



# City of Grand Island

Tuesday, August 12, 2003

Council Session

## Item F1

### #8831 - Consideration of Salary Ordinance

*The proposed changes to the current Salary Ordinance are the same as those presented to the Council during the budget sessions with the exception of the deletion of the Civil Engineer I and Civil Engineer II in Public Works and a change to the wages of the Electrical Underground Superintendent and the Utility Production Engineer which were overlooked in the last draft. The changes in this ordinance also represents the changes that were proposed with new FTE's. A review of the proposed changes are as follows; Employees covered under the IAFF contract - 4% COLA, employees covered under the FOP contract - 3.5% COLA, employees covered under the AFSCME contract a 2.5% COLA and non -union employees, a 2% COLA and adjustments to wages per the last salary survey. The adjustments to the non-union positions per the survey averaged around 1.3%. Approval of the proposed salary ordinance is recommended.*

Staff Contact: Brenda Sutherland

## ORDINANCE NO. 8831

An ordinance to amend Ordinance No. 8814 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 remove the classification and salary range for the position of Civil Engineer – Utilities; to remove the classification and salary range for the position of Civil Engineer I – Public Works; to remove the classification and salary range for the position of Civil Engineer II – Public Works; to remove the classification and salary range for the position of Data Processing Manager; to remove the classification and salary range for the position of Downtown Development Director; to remove the classification and salary range for the position of Legal Clerk; to add the classification and salary range for Maintenance Worker I – Library; to add the classification and salary range for the position of Senior Accountant; to change the classification title for the position of Senior Civil Engineer – Public Works Engineering to Civil Engineering Manager – Public Works Engineering; to change the classification title for the position of Senior Civil Engineer – Utility, PCC to Civil Engineering Manager – Utility, PCC; to add the classification and salary range for the position of Wastewater Clerk; to amend the salary ranges for the officers and general employees of the City of Grand Island to reflect cost of living adjustments and/or salary survey comparability information; to amend the salary ranges for the classification of employees covered under the AFSCME labor agreement in accordance with the terms of such agreement; to amend the salary ranges for the classification of employees covered under the FOP labor agreement in accordance with the terms of such agreement; to amend the salary ranges for the classification of employees covered under the IAFF labor agreement in accordance with the terms of such agreement; to repeal Ordinance No. 8814, and any ordinance or parts of ordinances

ORDINANCE NO. 8831 (Cont.)

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 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:

| <b>Classification</b>                       | <b>Bi-Weekly Pay Range<br/>Min/Max</b>                   | <b>Overtime<br/>Eligibility</b> |
|---|--|---------------------------------|
| Accountant                                  | <u>1290.98 / 1817.12</u><br><del>1265.66 / 1781.49</del> | Exempt                          |
| Accounting Technician – Solid Waste         | <u>959.83 / 1350.65</u><br><del>941.01 / 1324.17</del>   | 40 hrs/week                     |
| Accounting Technician – Streets             | <u>959.83 / 1350.65</u><br><del>941.01 / 1324.17</del>   | 40 hrs/week                     |
| Accounting Technician – WWTP                | <u>959.83 / 1350.65</u><br><del>941.01 / 1324.17</del>   | 40 hrs/week                     |
| Administrative Assistant – Public Works     | <u>1036.31 / 1459.07</u><br><del>1015.99 / 1430.46</del> | 40 hrs/week                     |
| Administrative Assistant – Utilities        | <u>1036.31 / 1459.07</u><br><del>1015.99 / 1430.46</del> | 40 hrs/week                     |
| Administration Secretary                    | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week                     |
| Assistant Public Works Director             | <u>1747.36 / 2458.40</u><br><del>1713.10 / 2410.20</del> | Exempt                          |
| Assistant Utility Director – Administration | <u>2328.40 / 3276.56</u><br><del>2237.98 / 3149.33</del> | Exempt                          |
| Assistant Utility Director – PGS & PCC      | <u>2522.20 / 3549.43</u><br><del>2354.99 / 3314.13</del> | Exempt                          |
| Attorney                                    | <u>1833.09 / 2579.43</u><br><del>1797.14 / 2528.86</del> | Exempt                          |
| Audio-Video/Visual Technician               | <u>1200.21 / 1688.86</u>                                 | 40 hrs/week                     |

ORDINANCE NO. 8831 (Cont.)

| <b>Classification</b>                         | <b>Bi-Weekly Pay Range<br/>Min/Max</b>                   | <b>Overtime<br/>Eligibility</b> |
|---|--|---------------------------------|
|   | <del>1153.60 / 1623.28</del>                             |                                 |
| Biosolids Technician                          | <u>1060.77 / 1493.20</u><br><del>990.45 / 1394.21</del>  | 40 hrs/week                     |
| Building Clerk                                | <u>796.02 / 1119.90</u><br><del>743.25 / 1045.66</del>   | 40 hrs/week                     |
| Building Secretary                            | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week                     |
| Building Department Director                  | <u>1899.75 / 2672.17</u><br><del>1825.98 / 2568.41</del> | Exempt                          |
| Building Inspector                            | <u>1230.21 / 1730.86</u><br><del>1182.44 / 1663.66</del> | 40 hrs/week                     |
| Cemetery Superintendent                       | <u>1285.93 / 1810.39</u><br><del>1260.72 / 1774.90</del> | Exempt                          |
| City Administrator                            | <u>2889.92 / 4066.98</u><br><del>2777.70 / 3909.06</del> | Exempt                          |
| City Attorney                                 | <u>2405.45 / 3385.45</u><br><del>2358.29 / 3319.07</del> | Exempt                          |
| City Clerk                                    | <u>1278.58 / 1799.28</u><br><del>1228.93 / 1729.41</del> | Exempt                          |
| <del>Civil Engineer—Utilities</del>           | <del>1621.63 / 2281.66</del>                             | <del>Exempt</del>               |
| <del>Civil Engineer I—Public Works</del>      | <del>1186.56 / 1670.25</del>                             | <del>Exempt</del>               |
| <del>Civil Engineer II—Public Works</del>     | <del>1404.92 / 1977.60</del>                             | <del>Exempt</del>               |
| Code Compliance Officer                       | <u>1094.30 / 1539.80</u><br><del>1072.85 / 1509.60</del> | 40 hrs/week                     |
| Collection System Supervisor                  | <u>1246.43 / 1754.08</u><br><del>1221.99 / 1719.69</del> | 40 hrs/week                     |
| Communications Supervisor                     | <u>1139.34 / 1603.13</u><br><del>1095.10 / 1540.88</del> | Exempt                          |
| Community Development Director                | <u>1638.94 / 2307.96</u><br><del>1606.80 / 2262.70</del> | Exempt                          |
| Community Projects Secretary                  | <u>884.18 / 1244.75</u><br><del>866.85 / 1220.34</del>   | 40 hrs/week                     |
| Community Service Officer – Police Department | <u>779.13 / 1095.98</u><br><del>763.85 / 1074.50</del>   | 40 hrs/week                     |
| Custodian                                     | <u>752.23 / 1061.53</u><br><del>737.48 / 1040.71</del>   | 40 hrs/week                     |
| <del>Data Processing Manager</del>            | <del>1621.63 / 2281.66</del>                             | <del>Exempt</del>               |

ORDINANCE NO. 8831 (Cont.)

|  |  |                   |
|--|--|-------------------|
| Deputy Police Chief                              | <u>1807.87 / 2544.97</u><br><del>1772.42 / 2495.07</del> | Exempt            |
| Development Specialist                           | <u>884.18 / 1244.75</u><br><del>866.85 / 1220.34</del>   | 40 hrs/week       |
| <del>Downtown Development Director</del>         | <del>1606.80 / 2262.70</del>                             | <del>Exempt</del> |
| Electric Distribution Superintendent             | <u>1988.91 / 2798.19</u><br><del>1911.68 / 2689.54</del> | Exempt            |
| Electric Distribution Supervisor                 | <u>1680.29 / 2363.54</u><br><del>1615.04 / 2271.77</del> | 40 hrs/week       |
| Electric Underground & Substation Superintendent | <u>1771.16 / 2492.14</u><br><del>1702.38 / 2395.37</del> | Exempt            |
| Electrical Engineer I                            | <u>1564.13 / 2202.06</u><br><del>1533.46 / 2158.88</del> | Exempt            |
| Electrical Engineer II                           | <u>1812.92 / 2551.70</u><br><del>1777.37 / 2501.66</del> | Exempt            |
| Electrical Inspector                             | <u>1230.21 / 1730.86</u><br><del>1182.44 / 1663.66</del> | 40 hrs/week       |
| Emergency Management Coordinator                 | <u>927.89 / 1305.26</u><br><del>909.70 / 1279.67</del>   | 40 hrs/week       |
| Emergency Management Director                    | <u>1808.88 / 2545.29</u><br><del>1738.64 / 2446.46</del> | Exempt            |
| EMS Division Chief                               | <u>1678.57 / 2361.83</u><br><del>1613.39 / 2270.12</del> | Exempt            |
| Engineering Technician Supervisor                | <u>1364.94 / 1921.34</u><br><del>1338.18 / 1883.66</del> | Exempt            |
| Equipment Operator                               | <u>1000.76 / 1409.36</u><br><del>934.42 / 1315.93</del>  | 40 hrs/week       |
| Executive Assistant – Administration             | <u>1311.65 / 1846.60</u><br><del>1260.72 / 1774.90</del> | Exempt            |
| Finance Controller                               | <u>1848.18 / 2599.60</u><br><del>1812.00 / 2548.63</del> | Exempt            |
| Finance Director                                 | <u>2328.40 / 3276.56</u><br><del>2237.98 / 3149.33</del> | Exempt            |
| Finance Secretary                                | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week       |
| Fire Chief                                       | <u>2006.23 / 2822.33</u><br><del>1966.89 / 2766.99</del> | Exempt            |
| Fire Operations Division Chief                   | <u>1678.57 / 2361.83</u><br><del>1613.39 / 2270.12</del> | Exempt            |

ORDINANCE NO. 8831 (Cont.)

|                                   |  |                        |
|-----------------------------------|--|------------------------|
| Fire Prevention Division Chief    | <u>1678.57 / 2361.83</u><br><del>1613.39 / 2270.12</del> | Exempt                 |
| Fire Training Division Chief      | <u>1678.57 / 2361.83</u><br><del>1613.39 / 2270.12</del> | Exempt                 |
| Fleet Services Superintendent     | <u>1375.87 / 1937.31</u><br><del>1348.89 / 1899.32</del> | Exempt                 |
| Fleet Services Supervisor         | <u>1146.38 / 1613.22</u><br><del>1070.38 / 1506.27</del> | 40 hrs/week            |
| Golf Course Superintendent        | <u>1601.74 / 2253.92</u><br><del>1495.56 / 2104.50</del> | Exempt                 |
| Grounds Management Crew Chief     | <u>1201.05 / 1690.21</u><br><del>1177.50 / 1657.06</del> | 40 hrs/week            |
| Human Resources Director          | <u>1918.38 / 2698.37</u><br><del>1825.98 / 2568.41</del> | Exempt                 |
| Human Resources Specialist        | <u>1141.91 / 1606.56</u><br><del>1097.57 / 1544.18</del> | 40 hrs/week            |
| Information Technology Manager    | <u>1823.61 / 2565.84</u><br><del>1702.71 / 2395.74</del> | Exempt                 |
| Information Technology Supervisor | <u>1529.98 / 2153.17</u><br><del>1442.29 / 2029.76</del> | Exempt                 |
| Legal Assistant                   | <u>1228.78 / 1729.70</u><br><del>1204.69 / 1695.79</del> | 40 hrs/week            |
| <del>Legal Clerk</del>            | <del>743.25 / 1045.66</del>                              | <del>40 hrs/week</del> |
| Legal Secretary                   | <u>922.85 / 1300.22</u><br><del>904.75 / 1274.73</del>   | 40 hrs/week            |
| Librarian I                       | <u>1124.56 / 1581.78</u><br><del>1102.51 / 1550.77</del> | Exempt                 |
| Librarian II                      | <u>1237.19 / 1740.63</u><br><del>1212.93 / 1706.50</del> | Exempt                 |
| Library Assistant                 | <u>774.92 / 1090.10</u><br><del>759.73 / 1068.73</del>   | 40 hrs/week            |
| Library Assistant Director        | <u>1424.61 / 2004.54</u><br><del>1396.68 / 1965.24</del> | Exempt                 |
| Library Clerk                     | <u>649.52 / 915.16</u><br><del>606.46 / 854.49</del>     | 40 hrs/week            |
| Library Director                  | <u>1810.39 / 2548.34</u><br><del>1774.90 / 2498.37</del> | Exempt                 |
| Library Page <sup>±</sup>         | <u>491.56 / 691.89</u><br><del>458.97 / 694.81</del>     | 40 hrs/week            |

# ORDINANCE NO. 8831 (Cont.)

|  |   |             |
|--|---|-------------|
| Library Secretary                                      | <u>859.81 / 1209.45</u><br><u><del>842.95 / 1185.74</del></u>   | 40 hrs/week |
| Maintenance Mechanic I                                 | <u>985.02 / 1389.66</u><br><u><del>946.78 / 1335.70</del></u>   | 40 hrs/week |
| Maintenance Mechanic II                                | <u>1105.90 / 1555.98</u><br><u><del>1062.96 / 1495.56</del></u> | 40 hrs/week |
| Maintenance Worker I – Solid Waste                     | <u>878.30 / 1237.18</u><br><u><del>861.01 / 1212.93</del></u>   | 40 hrs/week |
| Maintenance Worker I – Building, Golf, <u>Library</u>  | <u>902.67 / 1269.97</u><br><u><del>884.98 / 1245.06</del></u>   | 40 hrs/week |
| Maintenance Worker I – WWTP                            | <u>920.73 / 1295.37</u><br><u><del>884.98 / 1245.06</del></u>   | 40 hrs/week |
| Maintenance Worker II – Solid Waste                    | <u>925.37 / 1302.74</u><br><u><del>907.22 / 1277.20</del></u>   | 40 hrs/week |
| Maintenance Worker II – Building, Golf, <del>Zoo</del> | <u>950.58 / 1340.57</u><br><u><del>931.94 / 1314.28</del></u>   | 40 hrs/week |
| Maintenance Worker II – WWTP                           | <u>969.59 / 1367.38</u><br><u><del>931.94 / 1314.28</del></u>   | 40 hrs/week |
| Meter Reading Supervisor                               | <u>1169.32 / 1646.75</u><br><u><del>1091.80 / 1537.58</del></u> | Exempt      |
| Office Manager – Police Department                     | <u>1049.76 / 1477.56</u><br><u><del>1029.18 / 1448.59</del></u> | 40 hrs/week |
| Parking Monitor  | <u>521.94 / 735.25</u><br><u><del>473.80 / 667.44</del></u>     | 40 hrs/week |
| Parks and Recreation Director                          | <u>1955.80 / 2750.89</u><br><u><del>1917.45 / 2696.95</del></u> | Exempt      |
| Parks and Recreation Secretary                         | <u>859.81 / 1209.45</u><br><u><del>842.95 / 1185.74</del></u>   | 40 hrs/week |
| Parks Maintenance Superintendent                       | <u>1454.87 / 2046.57</u><br><u><del>1426.34 / 2006.44</del></u> | Exempt      |
| Payroll Specialist                                     | <u>1119.52 / 1575.06</u><br><u><del>1097.57 / 1544.18</del></u> | 40 hrs/week |
| Planning Director                                      | <u>1702.58 / 2395.27</u><br><u><del>1636.46 / 2302.26</del></u> | Exempt      |
| Planning Secretary                                     | <u>859.81 / 1209.45</u><br><u><del>842.95 / 1185.74</del></u>   | 40 hrs/week |
| Planning Technician                                    | <u>1206.09 / 1696.93</u><br><u><del>1182.44 / 1663.66</del></u> | 40 hrs/week |
| Plumbing Inspector                                     | <u>1230.21 / 1730.86</u><br><u><del>1182.44 / 1663.66</del></u> | 40 hrs/week |

# ORDINANCE NO. 8831 (Cont.)

|  |  |             |
|--|--|-------------|
| Police Chief   | <u>2101.20 / 2957.65</u><br><del>2060.00 / 2899.66</del> | Exempt      |
| Police Records Clerk   | <u>799.30 / 1125.40</u><br><del>783.62 / 1103.34</del>   | 40 hrs/week |
| Power Plant Maintenance Supervisor   | <u>1762.65 / 2479.41</u><br><del>1615.04 / 2271.77</del> | Exempt      |
| Power Plant Operations Supervisor  | <u>1851.69 / 2605.31</u><br><del>1696.62 / 2387.13</del> | Exempt      |
| Power Plant Superintendent – Burdick   | <u>1982.19 / 2789.30</u><br><del>1766.66 / 2486.01</del> | Exempt      |
| Power Plant Superintendent – PGS   | <u>2285.16 / 3214.15</u><br><del>2093.78 / 2944.98</del> | Exempt      |
| Public Information Officer   | <u>1141.91 / 1606.56</u><br><del>1097.57 / 1544.18</del> | 40 hrs/week |
| Public Safety Secretary  | <u>949.74 / 1339.73</u><br><del>931.12 / 1313.46</del>   | 40 hrs/week |
| Public Works Director  | <u>2282.74 / 3212.31</u><br><del>2237.98 / 3149.33</del> | Exempt      |
| Public Works Secretary   | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week |
| Purchasing Technician  | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week |
| Recreation Superintendent  | <u>1372.52 / 1930.62</u><br><del>1319.22 / 1855.65</del> | Exempt      |
| Senior Accountant  | <u>1356.19 / 1907.81</u>                                 | Exempt      |
| <u>Civil Engineering Manager</u> <del>Senior Civil Engineer—</del><br>Public Works Engineering | <u>1738.11 / 2446.64</u><br><del>1704.03 / 2398.66</del> | Exempt      |
| <u>Civil Engineering Manager</u> <del>Senior Civil Engineer—</del><br>Utility, PCC             | <u>1911.65 / 2691.35</u><br><del>1802.09 / 2537.10</del> | Exempt      |
| Senior Electrical Engineer   | <u>1984.88 / 2792.75</u><br><del>1621.63 / 2281.66</del> | Exempt      |
| Senior Engineering Technician  | <u>1206.09 / 1696.93</u><br><del>1182.44 / 1663.66</del> | 40 hrs/week |
| Senior Equipment Operator  | <u>1040.51 / 1464.12</u><br><del>1020.11 / 1435.41</del> | 40 hrs/week |
| Senior Library Assistant   | <u>854.77 / 1202.73</u><br><del>838.01 / 1179.14</del>   | 40 hrs/week |
| Senior Maintenance Worker  | <u>1069.60 / 1505.55</u><br><del>998.69 / 1405.74</del>  | 40 hrs/week |



ORDINANCE NO. 8831 (Cont.)

|  |  |                    |
|--|--|--------------------|
| Senior Telecommunicator/EMD                      | <u>963.70 / 1355.52</u><br><del>899.81 / 1265.66</del>   | 40 hrs/week        |
| Senior Utility Secretary                         | <u>862.34 / 1216.18</u><br><del>845.42 / 1192.33</del>   | 40 hrs/week        |
| Solid Waste Division Clerk                       | <u>773.27 / 1087.90</u><br><del>743.25 / 1045.66</del>   | 40 hrs/week        |
| Solid Waste Superintendent                       | <u>1566.65 / 2204.58</u><br><del>1535.94 / 2161.35</del> | Exempt             |
| Street Superintendent                            | <u>1517.40 / 2137.22</u><br><del>1458.48 / 2054.23</del> | Exempt             |
| Street Supervisor                                | <u>1204.49 / 1694.00</u><br><del>1157.72 / 1628.22</del> | 40 hrs/week        |
| Telecommunicator/EMD                             | <u>891.58 / 1257.64</u><br><del>856.96 / 1208.81</del>   | 40 hrs/week        |
| Turf Management Specialist                       | <u>1206.09 / 1696.93</u><br><del>1182.44 / 1663.66</del> | 40 hrs/week        |
| Utility Production Engineer                      | <u>2037.84 / 2867.91</u><br><del>1867.18 / 2627.74</del> | Exempt             |
| Utility Director                                 | <u>2838.13 / 3992.45</u><br><del>2649.98 / 3727.78</del> | Exempt             |
| Utility Secretary                                | <u>859.81 / 1209.45</u><br><del>842.95 / 1185.74</del>   | 40 hrs/week        |
| Utility Services Manager                         | <u>1644.18 / 2313.74</u><br><del>1549.94 / 2181.13</del> | Exempt             |
| Utility Warehouse Supervisor                     | <u>1303.10 / 1832.80</u><br><del>1193.98 / 1679.31</del> | 40 hrs/week        |
| <u>Wastewater Clerk</u>                          | <u>773.27 / 1087.90</u>                                  | <u>40 hrs/week</u> |
| Wastewater Engineering/Operations Superintendent | <u>1738.11 / 2446.64</u><br><del>1704.03 / 2398.66</del> | Exempt             |
| Wastewater Plant Maintenance Supervisor          | <u>1279.21 / 1800.31</u><br><del>1254.13 / 1765.01</del> | 40 hrs/week        |
| Wastewater Plant Operator I                      | <u>897.63 / 1263.24</u><br><del>880.03 / 1238.47</del>   | 40 hrs/week        |
| Wastewater Plant Operator II                     | <u>1003.41 / 1412.89</u><br><del>936.89 / 1319.22</del>  | 40 hrs/week        |
| Wastewater Plant Process Supervisor              | <u>1310.31 / 1844.86</u><br><del>1284.62 / 1808.68</del> | 40 hrs/week        |
| Wastewater Plant Senior Operator                 | <u>1060.77 / 1493.20</u><br><del>990.45 / 1394.21</del>  | 40 hrs/week        |

ORDINANCE NO. 8831 (Cont.)

|                      |  |             |
|----------------------|--|-------------|
| Water Superintendent | <u>1584.04 / 2228.17</u><br><del>1465.07 / 2060.83</del> | Exempt      |
| Water Supervisor     | <u>1350.62 / 1902.09</u><br><del>1249.18 / 1759.24</del> | 40 hrs/week |
| Worker / Seasonal    | 412.00 / 1600.00   | Exempt      |
| Worker / Temporary   | 412.00<br><del>*Pay Schedule Variation</del>             | 40 hrs/week |

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>Bi-Weekly Pay Range<br/>Min/Max</b>                  | <b>Overtime<br/>Eligibility</b> |
|-------------------------------------|---|---------------------------------|
| Equipment Operator – Streets        | <u>909.74 / 1279.31</u><br><del>887.54 / 1248.11</del>  | 40 hrs/week                     |
| Fleet Services Attendant/Clerk      | <u>827.03 / 1166.46</u><br><del>806.86 / 1138.01</del>  | 40 hrs/week                     |
| Fleet Services Mechanic             | <u>1017.42 / 1430.94</u><br><del>992.61 / 1396.04</del> | 40 hrs/week                     |
| Fleet Services Inventory Specialist | <u>907.15 / 1276.73</u><br><del>885.02 / 1245.59</del>  | 40 hrs/week                     |
| Horticulturist                      | <u>960.57 / 1353.40</u><br><del>937.14 / 1320.39</del>  | 40 hrs/week                     |
| Maintenance Worker – Cemetery       | <u>902.85 / 1270.70</u><br><del>880.82 / 1239.71</del>  | 40 hrs/week                     |
| Maintenance Worker – Parks          | <u>896.81 / 1262.94</u><br><del>874.94 / 1232.14</del>  | 40 hrs/week                     |
| Maintenance Worker – Streets        | <u>877.86 / 1235.38</u><br><del>856.45 / 1205.25</del>  | 40 hrs/week                     |
| Senior Equipment Operator – Streets | <u>996.74 / 1403.38</u><br><del>972.43 / 1369.14</del>  | 40 hrs/week                     |
| Senior Maintenance Worker – Parks   | <u>996.74 / 1403.38</u><br><del>972.43 / 1369.14</del>  | 40 hrs/week                     |

ORDINANCE NO. 8831 (Cont.)

|                                     |  |             |
|-------------------------------------|--|-------------|
| Senior Maintenance Worker – Streets | <u>996.74 / 1403.38</u><br><del>972.43 / 1369.14</del> | 40 hrs/week |
| Traffic Signal Technician           | <u>996.74 / 1403.38</u><br><del>972.43 / 1369.14</del> | 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>Bi-Weekly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--|--|---------------------------------|
| Accounting Clerk I                           | 715.20 / 1006.40                       | 40 hrs/week                     |
| Accounting Clerk II                          | 808.80 / 1140.00                       | 40 hrs/week                     |
| Computer Technician                          | 965.60 / 1358.40                       | 40 hrs/week                     |
| Computer Programmer                          | 1268.00 / 1783.20                      | 40 hrs/week                     |
| Electric Distribution Crew Chief             | 1469.60 / 2067.20                      | 40 hrs/week                     |
| Electric Underground & Substation Crew Chief | 1469.60 / 2067.20                      | 40 hrs/week                     |
| Engineering Technician I                     | 1014.40 / 1427.20                      | 40 hrs/week                     |
| Engineering Technician II                    | 1236.80 / 1740.00                      | 40 hrs/week                     |
| GIS Technician                               | 1332.00 / 1873.60                      | 40 hrs/week                     |
| Instrument Technician                        | 1506.40 / 2119.20                      | 40 hrs/week                     |
| Lineman Apprentice                           | 1040.00 / 1463.20                      | 40 hrs/week                     |
| Lineman First Class                          | 1332.00 / 1873.60                      | 40 hrs/week                     |
| Lineman Second Class                         | 1148.00 / 1615.20                      | 40 hrs/week                     |
| Materials Handler                            | 1267.20 / 1782.40                      | 40 hrs/week                     |
| Meter Reader                                 | 853.60 / 1201.60                       | 40 hrs/week                     |
| Meter Technician                             | 1040.00 / 1463.20                      | 40 hrs/week                     |
| Network Technician                           | 1120.00 / 1576.00                      | 40 hrs/week                     |
| Power Dispatcher I                           | 1399.20 / 1968.00                      | 40 hrs/week                     |
| Power Dispatcher II                          | 1469.60 / 2067.20                      | 40 hrs/week                     |
| Power Plant Custodian                        | 754.40 / 1061.60                       | 40 hrs/week                     |

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| <b>Classification</b>            | <b>Bi-Weekly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|----------------------------------|--|---------------------------------|
| Power Plant Maintenance Mechanic | 1332.00 / 1873.60                      | 40 hrs/week                     |
| Power Plant Operator I           | 1040.00 / 1463.20                      | 40 hrs/week                     |
| Power Plant Operator II          | 1399.20 / 1968.00                      | 40 hrs/week                     |
| Senior Accounting Clerk          | 849.60 / 1196.80                       | 40 hrs/week                     |
| Senior Engineering Technician    | 1332.00 / 1873.60                      | 40 hrs/week                     |
| Senior Materials Handler         | 1399.20 / 1968.00                      | 40 hrs/week                     |
| Senior Meter Reader              | 919.20 / 1292.00                       | 40 hrs/week                     |
| Senior Power Dispatcher          | 1621.60 / 2280.80                      | 40 hrs/week                     |
| Senior Power Plant Operator      | 1544.00 / 2172.00                      | 40 hrs/week                     |
| Senior Substation Technician     | 1506.40 / 2119.20                      | 40 hrs/week                     |
| Senior Utilities Operator        | 1506.40 / 2119.20                      | 40 hrs/week                     |
| Senior Water Maintenance Worker  | 1120.00 / 1576.00                      | 40 hrs/week                     |
| Substation Technician            | 1399.20 / 1968.00                      | 40 hrs/week                     |
| Systems Technician               | 1506.40 / 2119.20                      | 40 hrs/week                     |
| Tree Trim Crew Chief             | 1332.00 / 1873.60                      | 40 hrs/week                     |
| Utilities Electrician            | 1399.20 / 1968.00                      | 40 hrs/week                     |
| Utilities Operator               | 1364.80 / 1920.80                      | 40 hrs/week                     |
| Utility Technician               | 1469.60 / 2067.20                      | 40 hrs/week                     |
| Utility Warehouse Clerk          | 942.40 / 1326.40                       | 40 hrs/week                     |
| Water Maintenance Worker I       | 919.20 / 1292.00                       | 40 hrs/week                     |
| Water Maintenance Worker II      | 989.60 / 1392.80                       | 40 hrs/week                     |
| Wireman I                        | 1148.00 / 1615.20                      | 40 hrs/week                     |
| Wireman II                       | 1332.00 / 1873.60                      | 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:

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| <b>Classification</b>        | <b>Bi-Weekly Pay Range<br/>Min/Max</b>                   | <b>Overtime<br/>Eligibility</b> |
|------------------------------|--|---------------------------------|
| Police Captain               | <u>1543.18 / 2117.26</u><br><del>1491.00 / 2045.66</del> | 40 hrs/week                     |
| Police Officer <sup>‡</sup>  | <u>1094.58 / 1530.14</u><br><del>1057.56 / 1478.40</del> | 40 hrs/week                     |
| Police Sergeant <sup>‡</sup> | <u>1392.73 / 1908.36</u><br><del>1345.63 / 1843.82</del> | 40 hrs/week                     |

~~Pay Schedule Variation<sup>‡</sup>~~

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:

| <b>Classification</b>   | <b>Bi-Weekly Pay Range<br/>Min/Max</b>                   | <b>Overtime<br/>Eligibility</b> |
|-------------------------|--|---------------------------------|
| Fire Captain            | <u>1416.36 / 1993.68</u><br><del>1361.88 / 1917.00</del> | 212 hrs/28 days                 |
| Firefighter / EMT       | <u>1049.24 / 1489.36</u><br><del>1004.40 / 1432.08</del> | 212 hrs/28 days                 |
| Firefighter / Paramedic | <u>1173.11 / 1702.77</u><br><del>1109.16 / 1637.28</del> | 212 hrs/28 days                 |

SECTION 6 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. All full-time fire fighters shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$80.00 per month. All full-time

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police officers shall be paid a clothing and uniform allowance in addition to regular salary of \$50.00 per month. Full-time police officers may also receive a reimbursement toward the purchase of body armor, not to exceed \$400. 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, Fire Operations Division Chief, Fire Prevention Division Chief, Fire Training Division Chief, and EMS Division Chief 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.

Non-union employees and employees covered by the AFSCME labor union, the FOP labor union, and the IBEW labor union may receive an annual stipend not to exceed \$500 for bilingual pay.

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

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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.

SECTION 7. 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

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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 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 8. 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 9. 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.



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SECTION 10. Salary adjustments to be received as a result of this ordinance shall become effective with the pay period beginning on October 6, 2003.

SECTION 11. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

SECTION 12. Ordinance No. 8814 and all other ordinances and parts of ordinances in conflict herewith be, and the same are, hereby repealed.

SECTION 13. 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 12, 2003.

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk