



City of Grand Island

Tuesday, July 23, 2002

Council Session

Item F7

#8755 - Consideration of Approving Salary Ordinance

The numbers represented in this salary ordinance are a 3.5% COLA as agreed to in the current IAFF contract, a 2.5% COLA as agreed to in the current IBEW contract, and a 3% COLA for all non-union employees. In addition, there are proposed changes to the salary ranges for the Information Technology Manager, Data Processing Supervisor (Information Technology Supervisor), Code Compliance Officer, and City Clerk. There are proposed changes to the positions which are currently referred to as "Shop/Garage" to be referred to as Fleet Services and positions which have been referred to as "Personnel" to be changed to Human Resources. Also recommended is the addition of the position of Legal Clerk. This addition does not add a FTE, instead it represents the restructuring of a current position in the Legal Department. Approval is recommended.

Staff Contact: Brenda Sutherland

ORDINANCE NO. 8755

An ordinance to amend Ordinance No. 8696 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 provide cost of living adjustments for general employees; to adjust salary ranges of employees covered by the IBEW labor union in accordance with their contract amendment; to adjust salary ranges for employees covered by the IAFF labor union in accordance with their contract; to provide salary adjustments for the Code Compliance Officer, Information Technology Manager, Information Technology Supervisor and City Clerk positions; to change the classification of Equipment Mechanic Supervisor to Fleet Services Supervisor; to change the classification of Garage Superintendent to Fleet Services Superintendent; to add the classification of Legal Clerk and to provide a salary range for such classification; to change the classification of Personnel Director to Human Resources Director; to change the classification of Personnel Specialist to Human Resources Specialist; to adjust the salary range for the Instrument Technician within the IBEW labor union; to clarify authorization that fire captains receive a one-time uniform acquisition allowance and an annual stipend for longevity; to clarify authorization that fire division chiefs receive an annual stipend for longevity; to provide for the effective date of the changes outlined herein; to repeal Ordinance No. 8696, and any ordinance or parts of 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:

Approved as to Form ? _____ July 19, 2002 ? City Attorney
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ORDINANCE NO. 8755 (Cont.)

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 contract) 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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accountant	<u>1265.66 / 1781.49</u> 1228.80 / 1729.60	Exempt
Accounting Technician – Solid Waste	<u>941.01 / 1324.17</u> 913.60 / 1285.60	40 hrs/week
Accounting Technician – Streets	<u>941.01 / 1324.17</u> 913.60 / 1285.60	40 hrs/week
Accounting Technician – WWTP	<u>941.01 / 1324.17</u> 913.60 / 1285.60	40 hrs/week
Administrative Assistant – Public Works	<u>1015.99 / 1430.46</u> 986.40 / 1388.80	40 hrs/week
Administrative Assistant – Utilities	<u>1015.99 / 1430.46</u> 986.40 / 1388.80	40 hrs/week
Assistant Public Works Director	<u>1713.10 / 2410.20</u> 1663.20 / 2340.00	Exempt
Assistant Utility Director – Administration	<u>2237.98 / 3149.33</u> 2172.80 / 3057.60	Exempt
Assistant Utility Director – PGS & PCC	<u>2354.99 / 3314.13</u> 2286.40 / 3217.60	Exempt
Attorney	<u>1797.14 / 2528.86</u> 1744.80 / 2455.20	Exempt
Audio-Visual Technician	<u>1153.60 / 1623.28</u> 1120.00 / 1576.00	40 hrs/week
Biosolids Technician	<u>990.45 / 1394.21</u> 961.60 / 1353.60	40 hrs/week
Building Clerk	<u>743.25 / 1045.66</u> 721.60 / 1015.20	40 hrs/week
Building Secretary	<u>842.95 / 1185.74</u> 818.40 / 1151.20	40 hrs/week

ORDINANCE NO. 8755 (Cont.)

Building Department Director	<u>1825.98 / 2568.41</u> <u>1772.80 / 2493.60</u>	Exempt
Building Inspector	<u>1182.44 / 1663.66</u> <u>1148.00 / 1615.20</u>	40 hrs/week
Cemetery Superintendent	<u>1260.72 / 1774.90</u> <u>1224.00 / 1723.20</u>	Exempt
City Administrator	<u>2777.70 / 3909.06</u> <u>2696.80 / 3795.20</u>	Exempt
City Attorney	<u>2358.29 / 3319.07</u> <u>2289.60 / 3222.40</u>	Exempt
City Clerk	<u>1228.93 / 1729.41</u> <u>1125.60 / 1584.00</u>	Exempt
Civil Engineer – Utilities	<u>1621.63 / 2281.66</u> <u>1574.40 / 2215.20</u>	Exempt
Civil Engineer I – Public Works	<u>1186.56 / 1670.25</u> <u>1152.00 / 1621.60</u>	Exempt
Civil Engineer II – Public Works	<u>1404.92 / 1977.60</u> <u>1364.00 / 1920.00</u>	Exempt
Code Compliance Officer	<u>1072.85 / 1509.60</u> <u>976.80 / 1374.40</u>	40 hrs/week
Collection System Supervisor	<u>1221.99 / 1719.69</u> <u>1186.40 / 1669.60</u>	40 hrs/week
Communications Supervisor	<u>1095.10 / 1540.88</u> <u>1063.20 / 1496.00</u>	Exempt
Community Development Director	<u>1606.80 / 2262.70</u> <u>1560.00 / 2196.80</u>	Exempt
Community Projects Director	<u>1877.90 / 2644.22</u> <u>1823.20 / 2567.20</u>	Exempt
Community Projects Secretary	<u>866.85 / 1220.34</u> <u>841.60 / 1184.80</u>	40 hrs/week
Community Service Officer – Police Department	<u>763.85 / 1074.50</u> <u>741.60 / 1043.20</u>	40 hrs/week
Custodian	<u>737.48 / 1040.71</u> <u>716.00 / 1010.40</u>	40 hrs/week
Data Processing Manager	<u>1621.63 / 2281.66</u> <u>1574.40 / 2215.20</u>	Exempt
Deputy Police Chief	<u>1772.42 / 2495.07</u> <u>1720.80 / 2422.40</u>	Exempt

ORDINANCE NO. 8755 (Cont.)

Development Specialist	<u>866.85 / 1220.34</u> <u>841.60 / 1184.80</u>	40 hrs/week
Downtown Development Director	<u>1606.80 / 2262.70</u> <u>1560.00 / 2196.80</u>	Exempt
Electric Distribution Superintendent	<u>1911.68 / 2689.54</u> <u>1856.00 / 2611.20</u>	Exempt
Electric Distribution Supervisor	<u>1615.04 / 2271.77</u> <u>1568.00 / 2205.60</u>	40 hrs/week
Electric Underground & Substation Superintendent	<u>1702.38 / 2395.37</u> <u>1652.80 / 2325.60</u>	Exempt
Electrical Engineer I	<u>1533.46 / 2158.88</u> <u>1488.80 / 2096.00</u>	Exempt
Electrical Engineer II	<u>1777.37 / 2501.66</u> <u>1725.60 / 2428.80</u>	Exempt
Electrical Inspector	<u>1182.44 / 1663.66</u> <u>1148.00 / 1615.20</u>	40 hrs/week
Emergency Management Coordinator	<u>909.70 / 1279.67</u> <u>883.20 / 1242.40</u>	40 hrs/week
Emergency Management Director	<u>1738.64 / 2446.46</u> <u>1688.00 / 2375.20</u>	Exempt
EMS Division Chief	<u>1613.39 / 2270.12</u> <u>1566.40 / 2204.00</u>	Exempt
Engineering Technician Supervisor	<u>1338.18 / 1883.66</u> <u>1299.20 / 1828.80</u>	Exempt
Equipment Operator	<u>934.42 / 1315.93</u> <u>907.20 / 1277.60</u>	40 hrs/week
Executive Assistant – Administration	<u>1015.99 / 1430.46</u> <u>986.40 / 1388.80</u>	40 hrs/week
Finance Controller	<u>1812.00 / 2548.63</u> <u>1759.20 / 2474.40</u>	Exempt
Finance Director	<u>2237.98 / 3149.33</u> <u>2172.80 / 3057.60</u>	Exempt
Finance Secretary	<u>842.95 / 1185.74</u> <u>818.40 / 1151.20</u>	40 hrs/week
Fire Chief	<u>1966.89 / 2766.99</u> <u>1909.60 / 2686.40</u>	Exempt

ORDINANCE NO. 8755 (Cont.)

Fire Operations Division Chief	<u>1613.39 / 2270.12</u> 1566.40 / 2204.00	Exempt
Fire Prevention Division Chief	<u>1613.39 / 2270.12</u> 1566.40 / 2204.00	Exempt
Fire Training Division Chief	<u>1613.39 / 2270.12</u> 1566.40 / 2204.00	Exempt
<u>Fleet Services</u> Garage -Superintendent	<u>1348.89 / 1899.32</u> 1309.60 / 1844.00	Exempt
<u>Fleet Services</u> Equipment Mechanic Supervisor	<u>1070.38 / 1506.27</u> 1039.20 / 1462.40	40 hrs/week
Golf Course Superintendent	<u>1495.56 / 2104.50</u> 1452.00 / 2043.20	Exempt
Grounds Management Crew Chief	<u>1177.50 / 1657.06</u> 1143.20 / 1608.80	40 hrs/week
<u>Human Resources</u> Director	<u>1825.98 / 2568.41</u> 1772.80 / 2493.60	Exempt
<u>Human Resources</u> Specialist	<u>1097.57 / 1544.18</u> 1065.60 / 1499.20	40 hrs/week
Information Technology Manager	<u>1702.71 / 2395.74</u> 1574.40 / 2215.20	Exempt
<u>Information Technology</u> Data Processing -Supervisor	<u>1442.29 / 2029.76</u> 1333.60 / 1876.80	<u>Exempt</u>
Legal Assistant	<u>1204.69 / 1695.79</u> 1169.60 / 1646.40	40 hrs/week
<u>Legal Clerk</u>	<u>721.60 / 1015.20</u>	<u>40 hrs/week</u>
Legal Secretary	<u>904.75 / 1274.73</u> 878.40 / 1237.60	40 hrs/week
Librarian I	<u>1102.51 / 1550.77</u> 1070.40 / 1505.60	Exempt
Librarian II	<u>1212.93 / 1706.50</u> 1177.60 / 1656.80	Exempt
Library Assistant	<u>759.73 / 1068.73</u> 737.60 / 1037.60	40 hrs/week
Library Assistant Director	<u>1396.68 / 1965.24</u> 1356.00 / 1908.00	Exempt
Library Clerk	<u>606.46 / 854.49</u> 588.80 / 829.60	40 hrs/week
Library Director	<u>1774.90 / 2498.37</u> 1723.20 / 2425.60	Exempt

ORDINANCE NO. 8755 (Cont.)

Library Page*	<u>458.97 / 694.81</u> <u>445.60 / 674.57</u>	40 hrs/week
Library Secretary	<u>842.95 / 1185.74</u> <u>818.40 / 1151.20</u>	40 hrs/week
Maintenance Mechanic I	<u>946.78 / 1335.70</u> <u>919.20 / 1296.80</u>	40 hrs/week
Maintenance Mechanic II	<u>1062.96 / 1495.56</u> <u>1032.00 / 1452.00</u>	40 hrs/week
Maintenance Worker I – Solid Waste	<u>861.01 / 1212.93</u> <u>836.00 / 1177.60</u>	40 hrs/week
Maintenance Worker I – Building, Golf, WWTP	<u>884.98 / 1245.06</u> <u>859.20 / 1208.80</u>	40 hrs/week
Maintenance Worker II – Solid Waste	<u>907.22 / 1277.20</u> <u>880.80 / 1240.00</u>	40 hrs/week
Maintenance Worker II – Building, Golf, WWTP, Zoo	<u>931.94 / 1314.28</u> <u>904.80 / 1276.00</u>	40 hrs/week
Meter Reading Supervisor	<u>1091.80 / 1537.58</u> <u>1060.00 / 1492.80</u>	Exempt
Office Manager – Police Department	<u>1029.18 / 1448.59</u> <u>999.20 / 1406.40</u>	40 hrs/week
Parking Monitor	<u>473.80 / 667.44</u> <u>460.00 / 648.00</u>	40 hrs/week
Parks and Recreation Director	<u>1917.45 / 2696.95</u> <u>1861.60 / 2618.40</u>	Exempt
Parks and Recreation Secretary	<u>842.95 / 1185.74</u> <u>818.40 / 1151.20</u>	40 hrs/week
Parks Maintenance Superintendent	<u>1426.34 / 2006.44</u> <u>1384.80 / 1948.00</u>	Exempt
Payroll Specialist	<u>1097.57 / 1544.18</u> <u>1065.60 / 1499.20</u>	40 hrs/week
Personnel Director	<u>1825.98 / 2568.41</u> <u>1772.80 / 2493.60</u>	Exempt
Plumbing Inspector	<u>1182.44 / 1663.66</u> <u>1148.00 / 1615.20</u>	40 hrs/week
Police Chief	<u>2060.00 / 2899.66</u> <u>2000.00 / 2815.20</u>	Exempt
Police Records Clerk	<u>783.62 / 1103.34</u> <u>760.80 / 1071.20</u>	40 hrs/week
Power Plant Maintenance Supervisor	<u>1615.04 / 2271.77</u> <u>1568.00 / 2205.60</u>	Exempt

ORDINANCE NO. 8755 (Cont.)

Power Plant Operations Supervisor	<u>1696.62 / 2387.13</u> 1647.20 / 2317.60	Exempt
Power Plant Superintendent – Burdick	<u>1766.66 / 2486.01</u> 1715.20 / 2413.60	Exempt
Power Plant Superintendent – PGS	<u>2093.78 / 2944.98</u> 2032.80 / 2859.20	Exempt
Public Information Officer	<u>1097.57 / 1544.18</u> 1065.60 / 1499.20	40 hrs/week
Public Safety Secretary	<u>931.12 / 1313.46</u> 904.00 / 1275.20	40 hrs/week
Public Works Director	<u>2237.98 / 3149.33</u> 2172.80 / 3057.60	Exempt
Public Works Secretary	<u>842.95 / 1185.74</u> 818.40 / 1151.20	40 hrs/week
Purchasing Technician	<u>842.95 / 1185.74</u> 818.40 / 1151.20	40 hrs/week
Recreation Superintendent	<u>1319.22 / 1855.65</u> 1280.80 / 1801.60	Exempt
Senior Civil Engineer – Public Works Engineering	<u>1704.03 / 2398.66</u> 1654.40 / 2328.80	Exempt
Senior Civil Engineer – Utility, PCC	<u>1802.09 / 2537.10</u> 1749.60 / 2463.20	Exempt
Senior Electrical Engineer	<u>1621.63 / 2281.66</u> 1574.40 / 2215.20	Exempt
Senior Engineering Technician	<u>1182.44 / 1663.66</u> 1148.00 / 1615.20	40 hrs/week
Senior Equipment Operator	<u>1020.11 / 1435.41</u> 990.40 / 1393.60	40 hrs/week
Senior Library Assistant	<u>838.01 / 1179.14</u> 813.60 / 1144.80	40 hrs/week
Senior Maintenance Worker	<u>998.69 / 1405.74</u> 969.60 / 1364.80	40 hrs/week
Senior Telecommunicator/EMD	<u>899.81 / 1265.66</u> 873.60 / 1228.80	40 hrs/week
Senior Utility Secretary	<u>845.42 / 1192.33</u> 820.80 / 1157.60	40 hrs/week
Solid Waste Division Clerk	<u>743.25 / 1045.66</u> 721.60 / 1015.20	40 hrs/week
Solid Waste Superintendent	<u>1535.94 / 2161.35</u> 1491.20 / 2098.40	Exempt

ORDINANCE NO. 8755 (Cont.)

Street Superintendent	<u>1458.48 / 2054.23</u> 1416.00 / 1994.40	Exempt
Street Supervisor	<u>1157.72 / 1628.22</u> 1124.00 / 1580.80	40 hrs/week
Telecommunicator/EMD	<u>856.96 / 1208.81</u> 832.00 / 1173.60	40 hrs/week
Turf Management Specialist	<u>1182.44 / 1663.66</u> 1148.00 / 1615.20	40 hrs/week
Utility Production Engineer	<u>1867.18 / 2627.74</u> 1812.80 / 2551.20	Exempt
Utility Director	<u>2649.98 / 3727.78</u> 2572.80 / 3619.20	Exempt
Utility Secretary	<u>842.95 / 1185.74</u> 818.40 / 1151.20	40 hrs/week
Utility Services Manager	<u>1549.94 / 2181.13</u> 1504.80 / 2117.60	Exempt
Utility Warehouse Supervisor	<u>1193.98 / 1679.31</u> 1159.20 / 1630.40	40 hrs/week
Wastewater Engineering/Operations Superintendent	<u>1704.03 / 2398.66</u> 1654.40 / 2328.80	Exempt
Wastewater Plant Maintenance Supervisor	<u>1254.13 / 1765.01</u> 1217.60 / 1713.60	40 hrs/week
Wastewater Plant Operator I	<u>880.03 / 1238.47</u> 854.40 / 1202.40	40 hrs/week
Wastewater Plant Operator II	<u>936.89 / 1319.22</u> 909.60 / 1280.80	40 hrs/week
Wastewater Plant Process Supervisor	<u>1284.62 / 1808.68</u> 1247.20 / 1756.00	40 hrs/week
Wastewater Plant Senior Operator	<u>990.45 / 1394.21</u> 961.60 / 1353.60	40 hrs/week
Water Superintendent	<u>1465.07 / 2060.83</u> 1422.40 / 2000.80	Exempt
Water Supervisor	<u>1249.18 / 1759.24</u> 1212.80 / 1708.00	40 hrs/week
Worker / Seasonal	412.00 / 1600.00	Exempt
Worker / Temporary	412.00	40 hrs/week

*Pay Schedule Variation

ORDINANCE NO. 8755 (Cont.)

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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Equipment Mechanic – Garage	944.80 / 1328.80	40 hrs/week
Equipment Operator – Streets	844.80 / 1188.00	40 hrs/week
Fleet Maintenance Technician	842.40 / 1185.60	40 hrs/week
Shop Attendant	768.00 / 1083.20	40 hrs/week
Horticulturist	892.00 / 1256.80	40 hrs/week
Maintenance Worker I – Cemetery	783.20 / 1103.20	40 hrs/week
Maintenance Worker I – Parks	783.20 / 1103.20	40 hrs/week
Maintenance Worker I – Streets	766.40 / 1077.60	40 hrs/week
Maintenance Worker II – Cemetery	838.40 / 1180.00	40 hrs/week
Maintenance Worker II – Streets	815.20 / 1147.20	40 hrs/week
Maintenance Worker II – Parks	832.80 / 1172.80	40 hrs/week
Senior Equipment Operator – Streets	925.60 / 1303.20	40 hrs/week
Senior Maintenance Worker – Streets	925.60 / 1303.20	40 hrs/week
Traffic Signal Technician I	925.60 / 1303.20	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:

ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk I	<u>715.20 / 1006.40</u> <u>697.60 / 983.20</u>	40 hrs/week
Accounting Clerk II	<u>808.80 / 1140.00</u> <u>788.80 / 1109.60</u>	40 hrs/week
Computer Technician	<u>965.60 / 1358.40</u> <u>919.20 / 1292.00</u>	40 hrs/week
Computer Programmer	<u>1268.00 / 1783.20</u> <u>1206.40 / 1696.80</u>	40 hrs/week
Electric Distribution Crew Chief	<u>1469.60 / 2067.20</u> <u>1433.60 / 2017.60</u>	40 hrs/week
Electric Underground & Substation Crew Chief	<u>1469.60 / 2067.20</u> <u>1433.60 / 2017.60</u>	40 hrs/week
Engineering Technician I	<u>1014.40 / 1427.20</u> <u>989.60 / 1392.80</u>	40 hrs/week
Engineering Technician II	<u>1236.80 / 1740.00</u> <u>1206.40 / 1696.80</u>	40 hrs/week
GIS Technician	<u>1332.00 / 1873.60</u> <u>1299.20 / 1828.80</u>	40 hrs/week
Instrument Technician	<u>1506.40 / 2119.20</u> <u>1433.60 / 2017.60</u>	40 hrs/week
Lineman Apprentice	<u>1040.00 / 1463.20</u> <u>1014.40 / 1427.20</u>	40 hrs/week
Lineman First Class	<u>1332.00 / 1873.60</u> <u>1299.20 / 1828.80</u>	40 hrs/week
Lineman Second Class	<u>1148.00 / 1615.20</u> <u>1120.00 / 1576.00</u>	40 hrs/week
Materials Handler	<u>1267.20 / 1782.40</u> <u>1236.00 / 1739.20</u>	40 hrs/week
Meter Reader	<u>853.60 / 1201.60</u> <u>832.80 / 1171.20</u>	40 hrs/week
Meter Technician	<u>1040.00 / 1463.20</u> <u>1014.40 / 1427.20</u>	40 hrs/week
Network Technician	<u>1120.00 / 1576.00</u> <u>1066.40 / 1500.80</u>	40 hrs/week
Power Dispatcher I	<u>1399.20 / 1968.00</u> <u>1364.80 / 1920.80</u>	40 hrs/week
Power Dispatcher II	<u>1469.60 / 2067.20</u> <u>1433.60 / 2017.60</u>	40 hrs/week

ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Power Plant Custodian	<u>754.40 / 1061.60</u> 736.00 / 1036.00	40 hrs/week
Power Plant Maintenance Mechanic	<u>1332.00 / 1873.60</u> 1299.20 / 1828.80	40 hrs/week
Power Plant Operator I	<u>1040.00 / 1463.20</u> 1014.40 / 1427.20	40 hrs/week
Power Plant Operator II	<u>1399.20 / 1968.00</u> 1364.80 / 1920.80	40 hrs/week
Senior Accounting Clerk	<u>849.60 / 1196.80</u> 828.80 / 1165.60	40 hrs/week
Senior Engineering Technician	<u>1332.00 / 1873.60</u> 1299.20 / 1828.80	40 hrs/week
Senior Materials Handler	<u>1399.20 / 1968.00</u> 1364.80 / 1920.80	40 hrs/week
Senior Meter Reader	<u>919.20 / 1292.00</u> 896.80 / 1262.40	40 hrs/week
Senior Power Dispatcher	<u>1621.60 / 2280.80</u> 1582.40 / 2227.20	40 hrs/week
Senior Power Plant Operator	<u>1544.00 / 2172.00</u> 1506.40 / 2119.20	40 hrs/week
Senior Substation Technician	<u>1506.40 / 2119.20</u> 1433.60 / 2017.60	40 hrs/week
Senior Utilities Operator	<u>1506.40 / 2119.20</u> 1469.60 / 2067.20	40 hrs/week
Senior Water Maintenance Worker	<u>1120.00 / 1576.00</u> 1092.80 / 1537.60	40 hrs/week
Substation Technician	<u>1399.20 / 1968.00</u> 1331.20 / 1872.00	40 hrs/week
Systems Technician	<u>1506.40 / 2119.20</u> 1433.60 / 2017.60	40 hrs/week
Tree Trim Crew Chief	<u>1332.00 / 1873.60</u> 1299.20 / 1828.80	40 hrs/week
Utilities Electrician	<u>1399.20 / 1968.00</u> 1331.20 / 1872.00	40 hrs/week
Utilities Operator	<u>1364.80 / 1920.80</u> 1331.20 / 1872.00	40 hrs/week
Utility Technician	<u>1469.60 / 2067.20</u> 1433.60 / 2017.60	40 hrs/week

ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Utility Warehouse Clerk	<u>942.40 / 1326.40</u> <u>919.20 / 1292.00</u>	40 hrs/week
Water Maintenance Worker I	<u>919.20 / 1292.00</u> <u>896.80 / 1262.40</u>	40 hrs/week
Water Maintenance Worker II	<u>989.60 / 1392.80</u> <u>965.60 / 1358.40</u>	40 hrs/week
Wireman I	<u>1148.00 / 1615.20</u> <u>1120.00 / 1576.00</u>	40 hrs/week
Wireman II	<u>1332.00 / 1873.60</u> <u>1299.20 / 1828.80</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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Police Captain	1328.80 / 1869.60	40 hrs/week
Police Officer*	978.40 / 1396.80	40 hrs/week
Police Sergeant*	1106.40 / 1580.00	40 hrs/week

Pay Schedule Variation*

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:

ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fire Captain	<u>1361.88 / 1917.00</u> 1315.44 / 1851.12	212 hrs/28 days
Firefighter / EMT	<u>1004.40 / 1432.08</u> 966.60 / 1383.48	212 hrs/28 days
Firefighter / Paramedic	<u>1109.16 / 1637.28</u> 1054.08 / 1583.28	212 hrs/28 days

SECTION 6. The currently occupied classifications of officers and employees of the City of Grand Island within the Planning Department, 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 officers and employees within the Planning Department shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Planning Director	<u>1636.46 / 2302.26</u> 1588.80 / 2235.20	Exempt
Planning Secretary	<u>842.95 / 1185.74</u> 818.40 / 1151.20	40 hrs/week
Planning Technician	<u>1182.44 / 1663.66</u> 1148.00 / 1615.20	40 hrs/week

SECTION 7. 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 classification, and the number of hours and work period which certain such employees shall work prior to overtime eligibility area as stated above. All full-time fire fighters and police officers shall be paid a clothing and uniform allowance in addition to regular salary. The range of this allowance is \$76 to \$80 per month.

ORDINANCE NO. 8755 (Cont.)

Full-time police officers may also receive a reimbursement toward the purchase of body armor, not to exceed \$400. Bilingual employees may receive an annual stipend not to exceed \$500. Full-time fire fighters and fire captains may receive a one-time uniform acquisition allowance of up to \$850. Full-time fire fighters, fire captains, and fire division chiefs ~~and~~ may receive an annual stipend for longevity not to exceed \$520. If any such fire fighter or police officer 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.

Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reading Supervisor, Power Plant Superintendent, Power Plant Supervisor, Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent, Water Supervisor, Electric Underground and Substation Superintendent, Electric Underground and Substation Supervisor, and Engineering Technical Supervisor 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 personnel in the IBEW, the City shall pay 60% of the cost of providing and cleaning said clothing and the employees 40% of said cost. Public Works Department personnel in the AFSCME bargaining unit shall be eligible to participate in a voluntary uniform program providing an allowance up to \$18 per month. Full-time Shop Garage Division personnel shall receive a uniform allowance of \$12 biweekly. Public Works Department personnel in the job classifications Equipment Mechanic Supervisor, Garage Superintendent, and Equipment Mechanic shall receive a tool allowance of \$10 biweekly.

Parking Monitors may receive a one-time uniform acquisition allowance of \$250 upon employment and an annual allowance thereafter of \$100.

ORDINANCE NO. 8755 (Cont.)

SECTION 8. Employees shall be compensated for unused sick leave as follows:

(A) For all employees except those covered in the IAFF and AFSCME bargaining agreement, the City will include in the second paycheck in January of each year, payment for an employee's unused sick leave in excess of 960 hours accrued in the preceding calendar year. The compensation will be at the rate of one-half day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 960 hours accrual of the preceding year.

For those employees covered in the AFSCME bargaining agreement, the City will include in the paycheck in January of each year, payment for an employee's unused sick leave in excess of 968 hours accrued in the preceding calendar year. The compensation will be at the rate of one-half day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 968 hours accrual of the preceding year.

For those employees covered in the IAFF bargaining agreement, the City will include in the second paycheck in January of each year, payment for an employee's unused sick leave in excess of 2,880 hours accrued in the preceding calendar year. The compensation will be at the rate of one-quarter day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 2,880 hours accrual of the preceding year.

(B) All employees except those covered in the fire department bargaining agreement shall be paid for one-half of their accumulated sick leave at the time of

ORDINANCE NO. 8755 (Cont.)

their retirement, the rate of compensation to be based on the employee's salary at the time of retirement. Employees covered in the fire department bargaining agreement shall be paid for one quarter of their accumulated sick leave at the time of their retirement, the rate of compensation to be based upon the employee's salary at the time of retirement.

(C) Department heads shall be paid for one-half of their accumulated sick 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 sick leave at retirement shall be as provided above.

(D) 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 sick leave.

SECTION 9. The city administrator shall receive a vehicle allowance of \$300 per month in lieu of mileage for use of personal vehicle travel within Hall County, payable monthly.

SECTION 10. Reimbursed expenses which are authorized by Neb. Rev. Stat. §13-2201, et. seq., the Local Government Miscellaneous Expenditure Act and/or which the Internal Revenue Service requires to be reflected on an employee IRS Form W-2 at year end, are hereby authorized as a payroll entry.

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.

ORDINANCE NO. 8755 (Cont.)

SECTION 12. Salary adjustments to be received as a result of this ordinance for employees covered by IBEW labor agreement shall become effective with the pay period beginning on October 7, 2002.

SECTION 13. Salary adjustments to be received as a result of this ordinance for employees covered by the IAFF labor agreement shall become effective on October 7, 2002.

SECTION 14. Salary adjustments to be received as a result of this ordinance for the general employees (with the exception of the Legal Clerk classification) and the Planning Department employees shall become effective with the pay period beginning on October 7, 2002.

SECTION 15. The salary range for the Legal Clerk classification shall be effective immediately.

SECTION 16. Ordinance No. 8696 and all other ordinances and parts of ordinances in conflict herewith be, and the same are, hereby repealed.

SECTION 17. This ordinance shall be in full force and take effect from and after its passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law.

Enacted: July 23, 2002.

Ken Gnadt, Mayor

Attest:

RaNae Edwards, City Clerk