



City of Grand Island

Tuesday, August 10, 2004

Council Session

Item F1

#8926 - Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland
Meeting: August 10, 2004
Subject: Salary Ordinance
Item #'s: F -1
Presenter(s): Brenda Sutherland, Human Resources Director

Background

The purpose of the salary ordinance is to provide approved guidelines for employees of the City to be paid for the work performed in approved classifications. City staff works within the parameters set by the salary ordinance to recruit, hire and process payroll for employees of the City.

Discussion

The proposed salary ordinance reflects changes to current salaries based primarily on comparability and labor agreements. The proposed wage changes are as follows; 2.5% increase for positions covered by the AFSCME bargaining unit, per contract, 2.5 % increase for positions covered by the IBEW bargaining unit, per contract, 2.78% for the position of firefighter and 1.41% for the position of paramedic covered by the IAFF bargaining unit, per contract, 3.5% for positions covered by the FOP bargaining unit and 3% for all other employees classified as non-union.

Also reflected is a slight change to the positions of Equipment Operator and Sr. Equipment Operator for the Solid Waste division as grouping all equipment operators was done in error in the last ordinance. The Police Captain position has two significant changes to it. Firstly, it is being removed from the FOP bargaining unit. The FOP president has been contacted about the City's intention to remove the position from the bargaining unit and the City is awaiting a reply. However at this time the recommendation is to move forward with the proposal in the ordinance as if it will occur. Secondly, the position will become a position that is exempt from overtime. Survey work was done to appropriately compensate for the position and the proposed wages reflect survey results.

Along with wage changes there are some title changes and reclassifications. The positions known as Telecommunicator and Sr. Telecommunicator will now be called Communications Specialist and Sr. Communications Specialist. The Community Projects Secretary position will be eliminated and will be reclassified more appropriately as an Administrative Assistant for Administration. The title Executive Assistant will also be changed to reflect a more appropriate title of Assistant to the City Administrator.

Lastly, the positions of Controller and Deputy Police Chief will be eliminated.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Approve the recommended salary ordinance
2. Disapprove or deny the recommended salary ordinance
3. Modify the recommended salary ordinance to meet the wishes of the Council.
4. Table the issue

Recommendation

City Administration recommends that the Council approve the recommended salary ordinance.

Sample Motion

Approve the recommended salary ordinance.

ORDINANCE NO. 8926

An ordinance to amend Ordinance No. 8885 known as the Salary Ordinance which lists the currently occupied classifications of officers and employees of the City of Grand Island, Nebraska and established the ranges of compensation of such officers and employees; to amend the salary ranges for the general employees to reflect comparability; to rename the Community Projects Secretary position to Administrative Assistant – Administration; to rename the Executive Assistant – Administration position to Assistant to the City Administrator; to rename the Telecommunicator/EMD position to Communications Specialist/EMD; to remove the classification and salary range for the position of Community Projects Secretary; to remove the classification and salary range for the position of Deputy Police Chief; to remove the classification and salary range for the position of Finance Controller; to move the Police Captain position from the Fraternal Order of Police labor union to the general employees group; to rename the Senior Telecommunicator/EMD position to Senior Communications Specialist/EMD; to amend the salary ranges for employees under the AFSCME labor union in accordance with the labor agreement; to amend the salary ranges for employees under the IBEW labor union in accordance with the labor agreement; to remove the classification and salary range for the position of Computer/GIS Technician in accordance with the IBEW labor agreement; to amend the salary ranges for the employees under the FOP labor union in accordance with the labor agreement; to amend salary ranges for the employees under the IAFF labor union in accordance with the labor agreement; to remove the uniform allowance for Parking Monitors; to clarify the payment of an employee's unused sick leave for employees covered in the AFSCME bargaining agreement; to clarify the Health Reimbursement Account (HRA) contributions for employees covered in the IAFF bargaining agreement; to repeal Ordinance No. 8885, and any ordinance or

ORDINANCE NO. 8926 (Cont.)

