City of Grand Island

Thursday, August 29, 2013
Special Meeting - Updated

Item H-1

Review of Proposed Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: August 29, 2013

Subject: Salary Ordinance

Item #'s: H-1

Presenter(s): Brenda Sutherland, Human Resources Director

Background

A salary ordinance for fiscal year 2013/2014 was brought before Council on August 20 for consideration. An amendment to postpone that vote until September 10 was made and approved by Council. The purpose of tonight's presentation is to provide Council with additional information and answer questions that have been turned into Council so that they are better able to move forward with the action item at the appropriate time. As September 10 is the last budget meeting scheduled, I wanted to make sure Council has the time to ask the questions they would like to ask and not be pushing up against the time constraints of the budget meetings.

Discussion

Questions that have arisen since the salary ordinance was first introduced will be addressed in this presentation. We will discuss the overall impact of the survey for the non-union employees; the number of steps in the City's various pay plans; and the reason for splitting the Division Chiefs into separate titles and pay plans.

Steps in Pay Plan

- Non Union: 15 steps
- AFSCME: 15 steps
- IAFF: 9 steps
- IBEW: 8 steps
- FOP: 9 steps 2013-2014
                10 steps 2014-2015
                11 steps 2015-2016

2013 – 2014 Salary Changes

- Non Union   4.45% average
- AFSCME   1.5%
- IAFF   2.5%
- IBEW (4 contracts)   2.75%
- FOP   7.82% average

Fire Division Chief Salary

- Currently all three positions are on the same pay plan
- Changed several years ago to promote internal movement and cross-training

Issues with current system

- Comparability shows pay differences
- Current staff has specialized skills and certifications
- Pay plan is based on the average of all three positions