



# City of Grand Island

Tuesday, May 27, 2008

Council Session

## Item F2

**#9170 - Consideration of Amending Salary Ordinance**

Staff Contact: Brenda Sutherland

# Council Agenda Memo

**From:** Brenda Sutherland, Human Resources Director  
**Meeting:** May 27, 2008  
**Subject:** Amending Salary Ordinance  
**Item #'s:** F-2  
**Presenter(s):** Brenda Sutherland, Human Resources Director

## Background

The salary ordinance for employees of the City of Grand Island comes before Council when changes are necessary.

## Discussion

City staff has recently concluded negotiations with the employees represented by the Fraternal Order of Police #24 more commonly referred to as the FOP. Negotiations have been ongoing for over a year with agreement recently being reached. The FOP represents seventy-one (71) sworn police officers and sergeants. The wages presented in the salary ordinance represent wages negotiated by the City and the FOP. Police officer wages are recommended to increase by 3.75% and police sergeant by 5.75%. In addition, a change to the limit and payout of medical leave was negotiated and the new limit for accrued medical leave is 1,080 hours of which 37.5% shall be paid out at retirement or 50% due to death in the line of duty. The allowance for uniform has a negotiated change from \$50 per month to \$25 per pay period.

The City is reserving its right to implement its right to the full utilization of the 207(k) FSLA exemption. For purposes of calculating overtime, the pay period shall run concurrently with the City's payroll cycle and be calculated on a 14 day pay period.

Three other areas of housekeeping in the salary ordinance are: 1.) The renaming of the Assistant Public Works Director to the Manager of Engineering Services; 2.) Correction of a typo on the top wage of the Firefighter EMT scale to accurately represent the negotiated wage in the labor agreement; and 3.) Adjust the position of Biosolids Technician so that it properly aligns in the Wastewater division.

## **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 No. 9170.

## **Sample Motion**

Move to approve Salary Ordinance No. 9170.

ORDINANCE NO. 9170

An ordinance to amend Ordinance 9156 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 bargaining agreement for the IBEW WWTP; to amend the salary range of the Waste Water Plant Chief Operator, and to remove Maintenance Worker I WWTP; to remove Maintenance Worker II WWTP and replace it with Maintenance Worker WWTP; to remove Maintenance Worker Shooting Range, and to add the salary range for Shooting Range Operator; to remove Assistant Public Works Director and replace it with Manager of Engineering Services; to amend the salary ranges for the FOP labor agreement; to correct the salary range of Firefighter/EMT; and to adjust the salary range for Biosolids Technician; and~~ to repeal those portions of Ordinance No. 9156 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:

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accountant	1558.61/2193.83	Exempt
Accounting Technician – Solid Waste, Streets	1053.92/1483.06	40 hrs/week
Administrative Assistant	1137.90/1602.11	40 hrs/week
Assistant to the City Administrator	1483.44/2088.45	Exempt

Approved as to Form	☐ _____
May 22, 2008	☐ City Attorney

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
<del>Assistant Public Works Director</del>	<del>2159.01/3037.57</del>	<del>Exempt</del>
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	<del>1226.69/1726.77</del> <u>1281.89/1804.47</u>	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
Engineering Technician	1367.46/1923.98	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Engineering Technician Supervisor	1563.01/2200.14	Exempt
Equipment Operator, Solid Waste	1166.02/1642.08	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 Worker I – Building, Library	991.17/1394.46	40 hrs/week
Maintenance Worker I – Golf	1020.90/1436.29	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

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
<u>Manager of Engineering Services</u>	<u>2159.01/3037.57</u>	<u>Exempt</u>
Meter Reader 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	1908.19/2684.91	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
Senior Electrical Engineer	2401.98/3379.62	Exempt
Senior Equipment Operator, Solid Waste	1224.33/1722.77	40 hrs/week
Senior Maintenance Worker	1206.77/1698.62	40 hrs/week
Senior Utility Secretary	965.82/1362.11	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Shooting Range Operator	1318.79/1855.90	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 Engineering/Operations Superintendent	1908.50/2686.49	Exempt
Wastewater Plant Chief Operator	1263.49/1778.57	40 hrs/week
Wastewater Plant Maintenance Supervisor	1461.22/2056.46	40 hrs/week
Wastewater Plant Process Supervisor	1515.27/2133.43	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 (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	1026.30/1443.24	40 hrs/week
Fleet Services Attendant/Clerk	932.99/1315.92	40 hrs/week
Fleet Services Inventory Specialist	1023.39/1440.33	40 hrs/week
Fleet Services Mechanic	1170.74/1646.58	40 hrs/week
Horticulturist	1083.66/1526.82	40 hrs/week
Maintenance Worker – Cemetery	1018.53/1433.52	40 hrs/week
Maintenance Worker – Parks	1011.73/1424.78	40 hrs/week
Maintenance Worker – Streets	990.34/1393.67	40 hrs/week
Senior Equipment Operator – Streets	1124.46/1583.20	40 hrs/week
Senior Maintenance Worker – Parks	1124.46/1583.20	40 hrs/week
Senior Maintenance Worker – Streets	1124.46/1583.20	40 hrs/week
Traffic Signal Technician	1124.46/1583.20	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>
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

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
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
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

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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:

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Police Officer	<u>1238.20/1730.92</u> <u>1284.63/1795.83</u>	40 hrs/week
Police Sergeant	<u>1520.42/2083.33</u> <u>1607.85/2203.12</u>	40 hrs/week

OVERTIME ELIGIBILITY

The City has reserved its right to the utilization of the 207(k) FLSA exemption and will implement this as the hours of work effective the first full pay period following the execution of the labor agreement. The pay period for purposes of calculating overtime shall consist of a fourteen (14) day cycle that runs concurrent with the City's current payroll cycle. For purposes of calculating eligibility for overtime, "hours worked" shall include actual hours worked, vacation, personal leave and holiday hours. Employees shall be eligible for overtime when they exceed their hours scheduled for work in the fourteen (14) day pay cycle with a minimum of eighty (80) hours. There shall also be established for each employee in the bargaining unit a Training and Special Events bank of fifty (50) hours per individual per contract year. Each employee may be scheduled for training or special event duty with a minimum of seven (7) days notice prior to the commencement of the pay period and the training and special events bank hours may be added to the eighty (80) hour, two (2) week pay period up to eighty-six (86) hours and these hours shall not be eligible for overtime. Training and special events hours worked in excess of eighty-six (86) hours in a two week pay period will be eligible for overtime, but will not be subtracted from the training and special events bank. All work completed after eighty (80)

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hours in a pay period that is performed for work that is funded by grants from parties outside or other than the City of Grand Island, shall be paid overtime for the time worked after eighty (80) hours, if the time is funded at overtime rates by the grant. Any such grant hours are not deducted from the training and special events bank.

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	1684.80/2336.07	212 hrs/28 days
Firefighter / EMT	<del>1251.72/1856.52</del> <u>1251.72/1816.52</u>	212 hrs/28 days
Firefighter / Paramedic	1397.52/1973.76	212 hrs/28 days

SECTION 6. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-WWTP 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 IBEW-WWTP 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>
Accounting Technician – WWTP	1033.62/1454.40	40 hrs/week
Equipment Operator – WWTP	1173.47/1651.20	40 hrs/week
Maintenance Mechanic I	1173.47/1651.20	40 hrs/week
Maintenance Mechanic II	1313.90/1848.80	40 hrs/week

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Maintenance Worker – WWTP	1173.47/1651.20	40 hrs/week
Senior Equipment Operator – WWTP	1268.42/1784.80	40 hrs/week
Wastewater Clerk	882.96/1242.40	40 hrs/week
Wastewater Plant Laboratory Technician	1245.68/1752.80	40 hrs/week
Wastewater Plant Operator I	1049.53/1476.80	40 hrs/week
Wastewater Plant Operator II	1173.47/1651.20	40 hrs/week

SECTION 7. 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 are 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~~ \$25.00 per pay period. ~~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 agreement~~, the FOP labor ~~union agreement~~, the IBEW Utilities and Finance labor ~~union agreements~~, 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 Reader Supervisor, Power Plant Superintendent, Power Plant Supervisor,

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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 and Wastewater Treatment Plant personnel covered by IBEW labor agreements, 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 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 8. Employees shall be compensated for unused medical leave as follows:

(A) For all employees except those covered in the IAFF, AFSCME, ~~and IBEW~~ Wastewater, ~~and bargaining~~ FOP labor agreements, 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~~ labor agreement, the City will include in the second paycheck in January, 2008, payment for an employee's unused medical leave in excess of 968 hours accrued in the preceding

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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.

For those employees covered in the IBEW Wastewater Treatment Plant ~~bargaining-labor~~ agreement, the City will include in the first paycheck in February, 2008, payment for employee's unused medical leave in excess of 960 hours accrued through September 30, 2007. 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.

(B) All employees except non-union and those covered in the IAFF, ~~and~~ IBEW Wastewater, AFSCME and FOP bargaining-labor agreements 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-labor~~ agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-eight percent (38%) of their accumulated medical leave at the time of their retirement, not to exceed one thousand five hundred seventy-six hours (1,576 hrs.). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Wastewater labor agreement shall be paid 37.5% of their accumulated medical leave at the time of retirement or death, based on 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

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at the time of retirement. All employees covered by the AFSCME ~~bargaining~~ labor agreement shall be paid forty-five (45%) of their accumulated medical leave bank at the time of their retirement, based on the employee's salary at the time of retirement. All employees covered under the FOP labor agreement shall be paid thirty-seven and one-half percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed four hundred five hours (calculated at 37.5% x 1,080 hours = 405 hrs.), based on the employee's salary at the time of retirement. If death occurs while in the line of duty, employees covered under the FOP labor agreement shall be paid fifty percent (50%) of their accumulated medical leave bank at the time of their death, not to exceed five hundred forty hours (50% x 1,080 hours = 540 hrs.), based on the employee's salary at the time of their death.

(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 for non-union employees and as defined in labor agreements for all other employees.

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SECTION 9. 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 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 on the date of passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law, except for the employees of the FOP bargaining unit whose salary adjustments are retroactive to October 1, 2007. January 28, 2008, except employees of the IBEW Wastewater bargaining agreement whose salary adjustments will be calculated retroactive to October 1, 2007.

SECTION 12. Those portions of Ordinance No. 9156 and all other 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: May 27, 2008.

\_\_\_\_\_  
Margaret Hornady, Mayor

Attest:

\_\_\_\_\_  
RaNae Edwards, City Clerk