



City of Grand Island

Tuesday, August 08, 2006

Council Session

Item F4

#9061 - Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: August 8, 2006

Subject: Salary Ordinance

Item #'s: F-4

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City of Grand Island conducts salary surveys on various employee groups so that they may stay within acceptable standards should we be challenged at the Commission of Industrial Relations (C.I.R.). Surveys are done as part of union negotiations and labor agreements. The City surveys its non-union workforce on a three year schedule and its union workforce based on labor negotiations which have also been averaging about three years. As part of the budget process a salary ordinance is brought forward every year so that wages may be put into place for the new fiscal year which begins in October.

Discussion

Per labor agreement, the City conducted a survey for the positions covered by the IBEW union. These positions are found in the Utilities department and the Finance department. The survey showed that all of the positions that were covered by the labor agreement were under comparability and need adjusted upward. The survey resulted in an overall total increase to the positions in the IBEW bargaining unit of 6.97%. The percentage change varies by position. Some positions may see an increase of 4% while others may move at a higher rate depending on the survey results. The array that was used for the survey was: Ames, IA, Fremont, Garden City, KS, Hastings, Kearney, Muscatine, IA, Norfolk, North Platte, NPPD and Southern Power. The utilities industry across the Midwest is experiencing major growth and can be seen by the swing in wages.

The non-union positions saw an overall total increase of around 3.2%. Some positions were over comparability and others were under. Those positions that were over will be frozen and those that were under will be brought up. The largest shift here was again in the positions related to the utility market (Finance & Utilities). The array used for this survey was: Ames, IA, Fremont, Hastings, Kearney, Norfolk, North Platte and Salina,

KS. In addition, we used Garden City, KS and Muscatine, IA for some of the utility positions where matches are harder to find.

Per labor agreement, there is a 3% change to the positions covered by the AFSCME agreement and a 3.5% increase for the positions covered by the FOP agreement. Administration is proposing a 2.25% increase for the positions covered by the IAFF bargaining unit.

Also, proposed by administration is a change to the pay out of sick leave to non-union employees at retirement. Currently, non-union employees are paid half of their sick leave bank at retirement and Directors are also eligible for half of their sick leave bank at termination up to 240 hours. The proposed change would be that the sick leave that is paid out be paid into the employee's Voluntary Employees' Beneficiary Association (VEBA). The dollars would go in tax free so the employee would see an increase in the dollars that they have to spend on medical expenses and they would also come out tax free when the employee accesses the money for use of eligible medical expenses. The City would save money by not paying the social security match.

As the City is no longer providing retiree health insurance for employees, the VEBA contribution becomes an excellent vehicle for helping to fund future medical expenses.

Alternatives

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

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve the proposed Salary Ordinance.

Sample Motion

Motion to approve Salary Ordinance #9061.

ORDINANCE NO. 9061

An ordinance to amend Ordinance No. 9061 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 ranges for Administration Secretary, Legal Assistant, Public Works Secretary, Public Safety Secretary, Maintenance Worker 1; Solid Waste and Maintenance Worker II, Solid Waste; to repeal Ordinance No. 9017, and any ordinance or parts of ordinances in conflict herewith; to amend the salary ranges for the general employees to reflect a cost of living adjustment; 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 amend the salary ranges for the employees under the FOP labor union in accordance with the labor agreement; 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>1505.91/2119.64</u> 1369.60 / 1927.78	Exempt

Approved as to Form _____
August 4, 2006 City Attorney

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Solid Waste, Streets, WWTP	1018.28 / 1432.90	40 hrs/week
Administrative Assistant – Administration, Fire, Public Works, Utilities	1099.42 / 1547.94	40 hrs/week
Administration Secretary	912.17 / 1283.10	40 hrs/week
Assistant to the City Administrator	<u>1433.28/2017.83</u> 1391.53 / 1959.06	Exempt
Assistant Public Works Director	<u>2086.00/2934.85</u> 1853.77 / 2608.12	Exempt
Assistant Utility Director – Administration	<u>2798.73/3938.43</u> 2470.20 / 3476.10	Exempt
Assistant Utility Director – PGS & PCC	<u>3031.68/4266.42</u> 2675.80 / 3765.59	Exempt
Attorney	<u>2003.06/2818.62</u> 1944.72 / 2736.52	Exempt
Audio-Video Technician	<u>1311.50/1845.46</u> 1273.30 / 1791.70	40 hrs/week
Biosolids Technician	<u>1185.21/1668.38</u> 1125.37 / 1584.14	40 hrs/week
Building Department Director	<u>2283.50/3211.95</u> 2216.99 / 3118.40	Exempt
Building Inspector	<u>1318.18/1854.63</u> 1305.13 / 1836.27	40 hrs/week
Building Secretary	<u>930.41/1308.76</u> 912.17 / 1283.10	40 hrs/week
Cemetery Superintendent	1364.25 / 1920.65	Exempt
City Administrator	<u>3694.74/5199.50</u> 3587.13 / 5048.15	Exempt
City Attorney	<u>2667.93/3754.87</u> 2590.22 / 3645.50	Exempt
City Clerk	<u>1533.36/2157.82</u> 1356.44 / 1908.86	Exempt
Civil Engineering Manager – Public Works Engineering	<u>2032.23/2860.65</u> 1843.96 / 2595.64	Exempt

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Civil Engineering Manager – Utility, PCC	<u>2235.14/3146.78</u> 2028.07 / 2855.25	Exempt
Collection System Supervisor	<u>1406.27/1979.02</u> 1322.34 / 1860.90	40 hrs/week
Communications Specialist/EMD	<u>960.06/1354.25</u> 945.87 / 1334.23	40 hrs/week
Community Development Administrator	<u>1159.73/1631.88</u> 1125.95 / 1584.35	Exempt
Community Service Officer – Police Department	826.58 / 1162.73	40 hrs/week
Custodian	<u>826.10/1165.76</u> 798.05 / 1126.18	40 hrs/week
Development/ <u>Grants</u> Specialist	<u>1159.73/1631.88</u> 1125.95 / 1584.35	Exempt
Electric Distribution Superintendent	<u>2238.54/3149.39</u> 2110.04 / 2968.60	Exempt
Electric Distribution Supervisor	<u>1891.18/2660.18</u> 1782.62 / 2507.48	40 hrs/week
Electric Underground Superintendent	<u>1993.46/2804.93</u> 1879.02 / 2643.91	Exempt
Electrical Engineer I	<u>1828.81/2574.69</u> 1659.39 / 2336.16	Exempt
Electrical Engineer II	<u>2119.69/2983.49</u> 1923.32 / 2707.10	Exempt
Electrical Inspector	<u>1318.18/1854.63</u> 1305.13 / 1836.27	40 hrs/week
Emergency Management Clerk	<u>861.38/1211.86</u> 844.50 / 1188.10	40 hrs/week
Emergency Management Deputy Director	<u>1472.18/2071.60</u> 1348.40 / 1897.42	Exempt
Emergency Management Director	<u>2095.21/2948.19</u> 1919.04 / 2700.30	Exempt
EMS Division Chief	1780.80 / 2505.67	Exempt
<u>Engineering Technician</u>	<u>1317.93/1854.27</u>	<u>40 hrs/week</u>

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	1279.54/1800.26	
Engineering Technician Supervisor	<u>1510.15/2125.74</u>	Exempt
	1448.06 / 2038.35	
Equipment Operator, Solid Waste	<u>1126.58/1586.55</u>	40 hrs/week
	1072.32 / 1510.14	
Equipment Operator, WWTP	<u>1115.42/1570.85</u>	40 hrs/week
	1061.70 / 1495.19	
Finance Director	<u>2658.80/3741.50</u>	Exempt
	2581.36 / 3632.53	
Finance Secretary	<u>930.41/1308.76</u>	40 hrs/week
	912.17 / 1283.10	
Fire Chief	<u>2422.44/3407.86</u>	Exempt
	2351.89 / 3308.60	
Fire Operations Division Chief	<u>1916.76/2696.98</u>	Exempt
	1780.80 / 2505.67	
Fire Prevention Division Chief	1780.80 / 2505.67	Exempt
Fire Training Division Chief	1780.80 / 2505.67	Exempt
Fleet Services Superintendent	<u>1518.48/2138.12</u>	Exempt
	1459.66 / 2055.29	
Fleet Services Supervisor	<u>1265.20/1780.43</u>	40 hrs/week
	1216.19 / 1711.46	
Golf Course Superintendent	1699.29 / 2391.18	Exempt
<u>Grounds Management Crew Chief – Cemetery</u>	<u>1274.19/1793.14</u>	<u>40 hrs/week</u>
<u>Grounds Management Crew Chief - Parks</u>	<u>1312.42/1846.93</u>	40 hrs/week
	1274.19 / 1793.14	
Human Resources Director	<u>2337.34/3287.67</u>	Exempt
	2269.26 / 3191.91	
Human Resources Specialist	1211.46 / 1704.40	40 hrs/week
Information Technology Manager	<u>2157.10/3035.07</u>	Exempt
	1934.66 / 2722.10	
Information Technology Supervisor	<u>1809.78/2546.93</u>	Exempt
	1623.16 / 2284.30	
Legal Assistant	1303.62 / 1835.04	40 hrs/week

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Legal Secretary	<u>1063.89/1498.93</u> 979.06 / 1379.41	40 hrs/week
Librarian I	1193.05 / 1678.11	Exempt
Librarian II	1312.53 / 1846.64	Exempt
Library Assistant I	<u>832.39/1170.95</u> 822.11 / 1156.50	40 hrs/week
Library Assistant II	<u>918.16/1291.93</u> 906.82 / 1275.98	40 hrs/week
Library Assistant Director	<u>1556.71/2190.42</u> 1511.37 / 2126.62	Exempt
Library Clerk	<u>697.70/983.03</u> 689.08 / 970.90	40 hrs/week
Library Director	<u>2106.85/2695.64</u> 2045.49 / 2879.26	Exempt
Library Page	<u>528.02/743.20</u> 521.50 / 734.02	40 hrs/week
Library Secretary	<u>930.41/1308.76</u> 912.17 / 1283.10	40 hrs/week
Maintenance Mechanic I	<u>1087.13/1533.71</u> 1045.02 / 1474.30	40 hrs/week
Maintenance Mechanic II	<u>1220.54/1717.26</u> 1173.26 / 1650.74	40 hrs/week
Maintenance Worker I – Solid Waste	931.79 / 1312.53	40 hrs/week
Maintenance Worker I – Building, Golf, Library	957.65 / 1347.30	40 hrs/week
<u>Maintenance Worker I – Golf</u>	<u>986.38/1387.72</u>	<u>40 hrs/week</u>
Maintenance Worker I – WWTP	<u>1038.80/1461.49</u> 976.80 / 1374.26	40 hrs/week
Maintenance Worker II – Solid Waste	981.72 / 1382.08	40 hrs/week
Maintenance Worker II – Building, Golf	1008.48 / 1422.21	40 hrs/week
<u>Maintenance Worker II – Golf</u>	<u>1038.74/1464.87</u>	<u>40 hrs/week</u>
Maintenance Worker II – WWTP	<u>1093.94/1542.74</u> 1028.64 / 1450.66	40 hrs/week
Meter Reading Supervisor	<u>1306.49/1839.94</u>	Exempt

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	1240.53 / 1747.04	
Office Manager – Police Department	1113.70 / 1567.54	40 hrs/week
Parking Monitor	553.72 / 780.02	40 hrs/week
Parks and Recreation Director	<u>2382.92/3351.66</u>	Exempt
	2313.52 / 3254.04	
Parks and Recreation Secretary	<u>930.41/1308.76</u>	40 hrs/week
	912.17 / 1283.10	
Parks Maintenance Superintendent	<u>1589.78/2236.34</u>	Exempt
	1543.47 / 2171.20	
Payroll Specialist	1187.70 / 1670.98	40 hrs/week
Planning Director	<u>2362.77/3324.06</u>	Exempt
	2293.95 / 3227.25	
Planning Secretary	<u>930.41/1308.76</u>	40 hrs/week
	912.17 / 1283.10	
Planning Technician	<u>1416.78/1993.34</u>	40 hrs/week
	1279.54 / 1800.26	
Plans Examiner	<u>1318.18/1854.63</u>	40 hrs/week
	1305.13 / 1836.27	
Plumbing Inspector	<u>1318.18/1854.63</u>	40 hrs/week
	1305.13 / 1836.27	
Police Captain	<u>1807.51/2543.25</u>	Exempt
	1780.80 / 2505.67	
Police Chief	<u>2537.12/3571.25</u>	Exempt
	2463.23 / 3467.24	
Police Records Clerk	<u>871.29/1226.77</u>	40 hrs/week
	847.97 / 1193.94	
Power Plant Maintenance Supervisor	<u>2089.82/2939.61</u>	Exempt
	1870.00 / 2630.40	
Power Plant Operations Supervisor	<u>2175.14/3060.41</u>	Exempt
	1964.45 / 2763.97	
Power Plant Superintendent – Burdick	<u>2382.59/3352.74</u>	Exempt
	2102.90 / 2959.17	
Power Plant Superintendent – PGS	<u>2746.76/3863.40</u>	Exempt

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	2424.32 / 3409.89	
Public Information Officer	<u>1369.46/1926.70</u>	Exempt
	1211.46 / 1704.40	
Public Safety Secretary	1007.58 / 1421.32	40 hrs/week
Public Works Director	<u>2669.02/3755.90</u>	Exempt
	2591.29 / 3646.50	
Public Works Secretary	912.17 / 1283.10	40 hrs/week
Purchasing Technician	<u>998.25/1404.18</u>	40 hrs/week
	912.17 / 1283.10	
Recreation Superintendent	<u>1507.29/2120.18</u>	Exempt
	1456.11 / 2048.19	
Regulatory and Environmental Specialist	<u>2060.93/2898.97</u>	Exempt
	1870.00 / 2630.40	
Senior Accountant	<u>1700.63/2392.34</u>	Exempt
	1546.69 / 2175.80	
Senior Communications Specialist/EMD	<u>1116.24/1570.09</u>	40 hrs/week
	1022.38 / 1438.07	
Senior Electrical Engineer	<u>2320.75/3265.33</u>	Exempt
	2105.76 / 2962.83	
Engineering Technician	1279.54 / 1800.26	40 hrs/week
Senior Equipment Operator, Solid Waste	<u>1182.93/1664.51</u>	40 hrs/week
	1125.95 / 1584.34	
Senior Equipment Operator, WWTP	<u>1159.74/1631.87</u>	40 hrs/week
	1103.88 / 1553.28	
Senior Maintenance Worker	<u>1206.77/1698.62</u>	40 hrs/week
	1134.74 / 1597.24	
Senior Utility Secretary	<u>942.30/1328.94</u>	40 hrs/week
	914.86 / 1290.24	
Shooting Range Superintendent	<u>1507.29/2120.18</u>	Exempt
	1456.11 / 2048.19	
Solid Waste Division Clerk	<u>836.78/1177.23</u>	40 hrs/week
	820.37 / 1154.15	
Solid Waste Superintendent	<u>1711.93/2409.00</u>	Exempt

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	1662.06 / 2338.84	
Stormwater Technician	<u>1321.22/1858.91</u>	40 hrs/week
	1279.54 / 1800.26	
Street Superintendent	<u>1637.98/2307.06</u>	Exempt
	1609.81 / 2267.38	
Street Supervisor	<u>1300.21/1828.62</u>	40 hrs/week
	1277.84 / 1797.17	
Turf Management Specialist	<u>1317.93/1854.27</u>	40 hrs/week
	1279.54 / 1800.26	
Utility Director	<u>3628.53/5104.31</u>	Exempt
	3522.84 / 4955.64	
Utility Production Engineer	<u>2449.49/3447.23</u>	Exempt
	2161.95 / 3042.57	
Utility Secretary	<u>930.41/1308.76</u>	40 hrs/week
	912.17 / 1283.10	
Utility Services Manager	<u>1917.91/2698.95</u>	Exempt
	1744.31 / 2454.65	
Utility Warehouse Supervisor	<u>1491.57/2097.88</u>	40 hrs/week
	1382.46 / 1944.42	
Victim Assistance Unit Coordinator	<u>871.29/1226.77</u>	40 hrs/week
	847.97 / 1193.94	
Wastewater Clerk	820.37 / 1154.15	40 hrs/week
Wastewater Engineering/Operations Superintendent	1843.96 / 2595.64	Exempt
Wastewater Plant Maintenance Supervisor	<u>1411.80/1986.92</u>	40 hrs/week
	1357.11 / 1909.95	
Wastewater Plant Operator I	<u>1002.93/1411.43</u>	40 hrs/week
	952.30 / 1340.17	
Wastewater Plant Operator II	<u>1121.13/1578.63</u>	40 hrs/week
	1064.52 / 1498.93	
Wastewater Plant Process Supervisor	<u>1464.03/2061.29</u>	40 hrs/week
	1390.11 / 1957.21	
Wastewater Plant Senior Operator	<u>1185.21/1668.38</u>	40 hrs/week
	1125.37 / 1584.14	

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Water Superintendent	<u>1804.48/2538.25</u> 1680.50 / 2363.86	Exempt
Water Supervisor	<u>1538.58/2166.80</u> 1432.87 / 2017.93	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>984.46/1384.40</u> 955.79 / 1344.08	40 hrs/week
Fleet Services Attendant/Clerk	<u>894.96/1262.27</u> 868.90 / 1225.50	40 hrs/week
Fleet Services Inventory Specialist	<u>981.67/1381.61</u> 953.08 / 1341.37	40 hrs/week
Fleet Services Mechanic	<u>1123.02/1579.46</u> 1090.30 / 1533.46	40 hrs/week
Horticulturist	<u>1039.48/1464.57</u> 1009.20 / 1421.91	40 hrs/week
Maintenance Worker – Cemetery	<u>977.01/1375.08</u> 948.55 / 1335.03	40 hrs/week
Maintenance Worker – Parks	<u>970.48/1366.69</u> 942.22 / 1326.88	40 hrs/week
Maintenance Worker – Streets	<u>949.97/1336.86</u> 922.30 / 1297.92	40 hrs/week

ORDINANCE NO. 9061 (Cont.)

Senior Equipment Operator – Streets	<u>1078.62/1518.66</u> 1047.21 / 1474.42	40 hrs/week
Senior Maintenance Worker – Parks	<u>1078.62/1518.66</u> 1047.21 / 1474.42	40 hrs/week
Senior Maintenance Worker – Streets	<u>1078.62/1518.66</u> 1047.21 / 1474.42	40 hrs/week
Traffic Signal Technician	<u>1078.62/1518.66</u> 1047.21 / 1474.42	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>977.01/1377.08</u> 892.75 / 1258.32	40 hrs/week
Computer Programmer	<u>1513.68/2128.69</u> 1399.61 / 1968.27	40 hrs/week
Computer Technician	<u>1180.80/1661.14</u> 1091.82 / 1535.95	40 hrs/week
Custodian	<u>872.70/1228.05</u> 832.70 / 1171.78	40 hrs/week
Electric Distribution Crew Chief	<u>1737.62/2444.21</u> 1622.13 / 2281.74	40 hrs/week
Electric Underground Crew Chief	<u>1737.62/2444.21</u> 1622.13 / 2281.74	40 hrs/week
Engineering Technician I	<u>1240.47/1745.26</u> 1146.99 / 1613.74	40 hrs/week
Engineering Technician II	<u>1511.46/2127.79</u>	40 hrs/week

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	1397.56 / 1967.44	
GIS Technician	<u>1628.85/2291.16</u>	40 hrs/week
	1506.10 / 2118.50	
Instrument Technician	<u>1798.26/2529.78</u>	40 hrs/week
	1662.75 / 2339.14	
Lineworker Apprentice	<u>1229.67/1730.06</u>	40 hrs/week
	1147.94 / 1615.06	
Lineworker First Class	<u>1574.93/2215.29</u>	40 hrs/week
	1470.25 / 2068.05	
Materials Handler	<u>1465.89/2061.87</u>	40 hrs/week
	1398.71 / 1967.38	
Meter Reader	<u>992.30/1396.84</u>	40 hrs/week
	942.19 / 1326.31	
Meter Technician	<u>1235.44/1738.16</u>	40 hrs/week
	1175.94 / 1654.45	
Power Dispatcher I	<u>1728.75/2431.52</u>	40 hrs/week
	1621.64 / 2280.86	
Power Dispatcher II	<u>1815.74/2554.09</u>	40 hrs/week
	1703.24 / 2395.84	
Power Plant Maintenance Mechanic	<u>1540.86/2167.37</u>	40 hrs/week
	1470.25 / 2068.05	
Power Plant Operator	<u>1662.33/2338.11</u>	40 hrs/week
	1544.42 / 2172.26	
Senior Accounting Clerk	<u>1026.27/1445.68</u>	40 hrs/week
	937.78 / 1321.02	
Senior Engineering Technician	<u>1628.85/2291.16</u>	40 hrs/week
	1506.10 / 2118.50	
Senior Materials Handler	<u>1618.58/2276.58</u>	40 hrs/week
	1544.42 / 2172.26	
Senior Meter Reader	<u>1068.55/1501.93</u>	40 hrs/week
	1014.60 / 1426.10	
Senior Power Dispatcher	<u>2003.52/2817.99</u>	40 hrs/week
	1879.39 / 2643.39	

ORDINANCE NO. 9061 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Senior Power Plant Operator	<u>1834.38/2580.48</u> 1704.26 / 2397.43	40 hrs/week
Senior Substation Technician	<u>1798.26/2529.78</u> 1662.75 / 2339.14	40 hrs/week
Senior Water Maintenance Worker	<u>1330.48/1872.17</u> 1266.40 / 1782.00	40 hrs/week
Substation Technician	<u>1670.29/2349.30</u> 1544.42 / 2172.26	40 hrs/week
Systems Technician		40 hrs/week
<u>Systems Technician</u>	<u>1798.26/2529.78</u> 1662.75 / 2339.14	<u>40 hrs/week</u>
Tree Trim Crew Chief	<u>1574.93/2215.29</u> 1470.25 / 2068.05	40 hrs/week
Utilities Electrician	<u>1670.29/2349.30</u> 1544.42 / 2172.26	40 hrs/week
Utility Technician	<u>1745.98/2455.96</u> 1622.13 / 2281.74	40 hrs/week
Utility Warehouse Clerk	<u>1114.27/1568.30</u> 1040.21 / 1464.06	40 hrs/week
Water Maintenance Worker	<u>1175.57/1654.54</u> 1118.95 / 1574.86	40 hrs/week
Wireworker I	<u>1357.38/1909.78</u> 1267.15 / 1782.84	40 hrs/week
Wireworker II	<u>1574.93/2215.29</u> 1470.25 / 2068.05	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

ORDINANCE NO. 9061 (Cont.)

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 Officer	<u>1238.20/1730.92</u> 1196.33 / 1672.38	40 hrs/week
Police Sergeant	<u>1520.42/2083.33</u> 1469.01 / 2012.88	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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fire Captain	<u>1505.65/2118.93</u> 1472.52 / 2072.30	212 hrs/28 days
Firefighter / EMT	<u>1156.87/1627.96</u> 1131.42 / 1592.14	212 hrs/28 days
Firefighter / Paramedic	<u>1305.23/1836.72</u> 1276.52 / 1796.31	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

ORDINANCE NO. 9061 (Cont.)

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 and fire captains, 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 Technician 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 Fleet Services personnel shall receive a uniform allowance of \$12 biweekly. Public Works

ORDINANCE NO. 9061 (Cont.)

Department personnel in the job classifications Fleet Services Supervisor, Fleet Services Superintendent, and Fleet Services Mechanic shall receive a tool allowance of \$10 biweekly.

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 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 VEBA (Voluntary Employees' Beneficiary Association) on behalf of the employee in lieu of payment for an employee's unused sick leave in excess of 2,880 hours accrued in the preceding calendar year. The contribution 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, for each day of unused sick leave which exceeds 2,880 hours accrual of the preceding year.

ORDINANCE NO. 9061 (Cont.)

(B) All employees except non-union and 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 VEBA made on their behalf in lieu of payment for one quarter of their accumulated sick leave at the time of their retirement, the amount of contribution will be based upon the employee's salary at the time of retirement. Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for one-half of their accumulated sick leave at the time of their retirement. The amount of contribution will 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.

ORDINANCE NO. 9061 (Cont.)

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 11. The salary adjustments identified herein shall be effective with the pay period beginning on October 2, 2006.

SECTION 12. Ordinance No. 9017 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 8, 2006.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk