



City of Grand Island

Tuesday, September 25, 2007

Council Session

Item F1

#9140 - Consideration of Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: September 25, 2007

Subject: Salary Ordinance

Item #'s: F-1

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City of Grand Island brings forward to Council a salary ordinance every year for approval of wages for City employees. The salary ordinance is needed for the payment of wages. All employees are covered under this ordinance. An ordinance was brought forward recently to approve wages for employees covered by the IBEW bargaining unit and non-union City employees.

Discussion

The salary ordinance being brought forward for consideration has proposed wage changes for employees covered by the AFSCME bargaining unit. City staff has participated in negotiations with representatives from the AFSCME bargaining unit. The wages proposed here are the result of the negotiated contract. The financial impact of the proposed wage change is a 4.25% increase in overall wages for the members of this bargaining group. There are also changes recommended to the maximum limit of medical leave due to comparability and a change to the percentage paid out at retirement.

There is also a couple of housekeeping changes recommended. The car allowance for the City Administrator is being put back in the ordinance at a rate of \$500 per month to be divided into two equal monthly payments. This reflects the offer made by the Mayor to Mr. Pederson in the offer of employment. There is also a change to the Police Captain range.

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 Salary Ordinance #9140.

Sample Motion

Motion to approve Salary Ordinance #9140.

ORDINANCE NO. 9140

An ordinance to amend Ordinance No. 9132 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 of ~~non-union employees and~~ employees covered under the AFSCME bargaining agreement; to amend the salary range of Police Captains ~~IBEW Finance and IBEW Utilities bargaining agreements~~; to remove the classification and salary ranges for ~~Development/Grants Specialist and Emergency Management Clerk~~; to add the classification and salary range for ~~Emergency Management Coordinator~~; to remove the classification and salary range for ~~Wastewater Plant Senior Operator~~ and add the classification and salary ranges for ~~Wastewater Plant Chief Operator and Wastewater Plant Laboratory Technician~~; to repeal those portions of Ordinance No. 9132 and any parts of other 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	1558.61/2193.83	Exempt
Accounting Technician – Solid Waste, Streets	1053.92/1483.06	40 hrs/week
Accounting Technician – WWTP	1018.28/1432.90	40 hrs/week

Approved as to Form ☒ _____
September 21, 2007 ~~September 18, 2007~~
By: _____

ORDINANCE NO. 9140 (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Administrative Assistant –	1137.90/1602.11	40 hrs/week
Assistant to the City Administrator	1483.44/2088.45	Exempt
Assistant Public Works Director	2159.01/3037.57	Exempt
Assistant Utility Director – Administration	2896.69/4076.27	Exempt
Assistant Utility Director – PGS & PCC	3137.79/4415.74	Exempt
Attorney	2073.17/2917.27	Exempt
Audio-Video Technician	1075.04/1512.69	40 hrs/week
Biosolids Technician	1226.69/1726.77	40 hrs/week
Building Department Director	2363.43/3324.37	Exempt
Building Inspector	1364.31/1919.54	40 hrs/week
Building Secretary	962.98/1354.57	40 hrs/week
Cemetery Superintendent	1412.00/1987.87	Exempt
City Administrator	3824.06/5381.58	Exempt
City Attorney	2761.31/3886.29	Exempt
City Clerk	1587.03/2233.34	Exempt
Civil Engineering Manager – Public Works Engineering	2103.36/2960.78	Exempt
Civil Engineering Manager – Utility PCC	2313.37/3256.91	Exempt
Collection System Supervisor	1455.49/2048.29	40 hrs/week
Communications Specialist/EMD	993.66/1401.65	40 hrs/week
Community Development Administrator	1200.32/1688.99	Exempt
Community Service Officer	855.50/1203.42	40 hrs/week
Custodian	855.02/1206.56	40 hrs/week
Electric Distribution Superintendent	2316.89/3259.62	Exempt
Electric Distribution Supervisor	1957.37/2753.29	40 hrs/week
Electric Underground Superintendent	2063.23/2903.10	Exempt
Electrical Engineer I	1892.82/2664.80	Exempt
Electrical Engineer II	2193.88/3087.91	Exempt
Electrical Inspector	1364.31/1919.54	40 hrs/week
Emergency Management Coordinator	955.73/1344.42	40 hrs/week
Emergency Management Deputy Director	1523.71/2144.11	Exempt
Emergency Management Director	2168.54/3051.38	Exempt
EMS Division Chief	1843.13/2593.37	Exempt

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Engineering Technician	1367.46/1923.98	40 hrs/week
Engineering Technician Supervisor	1563.01/2200.14	Exempt
Equipment Operator, Solid Waste	1166.02/1642.08	40 hrs/week
Equipment Operator, WWTP	1115.42/1570.85	40 hrs/week
Evidence Technician	855.50/1203.42	40 hrs/week
Finance Director	2751.86/3872.46	Exempt
Finance Secretary	962.98/1354.57	40 hrs/week
Fire Chief	2507.23/3527.14	Exempt
Fire Operations Division Chief	1983.85/2791.37	Exempt
Fire Prevention Division Chief	1843.13/2593.37	Exempt
Fire Training Division Chief	1843.13/2593.37	Exempt
Fleet Services Superintendent	1571.63/2212.95	Exempt
Fleet Services Supervisor	1309.48/1842.74	40 hrs/week
Golf Course Superintendent	1758.77/2474.87	Exempt
Grounds Management Crew Chief – Cemetery	1318.79/1855.90	40 hrs/week
Grounds Management Crew Chief - Parks	1358.35/1911.57	40 hrs/week
Human Resources Director	2419.14/3402.74	Exempt
Human Resources Specialist	1253.86/1764.06	40 hrs/week
Information Technology Manager	2232.60/3141.30	Exempt
Information Technology Supervisor	1873.12/2636.08	Exempt
Legal Secretary	1101.13/1551.39	40 hrs/week
Librarian I	1234.80/1736.85	Exempt
Librarian II	1358.47/1911.27	Exempt
Library Assistant I	861.53/1211.94	40 hrs/week
Library Assistant II	950.30/1337.14	40 hrs/week
Library Assistant Director	1611.20/2267.08	Exempt
Library Clerk	722.11/1017.44	40 hrs/week
Library Director	2180.59/3069.43	Exempt
Library Page	546.50/769.22	40 hrs/week
Library Secretary	962.98/1354.57	40 hrs/week
Maintenance Mechanic I	1087.13/1533.71	40 hrs/week
Maintenance Mechanic II	1220.54/1717.26	40 hrs/week
Maintenance Worker I – Building, Library	991.17/1394.46	40 hrs/week

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Maintenance Worker I – Golf, Shooting Range	1020.90/1436.29	40 hrs/week
Maintenance Worker I – WWTP	1038.80/1461.49	40 hrs/week
Maintenance Worker II – Building	1043.78/1471.98	40 hrs/week
Maintenance Worker II – Golf	1075.09/1516.14	40 hrs/week
Maintenance Worker II – WWTP	1093.94/1542.74	40 hrs/week
Meter Reading Supervisor	1352.22/1904.34	Exempt
Office Manager – Police Department	1152.67/1622.41	40 hrs/week
Parking Monitor	573.10/807.33	40 hrs/week
Parks and Recreation Director	2466.33/3468.97	Exempt
Parks and Recreation Secretary	962.98/1354.57	40 hrs/week
Parks Superintendent	1645.42/2314.61	Exempt
Payroll Specialist	1229.26/1729.46	40 hrs/week
Planning Director	2445.47/3440.41	Exempt
Planning Secretary	962.98/1354.57	40 hrs/week
Planning Technician	1466.36/2063.10	40 hrs/week
Plans Examiner	1364.31/1919.54	40 hrs/week
Plumbing Inspector	1364.31/1919.54	40 hrs/week
Police Captain	1870.77/2632.27 <u>1908.19/2684.91</u>	Exempt
Police Chief	2625.92/3696.25	Exempt
Police Records Clerk	901.78/1269.70	40 hrs/week
Power Plant Maintenance Supervisor	2162.96/3042.49	Exempt
Power Plant Operations Supervisor	2251.27/3167.53	Exempt
Power Plant Superintendent – Burdick	2465.98/3470.08	Exempt
Power Plant Superintendent – PGS	2842.89/3998.62	Exempt
Public Information Officer	1417.39/1994.13	Exempt
Public Works Director	2762.44/3887.35	Exempt
Purchasing Technician	1033.18/1453.33	40 hrs/week
Receptionist	927.03/1304.42	40 hrs/week
Recreation Superintendent	1560.04/2194.39	Exempt
Regulatory and Environmental Specialist	2133.06/3000.43	Exempt
Senior Accountant	1760.15/2476.08	Exempt
Senior Communications Specialist/EMD	1155.31/1625.04	40 hrs/week

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Senior Electrical Engineer	2401.98/3379.62	Exempt
Senior Equipment Operator, Solid Waste	1224.33/1722.77	40 hrs/week
Senior Equipment Operator, WWTP	1159.74/1631.87	40 hrs/week
Senior Maintenance Worker	1206.77/1698.62	40 hrs/week
Senior Utility Secretary	965.82/1362.11	40 hrs/week
Shooting Range Superintendent	1560.04/2194.39	Exempt
Solid Waste Division Clerk	866.06/1218.43	40 hrs/week
Solid Waste Superintendent	1771.84/2493.32	Exempt
Stormwater Technician	1367.46/1923.98	40 hrs/week
Street Superintendent	1695.31/2387.81	Exempt
Street Supervisor	1345.71/1892.62	40 hrs/week
Turf Management Specialist	1364.06/1919.17	40 hrs/week
Utility Director	3755.52/5282.96	Exempt
Utility Production Engineer	2535.22/3567.88	Exempt
Utility Secretary	962.98/1354.57	40 hrs/week
Utility Services Manager	1985.04/2793.41	Exempt
Utility Warehouse Supervisor	1543.78/2171.30	40 hrs/week
Victim Assistance Unit Coordinator	901.78/1269.70	40 hrs/week
Wastewater Clerk	820.37/1154.15	40 hrs/week
Wastewater Engineering/Operations Superintendent	1908.50/2686.49	Exempt
Wastewater Plant Chief Operator	1226.69/1726.77	40 hrs/week
Wastewater Plant Maintenance Supervisor	1461.22/2056.46	40 hrs/week
Wastewater Plant Operator I	1002.93/1411.43	40 hrs/week
Wastewater Plant Operator II	1121.13/1578.63	40 hrs/week
Wastewater Plant Process Supervisor	1515.27/2133.43	40 hrs/week
Wastewater Plant Laboratory Technician	1185.21/1668.38	40 hrs/week
Water Superintendent	1867.64/2627.09	Exempt
Water Supervisor	1592.43/2242.64	40 hrs/week
Worker / Seasonal	468.00/1600.00	Exempt
Worker / Temporary	468.00/1600.00	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

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(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	984.46/1384.40 <u>1026.30/1443.24</u>	40 hrs/week
Fleet Services Attendant/Clerk	894.96/1262.27 <u>932.99/1315.92</u>	40 hrs/week
Fleet Services Inventory Specialist	981.67/1381.61 <u>1023.39/1440.33</u>	40 hrs/week
Fleet Services Mechanic	1123.02/1579.46 <u>1170.74/1646.58</u>	40 hrs/week
Horticulturist	1039.48/1464.57 <u>1083.66/1526.82</u>	40 hrs/week
Maintenance Worker – Cemetery	977.01/1375.08 <u>1018.53/1433.52</u>	40 hrs/week
Maintenance Worker – Parks	970.48/1366.69 <u>1011.73/1424.78</u>	40 hrs/week
Maintenance Worker – Streets	949.97/1336.86 <u>990.34/1393.67</u>	40 hrs/week
Senior Equipment Operator – Streets	1078.62/1518.66 <u>1124.46/1583.20</u>	40 hrs/week
Senior Maintenance Worker – Parks	1078.62/1518.66 <u>1124.46/1583.20</u>	40 hrs/week
Senior Maintenance Worker – Streets	1078.62/1518.66 <u>1124.46/1583.20</u>	40 hrs/week
Traffic Signal Technician	1078.62/1518.66 <u>1124.46/1583.20</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:

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	1006.32/1418.39	40 hrs/week
Computer Programmer	1559.09/2192.55	40 hrs/week
Computer Technician	1216.22/1710.97	40 hrs/week
Custodian	898.88/1264.89	40 hrs/week
Electric Distribution Crew Chief	1789.75/2517.54	40 hrs/week
Electric Underground Crew Chief	1789.75/2517.54	40 hrs/week
Engineering Technician I	1277.69/1797.62	40 hrs/week
Engineering Technician II	1556.81/2191.62	40 hrs/week
GIS Technician	1677.71/2359.90	40 hrs/week
Instrument Technician	1852.21/2605.68	40 hrs/week
Lineworker Apprentice	1266.56/1781.96	40 hrs/week
Lineworker First Class	1622.18/2281.74	40 hrs/week
Materials Handler	1509.86/2123.73	40 hrs/week
Meter Reader	1022.06/1438.74	40 hrs/week
Meter Technician	1272.50/1790.30	40 hrs/week
Power Dispatcher I	1780.62/2504.46	40 hrs/week
Power Dispatcher II	1870.22/2630.71	40 hrs/week
Power Plant Maintenance Mechanic	1587.08/2232.39	40 hrs/week
Power Plant Operator	1712.20/2408.26	40 hrs/week
Senior Accounting Clerk	1057.06/1489.05	40 hrs/week
Senior Engineering Technician	1677.71/2359.90	40 hrs/week
Senior Materials Handler	1667.14/2344.88	40 hrs/week
Senior Meter Reader	1100.61/1546.98	40 hrs/week
Senior Power Dispatcher	2063.62/2902.53	40 hrs/week
Senior Power Plant Operator	1889.41/2657.90	40 hrs/week
Senior Substation Technician	1852.21/2605.68	40 hrs/week
Senior Water Maintenance Worker	1370.39/1928.34	40 hrs/week
Substation Technician	1720.40/2419.78	40 hrs/week
Systems Technician	1852.21/2605.68	40 hrs/week
Tree Trim Crew Chief	1622.18/2281.74	40 hrs/week
Utilities Electrician	1720.40/2419.78	40 hrs/week
Utility Technician	1798.35/2529.64	40 hrs/week
Utility Warehouse Clerk	1147.70/1615.35	40 hrs/week

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Water Maintenance Worker	1210.83/1704.18	40 hrs/week
Wireworker I	1398.10/1967.07	40 hrs/week
Wireworker II	1622.18/2281.74	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 Officer	1238.20/1730.92	40 hrs/week
Police Sergeant	1520.42/2083.33	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	1607.04/2198.88	212 hrs/28 days
Firefighter / EMT	1183.68/1661.04	212 hrs/28 days
Firefighter/Paramedic	1354.32/1861.92	<u>212 hrs/28 days</u>

~~The above pay ranges and amendments made to all IAFF positions shall be retroactive to October 1, 2006, pursuant to the Commission of Industrial Relations Order filed May 15, 2007, in Case No. 1130.~~

ORDINANCE NO. 9140 (Cont.)

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 \$484.00 per year, divided into twenty-four (24) pay periods. 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. 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, the IBEW labor union, may receive an annual stipend not to exceed \$1,000 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 Superintendent, 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

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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 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 medical 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 medical leave in excess of 960 hours accrued in the preceding calendar year. The compensation will be based on 50% of the accumulated hours above 960 at the employee's current pay rate at the time of such compensation.

For those employees covered in the AFSCME bargaining agreement, the City will include in the second paycheck in January, 2008~~of each year~~, payment for an employee's unused medical leave in excess of 968 hours accrued in the preceding calendar year. The compensation will be based on 50% of the accumulated hours above 968 at the employee's current pay rate at the time of such compensation.

(B) All employees except non-union and those covered in the IAFF bargaining agreement shall be paid for one-half of their accumulated medical 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 IAFF bargaining agreement shall have a contribution to a VEBA made on their behalf in lieu of

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payment for one quarter of their accumulated medical 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 medical leave at the time of their retirement. The amount of contribution will be based upon the employee's salary at the time of retirement. All employees covered by the AFSCME bargaining agreement shall be paid forty-five percent (45%) of their accumulated medical leave bank at the time of their retirement, based on the employee's salary at the time of retirement.

(C) The City Administrator and department heads shall have a contribution made to their VEBA for one-half of their accumulated medical 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 medical 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 medical leave.

SECTION 8. The City Administrator shall receive a vehicle allowance of Five Hundred Dollars (\$500.00) per month in lieu of mileage allowance, divided into two equal payments of Two Hundred Fifty Dollars (\$250.00) retroactive to date of employment.

SECTION 97. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

ORDINANCE NO. 9140 (Cont.)

SECTION 108. The salary adjustments identified herein shall be effective with the pay period beginning on October 15, 2007, except employees of the AFSCME bargaining agreement whose salary adjustments will be calculated retroactive to October 1, 2007..

SECTION 119. Those portions of Ordinance No. 9132 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

SECTION 1240. 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: September 25, 2007.

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk