



# City of Grand Island

Tuesday, August 26, 2014

Council Session - Updated

## Item F-2

### #9495 - Consideration of Salary Ordinance

Staff Contact: Brenda Sutherland

# Council Agenda Memo

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

**Meeting:** August 26, 2014

**Subject:** Consideration of Approving Salary Ordinance No. 9495

**Item #'s:** F-2

**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

Wage changes presented in this Ordinance are for the positions in the AFSCME bargaining unit, FOP bargaining unit and the non-union positions. The FOP labor agreement was approved by City Council last year. The AFSCME labor agreement was recently approved on August 12, 2014 and the non-union employee wages were presented to Council last year with a three year plan for phased implementation. This Ordinance executes the aforementioned wage changes.

The non-union positions were surveyed last summer by Paul Essman. When the City became a metropolitan statistical area (MSA), a new array had to be identified and used going forward. The Cities used in the new array for non-union employees were 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.

Wages for the positions represented by the AFSCME Labor Agreement will increase on average by approximately 8.5%. Wages for the positions represented by the FOP Labor Agreement will increase on average by 6.8% and non-union positions moved on average 6%. I want to stress that the term on average means that some positions were higher than the average and some lower. These averages were based on movement at the top step in the pay scale.

Other changes represented in this Ordinance are changes that were approved by Council in the AFSCME Labor Agreement that will go into effect on October 1, 2014. Those changes include the payout of medical leave at retirement and the increase in tool allowance for employees in the Fleet Services division.

The wages represented in this proposed Ordinance are included in the proposed 2014/2015 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. 9495.

### **Sample Motion**

Move to approve Salary Ordinance No. 9495.

ORDINANCE NO. 9495

An ordinance to amend Ordinance 9490 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 amend the salary ranges of the employees covered under the AFSCME labor agreement; to amend the salary ranges of non-union employees; remove the position and salary range of Utility Services Manager; to add the position and salary range of Finance Operations Supervisor; and to repeal those portions of Ordinance No. 9490 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	<del>22.4279/32.0978</del> <del>22.9886/32.9003</del>	Exempt
Accounting Technician – Solid Waste	<del>16.5408/21.4897</del> <del>17.9715/23.0181</del>	40 hrs/week
Assistant to the City Administrator	<del>21.8156/30.7100</del> <del>22.3610/31.4778</del>	Exempt
Assistant Public Works Director / Manager of Engineering Services	<del>32.3969/48.2211</del> <del>33.2069/50.4151</del>	Exempt
Assistant Utilities Director – Distribution	<del>44.4396/62.7001</del> <del>47.6003/67.6416</del>	Exempt
Assistant Utilities Director – Production	<del>48.1230/67.9215</del> <del>51.5458/73.2746</del>	Exempt

Approved as to Form  \_\_\_\_\_  
 City Attorney

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Assistant Utilities Director – Transmission	<u>48.1230/67.9215</u> <u>51.5458/73.2746</u>	Exempt
Attorney	<u>27.9079/43.0605</u> <u>28.6056/44.1370</u>	Exempt
Biosolids Technician	<u>17.6851/26.0771</u> <u>18.1272/26.7290</u>	40 hrs/week
Building Department Director	<u>32.6923/47.7958</u> <u>33.5096/48.9906</u>	Exempt
CADD Operator	<u>20.0830/28.8903</u> <u>20.5851/29.6126</u>	40 hrs/week
Cemetery Superintendent	<u>19.9551/28.4283</u> <u>20.8630/30.9603</u>	Exempt
City Administrator	<u>58.3875/77.1429</u> <u>63.7373/79.0715</u>	Exempt
City Attorney	<u>39.5085/56.9666</u> <u>40.4963/58.3908</u>	Exempt
City Clerk	<u>24.6251/34.9120</u> <u>26.6290/38.0214</u>	Exempt
Civil Engineer I	<u>27.0775/38.0973</u> <u>27.7544/40.1236</u>	Exempt
Civil Engineer II	<u>31.4068/44.1455</u> <u>32.1919/46.4935</u>	Exempt
Civil Engineering Manager – Utility PCC	<u>34.2076/49.7904</u> <u>35.0629/52.4386</u>	Exempt
Collection System Supervisor	<u>22.4072/31.8516</u> <u>22.9674/32.6479</u>	40 hrs/week
Community Service Officer	<u>13.1859/18.0971</u> <u>14.1913/19.6625</u>	40 hrs/week
Crime Analyst	17.8982/25.4093	40 hrs/week
Custodian – Library, Police	<u>12.0836/17.0518</u> <u>13.0050/18.3520</u>	40 hrs/week
Customer Service Representative – Part time	<u>8.6349/12.9524</u> <u>8.8508/13.2762</u>	40 hrs/week
Electric Distribution Superintendent	<u>34.0545/46.6736</u> <u>36.0403/49.1560</u>	Exempt
Electric Distribution Supervisor	<u>28.7582/39.4378</u> <u>30.4351/41.5354</u>	40 hrs/week
Electric Underground Superintendent	<u>30.3276/41.5738</u> <u>32.0961/43.7850</u>	Exempt
Electrical Engineer I	<u>27.0775/38.0973</u> <u>27.7544/40.1236</u>	Exempt
Electrical Engineer II	<u>31.4068/44.1455</u> <u>32.1919/46.4935</u>	Exempt
Emergency Management Deputy Director	<u>23.2769/31.9071</u> <u>23.8588/34.3400</u>	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Emergency Management Director	<u>33.1281/45.3975</u> <u>33.9564/48.8590</u>	Exempt
Engineering Technician - WWTP	<u>19.5842/27.6691</u> <u>20.0738/28.3608</u>	40 hrs/week
Equipment Operator - Solid Waste	<u>16.4788/23.2069</u> <u>17.2286/24.9764</u>	40 hrs/week
Finance Director	<u>38.4279/54.8583</u> <u>39.3885/59.0413</u>	Exempt
Finance Operations Supervisor	<u>20.4000/28.8462</u> <u>20.9100/29.5674</u>	Exempt
Fire Chief	<u>37.1058/52.7053</u> <u>38.0334/56.7241</u>	Exempt
Fire EMS Division Chief	<u>30.3461/43.8033</u> <u>32.6600/47.1433</u>	Exempt
Fire Operations Division Chief	<u>30.3461/43.8033</u> <u>32.6600/47.1433</u>	Exempt
Fire Prevention Division Chief	<u>30.3461/43.8033</u> <u>32.6600/45.7964</u>	Exempt
Fleet Services Shop Foreman	<u>20.9340/29.5087</u> <u>22.6375/32.1368</u>	40 hrs/week
GIS Coordinator - PW	<u>24.5800/37.3300</u> <u>25.1945/38.2633</u>	40 hrs/week
Golf Course Superintendent	<u>23.6733/34.1660</u> <u>24.2651/35.0203</u>	Exempt
Grounds Management Crew Chief – Cemetery	<u>18.1054/26.2287</u> <u>18.5580/28.2286</u>	40 hrs/week
Grounds Management Crew Chief – Parks	<u>19.0599/27.0153</u> <u>19.5364/29.0753</u>	40 hrs/week
Human Resources Director	<u>33.4291/49.5321</u> <u>34.2649/50.7704</u>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	<u>18.5295/27.9538</u> <u>19.6100/30.4434</u>	40 hrs/week
Human Resources Recruiter	<u>18.5295/27.9538</u> <u>19.6100/30.4434</u>	40 hrs/week
Human Resources Specialist	<u>17.6209/25.9549</u> <u>19.1903/29.6632</u>	40 hrs/week
Information Technology Manager	<u>31.5525/45.4516</u> <u>33.9584/50.0820</u>	Exempt
Legal Secretary	<u>19.6880/26.6079</u> <u>20.1802/27.2731</u>	40 hrs/week
Librarian I	<u>17.8423/25.0589</u> <u>18.2883/25.6853</u>	Exempt
Librarian II	<u>19.7586/28.1028</u> <u>20.2526/28.8054</u>	Exempt
Library Assistant I	<u>12.0495/17.4141</u> <u>12.3507/17.8495</u>	40 hrs/week

ORDINANCE NO. 9495 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Library Assistant II	<u>13.9378/19.2122</u> <u>15.0006/20.6771</u>	40 hrs/week
Library Assistant Director	<u>24.1856/35.5553</u> <u>27.6411/41.9108</u>	Exempt
Library Director	<u>31.9181/45.7548</u> <u>35.6605/51.9403</u>	Exempt
Library Page	<u>7.7112/10.9625</u> <u>7.9040/11.2366</u>	40 hrs/week
Library Secretary	<u>14.8122/21.0506</u> <u>15.3677/21.8400</u>	40 hrs/week
Maintenance Worker – Golf	<u>14.8681/21.4781</u> <u>15.2398/23.1708</u>	40 hrs/week
Meter Reader Supervisor	<u>18.2914/26.7210</u> <u>18.7488/27.3890</u>	Exempt
MPO Program Manager	<u>23.6000/35.0800</u> <u>24.1900/35.9570</u>	Exempt
Office Manager – Police Department	<u>16.5531/22.9288</u> <u>17.5184/24.6771</u>	40 hrs/week
Parks and Recreation Director	<u>34.8556/49.9594</u> <u>37.5134/54.7930</u>	Exempt
Parks Superintendent	<u>24.3558/34.9389</u> <u>26.2129/38.1401</u>	Exempt
Payroll Specialist	<u>17.3727/24.4418</u> <u>18.3412/26.3055</u>	40 hrs/week
Planning Director	<u>34.5609/49.0850</u> <u>36.7534/53.3309</u>	Exempt
Police Captain	<u>29.5308/41.7349</u> <u>32.1609/45.5589</u>	Exempt
Police Chief	<u>37.1058/52.7053</u> <u>39.5548/56.7241</u>	Exempt
Power Plant Maintenance Supervisor	<u>30.0590/42.4865</u> <u>30.8105/43.5488</u>	Exempt
Power Plant Operations Supervisor	<u>31.8206/45.8129</u> <u>34.2469/49.0714</u>	Exempt
Power Plant Superintendent – Burdick	<u>34.8506/49.1581</u> <u>37.3294/53.0324</u>	Exempt
Power Plant Superintendent – PGS	<u>40.1775/56.6455</u> <u>43.0351/61.1099</u>	Exempt
Project Manager – Public Works	<u>29.5060/41.5140</u> <u>30.2438/42.5519</u>	Exempt
Public Information Officer	<u>22.1425/31.8960</u> <u>24.0579/35.4724</u>	Exempt
Public Works Director	<u>38.8546/54.9384</u> <u>39.8259/59.1275</u>	Exempt
Public Works Engineer	<u>30.8040/44.5421</u> <u>31.5741/45.6556</u>	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Receptionist	<u>13.5449/19.9690</u> <u>14.6124/21.9522</u>	40 hrs/week
Recreation Coordinator	<u>17.6958/25.3319</u> <u>19.0905/28.0424</u>	Exempt
Recreation Superintendent	<u>24.2201/35.4520</u> <u>27.6185/41.2440</u>	Exempt
Regulatory and Environmental Manager	<u>29.5716/42.4040</u> <u>30.3109/44.6594</u>	Exempt
Senior Accountant	<u>27.3163/38.0269</u> <u>27.9991/38.9775</u>	Exempt
Senior Electrical Engineer	<u>34.3679/48.3083</u> <u>35.2271/50.8778</u>	Exempt
Senior Public Safety Dispatcher	<u>17.6539/23.6674</u> <u>18.3667/24.2591</u>	40 hrs/week
Senior Utility Secretary	<u>15.2760/21.8131</u> <u>15.6579/22.3584</u>	40 hrs/week
Shooting Range Superintendent	<u>22.5910/33.1924</u> <u>24.3135/36.2336</u>	Exempt
Solid Waste Division Clerk - Full Time	<u>15.7208/20.8577</u> <u>17.0806/22.3412</u>	40 hrs/week
Solid Waste Division Clerk - Part Time	<u>13.9975/18.9398</u> <u>15.2083/20.2869</u>	40 hrs/week
Solid Waste Foreman	<u>17.6737/24.9849</u> <u>19.4289/27.5942</u>	40 hrs/week
Solid Waste Superintendent	<u>25.3985/36.7473</u> <u>27.7256/41.2443</u>	Exempt
Street Superintendent	<u>25.6090/37.2800</u> <u>27.2993/40.1226</u>	Exempt
Street Foreman	<u>20.1385/28.8891</u> <u>21.6740/31.3880</u>	40 hrs/week
Turf Management Specialist	<u>21.2760/30.1185</u> <u>21.8079/30.8715</u>	40 hrs/week
Utilities Director	<u>58.5218/81.9261</u> <u>65.0835/89.0128</u>	Exempt
Utility Production Engineer	<u>35.1468/50.4235</u> <u>36.0255/53.1054</u>	Exempt
Utility Warehouse Supervisor	<u>23.8914/33.2154</u> <u>24.4887/34.9820</u>	40 hrs/week
Victim Assistance Unit Coordinator	<u>13.6763/19.2557</u> <u>14.4738/20.7240</u>	40 hrs/week
Wastewater Plant Chief Operator	<u>20.6506/29.1069</u> <u>22.2252/30.7296</u>	40 hrs/week
Wastewater Plant Engineer	<u>31.9969/46.6138</u> <u>32.7969/47.7791</u>	Exempt
Wastewater Plant Operations Engineer	<u>30.8040/44.0003</u> <u>31.5741/45.1003</u>	Exempt



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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Wastewater Plant Maintenance Supervisor	<del>23.7771/32.0177</del> <u>24.3715/32.8181</u>	40 hrs/week
Wastewater Plant Project Manager	<del>29.5060/41.5140</del> <u>30.2436/42.5519</u>	Exempt
Wastewater Plant Regulatory Compliance Manager	<del>25.2356/36.0685</del> <u>25.8665/36.9703</u>	Exempt
Water Superintendent	<del>26.3948/37.9014</del> <u>28.4074/41.4713</u>	Exempt
Water Supervisor	<del>22.7865/32.8339</del> <u>23.5898/34.2437</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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	<del>14.7954/21.9173</del> <u>16.1640/23.9447</u>	40 hrs/week
Fleet Services Mechanic	<del>16.8776/25.0054</del> <u>18.3122/27.1309</u>	40 hrs/week
Horticulturist	<del>15.6222/23.1866</del> <u>17.5359/26.0270</u>	40 hrs/week
Maintenance Worker – Cemetery	<del>14.6833/21.7697</del>	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
	<u>15.7845/23.4024</u>	
Maintenance Worker – Parks	<u>14.5853/21.6370</u> <u>15.6427/23.2057</u>	40 hrs/week
Maintenance Worker – Streets	<u>14.2770/21.1646</u> <u>15.4192/22.8578</u>	40 hrs/week
Senior Equipment Operator – Streets	<u>16.2104/24.0429</u> <u>17.5883/26.0865</u>	40 hrs/week
Senior Maintenance Worker – Streets	<u>16.2104/24.0429</u> <u>17.5478/26.0264</u>	40 hrs/week
Traffic Signal Technician	<u>16.2104/24.0429</u> <u>17.5072/25.9663</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:

<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

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
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
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	<del>19.3834/ 27.3498</del> <u>19.8680/29.2110</u>	
Police Sergeant	<del>24.2602/ 33.5527</del> <u>24.8667/35.8359</u>	

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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 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

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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	20.0097/28.3914	40 hrs/week
Shift Commander	21.0210/27.5106	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.

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	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

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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:

<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

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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 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, 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

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\$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.

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,



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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~~15 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% x 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 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 five hundred ninety-eight and eighty-eight hundredths hours (calculated at 38% x 1,576 hours = 598.88 hours). The Life Safety Inspector shall have a contribution to a VEBA. The amount of contribution will be based upon the employee's salary

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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~~Employees hired before October 1, 2014 covered by the AFSCME labor agreement shall be paid ~~forty~~thirty-five (~~45~~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 ~~seventy~~sixty-eight and ~~eighty~~sixty-five hundredths hours (calculated at ~~45~~35% x ~~1064~~1339 hours = ~~478.80~~468.65 hours). Employees hired on or after October 1, 2014, covered by the AFSCME labor agreement will not receive compensation at retirement for unused medical leave. 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,

ORDINANCE NO. 9495 (Cont.)

not to exceed four hundred eighty hours (calculated at 37.5% x 1,280 hours = 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 six hundred forty hours (50% x 1,280 hours = 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.

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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 6, 2014.

SECTION 13. Those portions of Ordinance No. 9490 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 26, 2014

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk