



# City of Grand Island

Tuesday, August 26, 2003

Council Session

## Item F2

### **#8836 - Consideration of Approving Salary Ordinance Pertaining to IBEW**

*The IBEW union and the City have reached tentative agreement on a new five year contract. The recommended changes to the salary ordinance reflect the negotiated wages that were a result of a salary survey. The affected positions in the IBEW union saw changes that ranged from 2.5% to 5%. In addition there is a 2% COLA. There is also the addition of the Regulatory and Environmental Specialist that was approved in the budget meetings but was overlooked and not included in the last salary ordinance. In addition, are changes to the Fleet Services Clerk and the three positions covered by the IAFF contract as they did not conform to the contract. Approval is recommended.*

Staff Contact: Brenda Sutherland

ORDINANCE NO. 8336

An ordinance to amend Ordinance No. 8831 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 add the classification and salary range for the position of Regulatory and Environmental Specialist; to correct the salary range for the position of Fleet Services Attendant/Clerk to conform with the union contract; to amend the salary ranges for the classification of employees covered under the IBEW labor agreement in accordance with the terms of such agreement; to remove the classification and salary range of the position of Accounting Clerk I within the IBEW labor union; to change the position name of Accounting Clerk II within the IBEW labor union to Accounting Clerk; to change the position name of Power Plant Custodian within the IBEW labor union to Custodian; to change the position name of Electric Underground and Substation Crew Chief within the IBEW labor union to Electric Underground Crew Chief; to change the position name of Lineman Apprentice within the IBEW labor union to Lineworker Apprentice; to change the position name of Lineman First Class within the IBEW labor union to Lineworker First Class; to remove the classification and salary range of the position of Lineman Second Class from the IBEW labor union; to remove the classification and salary range of the position of Network Technician from the IBEW labor union; to remove the classification and salary range of the position of Power Plant Operator I from the IBEW labor union; to change the position name of Power Plant Operator II within the IBEW labor union to Power Plant Operator; to remove the classification and salary range of the position of Senior Utilities Operator from the IBEW labor union; to remove the classification and salary range of the position of Utilities Operator from the IBEW labor union; to remove the classification and salary range of the position of Water

ORDINANCE NO. 8336 (Cont.)

Maintenance Worker I from the IBEW labor union; to change the position name of Water Maintenance Worker II within the IBEW labor union to Water Maintenance Worker; to change the position name of Wireman I within the IBEW labor union to Wireworker I; to change the position name of Wireman II within the IBEW labor union to Wireworker II; to correct the salary ranges for employees covered under the IAFF labor agreement to conform with their union contract; to repeal Ordinance No. 831, 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:

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 Min/Max</b>	<b>Overtime Eligibility</b>
Accountant	1290.98 / 1817.12	Exempt
Accounting Technician – Solid Waste	959.83 / 1350.65	40 hrs/week
Accounting Technician – Streets	959.83 / 1350.65	40 hrs/week
Accounting Technician – WWTP	959.83 / 1350.65	40 hrs/week
Administrative Assistant – Public Works	1036.31 / 1459.07	40 hrs/week
Administrative Assistant – Utilities	1036.31 / 1459.07	40 hrs/week
Administration Secretary	859.81 / 1209.45	40 hrs/week
Assistant Public Works Director	1747.36 / 2458.40	Exempt
Assistant Utility Director – Administration	2328.40 / 3276.56	Exempt
Assistant Utility Director – PGS & PCC	2522.20 / 3549.43	Exempt

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Attorney	1833.09 / 2579.43	Exempt
Audio-Video Technician	1200.21 / 1688.86	40 hrs/week
Biosolids Technician	1060.77 / 1493.20	40 hrs/week
Building Clerk	796.02 / 1119.90	40 hrs/week
Building Secretary	859.81 / 1209.45	40 hrs/week
Building Department Director	1899.75 / 2672.17	Exempt
Building Inspector	1230.21 / 1730.86	40 hrs/week
Cemetery Superintendent	1285.93 / 1810.39	Exempt
City Administrator	2889.92 / 4066.98	Exempt
City Attorney	2405.45 / 3385.45	Exempt
City Clerk	1278.58 / 1799.28	Exempt
Civil Engineering Manager – Public Works Engineering	1738.11 / 2446.64	Exempt
Civil Engineering Manager – Utility, PCC	1911.65 / 2691.35	Exempt
Code Compliance Officer	1094.30 / 1539.80	40 hrs/week
Collection System Supervisor	1246.43 / 1754.08	40 hrs/week
Communications Supervisor	1139.34 / 1603.13	Exempt
Community Development Director	1638.94 / 2307.96	Exempt
Community Projects Secretary	884.18 / 1244.75	40 hrs/week
Community Service Officer – Police Department	779.13 / 1095.98	40 hrs/week
Custodian	752.23 / 1061.53	40 hrs/week
Deputy Police Chief	1807.87 / 2544.97	Exempt
Development Specialist	884.18 / 1244.75	40 hrs/week
Electric Distribution Superintendent	1988.91 / 2798.19	Exempt
Electric Distribution Supervisor	1680.29 / 2363.54	40 hrs/week
Electric Underground Superintendent	1771.16 / 2492.14	Exempt
Electrical Engineer I	1564.13 / 2202.06	Exempt
Electrical Engineer II	1812.92 / 2551.70	Exempt
Electrical Inspector	1230.21 / 1730.86	40 hrs/week
Emergency Management Coordinator	927.89 / 1305.26	40 hrs/week
Emergency Management Director	1808.88 / 2545.29	Exempt
EMS Division Chief	1678.57 / 2361.83	Exempt
Engineering Technician Supervisor	1364.94 / 1921.34	Exempt

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator	1000.76 / 1409.36	40 hrs/week
Executive Assistant – Administration	1311.65 / 1846.60	Exempt
Finance Controller	1848.18 / 2599.60	Exempt
Finance Director	2328.40 / 3276.56	Exempt
Finance Secretary	859.81 / 1209.45	40 hrs/week
Fire Chief	2006.23 / 2822.33	Exempt
Fire Operations Division Chief	1678.57 / 2361.83	Exempt
Fire Prevention Division Chief	1678.57 / 2361.83	Exempt
Fire Training Division Chief	1678.57 / 2361.83	Exempt
Fleet Services Superintendent	1375.87 / 1937.31	Exempt
Fleet Services Supervisor	1146.38 / 1613.22	40 hrs/week
Golf Course Superintendent	1601.74 / 2253.92	Exempt
Grounds Management Crew Chief	1201.05 / 1690.21	40 hrs/week
Human Resources Director	1918.38 / 2698.37	Exempt
Human Resources Specialist	1141.91 / 1606.56	40 hrs/week
Information Technology Manager	1823.61 / 2565.84	Exempt
Information Technology Supervisor	1529.98 / 2153.17	Exempt
Legal Assistant	1228.78 / 1729.70	40 hrs/week
Legal Secretary	922.85 / 1300.22	40 hrs/week
Librarian I	1124.56 / 1581.78	Exempt
Librarian II	1237.19 / 1740.63	Exempt
Library Assistant	774.92 / 1090.10	40 hrs/week
Library Assistant Director	1424.61 / 2004.54	Exempt
Library Clerk	649.52 / 915.16	40 hrs/week
Library Director	1810.39 / 2548.34	Exempt
Library Page	491.56 / 691.89	40 hrs/week
Library Secretary	859.81 / 1209.45	40 hrs/week
Maintenance Mechanic I	985.02 / 1389.66	40 hrs/week
Maintenance Mechanic II	1105.90 / 1555.98	40 hrs/week
Maintenance Worker I – Solid Waste	878.30 / 1237.18	40 hrs/week
Maintenance Worker I – Building, Golf, Library	902.67 / 1269.97	40 hrs/week
Maintenance Worker I – WWTP	920.73 / 1295.37	40 hrs/week
Maintenance Worker II – Solid Waste	925.37 / 1302.74	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Maintenance Worker II – Building, Golf	950.58 / 1340.57	40 hrs/week
Maintenance Worker II – WWTP	969.59 / 1367.38	40 hrs/week
Meter Reading Supervisor	1169.32 / 1646.75	Exempt
Office Manager – Police Department	1049.76 / 1477.56	40 hrs/week
Parking Monitor	521.94 / 735.25	40 hrs/week
Parks and Recreation Director	1955.80 / 2750.89	Exempt
Parks and Recreation Secretary	859.81 / 1209.45	40 hrs/week
Parks Maintenance Superintendent	1454.87 / 2046.57	Exempt
Payroll Specialist	1119.52 / 1575.06	40 hrs/week
Planning Director	1702.58 / 2395.27	Exempt
Planning Secretary	859.81 / 1209.45	40 hrs/week
Planning Technician	1206.09 / 1696.93	40 hrs/week
Plumbing Inspector	1230.21 / 1730.86	40 hrs/week
Police Chief	2101.20 / 2957.65	Exempt
Police Records Clerk	799.30 / 1125.40	40 hrs/week
Power Plant Maintenance Supervisor	1762.65 / 2479.41	Exempt
Power Plant Operations Supervisor	1851.69 / 2605.31	Exempt
Power Plant Superintendent – Burdick	1982.19 / 2789.30	Exempt
Power Plant Superintendent – PGS	2285.16 / 3214.15	Exempt
Public Information Officer	1141.91 / 1606.56	40 hrs/week
Public Safety Secretary	949.74 / 1339.73	40 hrs/week
Public Works Director	2282.74 / 3212.31	Exempt
Public Works Secretary	859.81 / 1209.45	40 hrs/week
Purchasing Technician	859.81 / 1209.45	40 hrs/week
Recreation Superintendent	1372.52 / 1930.62	Exempt
<u>Regulatory and Environmental Specialist</u>	<u>1762.65 / 2479.41</u>	<u>Exempt</u>
Senior Accountant	1356.19 / 1907.81	Exempt
Senior Electrical Engineer	1984.88 / 2792.75	Exempt
Senior Engineering Technician	1206.09 / 1696.93	40 hrs/week
Senior Equipment Operator	1040.51 / 1464.12	40 hrs/week
Senior Library Assistant	854.77 / 1202.73	40 hrs/week
Senior Maintenance Worker	1069.60 / 1505.55	40 hrs/week
Senior Telecommunicator/EMD	963.70 / 1355.52	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Senior Utility Secretary	862.34 / 1216.18	40 hrs/week
Solid Waste Division Clerk	773.27 / 1087.90	40 hrs/week
Solid Waste Superintendent	1566.65 / 2204.58	Exempt
Street Superintendent	1517.40 / 2137.22	Exempt
Street Supervisor	1204.49 / 1694.00	40 hrs/week
Telecommunicator/EMD	891.58 / 1257.64	40 hrs/week
Turf Management Specialist	1206.09 / 1696.93	40 hrs/week
Utility Production Engineer	2037.84 / 2867.91	Exempt
Utility Director	2838.13 / 3992.45	Exempt
Utility Secretary	859.81 / 1209.45	40 hrs/week
Utility Services Manager	1644.18 / 2313.74	Exempt
Utility Warehouse Supervisor	1303.10 / 1832.80	40 hrs/week
Wastewater Clerk	773.27 / 1087.90	40 hrs/week
Wastewater Engineering/Operations Superintendent	1738.11 / 2446.64	Exempt
Wastewater Plant Maintenance Supervisor	1279.21 / 1800.31	40 hrs/week
Wastewater Plant Operator I	897.63 / 1263.24	40 hrs/week
Wastewater Plant Operator II	1003.41 / 1412.89	40 hrs/week
Wastewater Plant Process Supervisor	1310.31 / 1844.86	40 hrs/week
Wastewater Plant Senior Operator	1060.77 / 1493.20	40 hrs/week
Water Superintendent	1584.04 / 2228.17	Exempt
Water Supervisor	1350.62 / 1902.09	40 hrs/week
Worker / Seasonal	412.00 / 1600.00	Exempt
Worker / Temporary	412.00	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:

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	909.74 / 1279.31	40 hrs/week
Fleet Services Attendant/Clerk	<u>827.18</u> <del>827.03</del> / 1166.46	40 hrs/week
Fleet Services Mechanic	1017.42 / 1430.94	40 hrs/week
Fleet Services Inventory Specialist	907.15 / 1276.73	40 hrs/week
Horticulturist	960.57 / 1353.40	40 hrs/week
Maintenance Worker – Cemetery	902.85 / 1270.70	40 hrs/week
Maintenance Worker – Parks	896.81 / 1262.94	40 hrs/week
Maintenance Worker – Streets	877.86 / 1235.38	40 hrs/week
Senior Equipment Operator – Streets	996.74 / 1403.38	40 hrs/week
Senior Maintenance Worker – Parks	996.74 / 1403.38	40 hrs/week
Senior Maintenance Worker – Streets	996.74 / 1403.38	40 hrs/week
Traffic Signal Technician	996.74 / 1403.38	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 Min/Max</b>	<b>Overtime Eligibility</b>
<del>Accounting Clerk I</del>	<del>715.20 / 1006.40</del>	40 hrs/week
<del>Accounting Clerk II</del>	<del>845.61 / 1191.87</del> <del>808.80 / 1140.00</del>	40 hrs/week
Computer Technician	<u>1034.16 / 1454.85</u> <del>965.60 / 1358.40</del>	40 hrs/week
Computer Programmer	<u>1325.70 / 1864.34</u> <del>1268.00 / 1783.20</del>	40 hrs/week
Electric Distribution Crew Chief	<u>1536.47 / 2161.26</u> <del>1469.60 / 2067.20</del>	40 hrs/week
<del>Electric Underground &amp; Substation Crew Chief</del>	<u>1536.47 / 2161.26</u> <del>1469.60 / 2067.20</del>	40 hrs/week



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Engineering Technician I	<u>1086.42 / 1528.53</u> <del>1014.40 / 1427.20</del>	40 hrs/week
Engineering Technician II	<u>1326.76 / 1863.54</u> <del>1236.80 / 1740.00</del>	40 hrs/week
GIS Technician	<u>1426.58 / 2006.62</u> <del>1332.00 / 1873.60</del>	40 hrs/week
Instrument Technician	<u>1574.94 / 2215.62</u> <del>1506.40 / 2119.20</del>	40 hrs/week
Lineworker <del>man</del> -Apprentice	<u>1087.32 / 1529.78</u> <del>1040.00 / 1463.20</del>	40 hrs/week
Lineworker <del>man</del> -First Class	<u>1392.61 / 1958.85</u> <del>1332.00 / 1873.60</del>	40 hrs/week
<del>Lineman</del> Second Class	<del>1148.00 / 1615.20</del>	<del>40 hrs/week</del>
Materials Handler	<u>1324.86 / 1863.50</u> <del>1267.20 / 1782.40</del>	40 hrs/week
Meter Reader	<u>892.44 / 1256.27</u> <del>853.60 / 1201.60</del>	40 hrs/week
Meter Technician	<u>1113.84 / 1567.09</u> <del>1040.00 / 1463.20</del>	40 hrs/week
<del>Network Technician</del>	<del>1120.00 / 1576.00</del>	<del>40 hrs/week</del>
Power Dispatcher I	<u>1498.54 / 2107.73</u> <del>1399.20 / 1968.00</del>	40 hrs/week
Power Dispatcher II	<u>1573.94 / 2213.97</u> <del>1469.60 / 2067.20</del>	40 hrs/week
<del>Power Plant</del> -Custodian	<u>788.73 / 1109.90</u> <del>754.40 / 1061.60</del>	40 hrs/week
Power Plant Maintenance Mechanic	<u>1392.61 / 1958.85</u> <del>1332.00 / 1873.60</del>	40 hrs/week
<del>Power Plant Operator I</del>	<del>1040.00 / 1463.20</del>	<del>40 hrs/week</del>
Power Plant Operator <del>H</del>	<u>1462.86 / 2057.54</u> <del>1399.20 / 1968.00</del>	40 hrs/week
Senior Accounting Clerk	<u>888.26 / 1251.26</u> <del>849.60 / 1196.80</del>	40 hrs/week
Senior Engineering Technician	<u>1426.58 / 2006.62</u> <del>1332.00 / 1873.60</del>	40 hrs/week
Senior Materials Handler	<u>1462.86 / 2057.54</u> <del>1399.20 / 1968.00</del>	40 hrs/week
Senior Meter Reader	<u>961.02 / 1350.79</u> <del>919.20 / 1292.00</del>	40 hrs/week

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Senior Power Dispatcher	<u>1736.74 / 2442.74</u> <del>1621.60 / 2280.80</del>	40 hrs/week
Senior Power Plant Operator	<u>1614.26 / 2270.83</u> <del>1544.00 / 2172.00</del>	40 hrs/week
Senior Substation Technician	<u>1574.94 / 2215.62</u> <del>1506.40 / 2119.20</del>	40 hrs/week
<del>Senior Utilities Operator</del>	<del>1506.40 / 2119.20</del>	<del>40 hrs/week</del>
Senior Water Maintenance Worker	<u>1199.52 / 1687.90</u> <del>1120.00 / 1576.00</del>	40 hrs/week
Substation Technician	<u>1462.86 / 2057.54</u> <del>1399.20 / 1968.00</del>	40 hrs/week
Systems Technician	<u>1574.94 / 2215.62</u> <del>1506.40 / 2119.20</del>	40 hrs/week
Tree Trim Crew Chief	<u>1392.61 / 1958.85</u> <del>1332.00 / 1873.60</del>	40 hrs/week
Utilities Electrician	<u>1462.86 / 2057.54</u> <del>1399.20 / 1968.00</del>	40 hrs/week
<del>Utilities Operator</del>	<del>1364.80 / 1920.80</del>	<del>40 hrs/week</del>
Utility Technician	<u>1536.47 / 2161.26</u> <del>1469.60 / 2067.20</del>	40 hrs/week
Utility Warehouse Clerk	<u>985.28 / 1386.75</u> <del>942.40 / 1326.40</del>	40 hrs/week
<del>Water Maintenance Worker I</del>	<del>919.20 / 1292.00</del>	<del>40 hrs/week</del>
Water Maintenance Worker-II	<u>1059.86 / 1491.69</u> <del>989.60 / 1392.80</del>	40 hrs/week
<del>Wireworker man-I</del>	<del>1200.24 / 1688.70</del> <del>1148.00 / 1615.20</del>	<del>40 hrs/week</del>
Wireworker man-II	<u>1392.61 / 1958.85</u> <del>1332.00 / 1873.60</del>	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 Min/Max</b>	<b>Overtime Eligibility</b>
Police Captain	1543.18 / 2117.26	40 hrs/week
Police Officer	1094.58 / 1530.14	40 hrs/week
Police Sergeant	1392.73 / 1908.36	40 hrs/week

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 Min/Max</b>	<b>Overtime Eligibility</b>
Fire Captain	<u>1415.88 / 1992.60</u> <del>1416.36 / 1993.68</del>	212 hrs/28 days
Firefighter / EMT	<u>1049.76 / 1489.32</u> <del>1049.24 / 1489.36</del>	212 hrs/28 days
Firefighter / Paramedic	<u>1172.88 / 1703.16</u> <del>1173.11 / 1702.77</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 police officers shall be paid a clothing and uniform allowance in addition to regular salary of

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\$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.

ORDINANCE NO. 8336 (Cont.)

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. 8831 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 26, 2003.

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk