



City of Grand Island

Tuesday, August 13, 2002

Council Session

Item F2

#8755 - Consideration of 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. The Cities that were contacted for comparability in reference to COLA's were; Kearney, North Platte, Fremont and Hastings. They communicated anticipated increases between 3% - 4%. 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 an 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 AAF 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 ? _____ August 9, 2002 ? City Attorney

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

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ORDINANCE NO. 8755 (Cont.)

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

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ORDINANCE NO. 8755 (Cont.)

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

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ORDINANCE NO. 8755 (Cont.)

Fire Operations Division Chief	<u>1613.39 / 2270.12</u>	Exempt	Deleted: 1566.40/2204.00
Fire Prevention Division Chief	<u>1613.39 / 2270.12</u>	Exempt	Deleted: 1566.40/2204.00
Fire Training Division Chief	<u>1613.39 / 2270.12</u>	Exempt	Deleted: 1566.40/2204.00
<u>Fleet Services</u> Superintendent	<u>1348.89 / 1899.32</u>	Exempt	Deleted: Garage Deleted: 1309.60/1844.00
<u>Fleet Services</u> Supervisor	<u>1070.38 / 1506.27</u>	40 hrs/week	Deleted: Equipment Mechanic Deleted: 1039.20/1462.40
Golf Course Superintendent	<u>1495.56 / 2104.50</u>	Exempt	Deleted: 1452.00/2043.20
Grounds Management Crew Chief	<u>1177.50 / 1657.06</u>	40 hrs/week	Deleted: 1143.20/1608.80
<u>Human Resources</u> Director	<u>1825.98 / 2568.41</u>	Exempt	Deleted: Personnel Deleted: 1772.80/2493.60
<u>Human Resources</u> Specialist	<u>1097.57 / 1544.18</u>	40 hrs/week	Deleted: Personnel Deleted: 1065.60/1499.20
Information Technology Manager	<u>1702.71 / 2395.74</u>	Exempt	Deleted: 1574.40/2215.20
<u>Information Technology</u> Supervisor	<u>1442.29 / 2029.76</u>	Exempt	Deleted: Data Processing Deleted: 1333.60/1876.80
Legal Assistant	<u>1204.69 / 1695.79</u>	40 hrs/week	Deleted: 1169.60/1646.40
<u>Legal Clerk</u>	<u>721.60 / 1015.20</u>	<u>40 hrs/week</u>	
Legal Secretary	<u>904.75 / 1274.73</u>	40 hrs/week	Deleted: 878.40/1237.60
Librarian I	<u>1102.51 / 1550.77</u>	Exempt	Deleted: 1070.40/1505.60
Librarian II	<u>1212.93 / 1706.50</u>	Exempt	Deleted: 1177.60/1656.80
Library Assistant	<u>759.73 / 1068.73</u>	40 hrs/week	Deleted: 737.60/1037.60
Library Assistant Director	<u>1396.68 / 1965.24</u>	Exempt	Deleted: 1356.00/1908.00
Library Clerk	<u>606.46 / 854.49</u>	40 hrs/week	Deleted: 588.80/829.60
Library Director	<u>1774.90 / 2498.37</u>	Exempt	Deleted: 1723.20/2 425.60

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ORDINANCE NO. 8755 (Cont.)

Library Page*	<u>458.97 / 694.81</u>	40 hrs/week	Deleted: 445.60/674.57
Library Secretary	<u>842.95 / 1185.74</u>	40 hrs/week	Deleted: 818.40/1151.20
Maintenance Mechanic I	<u>946.78 / 1335.70</u>	40 hrs/week	Deleted: 919.20/1296.80
Maintenance Mechanic II	<u>1062.96 / 1495.56</u>	40 hrs/week	Deleted: 1032.00/1452.00
Maintenance Worker I – Solid Waste	<u>861.01 / 1212.93</u>	40 hrs/week	Deleted: 836.00/1177.60
Maintenance Worker I – Building, Golf, WWTP	<u>884.98 / 1245.06</u>	40 hrs/week	Deleted: 859.20/1208.80
Maintenance Worker II – Solid Waste	<u>907.22 / 1277.20</u>	40 hrs/week	Deleted: 880.80/1240.00
Maintenance Worker II – Building, Golf, WWTP, Zoo	<u>931.94 / 1314.28</u>	40 hrs/week	Deleted: 904.80/1276.00
Meter Reading Supervisor	<u>1091.80 / 1537.58</u>	Exempt	Deleted: 1060.00/1492.80
Office Manager – Police Department	<u>1029.18 / 1448.59</u>	40 hrs/week	Deleted: 999.20/1406.40
Parking Monitor	<u>473.80 / 667.44</u>	40 hrs/week	Deleted: 460.00/648.00
Parks and Recreation Director	<u>1917.45 / 2696.95</u>	Exempt	Deleted: 1861.60/2618.40
Parks and Recreation Secretary	<u>842.95 / 1185.74</u>	40 hrs/week	Deleted: 818.40/1151.20
Parks Maintenance Superintendent	<u>1426.34 / 2006.44</u>	Exempt	Deleted: 1384.80/1948.00
Payroll Specialist	<u>1097.57 / 1544.18</u>		Deleted: 40 hrs/week Deleted: 1065.60/1499.20
Plumbing Inspector	<u>1182.44 / 1663.66</u>	40 hrs/week	Deleted: 1148.00/1615.20
Police Chief	<u>2060.00 / 2899.66</u>	Exempt	Deleted: 2000.00/2815.20
Police Records Clerk	<u>783.62 / 1103.34</u>	40 hrs/week	Deleted: 760.80/1071.20
Power Plant Maintenance Supervisor	<u>1615.04 / 2271.77</u>	Exempt	Deleted: 1568.00/2205.60
Power Plant Operations Supervisor	<u>1696.62 / 2387.13</u>	Exempt	Deleted: 1647.20/2317.60

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ORDINANCE NO. 8755 (Cont.)

Power Plant Superintendent – Burdick	<u>1766.66 / 2486.01</u>	Exempt	Deleted: 1715.20/2413.60
Power Plant Superintendent – PGS	<u>2093.78 / 2944.98</u>	Exempt	Deleted: 2032.80/2859.20
Public Information Officer	<u>1097.57 / 1544.18</u>	40 hrs/week	Deleted: 1065.60/1499.20
Public Safety Secretary	<u>931.12 / 1313.46</u>	40 hrs/week	Deleted: 904.00/1275.20
Public Works Director	<u>2237.98 / 3149.33</u>	Exempt	Deleted: 2172.80/3057.60
Public Works Secretary	<u>842.95 / 1185.74</u>	40 hrs/week	Deleted: 818.40/1151.20
Purchasing Technician	<u>842.95 / 1185.74</u>	40 hrs/week	Deleted: 818.40/1151.20
Recreation Superintendent	<u>1319.22 / 1855.65</u>	Exempt	Deleted: 1280.80/1801.60
Senior Civil Engineer – Public Works Engineering	<u>1704.03 / 2398.66</u>	Exempt	Deleted: 1654.40/2328.80
Senior Civil Engineer – Utility, PCC	<u>1802.09 / 2537.10</u>	Exempt	Deleted: 1749.60/2463.20
Senior Electrical Engineer	<u>1621.63 / 2281.66</u>	Exempt	Deleted: 1574.40/2215.20
Senior Engineering Technician	<u>1182.44 / 1663.66</u>	40 hrs/week	Deleted: 1148.00/1615.20
Senior Equipment Operator	<u>1020.11 / 1435.41</u>	40 hrs/week	Deleted: 990.40/1393.60
Senior Library Assistant	<u>838.01 / 1179.14</u>	40 hrs/week	Deleted: 813.60/1144.80
Senior Maintenance Worker	<u>998.69 / 1405.74</u>	40 hrs/week	Deleted: 969.60/1364.80
Senior Telecommunicator/EMD	<u>899.81 / 1265.66</u>	40 hrs/week	Deleted: 873.60/1228.80
Senior Utility Secretary	<u>845.42 / 1192.33</u>	40 hrs/week	Deleted: 820.80/1157.60
Solid Waste Division Clerk	<u>743.25 / 1045.66</u>	40 hrs/week	Deleted: 721.60/1015.20
Solid Waste Superintendent	<u>1535.94 / 2161.35</u>	Exempt	Deleted: 1491.20/2098.40
Street Superintendent	<u>1458.48 / 2054.23</u>	Exempt	Deleted: 1416.00/1994.40

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ORDINANCE NO. 8755 (Cont.)

Street Supervisor	<u>1157.72 / 1628.22</u>	40 hrs/week	Deleted: 1124.00/1580.80
Telecommunicator/EMD	<u>856.96 / 1208.81</u>	40 hrs/week	Deleted: 832.00/1173.60
Turf Management Specialist	<u>1182.44 / 1663.66</u>	40 hrs/week	Deleted: 1148.00/1615.20
Utility Production Engineer	<u>1867.18 / 2627.74</u>	Exempt	Deleted: 1812.80/2551.20
Utility Director	<u>2649.98 / 3727.78</u>	Exempt	Deleted: 2572.80/3 619.20
Utility Secretary	<u>842.95 / 1185.74</u>	40 hrs/week	Deleted: 818.40/1151.20
Utility Services Manager	<u>1549.94 / 2181.13</u>	Exempt	Deleted: 1504.80/2117.60
Utility Warehouse Supervisor	<u>1193.98 / 1679.31</u>	40 hrs/week	Deleted: 1159.20/1630.40
Wastewater Engineering/Operations Superintendent	<u>1704.03 / 2398.66</u>	Exempt	Deleted: 1654.40/2328.80
Wastewater Plant Maintenance Supervisor	<u>1254.13 / 1765.01</u>	40 hrs/week	Deleted: 1217.60/1713.60
Wastewater Plant Operator I	<u>880.03 / 1238.47</u>	40 hrs/week	Deleted: 854.40/1202.40
Wastewater Plant Operator II	<u>936.89 / 1319.22</u>	40 hrs/week	Deleted: 909.60/1280.80
Wastewater Plant Process Supervisor	<u>1284.62 / 1808.68</u>	40 hrs/week	Deleted: 1247.20/1756.00
Wastewater Plant Senior Operator	<u>990.45 / 1394.21</u>	40 hrs/week	Deleted: 961.60/1353.60
Water Superintendent	<u>1465.07 / 2060.83</u>	Exempt	Deleted: 1422.40/2000.80
Water Supervisor	<u>1249.18 / 1759.24</u>	40 hrs/week	Deleted: 1212.80/1708.00
Worker / Seasonal	412.00 / 1600.00	Exempt	
Worker / Temporary	412.00	40 hrs/week	

*Pay Schedule Variation

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

ORDINANCE NO. 8755 (Cont.)

(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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk I	<u>715.20 / 1006.40</u>	40 hrs/week
		Deleted: 697.60/983.20
Accounting Clerk II	<u>808.80 / 1140.00</u>	40 hrs/week
		Deleted: 788.80/1109.60

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ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility	
Computer Technician	<u>965.60 / 1358.40</u>	40 hrs/week	Deleted: 919.20/1292.00
Computer Programmer	<u>1268.00 / 1783.20</u>	40 hrs/week	Deleted: 1206.40/1696.80
Electric Distribution Crew Chief	<u>1469.60 / 2067.20</u>	40 hrs/week	Deleted: 1433.60/ 2017.60
Electric Underground & Substation Crew Chief	<u>1469.60 / 2067.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Engineering Technician I	<u>1014.40 / 1427.20</u>	40 hrs/week	Deleted: 989.60/1392.80
Engineering Technician II	<u>1236.80 / 1740.00</u>	40 hrs/week	Deleted: 1206.40/1696.80
GIS Technician	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80
Instrument Technician	<u>1506.40 / 2119.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Lineman Apprentice	<u>1040.00 / 1463.20</u>	40 hrs/week	Deleted: 1014.40/1427.20
Lineman First Class	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80
Lineman Second Class	<u>1148.00 / 1615.20</u>	40 hrs/week	Deleted: 1120.00/1576.00
Materials Handler	<u>1267.20 / 1782.40</u>	40 hrs/week	Deleted: 1236.00/1739.20
Meter Reader	<u>853.60 / 1201.60</u>	40 hrs/week	Deleted: 832.80/1171.20
Meter Technician	<u>1040.00 / 1463.20</u>	40 hrs/week	Deleted: 1014.40/1427.20
Network Technician	<u>1120.00 / 1576.00</u>	40 hrs/week	Deleted: 1066.40/1500.80
Power Dispatcher I	<u>1399.20 / 1968.00</u>	40 hrs/week	Deleted: 1364.80/1920.80
Power Dispatcher II	<u>1469.60 / 2067.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Power Plant Custodian	<u>754.40 / 1061.60</u>	40 hrs/week	Deleted: 736.00/1036.00
Power Plant Maintenance Mechanic	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80

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ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility	
Power Plant Operator I	<u>1040.00 / 1463.20</u>	40 hrs/week	Deleted: 1014.40/1427.20
Power Plant Operator II	<u>1399.20 / 1968.00</u>	40 hrs/week	Deleted: 1364.80/1920.80
Senior Accounting Clerk	<u>849.60 / 1196.80</u>	40 hrs/week	Deleted: 828.80/1165.60
Senior Engineering Technician	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80
Senior Materials Handler	<u>1399.20 / 1968.00</u>	40 hrs/week	Deleted: 1364.80/1920.80
Senior Meter Reader	<u>919.20 / 1292.00</u>	40 hrs/week	Deleted: 896.80/1262.40
Senior Power Dispatcher	<u>1621.60 / 2280.80</u>	40 hrs/week	Deleted: 1582.40/2227.20
Senior Power Plant Operator	<u>1544.00 / 2172.00</u>	40 hrs/week	Deleted: 1506.40/2119.20
Senior Substation Technician	<u>1506.40 / 2119.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Senior Utilities Operator	<u>1506.40 / 2119.20</u>	40 hrs/week	Deleted: 1469.60/2067.20
Senior Water Maintenance Worker	<u>1120.00 / 1576.00</u>	40 hrs/week	Deleted: 1092.80/1537.60
Substation Technician	<u>1399.20 / 1968.00</u>	40 hrs/week	Deleted: 1331.20/1872.00
Systems Technician	<u>1506.40 / 2119.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Tree Trim Crew Chief	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80
Utilities Electrician	<u>1399.20 / 1968.00</u>	40 hrs/week	Deleted: 1331.20/1872.00
Utilities Operator	<u>1364.80 / 1920.80</u>	40 hrs/week	Deleted: 1331.20/1872.00
Utility Technician	<u>1469.60 / 2067.20</u>	40 hrs/week	Deleted: 1433.60/2017.60
Utility Warehouse Clerk	<u>942.40 / 1326.40</u>	40 hrs/week	Deleted: 919.20/1292.00
Water Maintenance Worker I	<u>919.20 / 1292.00</u>	40 hrs/week	Deleted: 896.80/1262.40

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ORDINANCE NO. 8755 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility	
Water Maintenance Worker II	<u>989.60 / 1392.80</u>	40 hrs/week	Deleted: 965.60/1358.40
Wireman I	<u>1148.00 / 1615.20</u>	40 hrs/week	Deleted: 1120.00/1576.00
Wireman II	<u>1332.00 / 1873.60</u>	40 hrs/week	Deleted: 1299.20/1828.80

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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility	
Fire Captain	<u>1361.88 / 1917.00</u>	212 hrs/28 days	Deleted: 1315.44/1851.12
Firefighter / EMT	<u>1004.40 / 1432.08</u>	212 hrs/28 days	

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ORDINANCE NO. 8755 (Cont.)

Firefighter / Paramedic

1109.16 / 1637.28

212 hrs/28 days

Deleted: 966.60/1383.48

Deleted: 1054.08/1583.28

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>	Exempt
Planning Secretary	<u>842.95 / 1185.74</u>	40 hrs/week
Planning Technician	<u>1182.44 / 1663.66</u>	40 hrs/week

Deleted: 1588.80/2235.20

Deleted: 818.40/1151.20

Deleted: 1148.00/1615.20

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. 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

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ORDINANCE NO. 8755 (Cont.)

~~\$850. Full-time fire fighters, fire captains, fire operations division chief, fire prevention division chief, fire training division chief, and EMS division chief, may receive an annual stipend for~~

Deleted: and

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: August 13, 2002.

Ken Gnadt, Mayor

Attest:

RaNae Edwards, City Clerk