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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accountant	<u>1329.71 / 1871.63</u> 1290.98 / 1817.12	Exempt
Accounting Technician – Solid Waste, <u>Streets,</u> <u>WWTP</u>	<u>988.62 / 1391.17</u> 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 – <u>Administration, Public</u> <u>Works, Utilities</u>	<u>1067.40 / 1502.85</u> 1036.31 / 1459.07	40 hrs/week
Administrative Assistant—Utilities	1036.31 / 1459.07	40 hrs/week
Administration Secretary	<u>885.60 / 1245.73</u> 859.81 / 1209.45	40 hrs/week
<u>Assistant to the City Administrator</u>	<u>1351.00 / 1902.00</u>	<u>Exempt</u>
Assistant Public Works Director	<u>1799.78 / 2532.16</u> 1747.36 / 2458.40	Exempt
Assistant Utility Director – Administration	<u>2398.25 / 3374.86</u> 2328.40 / 3276.56	Exempt
Assistant Utility Director – PGS & PCC	<u>2597.86 / 3655.91</u> 2522.20 / 3549.43	Exempt
Attorney	<u>1888.08 / 2656.82</u> 1833.09 / 2579.43	Exempt
Audio-Video Technician	<u>1236.22 / 1739.52</u> 1200.21 / 1688.86	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Biosolids Technician	1092.59 / 1538.00 1060.77 / 1493.20	40 hrs/week
Building Clerk	819.90 / 1153.50 796.02 / 1119.90	40 hrs/week
Building Department Director	1956.75 / 2752.34 1899.75 / 2672.17	Exempt
Building Inspector	1267.11 / 1782.79 1230.21 / 1730.86	40 hrs/week
Building Secretary	885.60 / 1245.73 859.81 / 1209.45	40 hrs/week
Cemetery Superintendent	1324.51 / 1864.71 1285.93 / 1810.39	Exempt
City Administrator	2976.62 / 4188.99 2889.92 / 4066.98	Exempt
City Attorney	2477.62 / 3487.02 2405.45 / 3385.45	Exempt
City Clerk	1316.94 / 1853.26 1278.58 / 1799.28	Exempt
Civil Engineering Manager – Public Works Engineering	1790.26 / 2520.04 1738.11 / 2446.64	Exempt
Civil Engineering Manager – Utility, PCC	1969.00 / 2772.09 1911.65 / 2691.35	Exempt
Code Compliance Officer	1127.14 / 1585.99 1094.30 / 1539.80	40 hrs/week
Collection System Supervisor	1283.82 / 1806.70 1246.43 / 1754.08	40 hrs/week
Communications Specialist/EMD Telecommunicator/EMD	918.32 / 1295.37 891.58 / 1257.64	40 hrs/week
Communications Supervisor	1173.52 / 1651.23 1139.34 / 1603.13	Exempt
Community Development Director	1688.10 / 2377.20 1638.94 / 2307.96	Exempt
Community Projects Secretary	884.18 / 1244.75	40 hrs/week
Community Service Officer – Police Department	802.50 / 1128.86 779.13 / 1095.98	40 hrs/week
Custodian	774.80 / 1093.38 752.23 / 1061.53	40 hrs/week
Deputy Police Chief	1807.87 / 2544.97	Exempt

ORDINANCE NO. 8926 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Development Specialist	<u>910.71 / 1282.10</u> 884.18 / 1244.75	40 hrs/week
Electric Distribution Superintendent	<u>2048.58 / 2882.14</u> 1988.91 / 2798.19	Exempt
Electric Distribution Supervisor	<u>1730.70 / 2434.45</u> 1680.29 / 2363.54	40 hrs/week
Electric Underground Superintendent	<u>1824.29 / 2566.90</u> 1771.16 / 2492.14	Exempt
Electrical Engineer I	<u>1611.06 / 2268.12</u> 1564.13 / 2202.06	Exempt
Electrical Engineer II	<u>1867.30 / 2628.25</u> 1812.92 / 2551.70	Exempt
Electrical Inspector	<u>1267.11 / 1782.79</u> 1230.21 / 1730.86	40 hrs/week
Emergency Management Coordinator	<u>955.73 / 1344.42</u> 927.89 / 1305.26	40 hrs/week
Emergency Management Director	<u>1863.15 / 2621.65</u> 1808.88 / 2545.29	Exempt
EMS Division Chief	<u>1728.93 / 2432.69</u> 1678.57 / 2361.83	Exempt
Engineering Technician Supervisor	<u>1405.89 / 1978.98</u> 1364.94 / 1921.34	Exempt
Equipment Operator, Solid Waste	<u>1041.09 / 1466.16</u> 1000.76 / 1409.36	40 hrs/week
Equipment Operator, WWTP	<u>1030.78 / 1451.64</u> 1000.76 / 1409.36	40 hrs/week
Executive Assistant—Administration	1311.65 / 1846.60	Exempt
Finance Controller	1848.18 / 2599.60	Exempt
Finance Director	<u>2398.25 / 3374.86</u> 2328.40 / 3276.56	Exempt
Finance Secretary	<u>885.60 / 1245.73</u> 859.81 / 1209.45	40 hrs/week
Fire Chief	<u>2066.41 / 2907.00</u> 2006.23 / 2822.33	Exempt
Fire Operations Division Chief	<u>1728.93 / 2432.69</u> 1678.57 / 2361.83	Exempt

ORDINANCE NO. 8926 (Cont.)

Fire Prevention Division Chief	<u>1728.93 / 2432.69</u> 1678.57 / 2361.83	Exempt
Fire Training Division Chief	<u>1728.93 / 2432.69</u> 1678.57 / 2361.83	Exempt
Fleet Services Superintendent	<u>1417.14 / 1995.43</u> 1375.87 / 1937.31	Exempt
Fleet Services Supervisor	<u>1180.77 / 1661.62</u> 1146.38 / 1613.22	40 hrs/week
Golf Course Superintendent	<u>1649.80 / 2321.53</u> 1601.74 / 2253.92	Exempt
Grounds Management Crew Chief	<u>1237.08 / 1740.91</u> 1201.05 / 1690.21	40 hrs/week
Human Resources Director	<u>1975.93 / 2779.32</u> 1918.38 / 2698.37	Exempt
Human Resources Specialist	<u>1176.17 / 1654.76</u> 1141.91 / 1606.56	40 hrs/week
Information Technology Manager	<u>1878.31 / 2642.81</u> 1823.61 / 2565.84	Exempt
Information Technology Supervisor	<u>1575.88 / 2217.76</u> 1529.98 / 2153.17	Exempt
Legal Assistant	<u>1265.65 / 1781.59</u> 1228.78 / 1729.70	40 hrs/week
Legal Secretary	<u>950.54 / 1339.23</u> 922.85 / 1300.22	40 hrs/week
Librarian I	<u>1158.30 / 1629.24</u> 1124.56 / 1581.78	Exempt
Librarian II	<u>1274.30 / 1792.85</u> 1237.19 / 1740.63	Exempt
Library Assistant	<u>798.17 / 1122.81</u> 774.92 / 1090.10	40 hrs/week
Library Assistant Director	<u>1467.35 / 2064.68</u> 1424.61 / 2004.54	Exempt
Library Clerk	<u>669.01 / 942.62</u> 649.52 / 915.16	40 hrs/week
Library Director	<u>1864.71 / 2624.79</u> 1810.39 / 2548.34	Exempt
Library Page	<u>506.30 / 712.65</u> 491.56 / 691.89	40 hrs/week
Library Secretary	<u>885.60 / 1245.73</u> 859.81 / 1209.45	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Maintenance Mechanic I	<u>1014.58 / 1431.35</u> <u>985.02 / 1389.66</u>	40 hrs/week
Maintenance Mechanic II	<u>1139.08 / 1602.66</u> <u>1105.90 / 1555.98</u>	40 hrs/week
Maintenance Worker I – Solid Waste	<u>904.66 / 1274.30</u> <u>878.30 / 1237.18</u>	40 hrs/week
Maintenance Worker I – Building, Golf, Library	<u>929.75 / 1308.06</u> <u>902.67 / 1269.97</u>	40 hrs/week
Maintenance Worker I – WWTP	<u>948.35 / 1334.23</u> <u>920.73 / 1295.37</u>	40 hrs/week
Maintenance Worker II – Solid Waste	<u>953.13 / 1341.82</u> <u>925.37 / 1302.74</u>	40 hrs/week
Maintenance Worker II – Building, Golf	<u>979.10 / 1380.78</u> <u>950.58 / 1340.57</u>	40 hrs/week
Maintenance Worker II – WWTP	<u>998.68 / 1408.40</u> <u>969.59 / 1367.38</u>	40 hrs/week
Meter Reading Supervisor	<u>1204.40 / 1696.15</u> <u>1169.32 / 1646.75</u>	Exempt
Office Manager – Police Department	<u>1081.26 / 1521.89</u> <u>1049.76 / 1477.56</u>	40 hrs/week
Parking Monitor	<u>537.59 / 757.30</u> <u>521.94 / 735.25</u>	40 hrs/week
Parks and Recreation Director	<u>2014.47 / 2833.42</u> <u>1955.80 / 2750.89</u>	Exempt
Parks and Recreation Secretary	<u>885.60 / 1245.73</u> <u>859.81 / 1209.45</u>	40 hrs/week
Parks Maintenance Superintendent	<u>1498.52 / 2107.97</u> <u>1454.87 / 2046.57</u>	Exempt
Payroll Specialist	<u>1153.10 / 1622.30</u> <u>1119.52 / 1575.06</u>	40 hrs/week
Planning Director	<u>1753.65 / 2467.13</u> <u>1702.58 / 2395.27</u>	Exempt
Planning Secretary	<u>885.60 / 1245.73</u> <u>859.81 / 1209.45</u>	40 hrs/week
Planning Technician	<u>1242.27 / 1747.83</u> <u>1206.09 / 1696.93</u>	40 hrs/week
Plumbing Inspector	<u>1267.11 / 1782.79</u> <u>1230.21 / 1730.86</u>	40 hrs/week
<u>Police Captain</u>	<u>1728.93 / 2432.69</u> <u>1543.18 / 2117.26</u>	<u>Exempt</u>

ORDINANCE NO. 8926 (Cont.)

Police Chief	<u>2164.24 / 3046.38</u> <u>2101.20 / 2957.65</u>	Exempt
Police Records Clerk	<u>823.27 / 1159.16</u> <u>799.30 / 1125.40</u>	40 hrs/week
Power Plant Maintenance Supervisor	<u>1815.53 / 2553.79</u> <u>1762.65 / 2479.41</u>	Exempt
Power Plant Operations Supervisor	<u>1907.24 / 2683.47</u> <u>1851.69 / 2605.31</u>	Exempt
Power Plant Superintendent – Burdick	<u>2041.65 / 2872.98</u> <u>1982.19 / 2789.30</u>	Exempt
Power Plant Superintendent – PGS	<u>2353.71 / 3310.57</u> <u>2285.16 / 3214.15</u>	Exempt
Public Information Officer	<u>1176.17 / 1654.76</u> <u>1141.91 / 1606.56</u>	40 hrs/week
Public Safety Secretary	<u>978.24 / 1379.92</u> <u>949.74 / 1339.73</u>	40 hrs/week
Public Works Director	<u>2351.23 / 3308.68</u> <u>2282.74 / 3212.31</u>	Exempt
Public Works Secretary	<u>885.60 / 1245.73</u> <u>859.81 / 1209.45</u>	40 hrs/week
Purchasing Technician	<u>885.60 / 1245.73</u> <u>859.81 / 1209.45</u>	40 hrs/week
Recreation Superintendent	<u>1413.70 / 1988.54</u> <u>1372.52 / 1930.62</u>	Exempt
Regulatory and Environmental Specialist	<u>1815.53 / 2553.79</u> <u>1762.65 / 2479.41</u>	Exempt
Senior Accountant	<u>1396.88 / 1965.05</u> <u>1356.19 / 1907.81</u>	Exempt
Senior Communications Specialist/EMD	<u>992.61 / 1396.18</u>	40 hrs/week
Senior Telecommunicator/EMD	<u>963.70 / 1355.52</u>	
Senior Electrical Engineer	<u>2044.42 / 2876.53</u> <u>1984.88 / 2792.75</u>	Exempt
Senior Engineering Technician	<u>1242.27 / 1747.83</u> <u>1206.09 / 1696.93</u>	40 hrs/week
Senior Equipment Operator, Solid Waste	<u>1093.16 / 1538.20</u> <u>1040.51 / 1464.12</u>	40 hrs/week
Senior Equipment Operator, WWTP	<u>1071.73 / 1508.04</u> <u>1040.51 / 1464.12</u>	40 hrs/week
Senior Library Assistant	<u>880.41 / 1238.81</u> <u>854.77 / 1202.73</u>	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Senior Maintenance Worker	<u>1101.69 / 1550.72</u> 1069.60 / 1505.55	40 hrs/week
Senior Utility Secretary	<u>888.21 / 1252.66</u> 862.34 / 1216.18	40 hrs/week
Solid Waste Division Clerk	<u>796.47 / 1120.54</u> 773.27 / 1087.90	40 hrs/week
Solid Waste Superintendent	<u>1613.65 / 2270.72</u> 1566.65 / 2204.58	Exempt
Street Superintendent	<u>1562.92 / 2201.34</u> 1517.40 / 2137.22	Exempt
Street Supervisor	<u>1240.63 / 1744.82</u> 1204.49 / 1694.00	40 hrs/week
Turf Management Specialist	<u>1242.27 / 1747.83</u> 1206.09 / 1696.93	40 hrs/week
Utility Director	<u>2923.28 / 4112.22</u> 2838.13 / 3992.45	Exempt
Utility Production Engineer	<u>2098.98 / 2953.95</u> 2037.84 / 2867.91	Exempt
Utility Secretary	<u>885.60 / 1245.73</u> 859.81 / 1209.45	40 hrs/week
Utility Services Manager	<u>1693.51 / 2383.15</u> 1644.18 / 2313.74	Exempt
Utility Warehouse Supervisor	<u>1342.20 / 1887.78</u> 1303.10 / 1832.80	40 hrs/week
Victim Assistance Unit Coordinator	<u>823.27 / 1159.16</u> 799.30 / 1125.40	40 hrs/week
Wastewater Clerk	<u>796.47 / 1120.54</u> 773.27 / 1087.90	40 hrs/week
Wastewater Engineering/Operations Superintendent	<u>1790.26 / 2520.04</u> 1738.11 / 2446.64	Exempt
Wastewater Plant Maintenance Supervisor	<u>1317.58 / 1854.32</u> 1279.21 / 1800.31	40 hrs/week
Wastewater Plant Operator I	<u>924.56 / 1301.14</u> 897.63 / 1263.24	40 hrs/week
Wastewater Plant Operator II	<u>1033.51 / 1455.27</u> 1003.41 / 1412.89	40 hrs/week
Wastewater Plant Process Supervisor	<u>1349.62 / 1900.20</u> 1310.31 / 1844.86	40 hrs/week
Wastewater Plant Senior Operator	<u>1092.59 / 1538.00</u> 1060.77 / 1493.20	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Water Superintendent	<u>1631.56 / 2295.01</u> 1584.04 / 2228.17	Exempt
Water Supervisor	<u>1391.14 / 1959.15</u> 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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	<u>932.48 / 1311.30</u> 909.74 / 1279.31	40 hrs/week
Fleet Services Attendant/Clerk	<u>847.70 / 1195.62</u> 827.18 / 1166.46	40 hrs/week
Fleet Services Inventory Specialist	<u>929.83 / 1308.65</u> 907.15 / 1276.73	40 hrs/week
Fleet Services Mechanic	<u>1042.86 / 1466.72</u> 1017.42 / 1430.94	40 hrs/week
Horticulturist	<u>984.58 / 1387.23</u> 960.57 / 1353.40	40 hrs/week
Maintenance Worker – Cemetery	<u>925.42 / 1302.47</u> 902.85 / 1270.70	40 hrs/week
Maintenance Worker – Parks	<u>919.23 / 1294.52</u> 896.81 / 1262.94	40 hrs/week
Maintenance Worker – Streets	<u>899.80 / 1266.26</u> 877.86 / 1235.38	40 hrs/week
Senior Equipment Operator – Streets	<u>1021.66 / 1438.46</u> 996.74 / 1403.38	40 hrs/week
Senior Maintenance Worker – Parks	<u>1021.66 / 1438.46</u> 996.74 / 1403.38	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Senior Maintenance Worker – Streets	<u>1021.66 / 1438.46</u> <u>996.74 / 1403.38</u>	40 hrs/week
Traffic Signal Technician	<u>1021.66 / 1438.46</u> <u>996.74 / 1403.38</u>	40 hrs/week

SECTION 3. The currently occupied classifications of employees of the City of Grand Island included under the IBEW labor agreements, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW labor agreements shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	<u>866.75 / 1221.67</u> <u>845.61 / 1191.87</u>	40 hrs/week
Computer / GIS Technician	1230.00 / 1730.74	40 hrs/week
Computer Programmer	<u>1358.84 / 1910.94</u> <u>1325.70 / 1864.34</u>	40 hrs/week
Computer Technician	<u>1060.02 / 1491.22</u> <u>1034.16 / 1454.85</u>	40 hrs/week
Custodian	<u>808.45 / 1137.65</u> <u>788.73 / 1109.90</u>	40 hrs/week
Electric Distribution Crew Chief	<u>1574.88 / 2215.29</u> <u>1536.47 / 2161.26</u>	40 hrs/week
Electric Underground Crew Chief	<u>1574.88 / 2215.29</u> <u>1536.47 / 2161.26</u>	40 hrs/week
Engineering Technician I	<u>1113.58 / 1566.74</u> <u>1086.42 / 1528.53</u>	40 hrs/week
Engineering Technician II	<u>1356.86 / 1910.14</u> <u>1326.76 / 1863.54</u>	40 hrs/week
GIS Technician	<u>1462.24 / 2056.79</u> <u>1426.58 / 2006.62</u>	40 hrs/week
Instrument Technician	<u>1614.32 / 2271.02</u> <u>1574.94 / 2215.62</u>	40 hrs/week
Lineworker Apprentice	<u>1114.50 / 1568.02</u> <u>1087.32 / 1529.78</u>	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Lineworker First Class	<u>1427.42 / 2007.82</u> 1392.61 / 1958.85	40 hrs/week
Materials Handler	<u>1357.98 / 1910.08</u> 1324.86 / 1863.50	40 hrs/week
Meter Reader	<u>914.75 / 1287.68</u> 892.44 / 1256.27	40 hrs/week
Meter Technician	<u>1141.69 / 1606.26</u> 1113.84 / 1567.09	40 hrs/week
Power Dispatcher I	<u>1574.41 / 2214.43</u> 1498.54 / 2107.73	40 hrs/week
Power Dispatcher II	<u>1653.63 / 2326.06</u> 1573.94 / 2213.97	40 hrs/week
Power Plant Maintenance Mechanic	<u>1427.42 / 2007.82</u> 1392.61 / 1958.85	40 hrs/week
Power Plant Operator	<u>1499.43 / 2108.98</u> 1462.86 / 2057.54	40 hrs/week
Senior Accounting Clerk	<u>910.46 / 1282.54</u> 888.26 / 1251.26	40 hrs/week
Senior Engineering Technician	<u>1462.24 / 2056.79</u> 1426.58 / 2006.62	40 hrs/week
Senior Materials Handler	<u>1499.43 / 2108.98</u> 1462.86 / 2057.54	40 hrs/week
Senior Meter Reader	<u>985.05 / 1384.56</u> 961.02 / 1350.79	40 hrs/week
Senior Power Dispatcher	<u>1824.66 / 2566.40</u> 1736.74 / 2442.74	40 hrs/week
Senior Power Plant Operator	<u>1654.62 / 2327.60</u> 1614.26 / 2270.83	40 hrs/week
Senior Substation Technician	<u>1614.32 / 2271.02</u> 1574.94 / 2215.62	40 hrs/week
Senior Water Maintenance Worker	<u>1229.51 / 1730.10</u> 1199.52 / 1687.90	40 hrs/week
Substation Technician	<u>1499.43 / 2108.98</u> 1462.86 / 2057.54	40 hrs/week
Systems Technician	<u>1614.32 / 2271.02</u> 1574.94 / 2215.62	40 hrs/week
Tree Trim Crew Chief	<u>1427.42 / 2007.82</u> 1392.61 / 1958.85	40 hrs/week

ORDINANCE NO. 8926 (Cont.)

Utilities Electrician	<u>1499.43 / 2108.98</u> 1462.86 / 2057.54	40 hrs/week
Utility Technician	<u>1574.88 / 2215.29</u> 1536.47 / 2161.26	40 hrs/week
Utility Warehouse Clerk	<u>1009.91 / 1421.42</u> 985.28 / 1386.75	40 hrs/week
Water Maintenance Worker	<u>1086.36 / 1528.98</u> 1059.86 / 1491.69	40 hrs/week
Wireworker I	<u>1230.25 / 1730.91</u> 1200.24 / 1688.70	40 hrs/week
Wireworker II	<u>1427.42 / 2007.82</u> 1392.61 / 1958.85	40 hrs/week

SECTION 4. The currently occupied classifications of employees of the City of Grand Island included under the FOP labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the FOP labor agreement shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Police Captain	1543.18 / 2117.26	40 hrs/week
Police Officer	<u>1132.89 / 1583.70</u> 1094.58 / 1530.14	40 hrs/week
Police Sergeant	<u>1441.47 / 1975.15</u> 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

ORDINANCE NO. 8926 (Cont.)

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	1415.88 / 1992.60	212 hrs/28 days
Firefighter / EMT	<u>1078.94 / 1530.73</u> 1049.76 / 1489.32	212 hrs/28 days
Firefighter / Paramedic	<u>1189.41 / 1727.18</u> 1172.88 / 1703.16	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 \$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.

ORDINANCE NO. 8926 (Cont.)

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 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

ORDINANCE NO. 8926 (Cont.)

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 second 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 make a contribution into a Health Reimbursement Account (HRA) on behalf of the employee in lieu of ~~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 contribution ~~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 contribution, compensation, ~~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 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 have a contribution to a Health Reimbursement Account (HRA) made on their behalf in lieu of payment ~~be paid~~ for one quarter of their

ORDINANCE NO. 8926 (Cont.)

accumulated sick leave at the time of their retirement, the amount of contribution ~~will be 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 \$400 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.

SECTION 10. 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. 8885 and all other ordinances and parts of ordinances in conflict herewith be, and the same are, hereby repealed.

SECTION 13. The salary adjustments indicated in this ordinance shall become effective with the payroll period beginning October 4, 2004.

ORDINANCE NO. 8926 (Cont.)

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 10, 2004.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk