



City of Grand Island

Tuesday, August 19, 2008

Council Session

Item F2

Ordinance # 9179 - Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director
Meeting: August 19, 2008
Subject: Salary Ordinance #9179
Item #'s: F-2
Presenter(s): Brenda Sutherland, Human Resources Director

Background

The Human Resources Department prepares and brings forward for consideration a salary ordinance each year at budget time that sets forth wages for employees for the upcoming fiscal year. Many of the wages being presented are a reflection of wages that have been previously agreed to by the City Council when labor agreements were entered into. Some of the wages are a result of current negotiations and others are a result of regular annual range movement. In addition to wages, certain benefits that are part of labor agreements or personnel rules that are paid to employees are also outlined in the salary ordinance.

Discussion

The following changes are being presented to the Council for consideration in preparation for the next fiscal year which will begin on October 1, 2008. The wages addressed in this document will not be paid until the first full pay period in October which will commence on October 13, 2008.

Employees covered by the AFSCME labor agreement will receive a 4% increase per contract, employees covered by the FOP labor agreement will receive a 3.5% increase per contract, employees covered by the IAFF labor agreement will receive a 3.25% increase per contract, and employees covered by the IBEW Wastewater labor agreement will receive a 3.25% increase per contract. A recommendation is made to increase non-union employees by 3.75% and department directors by 4.75%. The department directors should be on a three year cycle for position survey but considering the tight budget, a slight increase is recommended this year with follow up in next year's budget.

Additional changes would also include increasing the Fire Operations Division Chief, EMS Division Chief, Fire Prevention Division Chief, and the Training Division Chief range by 8% to keep pace with recent IAFF increases, increasing the Wastewater Superintendant position by 7.5% to keep pace in the market.

This salary ordinance also contains the wages for employees covered by the IBEW Finance and IBEW Utilities labor agreements. The City and the IBEW shared the cost and information from a salary survey and negotiated the recommended wages using the current day wages and an additional 3.75% for future movement anticipated by the surveyed communities in the fall. Those wages moved by different percentages based on survey results. Both the bottom and the top end of the scales were moved according to survey results. Some positions were frozen and other positions moved quite a bit. The average when considering the frozen positions with the ones that did see movement was a net effect of around 3.5%.

Additional changes included in the ordinance are a reflection of the items agreed to in the new IBEW Finance and Utilities labor agreements.

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 #9179.

Sample Motion

Motion to approve Salary Ordinance #9179.

ORDINANCE NO. ~~9170~~9179

An ordinance to amend Ordinance ~~9156-9170~~ 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 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; to amend the salary ranges of non-union employees; the employees covered under the AFSCME labor agreement; IBEW-Utilities and IBEW-Finance labor agreements; the IBEW-WWTP labor agreement; the FOP labor agreement; and the IAFF labor agreement; to remove the non-union Senior Maintenance Worker position; and to repeal those portions of Ordinance No. ~~9156-9170~~ 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 <u>1617.06/2276.10</u>	Exempt
Accounting Technician – Solid Waste, Streets	1053.92/1483.06 <u>1093.44/1538.67</u>	40 hrs/week

Approved as to Form <input type="checkbox"/> _____ August 15, 2008 <input type="checkbox"/> City Attorney
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ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Administrative Assistant	1137.90/1602.11 <u>1180.58/1662.19</u>	40 hrs/week
Assistant to the City Administrator	1483.44/2088.45 <u>1539.07/2166.77</u>	Exempt
Assistant Utility Director – Administration	2896.69/4076.27 <u>3005.32/4229.13</u>	Exempt
Assistant Utility Director – PGS & PCC	3137.79/4415.74 <u>3255.46/4581.33</u>	Exempt
Attorney	2073.17/2917.27 <u>2150.91/3026.67</u>	Exempt
Audio-Video Technician	1075.04/1512.69 <u>1115.35/1569.42</u>	40 hrs/week
Biosolids Technician	1281.89/1804.47 <u>1329.96/1872.14</u>	40 hrs/week
Building Department Director	2363.43/3324.37 <u>2475.69/3482.27</u>	Exempt
Building Inspector	1364.31/1919.54 <u>1415.47/1991.53</u>	40 hrs/week
Building Secretary	962.98/1354.57 <u>999.09/1405.37</u>	40 hrs/week
Cemetery Superintendent	1412.00/1987.87 <u>1464.95/2062.42</u>	Exempt
City Administrator	3824.06/5381.58 <u>4005.70/5637.21</u>	Exempt
City Attorney	2761.31/3886.29 <u>2892.47/4070.89</u>	Exempt
City Clerk	1587.03/2233.34 <u>1646.54/2317.09</u>	Exempt
Civil Engineering Manager – Public Works Engineering	2103.36/2960.78 <u>2182.24/3071.80</u>	Exempt
Civil Engineering Manager – Utility PCC	2313.37/3256.91 <u>2400.12/3379.05</u>	Exempt

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Collection System Supervisor	1455.49/2048.29 <u>1510.07/2125.10</u>	40 hrs/week
Communications Specialist/EMD	993.66/1401.65 <u>1030.93/1454.21</u>	40 hrs/week
Community Development Administrator	1200.32/1688.99 <u>1245.34/1752.33</u>	Exempt
Community Service Officer	855.50/1203.42 <u>887.58/1248.55</u>	40 hrs/week
Custodian	855.02/1206.56 <u>887.08/1251.81</u>	40 hrs/week
Electric Distribution Superintendent	2316.89/3259.62 <u>2403.77/3381.86</u>	Exempt
Electric Distribution Supervisor	1957.37/2753.29 <u>2030.77/2856.54</u>	40 hrs/week
Electric Underground Superintendent	2063.23/2903.10 <u>2140.60/3011.97</u>	Exempt
Electrical Engineer I	1892.82/2664.80 <u>1963.80/2764.73</u>	Exempt
Electrical Engineer II	2193.88/3087.91 <u>2276.15/3203.71</u>	Exempt
Electrical Inspector	1364.31/1919.54 <u>1415.47/1991.53</u>	40 hrs/week
Emergency Management Coordinator	955.73/1344.42 <u>991.57/1394.84</u>	40 hrs/week
Emergency Management Deputy Director	1523.71/2144.11 <u>1580.85/2224.51</u>	Exempt
Emergency Management Director	2168.54/3051.38 <u>2271.55/3196.32</u>	Exempt
EMS Division Chief	1843.13/2593.37 <u>1990.58/2800.84</u>	Exempt
Engineering Technician	1367.46/1923.98 <u>1418.74/1996.13</u>	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Engineering Technician Supervisor	1563.01/2200.14 <u>1621.62/2282.65</u>	Exempt
Equipment Operator, Solid Waste	1166.02/1642.08 <u>1209.74/1703.66</u>	40 hrs/week
Evidence Technician	855.50/1203.42 <u>887.58/1248.55</u>	40 hrs/week
Finance Director	2751.86/3872.46 <u>2882.57/4056.40</u>	Exempt
Finance Secretary	962.98/1354.57 <u>1071.82/1418.39</u>	40 hrs/week
Fire Chief	2507.23/3527.14 <u>2626.32/3694.68</u>	Exempt
Fire Operations Division Chief	1983.85/2791.37 <u>2142.56/3014.68</u>	Exempt
Fire Prevention Division Chief	1843.13/2593.37 <u>1990.58/2800.84</u>	Exempt
Fire Training Division Chief	1843.13/2593.37 <u>1990.58/2800.84</u>	Exempt
Fleet Services Superintendent	1571.63/2212.95 <u>1630.56/2295.94</u>	Exempt
Fleet Services Supervisor	1309.48/1842.74 <u>1358.58/1911.85</u>	40 hrs/week
Golf Course Superintendent	1758.77/2474.87 <u>1824.72/2567.68</u>	Exempt
Grounds Management Crew Chief – Cemetery	1318.79/1855.90 <u>1368.25/1925.50</u>	40 hrs/week
Grounds Management Crew Chief - Parks	1358.35/1911.57 <u>1409.29/1983.25</u>	40 hrs/week
Human Resources Director	2419.14/3402.74 <u>2534.05/3564.37</u>	Exempt
Human Resources Specialist	1253.86/1764.06 <u>1300.87/1830.21</u>	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Information Technology Manager	<u>2232.60/3141.30</u> <u>2316.32/3259.09</u>	Exempt
Information Technology Supervisor	<u>1873.12/2636.08</u> <u>1943.36/2734.93</u>	Exempt
Legal Secretary	<u>1101.13/1551.39</u> <u>1142.42/1609.57</u>	40 hrs/week
Librarian I	<u>1234.80/1736.85</u> <u>1281.11/1801.98</u>	Exempt
Librarian II	<u>1358.47/1911.27</u> <u>1409.41/1982.94</u>	Exempt
Library Assistant I	<u>861.53/1211.94</u> <u>893.83/1257.38</u>	40 hrs/week
Library Assistant II	<u>950.30/1337.14</u> <u>985.94/1387.29</u>	40 hrs/week
Library Assistant Director	<u>1611.20/2267.08</u> <u>1671.62/2352.10</u>	Exempt
Library Clerk	<u>722.11/1017.44</u> <u>749.19/1055.59</u>	40 hrs/week
Library Director	<u>2180.59/3069.43</u> <u>2284.17/3215.23</u>	Exempt
Library Page	<u>546.50/769.22</u> <u>580.93/817.68</u>	40 hrs/week
Library Secretary	<u>962.98/1354.57</u> <u>999.09/1405.37</u>	40 hrs/week
Maintenance Worker I – Building, Library	<u>991.17/1394.46</u> <u>1028.34/1446.75</u>	40 hrs/week
Maintenance Worker I – Golf	<u>1020.90/1436.29</u> <u>1059.18/1490.15</u>	40 hrs/week
Maintenance Worker II – Building	<u>1043.78/1471.98</u> <u>1082.92/1527.18</u>	40 hrs/week
Maintenance Worker II – Golf	<u>1075.09/1516.14</u> <u>1115.40/1573.00</u>	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Manager of Engineering Services	2159.01/3037.57 <u>2239.98/3151.48</u>	Exempt
Meter Reader Supervisor	1352.22/1904.34 <u>1402.93/1975.75</u>	Exempt
Office Manager – Police Department	1152.67/1622.41 <u>1195.90/1683.25</u>	40 hrs/week
Parking Monitor	573.10/807.33 <u>594.59/837.60</u>	40 hrs/week
Parks and Recreation Director	2466.33/3468.97 <u>2583.48/3633.74</u>	Exempt
Parks and Recreation Secretary	962.98/1354.57 <u>999.09/1405.37</u>	40 hrs/week
Parks Superintendent	1645.42/2314.61 <u>1707.12/2401.41</u>	Exempt
Payroll Specialist	1229.26/1729.46 <u>1275.36/1794.32</u>	40 hrs/week
Planning Director	2445.47/3440.41 <u>2561.63/3603.83</u>	Exempt
Planning Secretary	962.98/1354.57 <u>999.09/1405.37</u>	40 hrs/week
Planning Technician	1466.36/2063.10 <u>1521.35/2140.47</u>	40 hrs/week
Plans Examiner	1364.31/1919.54 <u>1415.47/1991.53</u>	40 hrs/week
Plumbing Inspector	1364.31/1919.54 <u>1415.47/1991.53</u>	40 hrs/week
Police Captain	1908.19/2684.91 <u>1979.75/2785.60</u>	Exempt
Police Chief	2625.92/3696.25 <u>2750.65/3871.82</u>	Exempt
Police Records Clerk	901.78/1269.70 <u>935.60/1317.32</u>	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Power Plant Maintenance Supervisor	2162.96/3042.49 <u>2244.07/3156.59</u>	Exempt
Power Plant Operations Supervisor	2251.27/3167.53 <u>2335.70/3286.31</u>	Exempt
Power Plant Superintendent – Burdick	2465.98/3470.08 <u>2558.46/3600.21</u>	Exempt
Power Plant Superintendent – PGS	2842.89/3998.62 <u>2949.50/4148.57</u>	Exempt
Public Information Officer	1417.39/1994.13 <u>1470.54/2068.91</u>	Exempt
Public Works Director	2762.44/3887.35 <u>2893.66/4072.00</u>	Exempt
Purchasing Technician	1033.18/1453.33 <u>1071.93/1507.82</u>	40 hrs/week
Receptionist	927.03/1304.42 <u>961.79/1353.34</u>	40 hrs/week
Recreation Superintendent	1560.04/2194.39 <u>1618.55/2276.68</u>	Exempt
Regulatory and Environmental Specialist	2133.06/3000.43 <u>2213.05/3112.95</u>	Exempt
Senior Accountant	1760.15/2476.08 <u>1826.15/2568.93</u>	Exempt
Senior Communications Specialist/EMD	1155.31/1625.04 <u>1198.64/1685.98</u>	40 hrs/week
Senior Electrical Engineer	2401.98/3379.62 <u>2492.06/3506.35</u>	Exempt
Senior Equipment Operator, Solid Waste	1224.33/1722.77 <u>1270.24/1787.37</u>	40 hrs/week
Senior Maintenance Worker	1206.77/1698.62	40 hrs/week
Senior Utility Secretary	965.82/1362.11 <u>1002.03/1413.19</u>	40 hrs/week
Shooting Range Operator	1318.79/1855.90	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	<u>1368.25/1925.50</u>	
Shooting Range Superintendent	1560.04/2194.39	Exempt
	<u>1618.55/2276.68</u>	
Solid Waste Division Clerk	866.06/1218.43	40 hrs/week
	<u>898.54/1264.12</u>	
Solid Waste Superintendent	1771.84/2493.32	Exempt
	<u>1838.29/2586.82</u>	
Stormwater Technician	1367.46/1923.98	40 hrs/week
	<u>1418.74/1996.13</u>	
Street Superintendent	1695.31/2387.81	Exempt
	<u>1758.89/2477.35</u>	
Street Supervisor	1345.71/1892.62	40 hrs/week
	<u>1396.18/1963.59</u>	
Turf Management Specialist	1364.06/1919.17	40 hrs/week
	<u>1415.21/1991.14</u>	
Utility Director	3755.52/5282.96	Exempt
	<u>3933.91/5533.90</u>	
Utility Production Engineer	2535.22/3567.88	Exempt
	<u>2630.29/3701.68</u>	
Utility Secretary	962.98/1354.57	40 hrs/week
	<u>999.09/1405.37</u>	
Utility Services Manager	1985.04/2793.41	Exempt
	<u>2059.48/2898.16</u>	
Utility Warehouse Supervisor	1543.78/2171.30	40 hrs/week
	<u>1601.66/2252.73</u>	
Victim Assistance Unit Coordinator	901.78/1269.70	40 hrs/week
	<u>935.60/1317.32</u>	
Wastewater Engineering/Operations Superintendent	1908.50/2686.49	Exempt
	<u>2051.64/2887.97</u>	
Wastewater Plant Chief Operator	1263.49/1778.57	40 hrs/week
	<u>1310.87/1845.26</u>	
Wastewater Plant Maintenance Supervisor	1461.22/2056.46	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	<u>1516.01/2133.58</u>	
Wastewater Plant Process Supervisor	1515.27/2133.43	40 hrs/week
	<u>1572.10/2213.43</u>	
Water Superintendent	1867.64/2627.09	Exempt
	<u>1937.68/2725.61</u>	
Water Supervisor	1592.43/2242.64	40 hrs/week
	<u>1652.15/2326.74</u>	
Worker / Seasonal	468.00/1600.00	Exempt
	<u>524.00580.00/1600.00</u>	
Worker / Temporary	468.00/1600.00	40 hrs/week
	<u>524.00580.00/1600.00</u>	

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	1026.30/1443.24	40 hrs/week
	<u>1067.36/1500.97</u>	
Fleet Services Attendant/Clerk	932.99/1315.92	40 hrs/week
	<u>970.31/1368.56</u>	
Fleet Services Inventory Specialist	1023.39/1440.33	40 hrs/week
	<u>1064.33/1497.94</u>	
Fleet Services Mechanic	1170.74/1646.58	40 hrs/week
	<u>1217.58/1712.45</u>	
Horticulturist	1083.66/1526.82	40 hrs/week
	<u>1127.00/1587.89</u>	
Maintenance Worker – Cemetery	1018.53/1433.52	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	<u>1059.27/1490.86</u>	
Maintenance Worker – Parks	1011.73/1424.78	40 hrs/week
	<u>1052.20/1481.77</u>	
Maintenance Worker – Streets	990.34/1393.67	40 hrs/week
	<u>1029.96/1449.42</u>	
Senior Equipment Operator – Streets	1124.46/1583.20	40 hrs/week
	<u>1169.44/1646.53</u>	
Senior Maintenance Worker – Parks	1124.46/1583.20	40 hrs/week
	<u>1169.44/1646.53</u>	
Senior Maintenance Worker – Streets	1124.46/1583.20	40 hrs/week
	<u>1169.44/1646.53</u>	
Traffic Signal Technician	1124.46/1583.20	40 hrs/week
	<u>1169.44/1646.53</u>	

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	1071.82/1006.32 /1418.39	40 hrs/week
<u>Cashier</u>	<u>983.75/1340.53</u>	<u>40 hrs/week</u>
<u>Computer Operator</u>	<u>1434.40/1885.62</u>	<u>40 hrs/week</u>
Computer Programmer	1703.42/2285.98	40 hrs/week
	1559.09/2192.55	
Computer Technician	1477.44/1942.22	40 hrs/week
	1216.22/1710.97	
Custodian	1148.73/1356.50	40 hrs/week
	898.88/1264.89	

ORDINANCE NO. 9170-9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Electric Distribution Crew Chief	<u>2098.30/2668.66</u> 1789.75/2517.54	40 hrs/week
Electric Underground Crew Chief	<u>2098.30/2668.66</u> 1789.75/2517.54	40 hrs/week
Engineering Technician I	<u>1322.31/1891.98</u> 1277.69/1797.62	40 hrs/week
Engineering Technician II	<u>1634.64/2241.32</u> 1556.81/2191.62	40 hrs/week
GIS Technician	<u>1681.79</u> 1677.71 /2359.90	40 hrs/week
Instrument Technician	<u>1972.38</u> 1852.21 /2605.68	40 hrs/week
Lineworker Apprentice	<u>1279.06/1875.51</u> 1266.56/1781.96	40 hrs/week
Lineworker First Class	<u>1938.77/2293.01</u> 1622.18/2281.74	40 hrs/week
Materials Handler	<u>1596.40/2139.93</u> 1509.86/2123.73	40 hrs/week
Meter Reader	<u>1150.20/1499.89</u> 1022.06/1438.74	40 hrs/week
Meter Technician	<u>1546.45/1911.26</u> 1272.50/1790.30	40 hrs/week
Power Dispatcher I	<u>1936.62/2692.66</u> 1780.62/2504.46	40 hrs/week
Power Dispatcher II	<u>2034.06/2827.69</u> 1870.22/2630.71	40 hrs/week
Power Plant Maintenance Mechanic	<u>1833.22/2282.70</u> 1587.08/2232.39	40 hrs/week
Power Plant Operator	<u>2165.68/2522.65</u> 1712.20/2408.26	40 hrs/week
Senior Accounting Clerk	<u>1204.75/1578.13</u> 1057.06/1489.05	40 hrs/week
Senior Engineering Technician	<u>2068.27/2531.10</u> 1677.71/2359.90	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Senior Materials Handler	<u>1838.09/2397.54</u> 1667.14/2344.88	40 hrs/week
Senior Meter Reader	<u>1362.24/1616.82</u> 1100.61/1546.98	40 hrs/week
Senior Power Dispatcher	<u>2352.96/3228.92</u> 2063.62/2902.53	40 hrs/week
Senior Power Plant Operator	<u>2135.25/2737.33</u> 1889.41/2657.90	40 hrs/week
Senior Substation Technician	<u>2514.09/1852.21/2605.68</u>	40 hrs/week
Senior Water Maintenance Worker	<u>1493.74/1966.90</u> 1370.39/1928.34	40 hrs/week
Substation Technician	<u>2327.38/1720.40/2419.78</u>	40 hrs/week
Systems Technician	<u>2051.09/1852.21/2605.68</u>	40 hrs/week
Tree Trim Crew Chief	<u>1837.37/1622.18/2281.74</u>	40 hrs/week
Utilities Electrician	<u>1841.26/1720.40/2419.78</u>	40 hrs/week
Utility Technician	1798.35/2529.64	40 hrs/week
Utility Warehouse Clerk	<u>1328.81/1639.43</u> 1147.70/1615.35	40 hrs/week
Water Maintenance Worker	<u>1244.51/1721.04</u> 1210.83/1704.18	40 hrs/week
Wireworker I	<u>1398.10/1976.90</u> 1398.10/1967.07	40 hrs/week
Wireworker II	<u>1938.77/2293.01</u> 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:

ORDINANCE NO. ~~9170~~9179(Cont.)

Classification	Bi-Weekly Pay Range Min/Max
Police Officer	1284.63/1795.83 <u>1329.59/1858.69</u>
Police Sergeant	1607.85/2203.12 <u>1664.12/2280.23</u>

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) 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)

ORDINANCE NO. ~~9170~~9179(Cont.)

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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fire Captain	1684.80/2336.07 <u>1739.56/2412.00</u>	212 hrs/28 days
Firefighter / EMT	1251.72/1816.52 <u>1292.40/1875.55</u>	212 hrs/28 days
Firefighter / Paramedic	1397.52/1973.76 <u>1442.94/2037.92</u>	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:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	1033.62/1454.40 <u>1067.22/1501.67</u>	40 hrs/week
Equipment Operator – WWTP	1173.47/1651.20 <u>1211.61/1704.86</u>	40 hrs/week
Maintenance Mechanic I	1173.47/1651.20	40 hrs/week

ORDINANCE NO. ~~9170~~9179(Cont.)

	<u>1211.61/1704.86</u>	
Maintenance Mechanic II	1313.90/1848.80	40 hrs/week
	<u>1356.61/1908.89</u>	
Maintenance Worker – WWTP	1173.47/1651.20	40 hrs/week
	<u>1211.61/1704.86</u>	
Senior Equipment Operator – WWTP	1268.42/1784.80	40 hrs/week
	<u>1309.65/1842.81</u>	
Wastewater Clerk	882.96/1242.40	40 hrs/week
	<u>911.66/1282.78</u>	
Wastewater Plant Laboratory Technician	1245.68/1752.80	40 hrs/week
	<u>1286.17/1809.77</u>	
Wastewater Plant Operator I	1049.53/1476.80	40 hrs/week
	<u>1083.64/1524.80</u>	
Wastewater Plant Operator II	1173.47/1651.20	40 hrs/week
	<u>1211.61/1704.86</u>	

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 officer~~employees covered by the IAFF and FOP labor agreements shall be paid a clothing and uniform allowance in addition to regular salary. ~~All full time fire fighters~~employees covered by the IAFF labor agreement 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 officer~~employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such ~~fire fighter or police officer~~employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason

ORDINANCE NO. ~~9170~~9179(Cont.)

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 agreement,~~ the FOP labor agreement, the IBEW Utilities and Finance labor agreements, may receive an annual stipend not to exceed \$1,000 for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of \$4.50 if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Employees covered by the IBEW-Utilities and IBEW – Finance labor agreements shall be allowed a meal allowance for actual cost, or up to \$7.00 per meal, if they are required to work two (2) hours overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Direct supervisors of employees who are covered by labor agreements which allow overtime meal allowance shall be entitled to the same meal allowance benefit.

Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reader 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 and Wastewater Treatment Plant personnel covered by the IBEW labor agreement and employees covered by the AFSCME labor agreements, except the Fleet Services Division of the Public Works Department,

ORDINANCE NO. ~~9170~~9179(Cont.)

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 non-union employees ~~and those employees except those covered in the IAFF, AFSCME, IBEW Wastewater, and FOPIBEW Utilities and IBEW Finance 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 by the IBEW Utilities and IBEW Finance labor agreements, the City will compensate each employee for fifty percent (50%) of unused medical leave in excess of 960 hours accumulated as of September 30, 2008, based upon his or her pay rate on the date the compensation is paid, which will be no later than the first pay period in November 2008. ~~For those employees covered in the AFSCME labor agreement, the City will include in the second paycheck in January, 2008, payment for an employee's unused medical leave in~~

ORDINANCE NO. ~~9170~~9179(Cont.)

~~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.~~

~~For those employees covered in the IBEW Wastewater Treatment Plant 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, IBEW Wastewater, AFSCME and FOPIBEW Utilities and IBEW Finance~~ labor agreements shall be paid for ~~one-half~~forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at $47\% \times 1039 \text{ hours} = 488.33 \text{ hours}$), the rate of compensation to be based on the employee's salary at the time of retirement or death. Employees covered in the IAFF 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.)~~ five hundred ninety-eight and eighty-eight hundredths hours (calculated at $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$). 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

ORDINANCE NO. ~~9170~~9179(Cont.)

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 not to exceed three hundred ninety-nine hours (calculated at 37.5% x 1064 hours = 399 hours). 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 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 not to exceed four hundred seventy-eight and eighty hundredths hours (calculated at 45% x 1064 hours = 478.80 hours). 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

ORDINANCE NO. ~~9170-9179~~(Cont.)

based upon the salary at the time of termination. Compensation for unused medical leave at retirement shall be as provided ~~above~~ for non-union employees.

(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.

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 the first full pay period in October, 2008, ~~except for the employees of the FOP bargaining unit whose salary adjustments are retroactive to October 1, 2007.~~

SECTION 12. Those portions of Ordinance No. ~~9156-9170~~ and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: ~~May 27, 2008.~~

Margaret Hornady, Mayor

Attest:

ORDINANCE NO. ~~9170~~9179(Cont.)

RaNae Edwards, City Clerk