



# City of Grand Island

Tuesday, December 17, 2013

Council Session

## Item F-5

### **#9467 - Consideration of Amending Salary Ordinance**

Staff Contact: Brenda Sutherland

# **Council Agenda Memo**

**From:** Brenda Sutherland, Human Resources Director

**Meeting:** December 17, 2013

**Subject:** Consideration of Amending Salary Ordinance

**Item #'s:** F-5

**Presenter(s):** Brenda Sutherland, Human Resources Director

## **Background**

The City's Salary ordinance is the instrument that allows employees' compensation to be paid and allows for transparency to the public as to said compensation.

## **Discussion**

The purpose of proposed Salary Ordinance 9467 is to support the amendment to the IAFF Local 647 Labor agreement. The positions of Life Safety Inspector and Shift Commander will be represented by IAFF Local 647. The positions were originally approved as non-union. The IAFF questioned representation of these two positions at The Commission of Industrial Relations (CIR) and the CIR agreed that the positions were eligible for membership in the IAFF Local 647. This Salary Ordinance formalizes that decision. The Life Safety Inspector scale will change by 2.5% as did the rest of the positions in the unit. The Shift Commander moved with the other non-union positions and will remain the same at this time.

Two other housekeeping measures are also included in this amended salary ordinance. There was a typo on the Public Information Officer scale. The salary tables were correct in the payroll system but incorrect on this table. That has been corrected in this ordinance. The next proposed change is one that should have occurred during the budget process and got lost in the shuffle. The salary ordinance that was presented for the new budget year was to have requested the title for the Manager of Engineering services to be amended to Assistant Public Works Director/Manager of Engineering Services. There is no change in the pay scale associated with title change. The Public Works Director feels it is important for continuity purposes to formally define who the next in command would be in the department in his absence. This position has filled in at this capacity while the Public Works Director position was vacant in the past.

## **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 Salary Ordinance #9467

## **Sample Motion**

Move to approve Salary Ordinance #9467

## ORDINANCE NO. 9467

An ordinance to amend Ordinance 9439 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 positions and salary ranges for MPO Program Manager, GIS Coordinator PW, Civil Engineer I, and Civil Engineer II;~~ to amend the salary ranges of ~~\_non-union employees~~Life Safety Inspector; to move the position Shift Commander of Life Safety Inspector from non-union to the IAFF labor agreement; ~~to correct the salary range of Public Information Officer; to amend the salary ranges of the employees covered under the AFSCME labor agreement, IBEW Utilities and IBEW Finance labor agreements, the IBEW WWTP labor agreement, the IBEW Service/Clerical labor agreement, the FOP labor agreement and the IAFF labor agreement to~~rename the non-union position of Manager of Engineering Services to Assistant Public Works Director/Manager of Engineering Services; and to repeal those portions of Ordinance No. 9439 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 Min/Max	Overtime Eligibility
Accountant	22.4279/32.0978	Exempt

Approved as to Form ☐ \_\_\_\_\_  
December 11, 2013 ☐ City Attorney

ORDINANCE NO. 9467 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Solid Waste	16.5408/21.4897	40 hrs/week
Assistant to the City Administrator	21.8156/30.7100	Exempt
<a href="#"><u>Assistant Public Works Director/Manager of Engineering Services</u></a>	<a href="#"><u>32.3969/48.2211</u></a>	<a href="#"><u>Exempt</u></a>
Assistant Utilities Director – Distribution	44.4396/62.7001	Exempt
Assistant Utilities Director – Production	48.1230/67.9215	Exempt
Assistant Utilities Director – Transmission	48.1230/67.9215	Exempt
Attorney	27.9079/43.0605	Exempt
Biosolids Technician	17.6851/26.0771	40 hrs/week
Building Department Director	32.6923/47.7958	Exempt
CADD Operator	20.0830/28.8903	40 hrs/week
Cemetery Superintendent	19.9551/28.4283	Exempt
City Administrator	58.3875/77.1429	Exempt
City Attorney	39.5085/56.9666	Exempt
City Clerk	24.6251/34.9120	Exempt
Civil Engineer I	27.0775/38.0973	Exempt
Civil Engineer II	31.4068/44.1455	Exempt
Civil Engineering Manager – Utility PCC	34.2076/49.7904	Exempt
Collection System Supervisor	22.4072/31.8516	40 hrs/week
Community Service Officer	13.1859/18.0971	40 hrs/week
Crime Analyst	17.8982/25.4093	40 hrs/week
Custodian – Library, Police	12.0836/17.0518	40 hrs/week
Customer Service Representative – Part time	8.6349/12.9524	40 hrs/week
Electric Distribution Superintendent	34.0545/46.6736	Exempt
Electric Distribution Supervisor	28.7582/39.4378	40 hrs/week
Electric Underground Superintendent	30.3276/41.5738	Exempt
Electrical Engineer I	27.0775/38.0973	Exempt
Electrical Engineer II	31.4068/44.1455	Exempt
Emergency Management Deputy Director	23.2769/31.9071	Exempt
Emergency Management Director	33.1281/45.3975	Exempt
Engineering Technician - WWTP	19.5842/27.6691	40 hrs/week
Equipment Operator - Solid Waste	16.4788/23.2069	40 hrs/week
Finance Director	38.4279/54.8583	Exempt
Fire Chief	37.1058/52.7053	Exempt
Fire EMS Division Chief	30.3461/43.8033	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Fire Operations Division Chief	30.3461/43.8033	Exempt
Fire Prevention Division Chief	30.3461/43.8033	Exempt
Fleet Services Shop Foreman	20.9340/29.5087	40 hrs/week
GIS Coordinator - PW	24.5800/37.3300	40 hrs/week
Golf Course Superintendent	23.6733/34.1660	Exempt
Grounds Management Crew Chief – Cemetery	18.1054/26.2287	40 hrs/week
Grounds Management Crew Chief – Parks	19.0599/27.0153	40 hrs/week
Human Resources Director	33.4291/49.5321	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	18.5295/27.9538	40 hrs/week
Human Resources Recruiter	18.5295/27.9538	40 hrs/week
Human Resources Specialist	17.6209/25.9549	40 hrs/week
Information Technology Manager	31.5525/45.4516	Exempt
Legal Secretary	19.6880/26.6079	40 hrs/week
Librarian I	17.8423/25.0589	Exempt
Librarian II	19.7586/28.1028	Exempt
Library Assistant I	12.0495/17.4141	40 hrs/week
Library Assistant II	13.9378/19.2122	40 hrs/week
Library Assistant Director	24.1856/35.5553	Exempt
Library Director	31.9181/45.7548	Exempt
Library Page	7.7112/10.9625	40 hrs/week
Library Secretary	14.8122/21.0506	40 hrs/week
Maintenance Worker – Golf	14.8681/21.4781	40 hrs/week
<del>Manager of Engineering Services</del>	<del>32.3969/48.2211</del>	<del>Exempt</del>
Meter Reader Supervisor	18.2914/26.7210	Exempt
MPO Program Manager	23.6000/35.0800	Exempt
Office Manager – Police Department	16.5531/22.9288	40 hrs/week
Parks and Recreation Director	34.8556/49.9594	Exempt
Parks Superintendent	24.3558/34.9389	Exempt
Payroll Specialist	17.3727/24.4418	40 hrs/week
Planning Director	34.5609/49.0850	Exempt
Police Captain	29.5308/41.7349	Exempt
Police Chief	37.1058/52.7053	Exempt
Power Plant Maintenance Supervisor	30.0590/42.4865	Exempt
Power Plant Operations Supervisor	31.8206/45.8129	Exempt
Power Plant Superintendent – Burdick	34.8506/49.1581	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Power Plant Superintendent – PGS	40.1775/56.6455	Exempt
Project Manager – Public Works	29.5060/41.5140	Exempt
Public Information Officer	<del>24.22</del> 22.1425/31.8960	Exempt
Public Works Director	38.8546/54.9384	Exempt
Public Works Engineer	30.8040/44.5421	Exempt
Receptionist	13.5449/19.9690	40 hrs/week
Recreation Coordinator	17.6958/25.3319	Exempt
Recreation Superintendent	24.2201/35.4520	Exempt
Regulatory and Environmental Manager	29.5716/42.4040	Exempt
Senior Accountant	27.3163/38.0269	Exempt
Senior Electrical Engineer	34.3679/48.3083	Exempt
Senior Public Safety Dispatcher	17.6539/23.6674	40 hrs/week
Senior Utility Secretary	15.2760/21.8131	40 hrs/week
Shift Commander	<del>21.02</del> 10/27.5106	<del>212 hrs/28 days</del>
Shooting Range Superintendent	22.5910/33.1924	Exempt
Solid Waste Division Clerk - Full Time	15.7208/20.8577	40 hrs/week
Solid Waste Division Clerk - Part Time	13.9975/18.9398	40 hrs/week
Solid Waste Foreman	17.6737/24.9849	40 hrs/week
Solid Waste Superintendent	25.3985/36.7473	Exempt
Street Superintendent	25.6090/37.2800	Exempt
Street Foreman	20.1385/28.8891	40 hrs/week
Turf Management Specialist	21.2760/30.1185	40 hrs/week
Utilities Director	58.5218/81.9261	Exempt
Utility Production Engineer	35.1468/50.4235	Exempt
Utility Services Manager	27.7625/38.6391	Exempt
Utility Warehouse Supervisor	23.8914/33.2154	40 hrs/week
Victim Assistance Unit Coordinator	13.6763/19.2557	40 hrs/week
Wastewater Plant Chief Operator	20.6506/29.1069	40 hrs/week
Wastewater Plant Engineer	31.9969/46.6138	Exempt
Wastewater Plant Operations Engineer	30.8040/44.0003	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	25.2356/36.0685	Exempt
Water Superintendent	26.3948/37.9014	Exempt
Water Supervisor	22.7865/32.8339	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	14.7954/21.9173	40 hrs/week
Fleet Services Mechanic	16.8776/25.0054	40 hrs/week
Horticulturist	15.6222/23.1866	40 hrs/week
Maintenance Worker – Cemetery	14.6833/21.7697	40 hrs/week
Maintenance Worker – Parks	14.5853/21.6370	40 hrs/week
Maintenance Worker – Streets	14.2770/21.1646	40 hrs/week
Senior Equipment Operator – Streets	16.2104/24.0429	40 hrs/week
Senior Maintenance Worker – Streets	16.2104/24.0429	40 hrs/week
Traffic Signal Technician	16.2104/24.0429	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



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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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	15.3789/20.3509	40 hrs/week
Cashier	14.1152/19.2344	40 hrs/week
Custodian	16.4824/19.4635	40 hrs/week
Electric Distribution Crew Chief	30.1073/38.2908	40 hrs/week
Electric Underground Crew Chief	30.1073/38.2908	40 hrs/week
Engineering Technician I	18.9731/27.1469	40 hrs/week
Engineering Technician II	23.4544/32.1592	40 hrs/week
GIS Coordinator	24.1309/33.8607	40 hrs/week
Instrument Technician	28.3005/37.3872	40 hrs/week
Lineworker Apprentice	18.3525/26.9104	40 hrs/week
Lineworker First Class	27.8182/32.9010	40 hrs/week
Materials Handler	22.9057/30.7045	40 hrs/week
Meter Reader	16.5035/21.5210	40 hrs/week
Meter Technician	22.1890/27.4234	40 hrs/week
Power Dispatcher I	27.7874/38.6353	40 hrs/week
Power Dispatcher II	29.1854/40.5728	40 hrs/week
Power Plant Maintenance Mechanic	26.3037/32.7530	40 hrs/week
Power Plant Operator	31.0740/36.1958	40 hrs/week
Senior Accounting Clerk	17.2862/22.6435	40 hrs/week
Senior Engineering Technician	29.6764/36.3172	40 hrs/week
Senior Materials Handler	26.3736/34.4008	40 hrs/week
Senior Meter Reader	19.5460/23.1988	40 hrs/week
Senior Power Dispatcher	33.7612/46.3298	40 hrs/week
Senior Power Plant Operator	30.6374/39.2761	40 hrs/week
Senior Substation Technician	36.0732/37.3872	40 hrs/week
Senior Water Maintenance Worker	21.4326/28.2219	40 hrs/week
Substation Technician	33.3943/34.7199	40 hrs/week
Systems Technician	29.4298/37.3872	40 hrs/week
Tree Trim Crew Chief	26.3633/32.7394	40 hrs/week
Utility Electrician	26.4192/34.7199	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Utility Technician	25.8034/36.2961	40 hrs/week
Utility Warehouse Clerk	19.0662/23.5232	40 hrs/week
Water Maintenance Worker	17.8567/24.6940	40 hrs/week
Wireworker I	20.0604/28.3654	40 hrs/week
Wireworker II	27.8182/32.9010	40 hrs/week

SECTION 4. The currently occupied classifications of employees of the City of Grand Island included under the FOP labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the FOP labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	
Police Officer	19.3834/ 27.3498	
Police Sergeant	24.2602/ 33.5527	

**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 thirty (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 and Special 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 and Special 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	17.7341/24.5896	212 hrs/28 days
Firefighter / EMT	13.1756/19.1207	212 hrs/28 days
Firefighter / Paramedic	14.7104/20.7759	212 hrs/28 days
Life Safety Inspector	<del>20.0097/28.3914</del> 19.5217/27.6989	40 hrs/week
<u>Shift Commander</u>	<u>21.0210/27.5106</u>	<u>212 hrs/28 days</u>

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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.

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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	15.2009/21.3891	40 hrs/week
Equipment Operator – WWTP	17.2575/24.2831	40 hrs/week
Maintenance Mechanic I	17.2575/24.2831	40 hrs/week
Maintenance Mechanic II	19.3228/27.1892	40 hrs/week
Maintenance Worker – WWTP	17.2575/24.2831	40 hrs/week
Senior Equipment Operator – WWTP	18.6540/26.2479	40 hrs/week
Wastewater Clerk	12.9851/18.2711	40 hrs/week
Wastewater Plant Laboratory Technician	18.3195/25.7773	40 hrs/week
Wastewater Plant Operator I	15.4347/21.7185	40 hrs/week
Wastewater Plant Operator II	17.2575/24.2831	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 work period which certain such employees included under the IBEW-Service/Clerical labor agreement shall work prior to overtime eligibility are as follows:

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Streets	16.2819/21.7346	40 hrs/week
Accounts Payable Clerk	15.4437/22.3440	40 hrs/week
Administrative Assistant	16.0642/23.0406	40 hrs/week
Audio Video Technician	16.2165/22.8773	40 hrs/week
Building Inspector	20.0585/28.4606	40 hrs/week
Building Secretary	15.1173/21.4842	40 hrs/week
Community Development Administrator	17.5009/25.1630	40 hrs/week
Community Development Specialist	16.0642/23.0406	40 hrs/week
Computer Operator	19.5143/25.6528	40 hrs/week
Computer Programmer	22.2569/32.6182	40 hrs/week
Computer Technician	20.0997/26.4228	40 hrs/week
Electrical Inspector	20.0585/28.4606	40 hrs/week
Emergency Management Coordinator	15.1173/21.4842	40 hrs/week
Engineering Technician – Public Works	20.6353/29.1027	40 hrs/week
Evidence Technician	15.0085/21.9630	40 hrs/week
Finance Secretary	15.1173/21.4842	40 hrs/week
GIS Coordinator	22.8800/32.1053	40 hrs/week
Maintenance Worker I – Building, Library	15.7703/21.3427	40 hrs/week
Maintenance Worker II – Building, Police	16.6192/22.5290	40 hrs/week
Parks and Recreation Secretary	15.1173/21.4842	40 hrs/week
Planning Secretary	15.1173/21.4842	40 hrs/week
Planning Technician	20.6972/29.1201	40 hrs/week
Plans Examiner	20.0585/28.4606	40 hrs/week
Plumbing Inspector	20.0585/28.4606	40 hrs/week
Police Records Clerk – Full Time	13.4956/18.7852	40 hrs/week
Public Safety Dispatcher	15.2370/22.2569	40 hrs/week
Shooting Range Operator	20.9399/28.3844	40 hrs/week
Stormwater Technician	20.6353/29.1027	40 hrs/week
Utility Secretary	15.1173/21.4842	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

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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~~, except Life Safety Inspector, 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 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.

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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.

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

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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  $47\% \times 1039 \text{ hours} = 488.33 \text{ hours}$ ), 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 hundred ninety-eight and eighty-eight hundredths hours (calculated at  $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$ ). 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 hours (calculated at  $50\% \times 1084 = 542$ ). 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,



ORDINANCE NO. 9467 (Cont.)

based on the employee's salary at the time of retirement not to exceed three hundred ninety-nine hours (calculated at  $37.5\% \times 1064 \text{ hours} = 399 \text{ hours}$ ). 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  $40\% \times 1084 \text{ hours} = 433.60 \text{ hours}$ .) 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  $50\% \times 1084 = 542$ ). 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  $45\% \times 1064 \text{ hours} = 478.80 \text{ hours}$ ). 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 eighty hours (calculated at  $37.5\% \times 1,280 \text{ hours} = 480 \text{ hrs.}$ ), 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,

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not to exceed six hundred forty hours(50% x 1,280hours = 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.

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~~ retroactive to October 7, 2013.

ORDINANCE NO. 9467 (Cont.)

SECTION 13. Those portions of Ordinance No. 9439 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: December 17, 2013

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk