u>19.5217/27.6989</u>	<u>40 hrs/week</u>

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IAFF employees 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.

SECTION 6. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-WWTP 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-WWTP labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	<u>14.7941/20.8166</u> <u>15.2009/21.3891</u>	40 hrs/week
Equipment Operator – WWTP	<u>16.7956/23.6332</u> <u>17.2575/24.2831</u>	40 hrs/week
Maintenance Mechanic I	<u>16.7956/23.6332</u> <u>17.2575/24.2831</u>	40 hrs/week
Maintenance Mechanic II	<u>18.8056/26.4615</u> <u>19.3228/27.1892</u>	40 hrs/week
Maintenance Worker – WWTP	<u>16.7956/23.6332</u> <u>17.2575/24.2831</u>	40 hrs/week
Senior Equipment Operator – WWTP	<u>18.1547/25.5454</u> <u>18.6540/26.2479</u>	40 hrs/week
Wastewater Clerk	<u>12.6376/17.7821</u> <u>12.9851/18.2711</u>	40 hrs/week
Wastewater Plant Laboratory Technician	<u>17.8292/25.0874</u> <u>18.3195/25.7773</u>	40 hrs/week
Wastewater Plant Operator I	<u>15.0216/21.1372</u> <u>15.4347/21.7185</u>	40 hrs/week
Wastewater Plant Operator II	<u>16.7956/23.6332</u> <u>17.2575/24.2831</u>	40 hrs/week

SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Service/Clerical labor agreement, and the ranges of compensation salary and wages to be paid for such classifications, and the number of hours and

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work period which certain such employees included under the IBEW-Service/Clerical labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Streets	15.8461/21.1529 16.2819/21.7346	40 hrs/week
Accounts Payable Clerk	15.0304/21.7460 15.4437/22.3440	40 hrs/week
Administrative Assistant	15.6343/22.4239 16.0642/23.0406	40 hrs/week
Audio Video Technician	15.7825/22.2650 16.2165/22.8773	40 hrs/week
Building Inspector	19.5217/27.6989 20.0585/28.4606	40 hrs/week
Building Secretary	14.7127/20.9092 15.1173/21.4842	40 hrs/week
Community Development Administrator	17.0325/24.4895 17.5009/25.1630	40 hrs/week
Community Development Specialist	15.6343/22.4239 16.0642/23.0406	40 hrs/week
Computer Operator	18.9920/24.9662 19.5143/25.6528	40 hrs/week
Computer Programmer	21.6612/31.7452 22.2569/32.6182	40 hrs/week
Computer Technician	19.5618/25.7156 20.0997/26.4228	40 hrs/week
Electrical Inspector	19.5217/27.6989 20.0585/28.4606	40 hrs/week
Emergency Management Coordinator	14.7127/20.9092 15.1173/21.4842	40 hrs/week
Engineering Technician – Public Works	20.0830/28.3238 20.6353/29.1027	40 hrs/week
Evidence Technician	14.6068/21.3752 15.0085/21.9630	40 hrs/week
Finance Secretary	14.7127/20.9092 15.1173/21.4842	40 hrs/week
GIS Coordinator	22.2676/31.2460 22.8800/32.1053	40 hrs/week
Maintenance Worker I – Building, Library	15.3482/20.7715 15.7703/21.3427	40 hrs/week
Maintenance Worker II – Building, Police	16.1744/21.9260 16.6192/22.5290	40 hrs/week
Parks and Recreation Secretary	14.7127/20.9092 15.1173/21.4842	40 hrs/week
Planning Secretary	14.7127/20.9092 15.1173/21.4842	40 hrs/week
Planning Technician	20.1433/28.3407	40 hrs/week

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	<u>20.6972/29.1201</u>	
Plans Examiner	<u>19.5217/27.6989</u> <u>20.0585/28.4606</u>	40 hrs/week
Plumbing Inspector	<u>19.5217/27.6989</u> <u>20.0585/28.4606</u>	40 hrs/week
Police Records Clerk – Full Time	<u>13.1344/18.2824</u> <u>13.4956/18.7852</u>	40 hrs/week
Public Safety Dispatcher	<u>14.8292/21.6612</u> <u>15.2370/22.2569</u>	40 hrs/week
Shooting Range Operator	<u>20.3795/27.6247</u> <u>20.9399/28.3844</u>	40 hrs/week
Stormwater Technician	<u>20.0830/28.3238</u> <u>20.6353/29.1027</u>	40 hrs/week
Utility Secretary	<u>14.7127/20.9092</u> <u>15.1173/21.4842</u>	40 hrs/week

A shift differential of \$0.10 per hour shall be added to the base hourly wage for persons in the employee classification Public Safety Dispatcher who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.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.

SECTION 8. 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. All employees covered by the IAFF labor agreement and Shift Commanders shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$529.92 per year, divided into twenty-four (24) pay periods. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month. Employees covered

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by the IBEW – Utilities, the IBEW – Finance labor agreements, and 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 \$600 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 \$350. Employees will be reimbursed for said purchases with a receipt showing proof of purchase.

Fire Chief and Fire Division Chiefs shall be paid a clothing allowance of \$484.08 per year, divided into 24 pay periods. Police Chief and Police Captains shall be paid a clothing allowance of \$650.00 per year, divided into 26 pay periods.

Non-union employees and employees covered by the FOP labor agreement, the IBEW Utilities, Finance, Service/Clerical and Wastewater Treatment Plant labor agreements may receive an annual stipend not to exceed \$1,000 for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of \$4.50 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 - Utilities and IBEW – Finance labor agreements shall be allowed a meal allowance for actual cost, or up to \$7.00 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. Direct supervisors of employees who are covered by labor agreements which allow overtime meal allowance shall be entitled to the same meal allowance benefit.

Non-exempt direct supervisors of employees who are covered by labor agreements which allow stand-by pay shall be entitled to the same stand-by pay benefit.

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Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reader Supervisor, Power Plant Superintendent, Power Plant Supervisor, Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent, Water Supervisor, and Electric Underground Superintendent shall be eligible to participate in a voluntary uniform program providing an allowance up to \$18.00 per month. When protective clothing is required for Utilities Department and Wastewater Treatment Plant personnel covered by the IBEW labor agreement and employees covered by the AFSCME labor agreement, except the Fleet Services Division of the Public Works Department, the City shall pay 60% of the cost of providing and cleaning said clothing and the employees 40% of said cost. Full-time Fleet Services personnel shall receive a uniform allowance of \$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 \$10 biweekly.

SECTION 9. Employees shall be compensated for unused medical leave as follows:

(A) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at $47\% \times 1039$ hours = 488.33 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 and the Shift Commanders 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 five

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hundred ninety-eight and eighty-eight hundredths hours (calculated at 38% x 1,576 hours = 598.88 hours). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Wastewater labor agreement shall be paid 37.5% of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed three hundred ninety-nine hours (calculated at 37.5% x 1064 hours = 399 hours). Employees covered by the IBEW Service/Clerical labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for forty percent (40%) of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed 433.60 hours (calculated at 40% x 1084 hours = 433.60 hours.) Non-union employees 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 hours (calculated at 50% x 1084 = 542). The amount of contribution will be based upon the employee's salary at the time of retirement. All employees covered by the AFSCME labor agreement shall be paid forty-five (45%) 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 seventy-eight and eighty hundredths hours (calculated at 45% x 1064 hours = 478.80 hours). All employees covered under the FOP labor agreement shall be paid thirty-seven and one-half percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed ~~four hundred five~~ four hundred eighty hours

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(calculated at 37.5% x ~~1,080~~1,280 hours = ~~405~~ 480 hrs.), based on the employee's salary at the time of retirement. If death occurs while in the line of duty, employees covered under the FOP labor agreement shall be paid fifty percent (50%) of their accumulated medical leave bank at the time of their death, not to exceed ~~five hundred forty hours~~six hundred forty hours (50% x ~~1,080~~ 1,280 hours = ~~540 hrs~~ 640 hrs.), based on the employee's salary at the time of their death.

(B) The City Administrator and department heads shall have a contribution made to their VEBA for one-half of their accumulated medical leave, not to exceed 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 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 \$30.00 per pay period. Employees represented by the IBEW Service/Clerical labor agreement shall have a contribution made on their behalf to the VEBA account of \$15 per pay period. Employees represented by the IAFF labor agreement shall have a contribution made on their behalf to the VEBA account of \$10 per pay period.

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SECTION 11. 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 12. 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 7, 2013.

SECTION 13. Those portions of Ordinance No. 9424 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: September 10, 2013

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk