
City of Grand Island



Tuesday, August 19, 2008

Council Session Packet

City Council:

Tom Brown
Larry Carney
John Gericke
Peg Gilbert
Joyce Haase
Robert Meyer
Mitchell Nickerson
Bob Niemann
Kirk Ramsey
Jose Zapata

Mayor:

Margaret Hornady

City Administrator:

Jeff Pederson

City Clerk:

RaNae Edwards

7:00:00 PM
Council Chambers - City Hall
100 East First Street

Call to Order

This is an open meeting of the Grand Island City Council. The City of Grand Island abides by the Open Meetings Act in conducting business. A copy of the Open Meetings Act is displayed in the back of this room as required by state law.

The City Council may vote to go into Closed Session on any agenda item as allowed by state law.

Invocation - Reverend Nancy Lambert, Trinity United Methodist Church, 511 North Elm Street

Pledge of Allegiance

Roll Call

A - SUBMITTAL OF REQUESTS FOR FUTURE ITEMS

Individuals who have appropriate items for City Council consideration should complete the Request for Future Agenda Items form located at the Information Booth. If the issue can be handled administratively without Council action, notification will be provided. If the item is scheduled for a meeting or study session, notification of the date will be given.

B - RESERVE TIME TO SPEAK ON AGENDA ITEMS

This is an opportunity for individuals wishing to provide input on any of tonight's agenda items to reserve time to speak. Please come forward, state your name and address, and the Agenda topic on which you will be speaking.

MAYOR COMMUNICATION

This is an opportunity for the Mayor to comment on current events, activities, and issues of interest to the community.



City of Grand Island

Tuesday, August 19, 2008

Council Session

Item F1

**Ordinance # 9178 - Sale of Lot 8, Platte Valley Industrial Park
Third Subdivision**

Staff Contact: Wesley Nespor; Gary Mader

Council Agenda Memo

From: Wesley Nespor, Asst. City Attorney/Purchasing
Gary R. Mader, Utilities Director

Meeting: August 19, 2008

Subject: Sale of Lot 8, Platte Valley Industrial Park Third
Subdivision

Item #'s: F-1

Presenter(s): Gary R. Mader, Utilities Director

Background

The Platte Valley Industrial Park original purchase was done by the Electric Department in 1984. That property consisted of 147 acres which was subsequently platted and developed with full municipal infrastructure into industrial development lots. Since that initial acquisition, the Grand Island Area Economic Development Corporation (EDC) has acquired additional properties adjacent to the original development and has expanded the park to include most of a half section. The Electric Department still has two unsold lots. A map of the park is attached for reference.

Discussion

The EDC is interested in purchasing one of the remaining unsold lots in the City owned portion of the Industrial Park; 4811 Gold Core Drive – Lot #8, Platte Valley Industrial Park Third Subdivision – 4.66 acres. A copy of the previous correspondence and the written offer are attached. Lot #8 is immediately adjacent to the Industrial Park property owned by the EDC. EDC has found a party interested in purchasing a portion (approximately three acres) of the City owned lot. The balance of that lot, approximately 1.66 acres, is proposed to be added to the EDC owned Lot #7 which is immediately north of the City owned lot, and upon which the EDC has constructed a spec building. The purchase would accomplish the sale of another City owned lot and would allow for increased truck turning clearance on the south end of the EDC spec building. EDC proposed to re-plat the two lots, adding area to their Lot #7 and reducing the size of Lot #8 to the three acre size required by the development prospect.

The current asking price for Industrial Park property is \$32,000 per acre, with a \$2,000 per acre discount for the landscaping requirements included in the covenants and zoning of the area, resulting in a net asking price of \$30,000. Lot #8 has remained unsold since the property was first acquired over twenty years ago, and there are not any other offers pending at the current time. EDC has made an offer to purchase. As a part of the offer, EDC accepts all costs associated with re-platting Lots #7 and #8 to accomplish the desired modified configuration. EDC also points out that they have been instrumental in accomplishing the sale of City owned land in the past, which has eliminated the payment of brokerage commissions by the City. And there would be no brokerage commissions for this proposed sale. Therefore, EDC's offer is at a discounted price of \$27,000 per acre. The total purchase price would be \$125,820.

An ordinance has been prepared to accomplish the sale in accordance with legal requirements for transfer of City owned property. A copy of the ordinance is attached.

Alternatives

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

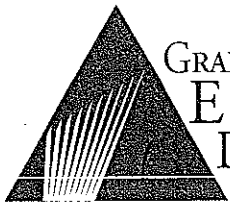
1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve the sale of Lot #8, Platte Valley Industrial Park Third Subdivision to the Grand Island Area Economic Development Corporation for the price of \$125,820.

Sample Motion

Make a motion to approve the ordinance for sale of Lot #8, Platte Valley Industrial Park Third Subdivision.



GRAND ISLAND AREA
ECONOMIC
DEVELOPMENT CORPORATION

308-381-7500 • 800-658-4283 • Fax 308-398-7205 • www.grandisland.org

P.O. Box 1151

GRAND ISLAND, NE 68802-1151

July 9, 2008

Jeff Pederson
City Administrator
City of Grand Island
PO Box 1968
Grand Island NE 68802-1968

Dear Jeff:

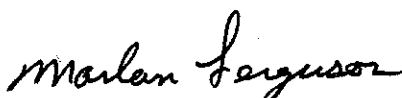
This is an official offer to purchase Lot # 8 at the Platte Valley Industrial Park. This particular lot is currently owned by the City of Grand Island Utilities Department. The address of the lot is 4811 Gold Core Drive.

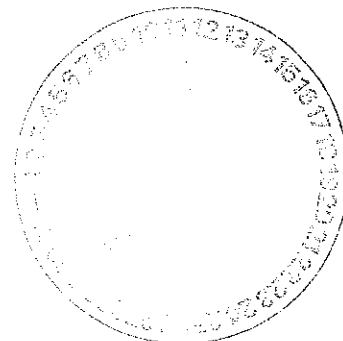
As we have discussed, we have a party interested in three acres and the EDC would use the balance of the acres, approximately 1.5 acres, and incorporate those acres to Lot # 7 which is the location of our spec. building. It is my understanding that this subdivision change can be completed by an administrative decision.

Our offer is \$27,000 per acre with no landscape allowance. We would intend to sale to the third party the property at the same price plus surveying and other miscellaneous expenses.

Let me know if this is acceptable and how we should proceed from here.

Sincerely,


Marlan Ferguson
President



April 15, 2008

Jeff Petersen, City Administrator
100 East First St.
Box 1968
Grand Island, Ne. 68802

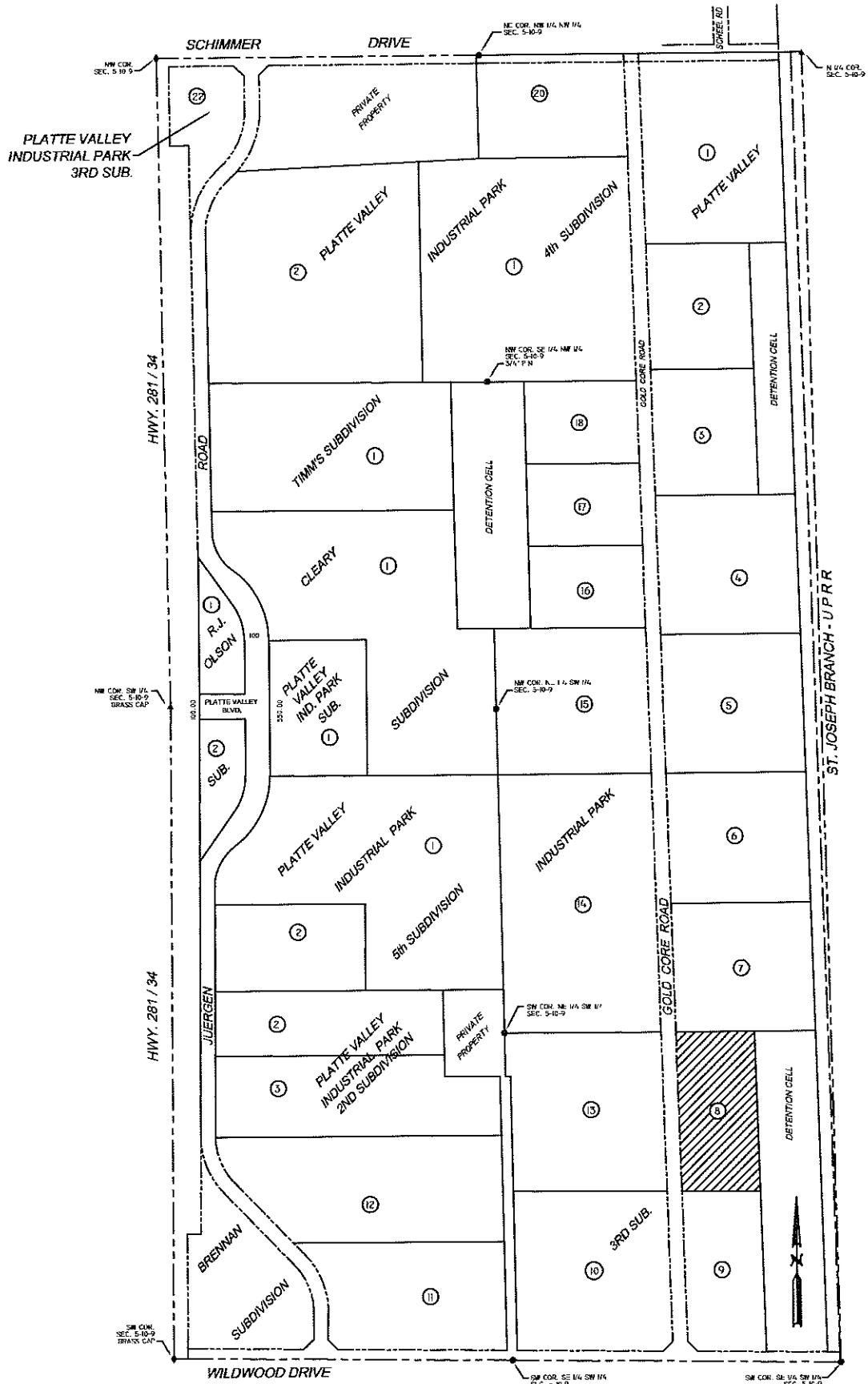
Dear Jeff

As you are aware we have been discussing a land exchange or purchase with Gary Mader and the Utilities Department. The initial discussion was to provide land currently owned by the EDC to the City Utilities Department for an electrical substation. During that discussion we talked about the idea of trading that land for Lot # 8 at the Platte Valley Industrial Park, which is owned by the Utilities Department. Since then we have found a party interested in purchasing a portion (approximately 3 acres) of the Lot # 8. The balance of that lot (approximately 1.9 acres) would transfer to the EDC owned lot # 7, which is the location of our spec building. This does two things; it gets lot # 8 sold and increases the truck turning lane on the south end of the spec building. I now understand the Utilities Department may use their own property for the substation, however we are still interested in acquiring the property for the use described above.

We currently have our lots and the City's lots listed at \$32,000 per acre with a \$2,000 rebate for landscaping requirements. The EDC has taken a position to negotiate that price with potential purchasers. We have sold three lots at a reduced rate and currently have a proposed option agreement with a 5% discount. Given this and the fact that the EDC was instrumental in selling Lot # 11 for the City and now have a potential purchaser for lot # 8, which eliminates the brokerage commission, we would ask for a discounted rate on the lot.

I would like to discuss this with you in more detail at your earliest convenience. Thanks.

Marlan Ferguson
President, GIAEDC



INDICATES LOT 8
PLATTE VALLEY INDUSTRIAL
PARK 3RD SUBDIVISION

CITY OF
GRAND ISLAND
UTILITIES DEPARTMENT

ORDINANCE NO. 9178

An ordinance directing and authorizing the sale of real estate to Grand Island Area Economic Development Corporation; providing for the giving of notice of such conveyance and the terms thereof; providing for the right to file a remonstrance against such conveyance; providing for publication and the effective date of this ordinance.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA:

SECTION 1. The City of Grand Island, Nebraska, will convey to Grand Island Area Economic Development Corporation a tract of land legally described as:

Lot Eight (8) Platte Valley Industrial Park Third Subdivision to the City of Grand Island, Hall County, Nebraska

SECTION 2. In consideration for such conveyance the purchaser shall pay the City the sum of One Hundred Twenty-Five Thousand Eight Hundred Twenty and No/100 Dollars (\$125,820.00). The buyer will be responsible for the costs of recording the deed and one half the cost of a title insurance owner's policy and all the cost of any lender's policy. Conveyance of the real estate above described shall be by warranty deed, upon payment of the consideration pursuant to the terms and conditions of an Agreement for Warranty Deed between the parties.

SECTION 3. As provided by law, notice of such conveyance and the terms thereof shall be published for three consecutive weeks in the *Grand Island Independent*, a newspaper published for general circulation in the City of Grand Island. Immediately after the passage and publication of this ordinance, the City Clerk is hereby directed and instructed to prepare and publish said notice.

ORDINANCE NO. (Cont.)

SECTION 4. Authority is hereby granted to the electors of the City of Grand Island to file a remonstrance against the conveyance of such within described real estate; and if a remonstrance against such conveyance signed by registered voters of the City of Grand Island equal in number to thirty percent of the registered voters of the City of Grand Island voting at the last regular municipal election held in such City be filed with the City Council within thirty days of passage and publication of such ordinance, said property shall not then, nor within one year thereafter, be conveyed.

SECTION 5. The conveyance of said real estate is hereby authorized, directed and confirmed; and if no remonstrance be filed against such conveyance, the Mayor shall make, execute and deliver to Grand Island Area Economic Development Corporation a warranty deed for said real estate, and the execution of such deed is hereby authorized without further action on behalf of the City Council.

SECTION 6. This ordinance shall be in force and take effect from and after its passage and publication, within fifteen days in one issue of the Grand Island Independent as provided by law.

Enacted: _____, 2008.

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk



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 checked="" type="checkbox"/> _____
August 15, 2008	<input checked="" type="checkbox"/> City Attorney

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	2232.60/3141.30 <u>2316.32/3259.09</u>	Exempt
Information Technology Supervisor	1873.12/2636.08 <u>1943.36/2734.93</u>	Exempt
Legal Secretary	1101.13/1551.39 <u>1142.42/1609.57</u>	40 hrs/week
Librarian I	1234.80/1736.85 <u>1281.11/1801.98</u>	Exempt
Librarian II	1358.47/1911.27 <u>1409.41/1982.94</u>	Exempt
Library Assistant I	861.53/1211.94 <u>893.83/1257.38</u>	40 hrs/week
Library Assistant II	950.30/1337.14 <u>985.94/1387.29</u>	40 hrs/week
Library Assistant Director	1611.20/2267.08 <u>1671.62/2352.10</u>	Exempt
Library Clerk	722.11/1017.44 <u>749.19/1055.59</u>	40 hrs/week
Library Director	2180.59/3069.43 <u>2284.17/3215.23</u>	Exempt
Library Page	546.50/769.22 <u>580.93/817.68</u>	40 hrs/week
Library Secretary	962.98/1354.57 <u>999.09/1405.37</u>	40 hrs/week
Maintenance Worker I – Building, Library	991.17/1394.46 <u>1028.34/1446.75</u>	40 hrs/week
Maintenance Worker I – Golf	1020.90/1436.29 <u>1059.18/1490.15</u>	40 hrs/week
Maintenance Worker II – Building	1043.78/1471.98 <u>1082.92/1527.18</u>	40 hrs/week
Maintenance Worker II – Golf	1075.09/1516.14 <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>524.00/580.00/1600.00</u>	
Worker / Temporary	468.00/1600.00	40 hrs/week
	<u>524.00/580.00/1600.00</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	<u>1071.82/1406.32</u>	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	<u>1703.42/2285.98</u>	40 hrs/week
	1559.09/2192.55	
Computer Technician	<u>1477.44/1942.22</u>	40 hrs/week
	1216.22/1710.97	
Custodian	<u>1148.73/1356.50</u>	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 officers~~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 officers~~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



City of Grand Island

Tuesday, August 19, 2008

Council Session

Item I1

#2008- 216- Consideration of Approving Contract with IBEW

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: August 19, 2008

Subject: Approval of IBEW Finance and Utilities Contracts

Item #'s: I- 1

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City began negotiations with members of the International Brotherhood of Electrical Workers (IBEW) #1597 to negotiate the terms for labor agreements that will replace the current ones that will expire on September 30, 2008. The City and the IBEW shared the expense and survey information to be used in the negotiation process. The two groups of employees that are covered are employees in the utilities department and in the finance department.

Discussion

City administration has negotiated a labor agreement that will run from October 1, 2008 through September 30, 2011. Wages are adjusted the first year of the contract by the numbers found in the survey plus 3.75% to compensate for additional movement in the survey this fall. Wages will be adjusted by 3.75% in years two and three of the agreements. One position saw a scale change up to 13.5% while other positions were frozen per comparability. Salary tables were moved on both the top and bottom ends per the survey results, meaning that the percentage between steps may have tightened up depending on the difference in movement between the top and bottom. The impact on the budget for the new salary ranges will be an increase of roughly 3.5%. Two new positions are a result of reclassifying work that is being done in the finance department. The two new positions are Cashier and Computer Operator.

Overtime meals will increase from \$6.00 to \$7.00. One additional personal day will be added to the utilities contract to compensate for less than comparable number of holidays. Two personal days will be added to the finance contract to compensate for less than the comparable number of holidays and also for the exchange of observing Arbor Day as a holiday.

The limit on the medical leave banks will increase from 960 hours to 1039 hours and the percentage of payout at retirement and death will decrease from 50% to 47%. The City will pay 50% of the amount of hours over 960 at the end of the contract and then payment for medical leave over the maximum amount will cease.

There were various language changes and updates but the items mentioned above are the highlights.

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 Utilities and Finance labor agreements with the IBEW Local #1597.

Sample Motion

Motion to approve the Utilities and Finance labor agreements with IBEW Local #1597.

AGREEMENT

THIS AGREEMENT, dated this ____ day of _____, 2008 by and between the City of Grand Island (hereinafter referred to as the City), and Union Local No. 1597, I.B.E.W., A.F.L. - C.I.O. (hereinafter referred to as the Union). The provisions of this Agreement shall be effective from October 1, 2008 to September 30, 2011.

PURPOSE AND INTENT OF THE PARTIES

The purpose of the City and the Union in entering this labor agreement is to promote harmonious relations between the employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE I. RECOGNITION

A. BARGAINING UNIT

The Union is hereby recognized as the Exclusive Bargaining Agent for the non-management employees of the Utilities Department without regard to their membership or non-membership in said Union. Nothing contained in this "exclusive representation" provision shall prohibit employees of the bargaining unit from seeking an election to revoke the authority of the Union to represent them prior to expiration of this Agreement. The Union further agrees that it will not do anything to discriminate against any employee who attempts decertification of or resignation from the Union. The City agrees that it will take no overt action to aid any organization or association in an effort to decertify the Union as such exclusive bargaining agent during the term of this Agreement. Non-management employees of the Utilities Department are hereby defined as being those persons who are currently employed under the classifications outlined in Article I, Section B, hereof.

B. CLASSES OF EMPLOYEES

Employees with regular status in the classification listed below are eligible for representation by the Union and all other classifications that may become eligible:

1. Custodian
2. Electric Distribution Crew Chief
3. Electric Underground Crew Chief
4. Engineering Technician I
5. Engineering Technician II

6. GIS Technician
7. Instrument Technician
8. Lineworker Apprentice
9. Lineworker First Class
10. Materials Handler
11. Meter Technician
12. Power Dispatcher I
13. Power Dispatcher II
14. Power Plant Maintenance Mechanic
15. Power Plant Operator
16. Senior Engineering Technician
17. Senior Materials Handler
18. Senior Power Dispatcher
19. Senior Power Plant Operator
20. Senior Substation Technician
21. Senior Water Maintenance Worker
22. Substation Technician
23. Systems Technician
24. Tree Trim Crew Chief
25. Utilities Electrician
26. Utility Technician
27. Utility Warehouse Clerk
28. Water Maintenance Worker
29. Wireworker I
30. Wireworker II

Represented employees are further defined to include all personnel of the Utilities Department, except management, and all new non-management classifications which may be created during the term of this contract. It is specifically intended by both parties hereto that any new additions in facilities to the Utilities Department, including coal fired power plants or any other generation facilities added to the Utilities Department, and all classifications in existence and any new classifications of job designations in said new facilities or existing facilities are within the bargaining unit jurisdiction and eligible for membership in the bargaining unit. Eligible Union employees shall not be affected by departmental changes.

Upon the addition of new classifications within the Utilities Department, the City through its designated representative shall meet to discuss the job description of the new classifications as prepared by the City and to determine whether or not such description indicates the position is of a supervisory nature. If such classification is non-management, an addendum will be prepared adding such classification to this Agreement. In the event of a temporary change of an employee to another job classification for a period of three (3) consecutive working days, or three (3) working days in one work week, the employee will receive any additional pay which may be attributable to that temporary job classification, moving step to step from the current pay range to the temporary pay range. Nothing in this provision shall require or limit the City from providing compensation for a temporary job reclassification for a period under three (3) days.

C. INTRODUCTORY PERIOD

New hire employees shall have a one (1) year introductory period during which they are not eligible for a step increase. Upon successful completion of the introductory period, new hire employees will be eligible for advancement to Step 3 if hired at Step 1. New hires are all employees, including City employees from other departments, hired by the Utilities Department.

Intra-Utility Department transfer employees shall serve a six (6) month introductory period. At the end of the introductory period, the employee will be evaluated to determine competency and whether an adjustment in pay status is merited.

ARTICLE II - HOURS OF WORK

A. WORK DAY

The City shall establish the work day. The normal work day shall be from 8:00 a.m. to 5 p.m. The work day may vary according to the special requirements of any division or program. The City shall establish hours of work for shift duty. The hours of work shall be arranged in eight (8) hour periods.

B. WORK WEEK

The City shall establish the work week. The work week may vary according to the special requirements of any division or program. The work days will be arranged successively to provide a forty (40) hour work week for each employee. Hours worked shall include actual hours worked and shall not include paid leave, holidays and vacation when calculating overtime.

C. LUNCH PERIODS

The City shall establish the lunch periods. Non-shift workers shall be allowed one hour off, without pay, for a meal. An employee on a shift schedule will be allowed a thirty (30) minute lunch period during the shift. Whenever possible, the lunch period shall be scheduled at the middle of the shift.

A meal allowance for actual cost, or up to \$7.00 per meal, shall be granted for all employees 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. Nothing in this section shall prohibit the City from exceeding the amount of this allowance or consecutive hour requirement in providing an allowance for emergency situations.

D. CHANGES IN WORK SCHEDULE

All changes in work schedules, except in cases of emergency, as may be determined by the City, shall be posted for all affected employees to see at least three (3) working days before the change is effective. If the majority of the shift workers want to re-arrange their shift schedule and can do so without cost to the City, their supervisor may reschedule their shifts accordingly. Shift workers may be permitted to trade working hours to attend to personal matters upon proper notification to their supervisor; provided, that the employees proposing to trade such hours are qualified to do each other's work, such trade is approved by their supervisor, and the trade will result in no additional cost to the City.

E. SHIFT DIFFERENTIAL

A shift differential of \$0.25 per hour shall be added to the base hourly rate for persons in the following employee classifications who work rotating shifts:

Power Dispatcher I
Power Dispatcher II
Power Plant Operator
Senior Power Dispatcher
Senior Power Plant Operator

F. OVERTIME

All officially authorized work in excess of eight hours a day or forty hours a week or any non-scheduled work shall be designated overtime work for the purpose of compensation. Overtime work shall, whenever possible, be eliminated by rescheduling work, by utilizing part-time employees, or by setting up over-lapping shifts of work. Overtime work shall be authorized only in the following cases:

1. In the event of fire, flood, catastrophe, or other unforeseeable emergency.
2. Where a station must be manned and another employee is not available for work.
3. To provide essential services when such services cannot be provided by overlapping work schedules.
4. To carry on short-range projects in which the utilization of present employees is more advantageous to the agency than the hiring of additional personnel.
5. No employee shall be regularly scheduled to work over-time without the approval of the Chief Administrative Officer.
6. Overtime work shall be authorized in advance except in cases of emergency by the Chief Administrative Officer or by any supervisor to whom the responsibility has

been delegated.

7. All employees who are required to work in excess of eight hours a day or forty hours a week shall be eligible for overtime compensation.
8. The rules of overtime shall be as follows:
 - a. Overtime work shall be accrued and compensated for in one-tenth (1/10) of an hour units.
 - b. Employees whose regularly scheduled work week includes Sunday shall not be compensated for work on that day on an overtime basis unless their work day exceeds eight hours, and only the hours of work in excess of eight shall be considered over-time.
 - c. This article is not intended to be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked.
 - d. Overtime shall be computed on all hours worked in excess of eight hours per regularly scheduled work day and over 40 hours per work week, and shall be paid at a one and one-half times the base rate, as modified by shift differential adjustment.

G. STAND-BY DUTY

1. The City may assign employees to stand-by duty for handling trouble calls on other than the normal work day.
 - a. The stand-by work week will run from Wednesday at 5:00 p.m. to the following Wednesday at 5:00 p.m.
 - b. A truck will be assigned to the employee who is assigned to this duty. The employee will keep this truck at home while on the duty.
 - c. The employee assigned to this duty may call upon the assigned foreman for additional employees when help is needed.
2. The compensation for stand-by duty will be eight hours at the employee's basic rate of pay as shown on the payroll on the Sunday during the employee's stand-by week. Any work performed on calls during hours, outside of the normal work week, shall be compensated for at the rate of time and one-half. Over-time for employees performing such work on call, including those

on stand-by, shall be computed to begin fifteen minutes prior to checking in for the job and to terminate fifteen minutes after checking out from the job.

3. The employee assigned to this duty shall be available by telephone or utility radio at all times under this assignment. Failure to be available or to make arrangements with another qualified duty employee who will be available either by telephone or utility radio shall make the employee ineligible for stand-by duty compensation for the pay period involved.

4. When a recognized holiday, as stated in Article III, Holidays and Holiday Pay, falls during an employee's assigned stand-by work week, that employee shall be granted a compensatory holiday to be taken during the week following the stand-by duty assignment, and at a time approved by the employee's supervisor.

H. CALL-BACK PAY

In the event an employee is called to duty during his or her off-duty time, and such time does not otherwise merge with his or her regularly-scheduled work schedule, such employee shall be paid at the rate of one and one-half (1 1/2) times the employee's base hourly rate times the actual number of hours worked, although the employee shall be compensated for no less than two hours at the enhanced rate. Provided, however, that if the employee called back responds and performs the work from a remote location without reporting to the worksite, he or she shall be compensated as set forth above but the minimum compensation will be one hour instead of two.

ARTICLE III - HOLIDAYS AND HOLIDAY PAY

A. RECOGNIZED HOLIDAYS

The following days shall be the recognized holidays, and followed in accordance with Nebraska Revised Statutes as amended:

New Year's Day	Arbor Day
Memorial Day	Independence Day
Labor Day	Veterans Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	

B. WEEKEND HOLIDAYS

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as a holiday. For shift workers, Saturday and Sunday shall mean those days following the end of a regular shift.

C. ELIGIBILITY FOR HOLIDAY PAY

No employee shall be eligible for holiday pay unless he or she is in an active pay status the last regularly scheduled day before the holiday or the first regularly scheduled day after the holiday. Active Pay Status shall mean any pay status other than leave without pay or suspension without pay.

D. HOLIDAY ON REGULARLY SCHEDULED WORK DAY

If an employee works on a holiday, the employee shall be paid for the holiday and any hours worked on the holiday shall be paid as overtime.

E. PERSONAL DAY

Personal Leave Days will be given to employees each year. One will be given in October and must be taken by the end of March. The second Personal Leave Day will be given in April and must be taken by the end of September. In addition to the two personal leave days, the City will provide one annual personal leave day that will be granted on October 1st and must be used by the last full pay period in September. Personal Leave Days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1

ARTICLE IV - VACATIONS

A. ELIGIBILITY

All full-time employees of the bargaining unit who have been in the employ of the City continuously for six (6) months shall be eligible for vacation leave with pay with prior approval by the Department Director or supervisor.

B. AMOUNT AUTHORIZED

1. All employees will be eligible to take earned vacation after satisfactory completion of six (6) months of continuous service.

- a. All employees will be eligible to take ten (10) days of vacation after completion of one year of service and each year thereafter through the fourth year of service.
- b. All employees will be eligible to take fifteen (15) days of vacation after five years of service and each year thereafter through the sixth year of service.

- c. All employees will be eligible to take sixteen (16) days of vacation after seven years of service and each year thereafter through the eighth year of service.
- d. All employees will be eligible to take seventeen (17) days of vacation after nine years of service and each year thereafter through the tenth year of service.
- e. All employees will be eligible to take eighteen (18) days of vacation after eleven years of service and each year thereafter through the twelfth year of service.
- f. All employees will be eligible to take nineteen (19) days of vacation after thirteen years of service.
- g. All employees will be eligible to take twenty (20) days of vacation after fourteen years of service and each year thereafter through the nineteenth year of service.
- h. All employees will be eligible to take twenty-one (21) days of vacation after twenty years of service and each year thereafter through the twenty-fourth year of service.
- i. All employees will be eligible to take twenty-two (22) days of vacation after twenty-five years of service and each year of service thereafter.

2. An employee will earn a prorated portion of vacation leave for pay periods in which the employee is paid for less than sixty (60) hours, including paid leave.

3. Credit toward vacation leave shall not be earned while an employee is on a leave of absence without pay subject to paragraph 2 above.

4. The amount of vacation leave debited shall be the exact number of days or hours an employee is scheduled to work when leave is utilized.

C. VACATION SCHEDULE

1. Vacation leave shall be taken at a time convenient to and approved by the department director or supervisor. Vacations may be granted at the time requested by the employee. While all eligible employees are encouraged to take two consecutive weeks of vacation each calendar year, when eligible, the City may grant shorter periods of vacation as needed or desired by employees.

2. Each employee shall take a minimum vacation of five consecutive days. In the event a holiday falls within the mandatory five-day term, such holiday use will satisfy the mandatory term requirements.

D. SENIORITY FOR VACATION AND PERSONAL HOLIDAY PLANNING

Appointing authorities shall grant leave on the basis of the work requirements of the City after conferring with employees and recognizing their wishes where possible. Preference in the scheduling of vacation and personal holiday time shall be given to employees within their job classification in order of their total length of employment with the City.

Job classifications with two or more employees will have two vacation schedules that will run consecutively.

1. Prime Vacation Schedule: An employee may make one choice of a minimum of five work days and a maximum of as many consecutive days as said employee has accrued vacation time. Vacation of greater than five (5) work days shall be consecutive work days so that only one block of vacation time is scheduled on the Prime Vacation Schedule. The Prime Vacation Schedule shall be completed by all employees in the affected job classification before the Secondary Vacation Schedule is initiated for that classification.

2. Secondary Vacation Schedule: An employee may make as many selections as said employee has accrued vacation time.

E. VACATION TIME CARRY-OVER

An employee will be allowed to carry no more than the maximum amount of vacation that he or she can earn in one (1) year, plus eighty (80) hours.

F. VACATION CREDIT ON TERMINATION AND RETIREMENT

Upon termination or retirement, an employee shall be paid for the unused portion of accumulated vacation leave.

ARTICLE V - MEDICAL LEAVE

A. WHEN AUTHORIZED FOR USE

Medical leave may be used under the following circumstances:

1. When an employee is incapacitated by sickness or injury.
2. For medical, dental or optical examination or treatment.
3. When an employee is exposed to a contagious disease, or the employee's attendance

at duty may jeopardize the health of others.

4. For necessary care and attendance during sickness of, or injury to, a member of the employee's immediate family (spouse, child, parent, or parent-in-law) or household. "Child" shall include a biological, adopted, or foster child; a step-child; a legal ward; or a child of a person standing "in loco parentis".
5. If an employee should be called upon to perform pallbearer service, Medical leave shall be granted to attend such funeral, including reasonable travel time, not to exceed five (5) days.
6. Upon the death of a member of the employee's family (spouse, children, parents, parent-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, niece, nephew, grandmother, or grandfather) or a close friend, an employee may be allowed Medical leave for funeral purposes with approval of the Department Director and the Chief Administrative Officer.

B. ACCRUAL AND USE

Medical leave shall be credited to all regular status employees as follows:

1. One work day for each full calendar month of service.
2. An employee will earn a prorated portion of Medical leave for calendar months in which the employee is paid for less than 120 hours, including paid leave.
3. Medical leave shall not be granted in advance of accrual.
4. Leave without pay may be granted for sickness extending beyond the earned credits.
5. After twelve continuous months of service, accrued vacation leave credits may be used for Medical leave when Medical leave credits have been exhausted.
6. The amount of Medical leave granted for necessary care of a sick member of an employee's immediate family or household shall not exceed thirty work days in any 12 month period.
7. The amount of Medical leave charged against an employee's accumulated total shall be computed on the basis of the exact number of days or hours an employee is scheduled to work when Medical leave is utilized, provided, that Medical leave shall be debited in no less than one-half (1/2) hour units.

C. PROOF OF ILLNESS

An employee who is absent on Medical leave for more than five days because of illness or that of a member of his or her family or household shall be required to furnish a statement signed by the attending physician or other proof of illness satisfactory to the supervisor or Department Director. The appointing authority may require this statement or proof for an absence chargeable to Medical leave of any duration.

D. FRAUDULENT USE OF MEDICAL LEAVE

The Department Director or authorized representative may investigate any Medical leave taken by any employee. False or fraudulent use of Medical leave shall be cause for disciplinary action and may result in dismissal.

E. NOTIFICATION OF ILLNESS

If a non-shift employee is absent for reasons that entitle the employee to Medical leave, the employee or a member of his or her household shall notify the employee's supervisor prior to thirty (30) minutes before the employee's scheduled work time. If the employee fails to notify his or her supervisor when it is reasonably possible to do so, no Medical leave shall be approved. Immediately upon return to work, the employee shall submit a leave form to his or her supervisor. Shift workers are required to notify their supervisors two hours prior to scheduled work time.

F. COMPENSATION FOR UNUSED MEDICAL LEAVE

1. An employee may accumulate Medical leave to a maximum of 1039 hours. All employees shall be paid for forty-seven percent (47%) of their accumulated Medical leave at the time of retirement or if an employee dies while still employed full time with the City in good standing. All employees retiring under an early retirement option approved by the Mayor shall be paid for forty-seven percent (47%) of their accumulated Medical leave at the time of such early retirement. The rate of compensation for such accumulated Medical leave shall be based on the employee's salary at the time of death, retirement or early retirement, whichever is applicable.

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. Thereafter, no payment for excess medical leave will be paid except upon death or retirement as set forth above in this agreement.

ARTICLE VI - MILITARY LEAVE

The provisions relating to military training leave are as provided by Nebraska Statutes.

ARTICLE VII - COURT LEAVE

A. WHEN AUTHORIZED

An employee who is required to serve as a witness or juror in a federal, state, county, police, or municipal court, or as a litigant in a case resulting directly from the discharge of his or her duties as an employee, shall be granted court leave with full pay to serve in that capacity; provided, however, that, when the employee is a litigant or witness in non-employment related litigation, the employee shall not be granted court leave but may use vacation leave or compensatory time or be granted leave without pay for the length of such service.

B. PROCEDURE

An employee who is called for compensable litigation witness or jury duty shall present to his or her supervisor the original summons or subpoena from the court, and at the conclusion of such duty, a signed statement showing the actual time in attendance at court.

C. FEES

Fees received for compensable witness or jury service in a federal, state, county, police or municipal court shall be deposited with the City Finance Director upon the employee's receipt thereof. No employee shall receive witness fees paid from City funds.

ARTICLE VIII - LEAVE WITHOUT PAY

A. WHEN AUTHORIZED

1. Leave without pay may be granted to an employee for any good cause or Union business when it is in the interest of the City to do so. The employee's interest shall be considered when his or her record of employment shows the employee to be of more than average value, and it is desirable to retain the employee even at some sacrifice. A Department Director may grant an employee leave without pay for 30 days time. Such leave may be extended for a period not to exceed one year by the Chief Administrative Officer. Any appointment made to a position vacated by an employee on leave without pay shall be conditional upon the return of the employee on leave.

2. Before an employee may request unpaid leave, he or she must first use all eligible leave balances except for unpaid leave for Union business.

3. When leave without pay is requested pursuant to the Family and Medical Leave Act (FMLA) policy, Articles of this contract shall govern to the extent they are not inconsistent with Federal law.

B. LIMITATIONS

Leave without pay shall be subject to the following provisions:

1. At the expiration of leave without pay, the employee shall return to the position held prior to his leave.
2. Vacation and Medical leave credits shall not be earned during leave without pay.
3. A leave without pay shall not constitute a break in service.
4. Leave without pay for more than thirty days during the probationary period shall not be counted as part of that period, but the employee to whom such leave has been granted shall be allowed to return to probationary period on return from leave.
5. Failure to report promptly at the expiration of a leave of absence shall be considered resignation.
6. When all available leave is exhausted.

ARTICLE IX - TEMPORARY DISABILITY LEAVE

A. POLICY

Any employee covered by this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act will be granted temporary disability leave to allow the employee to receive the equivalent of the employee's net pay at the time of the injury. This period shall be up to one hundred fifty (150) consecutive calendar days following the original date of disability which shall mean that the employee is unable to perform the job duties as defined by the employee's job description. Any reoccurrence or exacerbation of an injury shall relate back to the original injury for purposes of this article, including the commencement date of the 150 day period.

B. DEFINITIONS

Temporary disability shall mean the complete inability of an employee, for reasons of accident or other cause while in the line of duty, to perform the job duties as defined by the employee's job description, for a period of time not to exceed one hundred fifty (150) consecutive calendar days from the date of injury or the date that disability begins.

Temporary disability leave shall mean paid leave provided by the City to an eligible employee when that employee has no other paid leave available.

C. APPLICATION OF WORKERS' COMPENSATION AND OTHER LEAVE BALANCES

All payments of salary provided by this article shall be subject to deduction of amounts paid under the Nebraska Workers' Compensation Act and other city leave balances as set forth below:

1. Pursuant to the waiting provisions in Section 48-119 of the Nebraska Workers' Compensation Act, no workers' compensation shall be allowed during the first seven calendar days following the date of injury or date that temporary disability begins, unless the disability continues for six weeks or longer. When the disability lasts less than six weeks, an employee may use Medical or vacation leave for the initial seven days. If no other leave is available, the City shall grant the employee temporary disability leave.

2. The employee shall retain all Workers Compensation payments following the initial waiting provisions as set forth above.

3. While on leave of any nature, the total net compensation paid to an employee, including salary, wages, workers' compensation benefits, and leave pay collected from any other party (except the employee's private insurance) shall not exceed the employee's net salary at the time of the commencement of the leave, plus any allowed and approved cost of living increase which commences during the period of leave.

D. SUBROGATION

The City reserves a right of subrogation because of payment of temporary disability leave to any employee who is disabled or injured by a third party, and reserves the right to pursue collection from the employee of any money paid by the third party to the extent of the City's payment of temporary disability leave. Should the employee receiving temporary disability leave collect from the third party for wages, salary, or expenses otherwise paid by the City, he or she will reimburse the City for money paid as temporary disability leave or expenses resulting from the injury. The City reserves any other subrogation rights under Nebraska law.

E. LIMITATION OF LEAVE

Temporary disability leave will not be available to employees following one hundred fifty (150) days from the original date that the disability begins absent express approval of the City Administrator, who may grant an extension of this time not to exceed sixty (60) days if the employee has sufficient accumulated medical leave. Such extension shall be chargeable to the employee's medical leave bank.

Any employee whose employment by the City is terminated due to exceeding this limitation of leave shall be compensated for any remaining unused Medical leave as in the case of retirement.

If an employee reaches maximum medical improvement (MMI) and it is determined that the employee cannot perform the essential functions of the job, the employee may be terminated prior to the expiration of the 150 day period or extension and will be compensated for any unused medical leave as in the case of retirement.

F. LIGHT DUTY POLICY

The City may provide light duty work when possible for a defined period of time, not to exceed 150 days, for employees that are injured due to a work related situation. Employees will follow the City's Light Duty Policy. The commencement of light duty work and/or modified duty work shall be five (5) calendar days from the date of disability. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with temporary disability leave or medical leave. All employees in the City of Grand Island are covered by this policy and therefore are on notice from this date forward, that light duty work shall commence five (5) calendar days from the date of disability with appropriate medical release, unless the employee is willing to return sooner.

ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE

A. ABSENCE WITHOUT APPROVAL

An employee who is absent from duty without approval shall receive no pay for the duration of the absence, and unless there is a legitimate reason for the absence, shall be subject to disciplinary action.

B. AUTHORIZED LEAVE FORM

For all leaves except Medical leave, a written request on the authorized Leave Form, indicating the kind of leave, duration and dates of departure and return, must be approved prior to the taking of the leave. In the case of Medical leave, the form shall be completed and submitted for approval immediately upon the employee's return to duty. Unless an absence is substantiated by a Leave Form approved by the supervisor, an employee shall not be paid for any absence from scheduled work hours.

ARTICLE XI - PENSION AND RETIREMENT PLAN

A. COVERAGE

The City agrees that the employees covered under this agreement are covered under the pension plan as adopted in Ordinance No. 4244, as amended.

B. AMENDMENTS

The City reserves the right to change the pension plan in accordance with existing and future statutes or federal legislation or regulations.

ARTICLE XII - RATES OF PAY FOR WORK PERFORMED

A. SURVEY

The Union and the City surveyed the following array of cities and utilities to determine current labor market comparable salaries and benefits for work performed in the various job classifications covered by this agreement: Ames, Iowa; Fremont, Nebraska; Garden City, Kansas; Hastings, Nebraska; Kearney, Nebraska; Muscatine, Iowa; Norfolk, Nebraska; North Platte, Nebraska; Cedar Falls, Iowa, and Southern Nebraska Rural Public Power District. Said array conforms to the standards established by the Nebraska Commission on Industrial Relations (CIR). Using the survey results, the Union and the City established a pay range for each class of work covered by this agreement.

B. 2008 - 2009 FISCAL YEAR

Rates of pay for the period October 1, 2008 through September 30, 2009 for work performed in the various classes of work under this agreement shall be as set forth in Exhibit "A", attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, 2008.

C. 2009 – 2010 FISCAL YEAR

Effective the first full pay period on or after October 1, 2009, all pay ranges shall be adjusted upwards by 3.75%. See Exhibit B.

D. 2010 – 2011 FISCAL YEAR

Effective the first full pay period on or after October 1, 2010, all pay ranges shall be adjusted upwards by 3.75%. See Exhibit C.

E. FUTURE CHANGES IN RATES OF PAY

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriations or ordinances sufficient to fund such payments and salary ordinances authorizing such payments. The I.B.E.W. acknowledges that the City must comply with the Nebraska Budget Act.

F. PAY PLAN

1. Employees will be considered for pay schedule step increases upon the following schedule. Such adjustments in pay shall be effective on the first day of a pay period falling on or immediately after the classification anniversary.

Step 1	Entry Level;
Step 2	Upon the successful completion of six months of service in Step 1 by an intra-Utility Department transfer employee;
Step3	Upon the successful completion of six months of service in Step 2 by an intra-Utility Department transfer employee; OR Upon successful completion of one year of service in Step 1 by a new hire employee;
Step 4 – 8	Upon successful completion of the anniversary of the employee's hire date or the anniversary date of the employee's promotion or demotion.

The classification of Lineworker 1st Class may move through steps 1 through 8 in six month intervals upon successful completion of the step.

2. The Mayor may evaluate the manner of performance of any employee, all employees, or any portion of the employees at any time during such employees' service. Any adjustments in the pay of such evaluated employees shall be effective on the first day of a pay period falling on or immediately after such adjustment. The first classification anniversary following such adjustment shall be used for the computation of the merit step increases for employees advanced to Step 4 or higher.

3. Employees, prior to advancing in step or grade, shall be evaluated. Such evaluation shall take place at least yearly. For purposes of an increase in pay, other than cost of living increases, an employee must receive at least a satisfactory rating during the first year of employment, or first year in a new position. Thereafter, to receive increases in pay, other than cost-of-living increases, an employee must receive a rating above satisfactory. Such evaluations shall be advisory and shall in no way require the granting of merit increases by the administration; but denial shall be in writing, showing cause for such denial. Should a merit increase be denied, a new evaluation shall be made six months from the date of the first evaluation.

4. Employees receiving the highest possible rating may be considered for more than a

one-step increase when recommended by the Department Director.

5. In no case shall any employee be advanced beyond the maximum rate of the pay grade for his or her class of position.

ARTICLE XIII - EMPLOYEE RELATIONS

A. GENERAL

Every employee shall fulfill conscientiously the duties and responsibilities of his or her position. Employees shall conduct themselves at all times in a manner which reflects credit on the City. Employees shall be impartial in all official acts and shall in no way endanger nor give occasion for distrust of their impartiality.

B. MEMBERSHIP IN UNION

1. An employee shall have the right to join, or refrain from joining, this Union.
2. This Union shall not exert pressures on any employee to join it.
3. The Union shall continue the practice of non-discrimination in membership on the basis of race, religion, national origin, color, age, gender, disability status, or political affiliation.
4. At any meeting between a representative of the City and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, the Union steward may be present if the employee so requests.

C. DISCIPLINARY ACTION

Any disciplinary action taken in accordance with State Statutes covering employees under this Agreement shall be governed by the grievance procedures set out in such Statutes.

ARTICLE XIV - GRIEVANCE PROCEDURE

A. PROCEDURE

An alleged grievance arising from an employee shall be handled in the manner described below.

A grievance for the purpose of this Agreement refers to a question of the interpretation of the terms of the labor agreement between the City and the Union. A work week shall be defined as

Monday through Friday.

1. First Step - Any employee who believes that he or she has a justifiable request or grievance shall discuss the request or complaint within five (5) work days with his or her foreman, with or without the Union steward being present, as the employee may elect, in an attempt to settle same.

The foregoing procedure, if followed in good faith by both parties, should lead to a fair and speedy solution of most of the complaints arising out of the day to day operations of City government. However, if a complaint or request has not been satisfactorily resolved in Step 1, it may be presented and must be in writing and processed in Step 2 if the Union steward determines that it constitutes a meritorious grievance. A grievance, to be considered beyond Step 1, must be filed in writing with the foreman on forms provided by the City.

2. Second Step - If the alleged grievance is determined to be valid, the employee or his or her designated representative shall present it within ten (10) work days after the discussion with the foreman. The supervisor shall notify the employee in writing, within five (5) work days of his or her decision.

3. Third Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it to the head of the department in writing within five (5) work days of the receipt of the decision of the immediate supervisor. The head of the department, or his or her designated representative, shall consider the grievance and shall notify the employee in writing of a decision within five (5) work days of the receipt of the grievance.

4. Fourth Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it in writing to the Personnel Director within three (3) work days after the decision of the Department Director. The Personnel Director shall investigate the case within seven (7) work days and make a recommendation to the Chief Administrative Officer. The Chief Administrative Officer shall notify the employee of the decision made and of any action taken within seven (7) work days of the receipt of the grievance.

5. Fifth Step - If the grievance is not settled by the Chief Administrative Officer to the satisfaction of the employee, the employee may appeal, in writing, within ten (10) days of the receipt of the Chief Administrative Officer's decision to the arbitration board. The arbitration procedure established in this step shall extend only to those grievances which are arbitrable under this agreement. The arbitration procedure shall be as follows:

- a. The City and the Union shall each select an arbitrator within five days following the grieving party's written request, and the two thus chosen shall select a third impartial arbitrator. The three thus chosen shall be residents of the Grand Island, Nebraska, area (an area within 100 miles of the City), and shall constitute the arbitration board to hear and to determine the controversy or matter in dispute. If the third arbitrator cannot be found in the Grand Island area, he or she shall be obtained from the Federal Mediation and Conciliation

Service by the two previously appointed. A finding or award of the majority of the arbitration board shall be advisory upon the parties.

b. The third and impartial arbitrator shall act as the chairman of the arbitration board. The procedure to be followed in submitting the grievance to the arbitration board shall, unless agreed upon by the parties prior to the hearing, be determined by the chairman of the arbitration board.

i. It is understood and agreed between the parties that the decision of the arbitration board, constituted as set forth above, shall be advisory upon the parties, and that the board's jurisdiction shall be limited to the application of this contract. The board does not have the jurisdiction to amend, alter, enlarge, or ignore any provision of this contract.

ii. Each party shall bear the expenses of its own arbitrator but the expenses of the third arbitrator shall be shared equally between the City and the Union.

iii. It is specifically agreed that grievances shall not be combined for purposes of submitting them to arbitration. Only one grievance shall be heard in an arbitration proceeding.

iv. If the City raises the question as to whether a grievance is arbitrable under this section, the Arbitration Board will not proceed under the assumption that the grievance is, in fact, arbitrable but must specifically rule on such question with the reason given therefor as part of its written decision. The Arbitration Board may rule on the arbitrability and the merits in the same hearing.

B. PRESENTATION

All grievances shall be presented by the employee in person. The employee may designate another person to assist in preparing and presenting the grievance. An employee and his or her designated representative shall obtain the permission of their immediate supervisor before leaving the job site to prepare or present a grievance.

C. VIOLATION BY UNION

If the City believes that this Agreement is being violated by the Union, the Chief Administrative Officer or his or her designated representative will contact the Chief Officer of the local Union. If the City is not satisfied with the results of its contract with the Union as pertinent to the alleged violation it will take action in accordance with the provisions of the Nebraska Statutes.

ARTICLE XV - OTHER BENEFITS

A. MEDICAL INSURANCE

The City agrees to provide health, dental, and long-term disability insurance during the term of this agreement for the employee and employee's dependents at the same benefit level and employee contribution level as provided to non-union City employees under the City's general group insurance plans. The City's general group insurance plan year runs from October 1 through September 30 of each year.

B. LIFE INSURANCE

The City will provide a \$50,000 term life insurance policy for the employee. Such policy shall contain an option allowing the employee to purchase additional term insurance as provided by the plan. The premium for the optional insurance shall be paid by the employee.

C. DISCONTINUANCE OF INSURANCE

1. An employee who is on an approved leave of absence without pay will not be removed from coverage under the City's hospitalization and medical insurance plan.

2. The employee will be required to pay to the City the premium on the life insurance policy and medical insurance during his or her leave of absence without pay.

D. PROTECTIVE CLOTHING

1. At the beginning of each fiscal year, the Department Director of the Utilities Department shall determine what uniforms and protective clothing shall be required and furnished to employees.

2. The City will pay sixty per cent (60%) of the actual cost of providing and cleaning protective clothing. The employee shall pay forty per cent (40%) of said cost.

3. The Chief Union steward shall meet monthly with the Safety Director of the City's Utility Department.

4. The IBEW shall be entitled to designate at least one member to any safety committee required under Nebraska law. Employee members shall not be selected by the employer but shall be selected pursuant to procedures prescribed in rules and regulations adopted and promulgated by the Commissioner of Labor.

E. MILEAGE PAID FOR USE OF PRIVATE VEHICLES

The City agrees to pay employees for the approved use of their personal automobile in the performance of their duties at the rate provided by Neb. Rev. Stat. § 81-1176, as amended.

F. TRAVEL TIME REIMBURSEMENT

If an employee has to travel for approved City purposes other than a normal commute to and from his or her primary place of work (e.g. work related seminars and training), the employee will receive mileage and compensation consistent with Federal and State law.

G. MEDICAL INSURANCE COMMITTEE

The City agrees to establish and maintain an employee advisory committee to aid in obtaining medical and dental insurance.

ARTICLE XVI - MANAGEMENT RIGHTS

A. OPERATION IN BEST INTERESTS OF CITY

The City has endorsed the practices and procedures of collective bargaining as an orderly way to conduct its relations with this group of employees, provided, that the City, acting through its administrator, retains the right to effectively operate in a reasonable and efficient manner to serve the best interests of all the citizens of the City.

B. STATUTORY AND ORDINANCE RIGHTS

This agreement in no way changes the power of the City to exercise any and all powers vested in it by the statutes of the State of Nebraska and the code of the City of Grand Island.

C. OTHER RIGHTS

It is understood and agreed that the City possesses the sole right to operate the Utilities Department and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of this contract. These rights include but are not limited to the following:

1. Discipline or discharge for just cause.
2. Direct the work force.
3. Hire, assign or transfer employees.

4. Determine the mission of the Utility.
5. Determine the methods, means, number of personnel needed to carry out the Utility's mission.
6. Introduce new or improved methods or facilities.
7. Change existing methods or facilities.
8. Relieve employees.
9. Contract out for goods or service.

D. PRIOR AGREEMENTS SUPERSEDED

This document constitutes the sole and complete agreement between the parties and embodies all the terms and conditions governing the employment of employees in the Union. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement or agreement between the employer and the Union or any individual employee covered by this agreement is hereby superseded.

E. PERSONNEL FUNCTIONS

All personnel functions of the City shall be handled by a duly designated representative of the Mayor or Chief Administrative Officer. The Union agrees that it shall deal with the City only through the Chief Administrative Officer, or his or her designated representative.

F. MEMBERS OF CITY COUNCIL

The Union and its membership agree that it will not contact or deal with any of the members of the City Council concerning any aspects of negotiations, grievances, or any other relationship between the Union and the City.

G. MATTERS NOT MENTIONED

The rights of the employees are encompassed within this Agreement. Any and all matters not specifically mentioned in this Agreement are reserved to the City. Such matters reserved to the City and all matters specified in Paragraph "C" above (except No. 1) shall not be subject to grievance proceedings or negotiation during the life of this Agreement. All provisions of Chapters one, two, and three of the City Personnel Rules and Regulations now in effect and as amended hereafter not in conflict with this contract are by this reference made a part of this Agreement.

ARTICLE XVII - OPERATIONS, SALES, MERGERS, DISSOLUTION

A. SALE OF FACILITIES OR OPERATIONS

This agreement shall not in any manner prevent the City from selling any part of or all of the Utilities' facilities and/or operations to others.

B. LEASE OF FACILITIES OR OPERATIONS

This agreement shall not in any manner prevent the City from leasing any part of or all of the Utilities' facilities and/or operations to others.

C. MERGING FACILITIES OR OPERATIONS

This agreement shall not in any manner prevent the City from merging any part of or all of the Utilities' facilities and/or operations with other utilities.

D. CEASING OPERATIONS

This agreement shall not in any manner prevent the City from ceasing any part of or all of its Utilities' operation at any time.

E. PAYMENT OF ACCRUED LEAVE

In the event of a sale, transfer, merger, or cessation of utility operations, or any part thereof, those employees affected shall be paid at the time of sale, transfer, merger or cessation, compensation representing total accrued vacation leave unless the employee transfers to another city department .

ARTICLE XVIII - STRIKES AND LOCKOUTS

A. STRIKES

Neither the Union nor any officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work or any other intentional interruption of the operations of the City, regardless of the reason for so doing. The Union shall at all times keep its members on the job during periods of negotiations and hearings for the settlement of grievances. If employees strike or in any manner slow down or stop work without Union authorization, the Union shall notify the City of the facts involved with the incident. No employee may miss work because he or she fails or refuses to cross a picket line on any City premises. Any or all employees who violate any of the provisions of this Article without Union sanction may be summarily discharged or disciplined by the City. Such discharge or discipline shall not be subject to grievance proceedings under any circumstances.

B. LOCKOUTS

The City will not lock out any employees during the term of the Agreement as a result of a labor dispute with the Union.

ARTICLE XIX - GENERAL PROVISIONS

A. SOLICITATION OF UNION BUSINESS

1. No non-employee representative of the Union shall be permitted to come on the premises of the Utilities Department for any reason without first presenting his or her credentials to the Chief Administrative Officer or his or her authorized representative and obtaining permission to come on the premises of the Utilities Department.

2. The Union agrees that it, or its representatives, shall not solicit members in the Union, or otherwise carry on Union activities while the employees concerned are on City time.

B. SOLICITATION FOR A NON-PROFIT ORGANIZATION

When the City is, in cooperation with a non-profit organization, seeking contributions from its employees of the bargaining unit, such solicitation shall be coordinated with Union representatives, and Union representatives shall be responsible for approaching members of the unit for purposes of acquiring pledges or contributions.

C. EMPLOYEE RIGHTS TO UNION MEMBERSHIP

The City and the Union agree not to interfere with the right of employees to become or not to become members of the Union, and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

D. DEMOTION

An employee who fails to satisfactorily perform the duties of a classification into which he or she has been promoted shall be demoted to the classification from which promoted. He or she shall return to the same pay step held prior to promotion with the same regular status held prior to promotion.

E. BULLETIN BOARDS ON CITY PREMISES

The Union shall have the right to mount bulletin boards at its own expense at each office or plant location. The location, number, and construction of such bulletin boards, however, shall be subject to the approval of the City. The use of such bulletin boards shall be considered proper when confined to factual notices and announcements of the Union, such as:

- a. Meetings
- b. Nominations and elections of Union officers
- c. Results of Union elections
- d. Appointments to Union offices and committees
- e. Social or recreational affairs
- f. Agreements made between the Union and the Company
- g. Joint announcements of letters issued by the Union and the City, or
- h. Other items as approved by personnel director of the City.

F. SENIORITY, PROMOTION, LAYOFF - PROCEDURE

1. SENIORITY. Seniority shall accrue to an employee from his or her first day of employment with the City and shall vest upon completion of the employee's probationary period.

2. PROMOTION. Promotion shall be accomplished utilizing testing procedures and performance evaluations. When two or more employees are equally qualified for promotion, seniority shall become a deciding factor.

3. LAYOFF. If needed, layoff shall be accomplished in accordance with management's right to maintain proper city services concerning job classifications. Layoffs within a job classification shall be by seniority, least senior being laid off first.

G. RESIDENCY

All employees of the Utilities Department are required to reside within the limits as outlined on Exhibit "D", attached hereto and made a part hereof by reference. Employees shall establish residency within area as set forth in Exhibit "D" within six months after the calendar day of commencement of employment and shall maintain such residency during the term of employment.

ARTICLE XX - DURATION OF CONTRACT

A. RIGHTS ON TERMINATION

All of the terms, rights, obligations, benefits and conditions of this Agreement will expire on its termination.

B. TERM

This Agreement shall continue in full force and effect from its effective date through September 30, 2011 provided:

1. Either party may re-open this Agreement between October 1 and October 30 of any year in which the City does not adopt a budget statement and appropriation ordinance sufficient to fund the rates of pay and fringe benefits previously agreed upon by the parties. Negotiations shall be limited to rates of pay and fringe benefits and shall be completed by November 30. Upon notification by either party, the parties shall mutually agree upon the time and place for the first negotiating session. Subsequent sessions shall be set by mutual agreement. Agreement in the setting of negotiating sessions shall not be unreasonably withheld by either party.

2. Negotiations for a new agreement to take effect upon the termination of this Agreement may begin on January 1 of the year of termination of this Agreement but no later than February 1, of that year, and must be completed by May 30, of that year, for budget preparation purposes.

ARTICLE XXI - PAYROLL DEDUCTION OF UNION DUES

A. PAYROLL DEDUCTION

Upon receipt of a properly executed written request for payroll deduction of Union membership dues signed by any regular permanent employee, the Department shall: (1) make payroll deductions in accordance with that authorization card from such employee's wages and payments, and (2) remit the amount so deducted to the business manager of Local 1597, I.B.E.W. of America. The City agrees not to withhold any initiation fees, assessments, special or otherwise, nor any funds from an employee's pay for the benefit of the Union other than the regular monthly Union dues as set forth herein.

B. REQUEST FORMS

Requests for payroll deduction or revocation of said Union membership dues must be made on the form approved by the Union and the Department.

C. UNION CERTIFICATION

By written certification, the business manager of the I.B.E.W. shall keep the Department currently informed of the amount of regular Union membership dues for the pay period. Standard annual dues increases shall not require new authorization cards from each employee.

D. INDEMNIFICATION

The Union shall indemnify and save the City harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with the provisions of this part, or in reliance on any dues deduction card furnished under the provisions of this part or on any certification by the business manager of the I.B.E.W.

E. STRIKES, ETC.

This Article shall become null and void for the remaining life of the contract, effective immediately, in the event the Union or its members participate in a strike, slowdown, work stoppage, or other intentional interruption of the City Utility operations.

ARTICLE XXII - SEVERABILITY

If any of the provisions of this Agreement are subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXIII - SCOPE OF AGREEMENT

A. COMPLETE AGREEMENT

The parties mutually agree that this contract constitutes the entire Agreement and understanding concerning all proper subjects of collective bargaining for the duration of the contract between the parties and supersedes all previous agreements. This contract shall not be modified, altered, changed or amended in any respect unless in writing and signed by both parties.

B. INTERPRETATION

This Agreement has been executed in accordance with the statutes and the laws of the State of Nebraska and the United States of America, and any dispute, disagreement, or litigation arising under this Agreement shall be adjudged in accordance with the statutes and laws of the State of Nebraska and of the United States of America.

C. NEGOTIATIONS

The parties agree that the negotiations preceding the signing of this Agreement included

negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

ARTICLE XXIV - C. I. R. WAIVER

As a result of negotiations, and in consideration of this entire collective bargaining agreement, the Union, on behalf of all of its members, hereby knowingly, intelligently, and voluntarily waives its right to file any proceedings with the Nebraska Commission of Industrial Relations alleging lack of comparability with respect to any wages, fringe benefits or any other conditions of employment with respect to the time period between October 1, 2008 through September 30, 2011..

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this ____ day of August, 2008.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, Local Union No. 1597

By _____
President, Local Union 1597

By _____
Vice President, Local Union 1597

By _____
Recording Secretary

CITY OF GRAND ISLAND, NEBRASKA
A Municipal Corporation

By _____
Margaret Hornady, Mayor

Attest _____
RaNae Edwards, City Clerk

IBEW UTILITIES SALARY TABLES
FY 2008-2009

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian	Hourly	14.3591	14.7042	15.0576	15.4195	15.7901	16.1696	16.5582	16.9562
8005-PCC	Bi-weekly	1,148.73	1,176.34	1,204.61	1,233.56	1,263.21	1,293.57	1,324.66	1,356.50
8006-PGS	Monthly	2,488.91	2,548.73	2,609.98	2,672.71	2,736.95	2,802.73	2,870.09	2,939.07
	Annual	29,866.98	30,584.84	31,319.86	32,072.56	32,843.46	33,632.82	34,441.16	35,269.00
Elec. Ungrnd. Crew Chief	Hourly	26.2288	27.1454	28.0940	29.0758	30.0919	31.1435	32.2318	33.3582
8010	Bi-weekly	2,098.30	2,171.63	2,247.52	2,326.06	2,407.35	2,491.48	2,578.54	2,668.66
	Monthly	4,546.33	4,705.20	4,869.63	5,039.81	5,215.93	5,398.21	5,586.85	5,782.09
	Annual	54,555.80	56,462.38	58,435.52	60,477.56	62,591.10	64,778.48	67,042.04	69,385.16
Elec. Distrib. Crew Chief	Hourly	26.2288	27.1454	28.0940	29.0758	30.0919	31.1435	32.2318	33.3582
8011	Bi-weekly	2,098.30	2,171.63	2,247.52	2,326.06	2,407.35	2,491.48	2,578.54	2,668.66
	Monthly	4,546.33	4,705.20	4,869.63	5,039.81	5,215.93	5,398.21	5,586.85	5,782.09
	Annual	54,555.80	56,462.38	58,435.52	60,477.56	62,591.10	64,778.48	67,042.04	69,385.16
Engineering Tech. I	Hourly	16.5289	17.3968	18.3103	19.2718	20.2838	21.3489	22.4699	23.6498
8020	Bi-weekly	1,322.31	1,391.74	1,464.82	1,541.74	1,622.70	1,707.91	1,797.59	1,891.98
	Monthly	2,865.01	3,015.45	3,173.79	3,340.45	3,515.86	3,700.48	3,894.78	4,099.30
	Annual	34,380.06	36,185.24	38,085.32	40,085.24	42,190.20	44,405.66	46,737.34	49,191.48
Engineering Tech. II	Hourly	20.4330	21.3754	22.3613	23.3927	24.4717	25.6004	26.7812	28.0165
8025	Bi-weekly	1,634.64	1,710.03	1,788.90	1,871.42	1,957.74	2,048.03	2,142.50	2,241.32
	Monthly	3,541.72	3,705.07	3,875.96	4,054.73	4,241.76	4,437.40	4,642.07	4,856.19
	Annual	42,500.64	44,460.78	46,511.40	48,656.92	50,901.24	53,248.78	55,705.00	58,274.32
GIS Technician	Hourly	21.0224	22.0648	23.1589	24.3072	25.5124	26.7774	28.1051	29.4987
8030 - PCC	Bi-weekly	1,681.79	1,765.18	1,852.71	1,944.58	2,040.99	2,142.19	2,248.41	2,359.90
	Monthly	3,643.88	3,824.57	4,014.21	4,213.25	4,422.15	4,641.42	4,871.55	5,113.11
	Annual	43,726.54	45,894.68	48,170.46	50,559.08	53,065.74	55,696.94	58,458.66	61,357.40
Instrument Tech.	Hourly	24.6548	25.6553	26.6964	27.7797	28.9070	30.0801	31.3008	32.5710
8035	Bi-weekly	1,972.38	2,052.42	2,135.71	2,222.38	2,312.56	2,406.41	2,504.06	2,605.68
	Monthly	4,273.50	4,446.92	4,627.38	4,815.15	5,010.55	5,213.88	5,425.47	5,645.64
	Annual	51,281.88	53,362.92	55,528.46	57,781.88	60,126.56	62,566.66	65,105.56	67,747.68
Lineworker Appr.	Hourly	15.9883	16.8869	17.8360	18.8384	19.8971	21.0153	22.1964	23.4439
8040	Bi-weekly	1,279.06	1,350.95	1,426.88	1,507.07	1,591.77	1,681.22	1,775.71	1,875.51
	Monthly	2,771.31	2,927.06	3,091.57	3,265.32	3,448.83	3,642.65	3,847.38	4,063.61
	Annual	33,255.56	35,124.70	37,098.88	39,183.82	41,386.02	43,711.72	46,168.46	48,763.26
Lineworker 1st Class	Hourly	24.2346	24.8226	25.4249	26.0418	26.6736	27.3208	27.9837	28.6626
8045	Bi-weekly	1,938.77	1,985.81	2,033.99	2,083.34	2,133.89	2,185.66	2,238.70	2,293.01
	Monthly	4,200.66	4,302.58	4,406.98	4,513.91	4,623.42	4,735.61	4,850.51	4,968.18
	Annual	50,408.02	51,631.06	52,883.74	54,166.84	55,481.14	56,827.16	58,206.20	59,618.26
Materials Handler	Hourly	19.9550	20.8081	21.6976	22.6251	23.5923	24.6008	25.6525	26.7491
8055	Bi-weekly	1,596.40	1,664.65	1,735.81	1,810.01	1,887.38	1,968.06	2,052.20	2,139.93
	Monthly	3,458.87	3,606.74	3,760.92	3,921.68	4,089.33	4,264.14	4,446.43	4,636.51
	Annual	41,506.40	43,280.90	45,131.06	47,060.26	49,071.88	51,169.56	53,357.20	55,638.18
Meter Technician	Hourly	19.3306	19.9244	20.5365	21.1674	21.8177	22.4879	23.1787	23.8907
8060	Bi-weekly	1,546.45	1,593.95	1,642.92	1,693.39	1,745.42	1,799.03	1,854.30	1,911.26
	Monthly	3,350.64	3,453.56	3,559.66	3,669.02	3,781.73	3,897.90	4,017.64	4,141.05
	Annual	40,207.70	41,442.70	42,715.92	44,028.14	45,380.92	46,774.78	48,211.80	49,692.76
Power Dispatcher I	Hourly	24.2078	25.3749	26.5982	27.8805	29.2246	30.6335	32.1103	33.6583
8070	Bi-weekly	1,936.62	2,029.99	2,127.86	2,230.44	2,337.97	2,450.68	2,568.82	2,692.66
	Monthly	4,196.02	4,398.32	4,610.35	4,832.62	5,065.60	5,309.81	5,565.79	5,834.11
	Annual	50,352.12	52,779.74	55,324.36	57,991.44	60,787.22	63,717.68	66,789.32	70,009.16
Power Dispatcher II	Hourly	25.4258	26.6509	27.9351	29.2812	30.6921	32.1710	33.7212	35.3461
8075	Bi-weekly	2,034.06	2,132.07	2,234.81	2,342.50	2,455.37	2,573.68	2,697.70	2,827.69
	Monthly	4,407.14	4,619.49	4,842.08	5,075.41	5,319.96	5,576.31	5,845.01	6,126.66
	Annual	52,885.56	55,433.82	58,105.06	60,905.00	63,839.62	66,915.68	70,140.20	73,519.94

IBEW UTILITIES SALARY TABLES
FY 2008-2009

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Maint. Mech.	Hourly	22.9152	23.6444	24.3968	25.1732	25.9743	26.8009	27.6538	28.5338
8080 - PGS	Bi-weekly	1,833.22	1,891.55	1,951.74	2,013.86	2,077.94	2,144.07	2,212.30	2,282.70
8081 - BUR	Monthly	3,971.97	4,098.36	4,228.78	4,363.35	4,502.21	4,645.49	4,793.33	4,945.86
	Annual	47,663.72	49,180.30	50,745.24	52,360.36	54,026.44	55,745.82	57,519.80	59,350.20
Power Plant Operator	Hourly	27.0710	27.6675	28.2772	28.9003	29.5371	30.1880	30.8532	31.5331
8150 - BUR	Bi-weekly	2,165.68	2,213.40	2,262.18	2,312.02	2,362.97	2,415.04	2,468.26	2,522.65
8090 - PGS	Monthly	4,692.31	4,795.70	4,901.38	5,009.39	5,119.76	5,232.59	5,347.89	5,465.74
	Annual	56,307.68	57,548.40	58,816.68	60,112.52	61,437.22	62,791.04	64,174.76	65,588.90
Sr. Engineering Tech	Hourly	25.8534	26.6101	27.3890	28.1906	29.0157	29.8650	30.7391	31.6388
8125	Bi-weekly	2,068.27	2,128.81	2,191.12	2,255.25	2,321.26	2,389.20	2,459.13	2,531.10
	Monthly	4,481.26	4,612.42	4,747.43	4,886.37	5,029.39	5,176.60	5,328.11	5,484.06
	Annual	53,775.02	55,349.06	56,969.12	58,636.50	60,352.76	62,119.20	63,937.38	65,808.60
Sr. Materials Handler	Hourly	22.9761	23.8650	24.7883	25.7474	26.7436	27.7783	28.8530	29.9693
8100	Bi-weekly	1,838.09	1,909.20	1,983.06	2,059.79	2,139.49	2,222.26	2,308.24	2,397.54
	Monthly	3,982.52	4,136.60	4,296.64	4,462.88	4,635.56	4,814.91	5,001.19	5,194.68
	Annual	47,790.34	49,639.20	51,559.56	53,554.54	55,626.74	57,778.76	60,014.24	62,336.04
Sr. Power Dispatcher	Hourly	29.4120	30.7722	32.1954	33.6844	35.2422	36.8721	38.5774	40.3615
8105	Bi-weekly	2,352.96	2,461.78	2,575.63	2,694.75	2,819.38	2,949.77	3,086.19	3,228.92
	Monthly	5,098.08	5,333.85	5,580.54	5,838.63	6,108.65	6,391.16	6,686.75	6,995.99
	Annual	61,176.96	64,006.28	66,966.38	70,063.50	73,303.88	76,694.02	80,240.94	83,951.92
Sr. Pwr Plt Oper.	Hourly	26.6906	27.6547	28.6537	29.6888	30.7612	31.8724	33.0237	34.2166
8110	Bi-weekly	2,135.25	2,212.38	2,292.30	2,375.10	2,460.90	2,549.79	2,641.90	2,737.33
	Monthly	4,626.37	4,793.48	4,966.64	5,146.06	5,331.94	5,524.55	5,724.11	5,930.88
	Annual	55,516.50	57,521.88	59,599.80	61,752.60	63,983.40	66,294.54	68,689.40	71,170.58
Sr. Subst. Tech.	Hourly	31.4261	31.5872	31.7491	31.9118	32.0753	32.2397	32.4049	32.5710
8130	Bi-weekly	2,514.09	2,526.98	2,539.93	2,552.94	2,566.02	2,579.18	2,592.39	2,605.68
	Monthly	5,447.19	5,475.11	5,503.18	5,531.38	5,559.72	5,588.21	5,616.85	5,645.64
	Annual	65,366.34	65,701.48	66,038.18	66,376.44	66,716.52	67,058.68	67,402.14	67,747.68
Sr Water Maint. Wkr.	Hourly	18.6717	19.4203	20.1990	21.0089	21.8512	22.7273	23.6385	24.5863
8120	Bi-weekly	1,493.74	1,553.62	1,615.92	1,680.71	1,748.10	1,818.18	1,891.08	1,966.90
	Monthly	3,236.43	3,366.19	3,501.16	3,641.54	3,787.54	3,939.40	4,097.34	4,261.63
	Annual	38,837.24	40,394.12	42,013.92	43,698.46	45,450.60	47,272.68	49,168.08	51,139.40
Substation Tech.	Hourly	29.0923	29.2545	29.4176	29.5817	29.7467	29.9126	30.0794	30.2472
8135	Bi-weekly	2,327.38	2,340.36	2,353.41	2,366.54	2,379.74	2,393.01	2,406.35	2,419.78
	Monthly	5,042.67	5,070.78	5,099.05	5,127.49	5,156.09	5,184.85	5,213.76	5,242.85
	Annual	60,511.88	60,849.36	61,188.66	61,530.04	61,873.24	62,218.26	62,565.10	62,914.28
System Technician	Hourly	25.6386	26.5303	27.4530	28.4078	29.3958	30.4182	31.4762	32.5710
8140-PCC	Bi-weekly	2,051.09	2,122.42	2,196.24	2,272.62	2,351.66	2,433.46	2,518.10	2,605.68
8141-PGS	Monthly	4,444.02	4,598.59	4,758.52	4,924.02	5,095.27	5,272.49	5,455.87	5,645.64
	Annual	53,328.34	55,182.92	57,102.24	59,088.12	61,143.16	63,269.96	65,470.60	67,747.68
Tree Trim Crew Chf	Hourly	22.9671	23.6889	24.4334	25.2013	25.9933	26.8102	27.6528	28.5218
8145	Bi-weekly	1,837.37	1,895.11	1,954.67	2,016.10	2,079.46	2,144.82	2,212.22	2,281.74
	Monthly	3,980.96	4,106.08	4,235.12	4,368.23	4,505.51	4,647.10	4,793.15	4,943.78
	Annual	47,771.62	49,272.86	50,821.42	52,418.60	54,065.96	55,765.32	57,517.72	59,325.24
Utility Electrician	Hourly	23.0157	23.9318	24.8844	25.8749	26.9048	27.9757	29.0893	30.2472
8155	Bi-weekly	1,841.26	1,914.54	1,990.75	2,069.99	2,152.38	2,238.06	2,327.14	2,419.78
	Monthly	3,989.39	4,148.18	4,313.30	4,484.98	4,663.50	4,849.12	5,042.15	5,242.85
	Annual	47,872.76	49,778.04	51,759.50	53,819.74	55,961.88	58,189.56	60,505.64	62,914.28
Utility Technician	Hourly	22.4794	23.6052	24.7799	26.0159	27.3131	28.6836	30.1153	31.6205
8161 BUR	Bi-weekly	1,798.35	1,888.42	1,982.39	2,081.27	2,185.05	2,294.69	2,409.22	2,529.64
8160 PGS	Monthly	3,896.43	4,091.57	4,295.18	4,509.42	4,734.27	4,971.82	5,219.99	5,480.89
	Annual	46,757.10	49,098.92	51,542.14	54,113.02	56,811.30	59,661.94	62,639.72	65,770.64

IBEW UTILITIES SALARY TABLES
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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util. Warehouse Clk	Hourly	16.6101	17.1161	17.6375	18.1748	18.7285	19.2991	19.8870	20.4929
8165	Bi-weekly	1,328.81	1,369.29	1,411.00	1,453.98	1,498.28	1,543.93	1,590.96	1,639.43
	Monthly	2,879.08	2,966.79	3,057.17	3,150.30	3,246.27	3,345.18	3,447.08	3,552.10
	Annual	34,549.06	35,601.54	36,686.00	37,803.48	38,955.28	40,142.18	41,364.96	42,625.18
Water Maint. Wkr.	Hourly	15.5564	16.2938	17.0661	17.8751	18.7224	19.6099	20.5394	21.5130
8175	Bi-weekly	1,244.51	1,303.50	1,365.29	1,430.01	1,497.79	1,568.79	1,643.15	1,721.04
	Monthly	2,696.44	2,824.26	2,958.12	3,098.35	3,245.22	3,399.05	3,560.16	3,728.92
	Annual	32,357.26	33,891.00	35,497.54	37,180.26	38,942.54	40,788.54	42,721.90	44,747.04
Wireworker I	Hourly	17.4762	18.3628	19.2944	20.2733	21.3018	22.3825	23.5181	24.7113
8180	Bi-weekly	1,398.10	1,469.02	1,543.55	1,621.86	1,704.14	1,790.60	1,881.45	1,976.90
	Monthly	3,029.21	3,182.89	3,344.36	3,514.04	3,692.31	3,879.63	4,076.47	4,283.29
	Annual	36,350.60	38,194.52	40,132.30	42,168.36	44,307.64	46,555.60	48,917.70	51,399.40
Wireworker II	Hourly	24.2346	24.8226	25.4249	26.0418	26.6736	27.3208	27.9837	28.6626
8185	Bi-weekly	1,938.77	1,985.81	2,033.99	2,083.34	2,133.89	2,185.66	2,238.70	2,293.01
	Monthly	4,200.66	4,302.58	4,406.98	4,513.91	4,623.42	4,735.61	4,850.51	4,968.18
	Annual	50,408.02	51,631.06	52,883.74	54,166.84	55,481.14	56,827.16	58,206.20	59,618.26

IBEW UTILITIES SALARY TABLES
FY 2009 - 2010

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian	Hourly	14.8976	15.2556	15.6223	15.9977	16.3822	16.7760	17.1791	17.5921
8005-PCC	Bi-weekly	1,191.81	1,220.45	1,249.78	1,279.82	1,310.58	1,342.08	1,374.33	1,407.37
8006-PGS	Monthly	2,582.25	2,644.30	2,707.87	2,772.93	2,839.58	2,907.84	2,977.71	3,049.30
	Annual	30,987.06	31,731.70	32,494.28	33,275.32	34,075.08	34,894.08	35,732.58	36,591.62
Elec. Ungrnd. Crew Chief	Hourly	27.2124	28.1634	29.1475	30.1661	31.2203	32.3114	33.4405	34.6091
8010	Bi-weekly	2,176.99	2,253.07	2,331.80	2,413.29	2,497.62	2,584.91	2,675.24	2,768.73
	Monthly	4,716.82	4,881.66	5,052.23	5,228.79	5,411.52	5,600.64	5,796.35	5,998.91
	Annual	56,601.74	58,579.82	60,626.80	62,745.54	64,938.12	67,207.66	69,556.24	71,986.98
Elec. Distrib. Crew Chief	Hourly	27.2124	28.1634	29.1475	30.1661	31.2203	32.3114	33.4405	34.6091
8011	Bi-weekly	2,176.99	2,253.07	2,331.80	2,413.29	2,497.62	2,584.91	2,675.24	2,768.73
	Monthly	4,716.82	4,881.66	5,052.23	5,228.79	5,411.52	5,600.64	5,796.35	5,998.91
	Annual	56,601.74	58,579.82	60,626.80	62,745.54	64,938.12	67,207.66	69,556.24	71,986.98
Engineering Tech. I	Hourly	17.1487	18.0492	18.9969	19.9945	21.0444	22.1495	23.3125	24.5367
8020	Bi-weekly	1,371.90	1,443.94	1,519.75	1,599.56	1,683.55	1,771.96	1,865.00	1,962.94
	Monthly	2,972.44	3,128.53	3,292.80	3,465.71	3,647.70	3,839.25	4,040.83	4,253.03
	Annual	35,669.40	37,542.44	39,513.50	41,588.56	43,772.30	46,070.96	48,490.00	51,036.44
Engineering Tech. II	Hourly	21.1992	22.1770	23.1998	24.2699	25.3894	26.5604	27.7855	29.0671
8025	Bi-weekly	1,695.94	1,774.16	1,855.98	1,941.59	2,031.15	2,124.83	2,222.84	2,325.37
	Monthly	3,674.53	3,844.01	4,021.30	4,206.78	4,400.83	4,603.80	4,816.15	5,038.30
	Annual	44,094.44	46,128.16	48,255.48	50,481.34	52,809.90	55,245.58	57,793.84	60,459.62
GIS Technician	Hourly	21.8107	22.8922	24.0274	25.2187	26.4691	27.7816	29.1590	30.6049
8030 - PCC	Bi-weekly	1,744.86	1,831.38	1,922.19	2,017.50	2,117.53	2,222.53	2,332.72	2,448.39
	Monthly	3,780.52	3,967.98	4,164.75	4,371.24	4,587.98	4,815.48	5,054.23	5,304.85
	Annual	45,366.36	47,615.88	49,976.94	52,455.00	55,055.78	57,785.78	60,650.72	63,658.14
Instrument Tech.	Hourly	25.5794	26.6174	27.6975	28.8214	29.9910	31.2081	32.4746	33.7924
8035	Bi-weekly	2,046.35	2,129.39	2,215.80	2,305.71	2,399.28	2,496.65	2,597.97	2,703.39
	Monthly	4,433.76	4,613.68	4,800.90	4,995.71	5,198.44	5,409.40	5,628.93	5,857.35
	Annual	53,205.10	55,364.14	57,610.80	59,948.46	62,381.28	64,912.90	67,547.22	70,288.14
Lineworker Appr.	Hourly	16.5879	17.5202	18.5049	19.5448	20.6432	21.8034	23.0288	24.3230
8040	Bi-weekly	1,327.03	1,401.62	1,480.39	1,563.58	1,651.46	1,744.27	1,842.30	1,945.84
	Monthly	2,875.24	3,036.83	3,207.52	3,387.77	3,578.15	3,779.26	3,991.66	4,215.99
	Annual	34,502.78	36,442.12	38,490.14	40,653.08	42,937.96	45,351.02	47,899.80	50,591.84
Lineworker 1st Class	Hourly	25.1434	25.7534	26.3783	27.0184	27.6739	28.3453	29.0331	29.7374
8045	Bi-weekly	2,011.47	2,060.27	2,110.26	2,161.47	2,213.91	2,267.62	2,322.65	2,378.99
	Monthly	4,358.19	4,463.92	4,572.24	4,683.19	4,796.81	4,913.19	5,032.40	5,154.48
	Annual	52,298.22	53,567.02	54,866.76	56,198.22	57,561.66	58,958.12	60,388.90	61,853.74
Materials Handler	Hourly	20.7033	21.5884	22.5113	23.4735	24.4770	25.5233	26.6145	27.7522
8055	Bi-weekly	1,656.26	1,727.07	1,800.90	1,877.88	1,958.16	2,041.86	2,129.16	2,220.18
	Monthly	3,588.57	3,741.99	3,901.96	4,068.74	4,242.68	4,424.04	4,613.18	4,810.38
	Annual	43,062.76	44,903.82	46,823.40	48,824.88	50,912.16	53,088.36	55,358.16	57,724.68
Meter Technician	Hourly	20.0555	20.6716	21.3066	21.9612	22.6359	23.3312	24.0479	24.7866
8060	Bi-weekly	1,604.44	1,653.73	1,704.53	1,756.90	1,810.87	1,866.50	1,923.83	1,982.93
	Monthly	3,476.29	3,583.08	3,693.14	3,806.61	3,923.56	4,044.07	4,168.30	4,296.34
	Annual	41,715.44	42,996.98	44,317.78	45,679.40	47,082.62	48,529.00	50,019.58	51,556.18
Power Dispatcher I	Hourly	25.1156	26.3265	27.5956	28.9260	30.3205	31.7823	33.3144	34.9205
8070	Bi-weekly	2,009.25	2,106.12	2,207.65	2,314.08	2,425.64	2,542.58	2,665.15	2,793.64
	Monthly	4,353.37	4,563.26	4,783.24	5,013.84	5,255.55	5,508.93	5,774.50	6,052.89
	Annual	52,240.50	54,759.12	57,398.90	60,166.08	63,066.64	66,107.08	69,293.90	72,634.64
Power Dispatcher II	Hourly	26.3793	27.6503	28.9827	30.3792	31.8431	33.3774	34.9857	36.6716
8075	Bi-weekly	2,110.34	2,212.02	2,318.62	2,430.34	2,547.45	2,670.19	2,798.86	2,933.73
	Monthly	4,572.41	4,792.72	5,023.67	5,265.73	5,519.47	5,785.42	6,064.19	6,356.41
	Annual	54,868.84	57,512.52	60,284.12	63,188.84	66,233.70	69,424.94	72,770.36	76,276.98

IBEW UTILITIES SALARY TABLES
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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Maint. Mech.	Hourly	23.7745	24.5311	25.3117	26.1172	26.9483	27.8059	28.6908	29.6038
8080 - PGS	Bi-weekly	1,901.96	1,962.49	2,024.94	2,089.38	2,155.86	2,224.47	2,295.26	2,368.30
8081 - BUR	Monthly	4,120.91	4,252.06	4,387.36	4,526.98	4,671.04	4,819.69	4,973.07	5,131.33
	Annual	49,450.96	51,024.74	52,648.44	54,323.88	56,052.36	57,836.22	59,676.76	61,575.80
Power Plant Operator	Hourly	28.0862	28.7050	29.3376	29.9841	30.6447	31.3201	32.0102	32.7156
8150 - BUR	Bi-weekly	2,246.90	2,296.40	2,347.01	2,398.73	2,451.58	2,505.61	2,560.82	2,617.25
8090 - PGS	Monthly	4,868.27	4,975.53	5,085.18	5,197.24	5,311.75	5,428.82	5,548.43	5,670.70
	Annual	58,419.40	59,706.40	61,022.26	62,366.98	63,741.08	65,145.86	66,581.32	68,048.50
Sr. Engineering Tech	Hourly	26.8229	27.6080	28.4161	29.2477	30.1038	30.9849	31.8918	32.8253
8125	Bi-weekly	2,145.83	2,208.64	2,273.29	2,339.82	2,408.30	2,478.79	2,551.34	2,626.02
	Monthly	4,649.30	4,785.39	4,925.46	5,069.60	5,217.99	5,370.72	5,527.91	5,689.72
	Annual	55,791.58	57,424.64	59,105.54	60,835.32	62,615.80	64,448.54	66,334.84	68,276.52
Sr. Materials Handler	Hourly	23.8377	24.7599	25.7179	26.7129	27.7465	28.8200	29.9350	31.0931
8100	Bi-weekly	1,907.02	1,980.79	2,057.43	2,137.03	2,219.72	2,305.60	2,394.80	2,487.45
	Monthly	4,131.87	4,291.72	4,457.77	4,630.24	4,809.39	4,995.47	5,188.73	5,389.47
	Annual	49,582.52	51,500.54	53,493.18	55,562.78	57,712.72	59,945.60	62,264.80	64,673.70
Sr. Power Dispatcher	Hourly	30.5150	31.9262	33.4027	34.9476	36.5638	38.2548	40.0241	41.8751
8105	Bi-weekly	2,441.20	2,554.10	2,672.22	2,795.81	2,925.10	3,060.38	3,201.93	3,350.01
	Monthly	5,289.27	5,533.87	5,789.80	6,057.58	6,337.73	6,630.83	6,937.51	7,258.35
	Annual	63,471.20	66,406.60	69,477.72	72,691.06	76,052.60	79,569.88	83,250.18	87,100.26
Sr. Pwr Plt Oper.	Hourly	27.6915	28.6918	29.7282	30.8021	31.9147	33.0676	34.2621	35.4997
8110	Bi-weekly	2,215.32	2,295.34	2,378.26	2,464.17	2,553.18	2,645.41	2,740.97	2,839.98
	Monthly	4,799.86	4,973.25	5,152.89	5,339.03	5,531.88	5,731.72	5,938.76	6,153.28
	Annual	57,598.32	59,678.84	61,834.76	64,068.42	66,382.68	68,780.66	71,265.22	73,839.48
Sr. Subst. Tech.	Hourly	32.6046	32.7717	32.9397	33.1085	33.2781	33.4487	33.6201	33.7924
8130	Bi-weekly	2,608.37	2,621.74	2,635.18	2,648.68	2,662.25	2,675.90	2,689.61	2,703.39
	Monthly	5,651.46	5,680.43	5,709.55	5,738.81	5,768.20	5,797.77	5,827.48	5,857.35
	Annual	67,817.62	68,165.24	68,514.68	68,865.68	69,218.50	69,573.40	69,929.86	70,288.14
Sr Water Maint. Wkr.	Hourly	19.3719	20.1486	20.9565	21.7967	22.6706	23.5796	24.5249	25.5083
8120	Bi-weekly	1,549.75	1,611.89	1,676.52	1,743.74	1,813.65	1,886.37	1,961.99	2,040.66
	Monthly	3,357.80	3,492.42	3,632.46	3,778.09	3,929.57	4,087.13	4,250.98	4,421.44
	Annual	40,293.50	41,909.14	43,589.52	45,337.24	47,154.90	49,045.62	51,011.74	53,057.16
Substation Tech.	Hourly	30.1833	30.3515	30.5208	30.6910	30.8622	31.0343	31.2074	31.3815
8135	Bi-weekly	2,414.66	2,428.12	2,441.66	2,455.28	2,468.98	2,482.74	2,496.59	2,510.52
	Monthly	5,231.77	5,260.93	5,290.27	5,319.77	5,349.45	5,379.28	5,409.28	5,439.46
	Annual	62,781.16	63,131.12	63,483.16	63,837.28	64,193.48	64,551.24	64,911.34	65,273.52
System Technician	Hourly	26.6000	27.5252	28.4825	29.4731	30.4981	31.5589	32.6566	33.7924
8140-PCC	Bi-weekly	2,128.00	2,202.02	2,278.60	2,357.85	2,439.85	2,524.71	2,612.53	2,703.39
8141-PGS	Monthly	4,610.67	4,771.03	4,936.97	5,108.67	5,286.34	5,470.21	5,660.48	5,857.35
	Annual	55,328.00	57,252.52	59,243.60	61,304.10	63,436.10	65,642.46	67,925.78	70,288.14
Tree Trim Crew Chf	Hourly	23.8284	24.5772	25.3497	26.1463	26.9680	27.8156	28.6898	29.5914
8145	Bi-weekly	1,906.27	1,966.18	2,027.98	2,091.70	2,157.44	2,225.25	2,295.18	2,367.31
	Monthly	4,130.26	4,260.05	4,393.95	4,532.03	4,674.45	4,821.37	4,972.90	5,129.18
	Annual	49,563.02	51,120.68	52,727.48	54,384.20	56,093.44	57,856.50	59,674.68	61,550.06
Utility Electrician	Hourly	23.8788	24.8292	25.8176	26.8452	27.9137	29.0248	30.1801	31.3815
8155	Bi-weekly	1,910.30	1,986.34	2,065.41	2,147.62	2,233.10	2,321.98	2,414.41	2,510.52
	Monthly	4,138.99	4,303.73	4,475.05	4,653.17	4,838.37	5,030.97	5,231.22	5,439.46
	Annual	49,667.80	51,644.84	53,700.66	55,838.12	58,060.60	60,371.48	62,774.66	65,273.52
Utility Technician	Hourly	23.3224	24.4904	25.7091	26.9915	28.3373	29.7592	31.2446	32.8063
8161 BUR	Bi-weekly	1,865.79	1,959.23	2,056.73	2,159.32	2,266.98	2,380.74	2,499.57	2,624.50
8160 PGS	Monthly	4,042.55	4,245.00	4,456.24	4,678.53	4,911.80	5,158.26	5,415.73	5,686.43
	Annual	48,510.54	50,939.98	53,474.98	56,142.32	58,941.48	61,899.24	64,988.82	68,237.00

IBEW UTILITIES SALARY TABLES
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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util. Warehouse Clk	Hourly	17.2330	17.7580	18.2989	18.8564	19.4308	20.0228	20.6328	21.2614
	8165 Bi-weekly	1,378.64	1,420.64	1,463.91	1,508.51	1,554.46	1,601.82	1,650.62	1,700.91
	Monthly	2,987.05	3,078.05	3,171.81	3,268.44	3,368.01	3,470.62	3,576.35	3,685.31
	Annual	35,844.64	36,936.64	38,061.66	39,221.26	40,415.96	41,647.32	42,916.12	44,223.66
Water Maint. Wkr.	Hourly	16.1398	16.9048	17.7061	18.5454	19.4245	20.3453	21.3096	22.3197
	8175 Bi-weekly	1,291.18	1,352.38	1,416.49	1,483.63	1,553.96	1,627.62	1,704.77	1,785.58
	Monthly	2,797.57	2,930.17	3,069.06	3,214.54	3,366.91	3,526.52	3,693.66	3,868.75
	Annual	33,570.68	35,161.88	36,828.74	38,574.38	40,402.96	42,318.12	44,324.02	46,425.08
Wireworker I	Hourly	18.1316	19.0514	20.0179	21.0335	22.1006	23.2218	24.4000	25.6380
	8180 Bi-weekly	1,450.53	1,524.11	1,601.43	1,682.68	1,768.05	1,857.74	1,952.00	2,051.04
	Monthly	3,142.81	3,302.24	3,469.77	3,645.81	3,830.77	4,025.11	4,229.33	4,443.92
	Annual	37,713.78	39,626.86	41,637.18	43,749.68	45,969.30	48,301.24	50,752.00	53,327.04
Wireworker II	Hourly	25.1434	25.7534	26.3783	27.0184	27.6739	28.3453	29.0331	29.7374
	8185 Bi-weekly	2,011.47	2,060.27	2,110.26	2,161.47	2,213.91	2,267.62	2,322.65	2,378.99
	Monthly	4,358.19	4,463.92	4,572.24	4,683.19	4,796.81	4,913.19	5,032.40	5,154.48
	Annual	52,298.22	53,567.02	54,866.76	56,198.22	57,561.66	58,958.12	60,388.90	61,853.74

IBEW UTILITIES - SALARY TABLES
FY 2010 - 2011

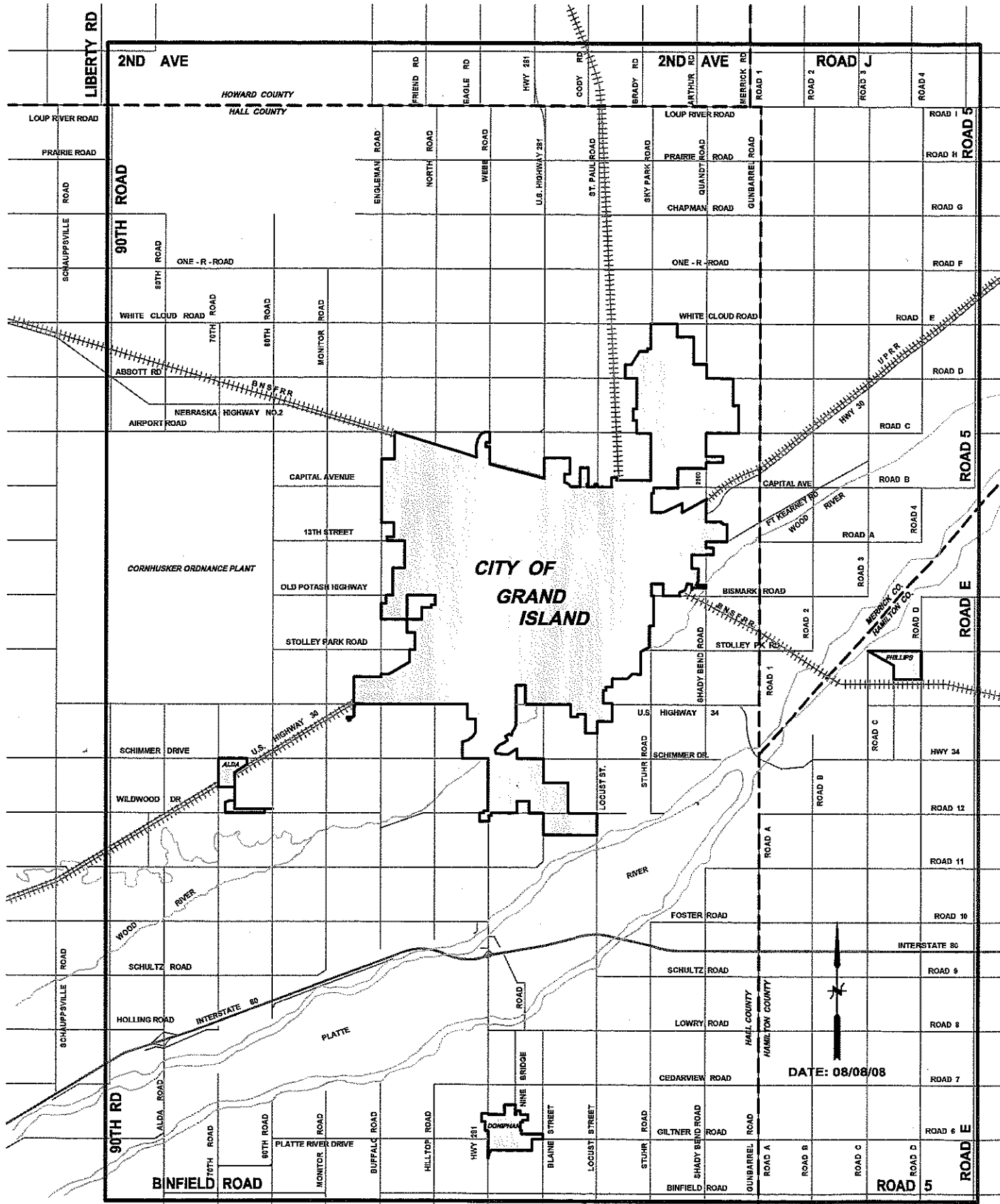
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
	Custodian	Hourly	15.4563	15.8277	16.2081	16.5976	16.9965	17.4051	17.8233	18.2518
	8005-PCC	Bi-weekly	1,236.50	1,266.22	1,296.65	1,327.81	1,359.72	1,392.41	1,425.86	1,460.14
	8006-PGS	Monthly	2,679.09	2,743.47	2,809.40	2,876.92	2,946.06	3,016.88	3,089.37	3,163.65
		Annual	32,149.00	32,921.72	33,712.90	34,523.06	35,352.72	36,202.66	37,072.36	37,963.64
Elec. Ungrnd. Crew Chief	8010	Hourly	28.2329	29.2195	30.2405	31.2973	32.3911	33.5231	34.6945	35.9069
		Bi-weekly	2,258.63	2,337.56	2,419.24	2,503.78	2,591.29	2,681.85	2,775.56	2,872.55
		Monthly	4,893.70	5,064.71	5,241.69	5,424.87	5,614.46	5,810.67	6,013.71	6,223.86
		Annual	58,724.38	60,776.56	62,900.24	65,098.28	67,373.54	69,728.10	72,164.56	74,686.30
Elec. Distrib. Crew Chief	8011	Hourly	28.2329	29.2195	30.2405	31.2973	32.3911	33.5231	34.6945	35.9069
		Bi-weekly	2,258.63	2,337.56	2,419.24	2,503.78	2,591.29	2,681.85	2,775.56	2,872.55
		Monthly	4,893.70	5,064.71	5,241.69	5,424.87	5,614.46	5,810.67	6,013.71	6,223.86
		Annual	58,724.38	60,776.56	62,900.24	65,098.28	67,373.54	69,728.10	72,164.56	74,686.30
	Engineering Tech. I	Hourly	17.7918	18.7260	19.7093	20.7443	21.8336	22.9801	24.1867	25.4568
	8020	Bi-weekly	1,423.34	1,498.08	1,576.74	1,659.54	1,746.69	1,838.41	1,934.94	2,036.54
		Monthly	3,083.91	3,245.84	3,416.28	3,595.68	3,784.49	3,983.22	4,192.36	4,412.51
		Annual	37,006.84	38,950.08	40,995.24	43,148.04	45,413.94	47,798.66	50,308.44	52,950.04
	Engineering Tech. II	Hourly	21.9942	23.0086	24.0698	25.1800	26.3415	27.5564	28.8275	30.1571
	8025	Bi-weekly	1,759.54	1,840.69	1,925.58	2,014.40	2,107.32	2,204.51	2,306.20	2,412.57
		Monthly	3,812.33	3,988.16	4,172.10	4,364.53	4,565.86	4,776.44	4,996.77	5,227.23
		Annual	45,748.04	47,857.94	50,065.08	52,374.40	54,790.32	57,317.26	59,961.20	62,726.82
	GIS Technician	Hourly	22.6286	23.7507	24.9284	26.1644	27.4617	28.8234	30.2525	31.7526
	8030 - PCC	Bi-weekly	1,810.29	1,900.06	1,994.27	2,093.15	2,196.94	2,305.87	2,420.20	2,540.21
		Monthly	3,922.29	4,116.79	4,320.92	4,535.16	4,760.03	4,996.06	5,243.77	5,503.78
		Annual	47,067.54	49,401.56	51,851.02	54,421.90	57,120.44	59,952.62	62,925.20	66,045.46
	Instrument Tech.	Hourly	26.5386	27.6156	28.7362	29.9022	31.1157	32.3784	33.6924	35.0596
	8035	Bi-weekly	2,123.09	2,209.25	2,298.90	2,392.18	2,489.26	2,590.27	2,695.39	2,804.77
		Monthly	4,600.02	4,786.70	4,980.94	5,183.05	5,393.39	5,612.26	5,840.02	6,077.00
		Annual	55,200.34	57,440.50	59,771.40	62,196.68	64,720.76	67,347.02	70,080.14	72,924.02
	Lineworker Appr.	Hourly	17.2099	18.1772	19.1988	20.2777	21.4173	22.6210	23.8924	25.2351
	8040	Bi-weekly	1,376.79	1,454.18	1,535.90	1,622.22	1,713.38	1,809.68	1,911.39	2,018.81
		Monthly	2,983.05	3,150.71	3,327.79	3,514.80	3,712.33	3,920.97	4,141.35	4,374.08
		Annual	35,796.54	37,808.68	39,933.40	42,177.72	44,547.88	47,051.68	49,696.14	52,489.06
	Lineworker 1st Class	Hourly	26.0863	26.7192	27.3675	28.0316	28.7117	29.4082	30.1218	30.8526
	8045	Bi-weekly	2,086.90	2,137.54	2,189.40	2,242.53	2,296.94	2,352.66	2,409.74	2,468.21
		Monthly	4,521.63	4,631.33	4,743.70	4,858.81	4,976.69	5,097.42	5,221.11	5,347.78
		Annual	54,259.40	55,576.04	56,924.40	58,305.78	59,720.44	61,169.16	62,653.24	64,173.46
	Materials Handler	Hourly	21.4797	22.3980	23.3555	24.3538	25.3949	26.4804	27.6125	28.7929
	8055	Bi-weekly	1,718.38	1,791.84	1,868.44	1,948.30	2,031.59	2,118.43	2,209.00	2,303.43
		Monthly	3,723.15	3,882.32	4,048.29	4,221.33	4,401.78	4,589.94	4,786.17	4,990.77
		Annual	44,677.88	46,587.84	48,579.44	50,655.80	52,821.34	55,079.18	57,434.00	59,889.18
	Meter Technician	Hourly	20.8076	21.4468	22.1056	22.7847	23.4847	24.2061	24.9497	25.7161
	8060	Bi-weekly	1,664.61	1,715.74	1,768.45	1,822.78	1,878.78	1,936.49	1,995.98	2,057.29
		Monthly	3,606.65	3,717.45	3,831.64	3,949.35	4,070.68	4,195.72	4,324.61	4,457.46
		Annual	43,279.86	44,609.24	45,979.70	47,392.28	48,848.28	50,348.74	51,895.48	53,489.54
	Power Dispatcher I	Hourly	26.0574	27.3137	28.6304	30.0107	31.4575	32.9741	34.5637	36.2300
	8070	Bi-weekly	2,084.59	2,185.10	2,290.43	2,400.86	2,516.60	2,637.93	2,765.10	2,898.40
		Monthly	4,516.62	4,734.37	4,962.60	5,201.85	5,452.63	5,715.51	5,991.04	6,279.87
		Annual	54,199.34	56,812.60	59,551.18	62,422.36	65,431.60	68,586.18	71,892.60	75,358.40
	Power Dispatcher II	Hourly	27.3685	28.6872	30.0696	31.5184	33.0372	34.6291	36.2977	38.0468
	8075	Bi-weekly	2,189.48	2,294.98	2,405.57	2,521.47	2,642.98	2,770.33	2,903.82	3,043.74
		Monthly	4,743.87	4,972.45	5,212.06	5,463.19	5,726.45	6,002.38	6,291.60	6,594.78
		Annual	56,926.48	59,669.48	62,544.82	65,558.22	68,717.48	72,028.58	75,499.32	79,137.24

IBEW UTILITIES - SALARY TABLES
FY 2010 - 2011

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Pwr Plt Maint. Mech.	Hourly	24.6660	25.4510	26.2609	27.0966	27.9589	28.8486	29.7667	30.7139
8080 - PGS	Bi-weekly	1,973.28	2,036.08	2,100.87	2,167.73	2,236.71	2,307.89	2,381.34	2,457.11
8081 - BUR	Monthly	4,275.44	4,411.51	4,551.89	4,696.74	4,846.21	5,000.42	5,159.56	5,323.74
	Annual	51,305.28	52,938.08	54,622.62	56,360.98	58,154.46	60,005.14	61,914.84	63,884.86
Power Plant Operator	Hourly	29.1394	29.7814	30.4378	31.1085	31.7939	32.4946	33.2106	33.9424
8150 - BUR	Bi-weekly	2,331.15	2,382.51	2,435.02	2,488.68	2,543.51	2,599.57	2,656.85	2,715.39
8090 - PGS	Monthly	5,050.83	5,162.11	5,275.89	5,392.14	5,510.94	5,632.40	5,756.50	5,883.35
	Annual	60,609.90	61,945.26	63,310.52	64,705.68	66,131.26	67,588.82	69,078.10	70,600.14
Sr. Engineering Tech	Hourly	27.8288	28.6433	29.4817	30.3445	31.2327	32.1468	33.0877	34.0562
8125	Bi-weekly	2,226.30	2,291.46	2,358.54	2,427.56	2,498.62	2,571.74	2,647.02	2,724.50
	Monthly	4,823.66	4,964.84	5,110.16	5,259.71	5,413.67	5,572.11	5,735.20	5,903.07
	Annual	57,883.80	59,577.96	61,322.04	63,116.56	64,964.12	66,865.24	68,822.52	70,837.00
Sr. Materials Handler	Hourly	24.7316	25.6884	26.6823	27.7146	28.7870	29.9008	31.0576	32.2591
8100	Bi-weekly	1,978.53	2,055.07	2,134.58	2,217.17	2,302.96	2,392.06	2,484.61	2,580.73
	Monthly	4,286.81	4,452.66	4,624.93	4,803.86	4,989.75	5,182.81	5,383.32	5,591.58
	Annual	51,441.78	53,431.82	55,499.08	57,646.42	59,876.96	62,193.56	64,599.86	67,098.98
Sr. Power Dispatcher	Hourly	31.6593	33.1234	34.6553	36.2581	37.9349	39.6894	41.5250	43.4454
8105	Bi-weekly	2,532.74	2,649.87	2,772.42	2,900.65	3,034.79	3,175.15	3,322.00	3,475.63
	Monthly	5,487.61	5,741.39	6,006.92	6,284.74	6,575.38	6,879.50	7,197.67	7,530.54
	Annual	65,851.24	68,896.62	72,082.92	75,416.90	78,904.54	82,553.90	86,372.00	90,366.38
Sr. Pwr Plt Oper.	Hourly	28.7299	29.7677	30.8430	31.9572	33.1115	34.3076	35.5469	36.8309
8110	Bi-weekly	2,298.39	2,381.42	2,467.44	2,556.58	2,648.92	2,744.61	2,843.75	2,946.47
	Monthly	4,979.85	5,159.73	5,346.12	5,539.25	5,739.33	5,946.65	6,161.46	6,384.02
	Annual	59,758.14	61,916.92	64,153.44	66,471.08	68,871.92	71,359.86	73,937.50	76,608.22
Sr. Subst. Tech.	Hourly	33.8273	34.0006	34.1749	34.3501	34.5260	34.7030	34.8809	35.0596
8130	Bi-weekly	2,706.18	2,720.05	2,733.99	2,748.01	2,762.08	2,776.24	2,790.47	2,804.77
	Monthly	5,863.40	5,893.44	5,923.65	5,954.02	5,984.51	6,015.19	6,046.02	6,077.00
	Annual	70,360.68	70,721.30	71,083.74	71,448.26	71,814.08	72,182.24	72,552.22	72,924.02
Sr Water Maint. Wkr.	Hourly	20.0983	20.9042	21.7424	22.6141	23.5207	24.4638	25.4446	26.4649
8120	Bi-weekly	1,607.86	1,672.34	1,739.39	1,809.13	1,881.66	1,957.10	2,035.57	2,117.19
	Monthly	3,483.71	3,623.39	3,768.68	3,919.78	4,076.92	4,240.39	4,410.40	4,587.25
	Annual	41,804.36	43,480.84	45,224.14	47,037.38	48,923.16	50,884.60	52,924.82	55,046.94
Substation Tech.	Hourly	31.3152	31.4897	31.6653	31.8419	32.0195	32.1981	32.3777	32.5583
8135	Bi-weekly	2,505.22	2,519.18	2,533.22	2,547.35	2,561.56	2,575.85	2,590.22	2,604.66
	Monthly	5,427.97	5,458.21	5,488.65	5,519.26	5,550.05	5,581.00	5,612.13	5,643.44
	Annual	65,135.72	65,498.68	65,863.72	66,231.10	66,600.56	66,972.10	67,345.72	67,721.16
System Technician	Hourly	27.5975	28.5574	29.5506	30.5783	31.6418	32.7424	33.8812	35.0596
8140-PCC	Bi-weekly	2,207.80	2,284.59	2,364.05	2,446.26	2,531.34	2,619.39	2,710.50	2,804.77
8141-PGS	Monthly	4,783.57	4,949.95	5,122.10	5,300.24	5,484.58	5,675.35	5,872.74	6,077.00
	Annual	57,402.80	59,399.34	61,465.30	63,602.76	65,814.84	68,104.14	70,473.00	72,924.02
Tree Trim Crew Chf	Hourly	24.7220	25.4988	26.3003	27.1268	27.9793	28.8587	29.7657	30.7011
8145	Bi-weekly	1,977.76	2,039.90	2,104.02	2,170.14	2,238.34	2,308.70	2,381.26	2,456.09
	Monthly	4,285.15	4,419.79	4,558.72	4,701.98	4,849.75	5,002.17	5,159.39	5,321.52
	Annual	51,421.76	53,037.40	54,704.52	56,423.64	58,196.84	60,026.20	61,912.76	63,858.34
Utility Electrician	Hourly	24.7743	25.7603	26.7858	27.8519	28.9605	30.1132	31.3119	32.5583
8155	Bi-weekly	1,981.94	2,060.82	2,142.86	2,228.15	2,316.84	2,409.06	2,504.95	2,604.66
	Monthly	4,294.21	4,465.12	4,642.87	4,827.66	5,019.82	5,219.62	5,427.40	5,643.44
	Annual	51,530.44	53,581.32	55,714.36	57,931.90	60,237.84	62,635.56	65,128.70	67,721.16
Utility Technician	Hourly	24.1970	25.4088	26.6732	28.0037	29.3999	30.8752	32.4163	34.0365
8161 BUR	Bi-weekly	1,935.76	2,032.70	2,133.86	2,240.30	2,351.99	2,470.02	2,593.30	2,722.92
8160 PGS	Monthly	4,194.15	4,404.19	4,623.35	4,853.97	5,095.98	5,351.70	5,618.83	5,899.66
	Annual	50,329.76	52,850.20	55,480.36	58,247.80	61,151.74	64,220.52	67,425.80	70,795.92

IBEW UTILITIES - SALARY TABLES
FY 2010 - 2011

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Util. Warehouse Clk 8165	Hourly	17.8792	18.4239	18.9851	19.5635	20.1595	20.7737	21.4065	22.0587
	Bi-weekly	1,430.34	1,473.91	1,518.81	1,565.08	1,612.76	1,661.90	1,712.52	1,764.70
	Monthly	3,099.06	3,193.48	3,290.75	3,391.01	3,494.31	3,600.77	3,710.46	3,823.51
	Annual	37,188.84	38,321.66	39,489.06	40,692.08	41,931.76	43,209.40	44,525.52	45,882.20
Water Maint. Wkr. 8175	Hourly	16.7450	17.5387	18.3701	19.2409	20.1529	21.1082	22.1087	23.1567
	Bi-weekly	1,339.60	1,403.10	1,469.61	1,539.27	1,612.23	1,688.66	1,768.70	1,852.54
	Monthly	2,902.47	3,040.04	3,184.15	3,335.09	3,493.17	3,658.75	3,832.17	4,013.83
	Annual	34,829.60	36,480.60	38,209.86	40,021.02	41,917.98	43,905.16	45,986.20	48,166.04
Wireworker I 8180	Hourly	18.8115	19.7658	20.7686	21.8223	22.9294	24.0926	25.3150	26.5994
	Bi-weekly	1,504.92	1,581.26	1,661.49	1,745.78	1,834.35	1,927.41	2,025.20	2,127.95
	Monthly	3,260.66	3,426.07	3,599.89	3,782.53	3,974.43	4,176.05	4,387.93	4,610.56
	Annual	39,127.92	41,112.76	43,198.74	45,390.28	47,693.10	50,112.66	52,655.20	55,326.70
Wireworker II 8185	Hourly	26.0863	26.7192	27.3675	28.0316	28.7117	29.4082	30.1218	30.8526
	Bi-weekly	2,086.90	2,137.54	2,189.40	2,242.53	2,296.94	2,352.66	2,409.74	2,468.21
	Monthly	4,521.63	4,631.33	4,743.70	4,858.81	4,976.69	5,097.42	5,221.11	5,347.78
	Annual	54,259.40	55,576.04	56,924.40	58,305.78	59,720.44	61,169.16	62,653.24	64,173.46



AGREEMENT

THIS AGREEMENT, dated this ____ day of _____ 2008, by and between the City of Grand Island (hereinafter referred to as the City), and Union Local No. 1597, I.B.E.W., A.F.L. - C.I.O. (hereinafter referred to as the Union). The provisions of this Agreement shall be effective from October 1, 2008 to September 30, 2011.

PURPOSE AND INTENT OF THE PARTIES

The purpose of the City and the Union in entering this labor agreement is to promote harmonious relations between the employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE I - RECOGNITION

A. BARGAINING UNIT

The Union is hereby recognized as the Exclusive Bargaining Agent for the non-management employees of the Finance Department and the Information Technology Department, without regard to their membership or non-membership in said Union. Nothing contained in this "exclusive representation" provision shall prohibit employees of the bargaining unit from seeking an election to revoke the authority of the Union to represent them prior to expiration of this Agreement. The Union further agrees that it will not do anything to discriminate against any employee who attempts decertification of or resignation from the Union. The City agrees that it will take no overt action to aid any organization or association in an effort to decertify the Union as such exclusive bargaining agent during the term of this Agreement. Non-management employees of the Finance Department and the Information Technology Department are hereby defined as being those persons who are currently employed under the classifications outlined in Article I, Section B, hereof.

B. CLASSES OF EMPLOYEES

Employees with regular status in the classification listed below are eligible for representation by the Union and all other classifications that may become eligible:

1. Accounting Clerk
2. Senior Accounting Clerk
3. Meter Reader
4. Senior Meter Reader
5. Computer Programmer
6. Computer Technician
7. Computer Operator
8. Cashier

Additional job classifications may be added to the bargaining unit by mutual written agreement of the parties.

In the event of a temporary change of an employee to another non-management job classification for a period of three (3) consecutive working days, or three (3) working days in one work week, the employee will receive any additional pay which may be attributable to that temporary job classification, moving from step to step from the current pay range to the temporary pay range. Nothing in this provision shall require or limit the City from providing compensation for a temporary job reclassification for a period under three (3) days. This paragraph shall not apply to the, Cashier, Accounting Clerk, and the Senior Accounting Clerk classifications.

ARTICLE II - HOURS OF WORK

A. WORK DAY

The City shall establish the work day. The normal work day shall be from 8:00 a.m. to 5 p.m. The work day may vary according to the special requirements of any division or program.

B. WORK WEEK

The City shall establish the work week. The work week may vary according to the special requirements of any division or program. The work days will be arranged successively to provide a forty (40) hour work week for each employee. Hours worked shall include actual hours worked and shall not include paid leave, holidays and vacation when calculating overtime.

C. LUNCH PERIODS

The City shall establish the lunch periods. Workers shall be allowed one hour off, without pay, for a meal.

A meal allowance for actual cost, or up to \$7.00 per meal, shall be granted for all employees 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. Nothing in this section shall prohibit the City from exceeding the amount of this allowance or consecutive hour requirement in providing an allowance for emergency situations.

D. CHANGES IN WORK SCHEDULE

All changes in work schedules, except in cases of emergency, as may be determined by the City, shall be posted for all affected employees to see at least three (3) working days before the change is effective.

E. OVERTIME

All officially authorized work in excess of eight hours a day or forty hours a week or any non-scheduled work shall be designated overtime work for the purpose of compensation. Overtime work shall, whenever possible, be eliminated by rescheduling work, by utilizing part-time employees. Overtime work shall be authorized only in the following cases:

1. In the event of fire, flood, catastrophe, or other unforeseeable emergency.
2. Where a station must be manned and another employee is not available for work.
3. To provide essential services when such services cannot be provided by overlapping work schedules.
4. To carry on short-range projects in which the utilization of present employees is more advantageous to the agency than the hiring of additional personnel.
5. No employee shall be regularly scheduled to work over-time without the approval of the Chief Administrative Officer.
6. Overtime work shall be authorized in advance except in cases of emergency by the Chief Administrative Officer or by any supervisor to whom the responsibility has been delegated.
7. All employees who are required to work in excess of eight hours a day or forty hours a week shall be eligible for overtime compensation.
8. The rules of overtime shall be as follows:
 - a. Overtime work shall be accrued and compensated for in one-

tenth (1/10) of an hour units.

- b. This article is not intended to be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked.
- c. Overtime shall be computed on all hours worked in excess of eight hours per regularly scheduled work day and over 40 hours per work week, and shall be paid at a one and one-half times the base rate.

F. CALL-BACK PAY

In the event an employee is called to duty during his or her off-duty time, and such time does not otherwise merge with his or her regularly scheduled work schedule, such employee shall be paid at the rate of one and one-half times the employee's base hourly rate times the actual number of hours worked, although the employee shall be compensated for no less than two hours at the enhanced rate. Provided however, that if the employee called back responds and performs the work from a remote location without reporting to the worksite, he or she shall be compensated as set forth above but the minimum compensation will be one hour instead of two.

ARTICLE III - HOLIDAYS AND HOLIDAY PAY

A. RECOGNIZED HOLIDAYS

The following days shall be the recognized holidays, and followed in accordance with Nebraska Revised Statutes as amended:

New Year's Day	
Memorial Day	Independence Day
Labor Day	Veterans Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	

B. WEEKEND HOLIDAYS

When a holiday falls on Sunday, the following Monday shall be observed as a holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as a holiday.

C. ELIGIBILITY FOR HOLIDAY PAY

No employee shall be eligible for holiday pay unless he or she is in an active pay status the last regularly scheduled day before the holiday or the first regularly scheduled day after the holiday. Active Pay Status shall mean any pay status other than leave without pay or suspension without pay.

D. HOLIDAY ON REGULARLY SCHEDULED WORK DAY

If an employee works on a holiday, the employee shall be paid for the holiday and any hours worked on the holiday shall be paid as overtime.

E. PERSONAL DAY

Personal Leave Days will be given to employees each year. One will be given in October and must be taken by the end of March. The second Personal Leave Day will be given in April and must be taken by the end of September. In addition to the two personal leave days, the City will provide one annual personal leave day that will be granted on October 1st and must be used by the last full pay period in September. Personal Leave Days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1.

F. In lieu of a paid holiday for Arbor Day, the City will provide one annual personal leave day that will be granted on October 1st and must be used by the last full pay period in September. Personal Leave Days may be taken at any time and may be taken in one (1) hour increments; provided, the time selected by the employee must have the prior approval of the employee's supervisor. The Director or his or her designees will make every effort to grant requested personal leave time; however, it must be approved in advance and will be granted on the basis of work requirements of the department. Use of personal leave will not be unreasonably denied. New employees who begin work on or after April 1 will not be eligible for personal days until the following October 1.

ARTICLE IV - VACATIONS

A. ELIGIBILITY

All full-time employees of the bargaining unit who have been in the employ of the City continuously for six (6) months shall be eligible for vacation leave with pay with prior approval by the Department Director or supervisor.

B. AMOUNT AUTHORIZED

1. All employees will be eligible to take earned vacation after satisfactory completion of six (6) months of continuous service.

- a. All employees will be eligible to take ten (10) days of vacation after completion of one year of service and each year thereafter through the fourth year of service.
- b. All employees will be eligible to take fifteen (15) days of vacation after five years of service and each year thereafter through the sixth year of service.
- c. All employees will be eligible to take sixteen (16) days of vacation after seven years of service and each year thereafter through the eighth year of service.
- d. All employees will be eligible to take seventeen (17) days of vacation after nine years of service and each year thereafter through the tenth year of service.
- e. All employees will be eligible to take eighteen (18) days of vacation after eleven years of service and each year thereafter through the twelfth year of service.
- f. All employees will be eligible to take nineteen (19) days of vacation after thirteen years of service.
- g. All employees will be eligible to take twenty (20) days of vacation after fourteen years of service and each year thereafter through the nineteenth year of service.
- h. All employees will be eligible to take twenty-one (21) days of vacation after twenty years of service and each year thereafter through the twenty-fourth year of service.

- i. All employees will be eligible to take twenty-two (22) days of vacation after twenty-five years of service and each year of service thereafter.

2. An employee will earn a prorated portion of vacation leave for pay periods in which the employee is paid for less than sixty (60) hours, including paid leave.

3. Credit toward vacation leave shall not be earned while an employee is on a leave of absence without pay subject to paragraph 2 above.

4. The amount of vacation leave debited shall be the exact number of days or hours an employee is scheduled to work when leave is utilized.

C. VACATION SCHEDULE

1. Vacation leave shall be taken at a time convenient to and approved by the Department Director or supervisor. Vacations may be granted at the time requested by the employee. While all employees are encouraged to take two consecutive weeks of vacation each calendar year, when eligible, the City may grant shorter periods of vacation as needed or desired by employees.

2. Each employee shall take a minimum vacation of five consecutive days. In the event a holiday falls within the mandatory five day term, such holiday use will satisfy the mandatory term requirements.

D. SENIORITY FOR VACATION AND PERSONAL HOLIDAY PLANNING

Appointing authorities shall grant leave on the basis of the work requirements of the City after conferring with employees and recognizing their wishes where possible. Preference in the scheduling of vacation and personal holiday time shall be given to employees within their job classification in order of their total length of employment with the City.

E. VACATION TIME CARRY-OVER

An employee will be allowed to carry no more than the maximum amount of vacation that he or she can earn in one (1) year, plus eighty (80) hours. Employees who have accrued vacation time in excess of this amount shall reduce their accrued vacation balance as follows:

F. VACATION CREDIT ON TERMINATION AND RETIREMENT

Upon termination or retirement, an employee shall be paid for the unused portion of accumulated vacation leave.

ARTICLE V - MEDICAL LEAVE

A. WHEN AUTHORIZED FOR USE

Medical leave may be used under the following circumstances:

1. When an employee is incapacitated by sickness or injury.
2. For medical, dental or optical examination or treatment.
3. When an employee is exposed to a contagious disease, or the employee's attendance at duty may jeopardize the health of others.
4. For necessary care and attendance during sickness of, or injury to, a member of the employee's immediate family (spouse, child, parent, or parent-in-law) or household. "Child" shall include a biological, adopted, or foster child; a step-child; a legal ward; or a child of a person standing "in loco parentis".
5. If an employee should be called upon to perform pallbearer service, Medical leave shall be granted to attend such funeral, including reasonable travel time, not to exceed five (5) days.
6. Upon the death of a member of the employee's family (spouse, children, parents, parent-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, niece, nephew, grandmother, or grandfather) or a close friend, an employee may be allowed Medical leave for funeral purposes with approval of the Department Director and the Chief Administrative Officer.

B. ACCRUAL AND USE

Medical leave shall be credited to all regular status employees as follows:

1. One work day for each full calendar month of service.
2. An employee will earn a prorated portion of Medical leave for calendar months in

which the employee is paid for less than 120 hours, including paid leave.

3. Medical leave shall not be granted in advance of accrual.
4. Leave without pay may be granted for sickness extending beyond the earned credits.
5. After twelve continuous months of service, accrued vacation leave credits may be used for Medical leave when Medical leave credits have been exhausted.
6. The amount of Medical leave granted for necessary care of a sick member of an employee's immediate family or household shall not exceed thirty work days in any 12 month period.
7. The amount of Medical leave charged against an employee's accumulated total shall be computed on the basis of the exact number of days or hours an employee is scheduled to work when Medical leave is utilized, provided, that Medical leave shall be debited in no less than one-half (1/2) hour units.

C. PROOF OF ILLNESS

An employee who is absent on Medical leave for more than five days because of illness or that of a member of his or her family or household shall be required to furnish a statement signed by the attending physician or other proof of illness satisfactory to the department director or supervisor. The appointing authority may require this statement or proof for an absence chargeable to Medical leave of any duration.

D. FRAUDULENT USE OF MEDICAL LEAVE

The Department Director or authorized representative may investigate any Medical leave taken by any employee. False or fraudulent use of Medical leave shall be cause for disciplinary action and may result in dismissal.

E. NOTIFICATION OF ILLNESS

If an employee is absent for reasons that entitle the employee to Medical leave, the employee or a member of his or her household shall notify the employee's supervisor prior to thirty (30) minutes before the employee's scheduled work time. If the employee fails to notify his or her supervisor when it is reasonably possible to do so, no Medical leave shall be approved. Immediately upon return to work, the employee shall submit a leave form to his or her supervisor.

F. COMPENSATION FOR UNUSED MEDICAL LEAVE

1. An employee may accumulate Medical leave to a maximum of 1039 hours. All employees shall be paid for forty-seven percent (47%) of their accumulated Medical leave at the time of retirement or if an employee dies while still employed full time with the City in good standing. All employees retiring under an early retirement option approved by the Mayor shall be paid for forty-seven percent (47%) of their accumulated Medical leave at the time of such early retirement. The rate of compensation for such accumulated Medical leave shall be based on the employee's salary at the time of death, retirement or early retirement, whichever is applicable.

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.. Thereafter, no payment for excess medical leave will be paid except upon death or retirement as set forth above in this agreement.

ARTICLE VI - MILITARY LEAVE

The provisions relating to military training leave are as provided by Nebraska Statutes.

ARTICLE VII - COURT LEAVE

A. WHEN AUTHORIZED

An employee who is required to serve as a witness or juror in a federal, state, county, police, or municipal court, or as a litigant in a case resulting directly from the discharge of his or her duties as an employee, shall be granted court leave with full pay to serve in that capacity; provided, however, that, when the employee is a litigant or witness in non-employment related litigation, the employee shall not be granted court leave but may use vacation leave or compensatory time or be granted leave without pay for the length of such service.

B. PROCEDURE

An employee who is called for compensable litigation witness or jury duty shall present to his or her supervisor the original summons or subpoena from the court, and at the conclusion of such duty, a signed statement showing the actual time in attendance at court.

C. FEES

Fees received for compensable witness or jury service in a federal, state, county, police or municipal court shall be deposited with the City Finance Director upon the employee's receipt thereof. No employee shall receive witness fees paid from City funds.

ARTICLE VIII - LEAVE WITHOUT PAY

A. WHEN AUTHORIZED

1. Leave without pay may be granted to an employee for any good cause or Union business when it is in the interest of the City to do so. The employee's interest shall be considered when his or her record of employment shows the employee to be of more than average value, and it is desirable to retain the employee even at some sacrifice. A Department Director may grant an employee leave without pay for 30 days time. Such leave may be extended for a period not to exceed one year by the Chief Administrative Officer. Any appointment made to a position vacated by an employee on leave without pay shall be conditional upon the return of the employee on leave.

2. Before an employee may request unpaid leave, he or she must first use all eligible leave balances except for unpaid leave for Union business.

3. When leave without pay is requested pursuant to the Family and Medical Leave Act (FMLA) policy, Articles of this contract shall govern to the extent they are not inconsistent with Federal law.

B. LIMITATIONS

Leave without pay shall be subject to the following provisions:

1. At the expiration of leave without pay, the employee shall return to the position held prior to his leave.
2. Vacation and Medical leave credits shall not be earned during leave without pay.
3. A leave without pay shall not constitute a break in service.
4. Leave without pay for more than thirty days during the introductory period shall not be counted as part of that period, but the employee to whom such leave has been

granted shall be allowed to return to introductory period on return from leave.

5. Failure to report promptly at the expiration of a leave of absence shall be considered resignation.
6. When all available leave is exhausted.

ARTICLE IX - TEMPORARY DISABILITY LEAVE

A. POLICY

Any employee covered by this contract who sustains an on-the-job injury compensable under the Nebraska Workers Compensation Act will be granted temporary disability leave to allow the employee to receive the equivalent of the employee's net pay at the time of the injury. This period shall be up to one hundred fifty (150) consecutive calendar days following the original date of disability which shall mean that the employee is unable to perform the job duties as defined by the employee's job description. Any reoccurrence or exacerbation of an injury shall relate back to the original injury for purposes of this article, including the commencement date of the 150 day period.

B. DEFINITIONS

Temporary disability shall mean the complete inability of an employee, for reasons of accident or other cause while in the line of duty, to perform the job duties as defined by the employee's job description, for a period of time not to exceed one hundred fifty (150) consecutive calendar days from the date that disability begins.

Temporary disability leave shall mean paid leave provided by the City to an eligible employee when that employee has no other paid leave available.

C. APPLICATION OF WORKERS' COMPENSATION AND OTHER LEAVE BALANCES

All payments of salary provided by this article shall be subject to deduction of amounts paid under the Nebraska Workers' Compensation Act and other city leave balances as set forth below:

1. Pursuant to the waiting provisions in Section 48-119 of the Nebraska Workers' Compensation Act, no workers' compensation shall be allowed during the first seven calendar days following the date of injury or date that temporary disability begins, unless the disability

continues for six weeks or longer. When the disability lasts less than six weeks, an employee may use Medical or vacation leave for the initial seven days. If no other leave is available, the City shall grant the employee temporary disability leave.

2. The employee shall retain all Workers' Compensation payments following the initial waiting provisions as set forth above.

3. While on leave of any nature, the total net compensation paid to an employee, including salary, wages, workers' compensation benefits, and leave pay collected from any other party (except the employee's private insurance) shall not exceed the employee's net salary at the time of the commencement of the leave, plus any allowed and approved cost of living increase which commences during the period of leave.

D. SUBROGATION

The City reserves a right of subrogation because of payment of temporary disability leave to any employee who is disabled or injured by a third party, and reserves the right to pursue collection from the employee of any money paid by the third party to the extent of the City's payment of temporary disability leave. Should the employee receiving temporary disability leave collect from the third party for wages, salary, or expenses otherwise paid by the City, he or she will reimburse the City for money paid as temporary disability leave or expenses resulting from the injury. The City reserves any other subrogation rights provided under Nebraska law.

E. LIMITATION OF LEAVE

Temporary disability leave will not be available to employees following one hundred fifty (150) days from the original date that the disability begins absent express approval of the City Administrator, who may grant an extension of this time not to exceed sixty (60) days if the employee has sufficient accumulated medical leave. Such extension shall be chargeable to the employee's medical leave bank.

Any employee whose employment by the City is terminated due to exceeding this limitation of leave shall be compensated for any remaining unused Medical leave as in the case of retirement.

If an employee reaches maximum medical improvement (MMI) and it is determined that the employee cannot perform the essential functions of the job, the employee may be terminated prior to the expiration of the 150 day period or extension and will be compensated for any unused medical leave as in the case of retirement.

F. LIGHT DUTY POLICY

The City may provide light duty work when possible for a defined period of time, not to exceed 150 days, for employees that are injured due to a work related situation. Employees will follow the City's Light Duty Policy. The commencement of light duty work and/or modified duty work shall be five (5) calendar days from the date of disability unless the employee is willing to return earlier. Any employee who does not willingly return to light duty work who is released by a doctor to do so, shall not be entitled to supplement worker's compensation benefits with temporary disability leave or medical leave.

ARTICLE X - GENERAL PROVISIONS CONCERNING LEAVE

A. ABSENCE WITHOUT APPROVAL

An employee who is absent from duty without approval shall receive no pay for the duration of the absence, and unless there is a legitimate reason for the absence, shall be subject to disciplinary action.

B. AUTHORIZED LEAVE FORM

For all leaves except Medical leave, a written request on the authorized Leave Form, indicating the kind of leave, duration and dates of departure and return, must be approved prior to the taking of the leave. In the case of Medical leave, the form shall be completed and submitted for approval immediately upon the employee's return to duty. Unless an absence is substantiated by a Leave Form approved by the supervisor, an employee shall not be paid for any absence from scheduled work hours.

ARTICLE XI - PENSION AND RETIREMENT PLAN

A. COVERAGE

The City agrees that the employees covered under this agreement are covered under the pension plan as adopted in Ordinance No. 4244, as amended.

B. AMENDMENTS

The City reserves the right to change the pension plan in accordance with existing and future

statutes or federal legislation or regulations.

ARTICLE XII - RATES OF PAY FOR WORK PERFORMED

A. SURVEY

The Union and the City surveyed the following array of cities and utilities to determine current labor market comparable salaries and benefits for work performed in the various job classifications covered by this agreement: Ames, Iowa; Fremont, Nebraska; Garden City, Kansas; Hastings, Nebraska; Kearney, Nebraska; Muscatine, Iowa; Norfolk, Nebraska; North Platte, Nebraska; Cedar Falls, Iowa, and Southern Nebraska Rural Public Power District. Said array conforms to the standards established by the Nebraska Commission on Industrial Relations (CIR). Using the survey results, the Union and the City established a pay range for each class of work covered by this agreement.

B. 2008 - 2009 FISCAL YEAR

Rates of pay for the period October 1, 2008 through September 30, 2009 for work performed in the various classes of work under this agreement shall be as set forth in Exhibit "A", attached hereto. Said adjustments shall be effective the first full pay period on or after October 1, 2008.

C. 2009 - 2010 FISCAL YEAR

Effective the first full pay period on or after October 1, 2009, all pay ranges shall be adjusted upwards by 3.75%. See Exhibit B.

D. 2010 – 2011 FISCAL YEAR

Effective the first full pay period on or after October 1, 2010, all pay ranges shall be adjusted upwards by 3.75%. See Exhibit C.

E. FUTURE CHANGES IN RATES OF PAY

It is understood and agreed that payment of future rates is contingent upon the City adopting budget statements and appropriations or ordinances sufficient to fund such payments and salary ordinances authorizing such payments. The I.B.E.W. acknowledges that the City must comply with the Nebraska Budget Act.

F. PAY PLAN

1. Employees will be considered for pay schedule step increases upon the following schedule. Such adjustments in pay shall be effective on the first day of a pay period falling on or immediately after the classification anniversary.

- | | |
|-------------|--|
| Step 1 | Entry Level; |
| Step 2 | Upon the successful completion of six months service in Step 1; |
| Step3 | Upon the successful completion of six months service in Step 2 |
| Steps 4 - 8 | Upon successful completion of the anniversary of the employee's hire date or the anniversary date of the employee's promotion or demotion. |

2. The Mayor may evaluate the manner of performance of any employee, all employees, or any portion of the employees at any time during such employees' service. Any adjustments in the pay of such evaluated employees shall be effective on the first day of a pay period falling on or immediately after such adjustment. The first classification anniversary following such adjustment shall be used for the computation of the merit step increases for employees advanced to Step 4 or higher.

3. Employees, prior to advancing in step or grade, shall be evaluated. Such evaluation shall take place at least yearly. For purposes of an increase in pay, other than cost of living increases, an employee must receive at least a satisfactory rating during the first year of employment, or first year in a new position. Thereafter, to receive increases in pay, other than cost-of-living increases, an employee must receive a rating above satisfactory. Such evaluations shall be advisory and shall in no way require the granting of merit increases by the administration; but denial shall be in writing, showing cause for such denial. Should a merit increase be denied, a new evaluation shall be made six months from the date of the first evaluation.

4. Employees receiving the highest possible rating may be considered for more than a one-step increase when recommended by the Department Director.

5. In no case shall any employee be advanced beyond the maximum rate of the pay grade for his or her class of position.

ARTICLE XIII - EMPLOYEE RELATIONS

A. GENERAL

Every employee shall fulfill conscientiously the duties and responsibilities of his or her

position. Employees shall conduct themselves at all times in a manner which reflects credit on the City. Employees shall be impartial in all official acts and shall in no way endanger nor give occasion for distrust of their impartiality.

B. MEMBERSHIP IN UNION

1. An employee shall have the right to join, or refrain from joining, this Union.
2. This Union shall not exert pressures on any employee to join it.
3. The Union shall continue the practice of non-discrimination in membership on the basis of race, religion, national origin, color, age, gender, disability status, or political affiliation.
4. At any meeting between a representative of the City and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, the Union steward may be present if the employee so requests.

C. DISCIPLINARY ACTION

Any disciplinary action taken in accordance with State Statutes covering employees under this Agreement shall be governed by the grievance procedures set out in such Statutes.

ARTICLE XIV - GRIEVANCE PROCEDURE

A. PROCEDURE

An alleged grievance arising from an employee shall be handled in the manner described below.

A grievance for the purpose of this Agreement refers to a question of the interpretation of the terms of the labor agreement between the City and the Union. A work week shall be defined as Monday through Friday.

1. First Step - Any employee who believes that he or she has a justifiable request or grievance shall discuss the request or complaint within five (5) work days with his or her supervisor, with or without the Union steward being present, as the employee may elect, in an attempt to settle same.

The foregoing procedure, if followed in good faith by both parties, should lead to a fair and speedy solution of most of the complaints arising out of the day to day operations of City

government. However, if a complaint or request has not been satisfactorily resolved in Step 1, it may be presented and must be in writing and processed in Step 2 if the Union steward determines that it constitutes a meritorious grievance. A grievance, to be considered beyond Step 1, must be filed in writing with the supervisor on forms provided by the City.

2. Second Step - If the alleged grievance is determined to be valid, the employee or his or her designated representative shall present it within ten (10) work days after the discussion with the supervisor. The supervisor shall notify the employee in writing, within five (5) work days of his or her decision.

3. Third Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it to the head of the department (if different from the supervisor) in writing within five (5) work days of the receipt of the decision of the immediate supervisor. The head of the department, or his or her designated representative, shall consider the grievance and shall notify the employee in writing of a decision within five (5) work days of the receipt of the grievance.

4. Fourth Step - If the grievance is not settled to the satisfaction of the employee, the employee or designated representative shall present it in writing to the Personnel Director within three (3) work days after the decision of the Department Director. The Personnel Director shall investigate the case within seven (7) work days and make a recommendation to the Chief Administrative Officer. The Chief Administrative Officer shall notify the employee of the decision made and of any action taken within seven (7) work days of the receipt of the grievance.

5. Fifth Step - If the grievance is not settled by the Chief Administrative Officer to the satisfaction of the employee, the employee may appeal, in writing, within ten (10) days of the receipt of the Chief Administrative Officer's decision to the arbitration board. The arbitration procedure established in this step shall extend only to those grievances which are arbitrable under this agreement. The arbitration procedure shall be as follows:

a. The City and the Union shall each select an arbitrator within five days following the grieving party's written request, and the two thus chosen shall select a third impartial arbitrator. The three thus chosen shall be residents of the Grand Island, Nebraska, area (an area within 100 miles of the City), and shall constitute the arbitration board to hear and to determine the controversy or matter in dispute. If the third arbitrator cannot be found in the Grand Island area, he or she shall be obtained from the Federal Mediation and Conciliation Service by the two previously appointed. A finding or award of the majority of the arbitration board shall be advisory upon the parties.

b. The third and impartial arbitrator shall act as the chairman of the arbitration board. The procedure to be followed in submitting the grievance to the arbitration board shall, unless agreed upon by the

parties prior to the hearing, be determined by the chairman of the arbitration board.

i. It is understood and agreed between the parties that the decision of the arbitration board, constituted as set forth above, shall be advisory upon the parties, and that the board's jurisdiction shall be limited to the application of this contract. The board does not have the jurisdiction to amend, alter, enlarge, or ignore any provision of this contract.

ii. Each party shall bear the expenses of its own arbitrator but the expenses of the third arbitrator shall be shared equally between the City and the Union.

iii. It is specifically agreed that grievances shall not be combined for purposes of submitting them to arbitration. Only one grievance shall be heard in an arbitration proceeding.

iv. If the City raises the question as to whether a grievance is arbitrable under this section, the Arbitration Board will not proceed under the assumption that the grievance is, in fact, arbitrable but must specifically rule on such question with the reason given therefore as part of its written decision. The Arbitration Board may rule on the arbitrability and the merits in the same hearing.

B. PRESENTATION

All grievances shall be presented by the employee in person. The employee may designate another person to assist in preparing and presenting the grievance. An employee and his or her designated representative shall obtain the permission of their immediate supervisor before leaving the job site to prepare or present a grievance.

C. VIOLATION BY UNION

If the City believes that this Agreement is being violated by the Union, the Chief Administrative Officer or his or her designated representative will contact the Chief Officer of the local Union. If the City is not satisfied with the results of its contract with the Union as pertinent to the alleged violation it will take action in accordance with the provisions of the Nebraska Statutes.

ARTICLE XV - OTHER BENEFITS

A. MEDICAL INSURANCE

The City agrees to provide health, dental, and long-term disability insurance during the term of this agreement for the employee and employee's dependents at the same benefit level and employee contribution level as provided to non-union City employees under the City's general group insurance plans. The City's general group insurance plan year runs from October 1 through September 30 of each year.

B. LIFE INSURANCE

The City will provide a \$50,000 term life insurance policy for the employee. Such policy shall contain an option allowing the employee to purchase additional term insurance as provided by the plan. The premium for the optional insurance shall be paid by the employee.

C. DISCONTINUANCE OF INSURANCE

1. An employee who is on an approved leave of absence without pay will not be removed from coverage under the City's hospitalization and medical insurance plan.

2. The employee will be required to pay to the City the premium on the life insurance policy and medical insurance during his or her leave of absence without pay.

D. PROTECTIVE CLOTHING

At the beginning of each fiscal year, the Department Director shall determine what uniforms and protective clothing shall be required and furnished to employees.

The IBEW shall be entitled to designate at least one member to any safety committee required under Nebraska law. Employee members shall not be selected by the employer but shall be selected pursuant to procedures prescribed in rules and regulations adopted and promulgated by the Commissioner of Labor.

E. MILEAGE PAID FOR USE OF PRIVATE VEHICLES

The City agrees to pay City employees for the approved use of their personal automobile in the performance of their duties at the rate provided by Neb. Rev. Stat. §81-1176, as amended.

F. TRAVEL TIME REIMBURSEMENT

If an employee has to travel for approved City purposes other than a normal commute to and from his or her primary place of work (e.g. work related seminars and training), the employee will receive mileage and compensation consistent with Federal and State law.

G. MEDICAL INSURANCE COMMITTEE

The City agrees to establish and maintain an employee advisory committee to aid in obtaining medical and dental insurance.

ARTICLE XVI - MANAGEMENT RIGHTS

A. OPERATION IN BEST INTERESTS OF CITY

The City has endorsed the practices and procedures of collective bargaining as an orderly way to conduct its relations with this group of employees, provided, that the City, acting through its administrator, retains the right to effectively operate in a reasonable and efficient manner to serve the best interests of all the citizens of the City.

B. STATUTORY AND ORDINANCE RIGHTS

This agreement in no way changes the power of the City to exercise any and all powers vested in it by the statutes of the State of Nebraska and the code of the City of Grand Island.

C. OTHER RIGHTS

It is understood and agreed that the City possesses the sole right to operate the Utilities and Finance Departments and that all management rights repose in them, but that such rights must be exercised consistently with the other provisions of this contract. These rights include but are not limited to the following:

1. Discipline or discharge for just cause.
2. Direct the work force.
3. Hire, assign or transfer employees.
4. Determine the mission of the Department.
5. Determine the methods, means, number of personnel needed to carry out the Department's mission.

6. Introduce new or improved methods or facilities.
7. Change existing methods or facilities.
8. Relieve employees.
9. Contract out for goods or service.

D. PRIOR AGREEMENTS SUPERSEDED

This document constitutes the sole and complete agreement between the parties and embodies all the terms and conditions governing the employment of employees in the Union. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement or agreement between the employer and the Union or any individual employee covered by this agreement is hereby superseded.

E. PERSONNEL FUNCTIONS

All personnel functions of the City shall be handled by a duly designated representative of the Mayor or Chief Administrative Officer. The Union agrees that it shall deal with the City only through the Chief Administrative Officer, or his or her designated representative.

F. MEMBERS OF CITY COUNCIL

The Union and its membership agree that it will not contact or deal with any of the members of the City Council concerning any aspects of negotiations, grievances, or any other relationship between the Union and the City.

G. MATTERS NOT MENTIONED

The rights of the employees are encompassed within this Agreement. Any and all matters not specifically mentioned in this Agreement are reserved to the City. Such matters reserved to the City and all matters specified in Paragraph "C" above (except No. 1) shall not be subject to grievance proceedings or negotiation during the life of this Agreement. All provisions of Chapters one, two, and three of the City Personnel Rules and Regulations now in effect and as amended hereafter not in conflict with this contract are by this reference made a part of this Agreement.

ARTICLE XVII - STRIKES AND LOCKOUTS

A. STRIKES

Neither the Union nor any officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work or any other intentional interruption of the operations of the City, regardless of the reason for so doing. The Union shall at all times keep its members on the job during periods of negotiations and hearings for the settlement of grievances. If employees strike or in any manner slow down or stop work without Union authorization, the Union shall notify the City of the facts involved with the incident. No employee may miss work because he or she fails or refuses to cross a picket line on any City premises. Any or all employees who violate any of the provisions of this Article without Union sanction may be summarily discharged or disciplined by the City. Such discharge or discipline shall not be subject to grievance proceedings under any circumstances.

B. LOCKOUTS

The City will not lock out any employees during the term of the Agreement as a result of a labor dispute with the Union.

ARTICLE XVIII - GENERAL PROVISIONS

A. SOLICITATION OF UNION BUSINESS

1. No non-employee representative of the Union shall be permitted to come on the premises of the Finance Department for any reason without first presenting his or her credentials to the Chief Administrative Officer or his or her authorized representative and obtaining permission to come on the premises of the Finance Department.

2. The Union agrees that it, or its representatives, shall not solicit members in the Union, or otherwise carry on Union activities while the employees concerned are on City time.

B. SOLICITATION FOR A NON-PROFIT ORGANIZATION

When the City is, in cooperation with a non-profit organization, seeking contributions from its employees of the bargaining unit, such solicitation shall be coordinated with Union representatives, and Union representatives shall be responsible for approaching members of the unit for purposes of acquiring pledges or contributions.

C. EMPLOYEE RIGHTS TO UNION MEMBERSHIP

The City and the Union agree not to interfere with the right of employees to become or not to become members of the Union, and further that there shall be no discrimination or coercion against

any employee because of Union membership or non-membership.

D. DEMOTION

An employee who fails to satisfactorily perform the duties of a classification into which he or she has been promoted shall be demoted to the classification from which promoted. He or she shall return to the same pay step held prior to promotion with the same regular status held prior to promotion.

E. BULLETIN BOARDS ON CITY PREMISES

The Union shall have the right to mount a bulletin board at its own expense at the office location. The location and construction of such bulletin board, however, shall be subject to the approval of the City. The use of such bulletin boards shall be considered proper when confined to factual notices and announcements of the Union, such as:

- a. Meetings
- b. Nominations and elections of Union officers
- c. Results of Union elections
- d. Appointments to Union offices and committees
- e. Social or recreational affairs
- f. Agreements made between the Union and the Company
- g. Joint announcements of letters issued by the Union and the City, or
- h. Other items as approved by personnel director of the City.

F. SENIORITY, PROMOTION, LAYOFF - PROCEDURE

1. SENIORITY. Seniority shall accrue to an employee from his or her first day of employment with the City and shall vest upon completion of the employee's probationary period.

2. PROMOTION. Promotion shall be accomplished utilizing testing procedures and performance evaluations. When two or more employees are equally qualified for promotion, seniority shall become a deciding factor.

3. LAYOFF. If needed, layoff shall be accomplished in accordance with management's right to maintain proper city services concerning job classifications. Layoffs within a job

classification shall be by seniority, least senior being laid off first.

ARTICLE XIX - DURATION OF CONTRACT

A. RIGHTS ON TERMINATION

All of the terms, rights, obligations, benefits, and conditions of this agreement will expire on its termination.

B. TERM

This Agreement shall continue in full force and effect from its effective date through September 30, 2011, provided:

Either party may re-open this Agreement between October 1 and October 30 of any year in which the City does not adopt a budget statement and appropriation ordinance sufficient to fund the rates of pay and fringe benefits previously agreed upon by the parties. Negotiations shall be limited to rates of pay and fringe benefits and shall be completed by November 30. Upon notification by either party, the parties shall mutually agree upon the time and place for the first negotiating session. Subsequent sessions shall be set by mutual agreement. Agreement in the setting of negotiating sessions shall not be unreasonably withheld by either party.

2. Negotiations for a new agreement to take effect upon the termination of this Agreement may begin on January 1 of the year of termination of this Agreement but no later than February 1, of that year, and must be completed by May 30, of that year, for budget preparation purposes.

ARTICLE XX - PAYROLL DEDUCTION OF UNION DUES

A. PAYROLL DEDUCTION

Upon receipt of a properly executed written request for payroll deduction of Union membership dues signed by any regular permanent employee, the Department shall: (1) make payroll deductions in accordance with that authorization card from such employee's wages and payments, and (2) remit the amount so deducted to the business manager of Local 1597, I.B.E.W. of America. The City agrees not to withhold any initiation fees, assessments, special or otherwise, nor

any funds from an employee's pay for the benefit of the Union other than the regular monthly Union dues as set forth herein.

B. REQUEST FORMS

Requests for payroll deduction or revocation of said Union membership dues must be made on the form approved by the Union and the Department.

C. UNION CERTIFICATION

By written certification, the business manager of the I.B.E.W. shall keep the Department currently informed of the amount of regular Union membership dues for the pay period. Standard annual dues increases shall not require new authorization cards from each employee.

D. INDEMNIFICATION

The Union shall indemnify and save the City harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with the provisions of this part, or in reliance on any dues deduction card furnished under the provisions of this part or on any certification by the business manager of the I.B.E.W.

E. STRIKES, ETC.

This Article shall become null and void for the remaining life of the contract, effective immediately, in the event the Union or its members participate in a strike, slowdown, work stoppage, or other intentional interruption of the City operations.

ARTICLE XXI - SEVERABILITY

If any of the provisions of this Agreement are subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXII - SCOPE OF AGREEMENT

A. COMPLETE AGREEMENT

The parties mutually agree that this contract constitutes the entire Agreement and understanding concerning all proper subjects of collective bargaining for the duration of the contract between the parties and supersedes all previous agreements. This contract shall not be modified, altered, changed or amended in any respect unless in writing and signed by both parties.

B. INTERPRETATION

This Agreement has been executed in accordance with the statutes and the laws of the State of Nebraska and the United States of America, and any dispute, disagreement, or litigation arising under this Agreement shall be adjudged in accordance with the statutes and laws of the State of Nebraska and of the United States of America.

C. NEGOTIATIONS

The parties agree that the negotiations preceding the signing of this Agreement included negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

ARTICLE XXIII - C. I. R. WAIVER

As a result of negotiations, and in consideration of this entire collective bargaining agreement, the Union, on behalf of all of its members, hereby knowingly, intelligently, and voluntarily waives its right to file any proceedings with the Nebraska Commission of Industrial Relations alleging lack of comparability with respect to any wages, fringe benefits or any other conditions of employment with respect to the time period between October 1, 2008 through September 30, 2011..

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this _____th day of August, 2008.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, Local Union No. 1597

By _____
President, Local Union 1597

By _____
Vice President, Local Union 1597

By _____
Recording Secretary

CITY OF GRAND ISLAND, NEBRASKA

By _____
Margaret Hornady, Mayor

Attest _____
RaNae Edwards, City Clerk

IBEW FINANCE - SALARY TABLE
FY 2008 - 2009

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Accounting Clerk 7010	Hourly	13.3977	13.9447	14.5141	15.1067	15.7235	16.3655	17.0337	17.7299
	Bi-weekly	1,071.82	1,115.58	1,161.13	1,208.54	1,257.88	1,309.24	1,362.70	1,418.39
	Monthly	2,322.27	2,417.08	2,515.78	2,618.49	2,725.41	2,836.69	2,952.51	3,073.18
	Annual	27,867.32	29,005.08	30,189.38	31,422.04	32,704.88	34,040.24	35,430.20	36,878.14
Cashier 7012	Hourly	12.2969	12.8527	13.4336	14.0408	14.6754	15.3387	16.0320	16.7566
	Bi-weekly	983.75	1,028.22	1,074.69	1,123.26	1,174.03	1,227.10	1,282.56	1,340.53
	Monthly	2,131.46	2,227.80	2,328.49	2,433.74	2,543.74	2,658.71	2,778.88	2,904.48
	Annual	25,577.50	26,733.72	27,941.94	29,204.76	30,524.78	31,904.60	33,346.56	34,853.78
Computer Operator 7014	Hourly	17.9300	18.6444	19.3873	20.1598	20.9631	21.7984	22.6670	23.5702
	Bi-weekly	1,434.40	1,491.55	1,550.98	1,612.78	1,677.05	1,743.87	1,813.36	1,885.62
	Monthly	3,107.87	3,231.70	3,360.47	3,494.37	3,633.60	3,778.39	3,928.95	4,085.50
	Annual	37,294.40	38,780.30	40,325.48	41,932.28	43,603.30	45,340.62	47,147.36	49,026.12
Computer Programmer 7015	Hourly	21.2928	22.2066	23.1597	24.1537	25.1903	26.2714	27.3989	28.5748
	Bi-weekly	1,703.42	1,776.53	1,852.78	1,932.30	2,015.22	2,101.71	2,191.91	2,285.98
	Monthly	3,690.75	3,849.14	4,014.35	4,186.64	4,366.32	4,553.71	4,749.14	4,952.97
	Annual	44,288.92	46,189.78	48,172.28	50,239.80	52,395.72	54,644.46	56,989.66	59,435.48
Computer Technician 7020	Hourly	18.4680	19.2039	19.9691	20.7648	21.5922	22.4526	23.3473	24.2777
	Bi-weekly	1,477.44	1,536.31	1,597.53	1,661.18	1,727.38	1,796.21	1,867.78	1,942.22
	Monthly	3,201.12	3,328.68	3,461.31	3,599.23	3,742.65	3,891.78	4,046.87	4,208.13
	Annual	38,413.44	39,944.06	41,535.78	43,190.68	44,911.88	46,701.46	48,562.28	50,497.72
GIS Technician 7018	Hourly	21.0224	22.0648	23.1589	24.3072	25.5124	26.7774	28.1051	29.4987
	Bi-weekly	1,681.79	1,765.18	1,852.71	1,944.58	2,040.99	2,142.19	2,248.41	2,359.90
	Monthly	3,643.88	3,824.57	4,014.21	4,213.25	4,422.15	4,641.42	4,871.55	5,113.11
	Annual	43,726.54	45,894.68	48,170.46	50,559.08	53,065.74	55,696.94	58,458.66	61,357.40
Meter Reader 7025	Hourly	14.3775	14.9332	15.5104	16.1099	16.7325	17.3792	18.0509	18.7486
	Bi-weekly	1,150.20	1,194.66	1,240.83	1,288.79	1,338.60	1,390.34	1,444.07	1,499.89
	Monthly	2,492.10	2,588.42	2,688.47	2,792.38	2,900.30	3,012.39	3,128.82	3,249.76
	Annual	29,905.20	31,061.16	32,261.58	33,508.54	34,803.60	36,148.84	37,545.82	38,997.14
Senior Accounting Clerk 7030	Hourly	15.0594	15.6515	16.2669	16.9065	17.5713	18.2622	18.9803	19.7266
	Bi-weekly	1,204.75	1,252.12	1,301.35	1,352.52	1,405.70	1,460.98	1,518.42	1,578.13
	Monthly	2,610.30	2,712.93	2,819.60	2,930.46	3,045.69	3,165.45	3,289.92	3,419.28
	Annual	31,323.50	32,555.12	33,835.10	35,165.52	36,548.20	37,985.48	39,478.92	41,031.38
Senior Meter Reader 7035	Hourly	17.0280	17.4499	17.8823	18.3254	18.7795	19.2448	19.7216	20.2103
	Bi-weekly	1,362.24	1,395.99	1,430.58	1,466.03	1,502.36	1,539.58	1,577.73	1,616.82
	Monthly	2,951.52	3,024.65	3,099.60	3,176.40	3,255.11	3,335.77	3,418.41	3,503.12
	Annual	35,418.24	36,295.74	37,195.08	38,116.78	39,061.36	40,029.08	41,020.98	42,037.32

**IBEW - FINANCE SALARY TABLE
FY 2009 - 2010**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Accounting Clerk 7010	Hourly	13.9001	14.4676	15.0584	15.6732	16.3131	16.9792	17.6725	18.3940
	Bi-weekly	1,112.01	1,157.41	1,204.67	1,253.86	1,305.05	1,358.34	1,413.80	1,471.52
	Monthly	2,409.35	2,507.72	2,610.12	2,716.69	2,827.60	2,943.06	3,063.23	3,188.29
	Annual	28,912.26	30,092.66	31,321.42	32,600.36	33,931.30	35,316.84	36,758.80	38,259.52
Cashier 7012	Hourly	12.7580	13.3347	13.9374	14.5673	15.2257	15.9139	16.6332	17.3850
	Bi-weekly	1,020.64	1,066.78	1,114.99	1,165.38	1,218.06	1,273.11	1,330.66	1,390.80
	Monthly	2,211.39	2,311.35	2,415.82	2,525.00	2,639.12	2,758.41	2,883.09	3,013.40
	Annual	26,536.64	27,736.28	28,989.74	30,299.88	31,669.56	33,100.86	34,597.16	36,160.80
Computer Operator 7014	Hourly	18.6024	19.3436	20.1143	20.9158	21.7492	22.6158	23.5170	24.4541
	Bi-weekly	1,488.19	1,547.49	1,609.14	1,673.26	1,739.94	1,809.26	1,881.36	1,956.33
	Monthly	3,224.42	3,352.89	3,486.48	3,625.41	3,769.86	3,920.07	4,076.28	4,238.71
	Annual	38,692.94	40,234.74	41,837.64	43,504.76	45,238.44	47,040.76	48,915.36	50,864.58
Computer Programmer 7015	Hourly	22.0913	23.0393	24.0282	25.0595	26.1349	27.2566	28.4264	29.6464
	Bi-weekly	1,767.30	1,843.14	1,922.26	2,004.76	2,090.79	2,180.53	2,274.11	2,371.71
	Monthly	3,829.16	3,993.48	4,164.89	4,343.65	4,530.05	4,724.48	4,927.24	5,138.71
	Annual	45,949.80	47,921.64	49,978.76	52,123.76	54,360.54	56,693.78	59,126.86	61,664.46
Computer Technician 7020	Hourly	19.1606	19.9240	20.7179	21.5435	22.4019	23.2946	24.2228	25.1881
	Bi-weekly	1,532.85	1,593.92	1,657.43	1,723.48	1,792.15	1,863.57	1,937.82	2,015.05
	Monthly	3,321.17	3,453.49	3,591.10	3,734.21	3,883.00	4,037.73	4,198.62	4,365.94
	Annual	39,854.10	41,441.92	43,093.18	44,810.48	46,595.90	48,452.82	50,383.32	52,391.30
GIS Technician 7018	Hourly	21.8107	22.8922	24.0274	25.2187	26.4691	27.7816	29.1590	30.6049
	Bi-weekly	1,744.86	1,831.38	1,922.19	2,017.50	2,117.53	2,222.53	2,332.72	2,448.39
	Monthly	3,780.52	3,967.98	4,164.75	4,371.24	4,587.98	4,815.48	5,054.23	5,304.85
	Annual	45,366.36	47,615.88	49,976.94	52,455.00	55,055.78	57,785.78	60,650.72	63,658.14
Meter Reader 7025	Hourly	14.9167	15.4932	16.0920	16.7140	17.3600	18.0309	18.7278	19.4517
	Bi-weekly	1,193.34	1,239.46	1,287.36	1,337.12	1,388.80	1,442.47	1,498.22	1,556.14
	Monthly	2,585.56	2,685.49	2,789.28	2,897.09	3,009.07	3,125.36	3,246.15	3,371.63
	Annual	31,026.84	32,225.96	33,471.36	34,765.12	36,108.80	37,504.22	38,953.72	40,459.64
Senior Accounting Clerk 7030	Hourly	15.6241	16.2384	16.8769	17.5405	18.2302	18.9470	19.6921	20.4663
	Bi-weekly	1,249.93	1,299.07	1,350.15	1,403.24	1,458.42	1,515.76	1,575.37	1,637.30
	Monthly	2,708.18	2,814.66	2,925.33	3,040.35	3,159.90	3,284.15	3,413.30	3,547.49
	Annual	32,498.18	33,775.82	35,103.90	36,484.24	37,918.92	39,409.76	40,959.62	42,569.80
Senior Meter Reader 7035	Hourly	17.6666	18.1043	18.5529	19.0126	19.4837	19.9665	20.4612	20.9682
	Bi-weekly	1,413.33	1,448.34	1,484.23	1,521.01	1,558.70	1,597.32	1,636.90	1,677.46
	Monthly	3,062.21	3,138.08	3,215.84	3,295.52	3,377.17	3,460.86	3,546.61	3,634.49
	Annual	36,746.58	37,656.84	38,589.98	39,546.26	40,526.20	41,530.32	42,559.40	43,613.96

**IBEW FINANCE - SALARY TABLE
FY 2010 - 2011**

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Accounting Clerk	Hourly	14.4214	15.0101	15.6231	16.2609	16.9248	17.6159	18.3352	19.0838
7010	Bi-weekly	1,153.71	1,200.81	1,249.85	1,300.87	1,353.98	1,409.27	1,466.82	1,526.70
	Monthly	2,499.71	2,601.75	2,708.00	2,818.56	2,933.63	3,053.42	3,178.10	3,307.86
	Annual	29,996.46	31,221.06	32,496.10	33,822.62	35,203.48	36,641.02	38,137.32	39,694.20
Cashier	Hourly	13.2364	13.8348	14.4601	15.1136	15.7967	16.5107	17.2569	18.0369
7012	Bi-weekly	1,058.91	1,106.78	1,156.81	1,209.09	1,263.74	1,320.86	1,380.55	1,442.95
	Monthly	2,294.31	2,398.03	2,506.42	2,619.69	2,738.09	2,861.85	2,991.20	3,126.40
	Annual	27,531.66	28,776.28	30,077.06	31,436.34	32,857.24	34,342.36	35,894.30	37,516.70
Computer Operator	Hourly	19.3000	20.0690	20.8686	21.7001	22.5648	23.4639	24.3989	25.3711
7014	Bi-weekly	1,544.00	1,605.52	1,669.49	1,736.01	1,805.18	1,877.11	1,951.91	2,029.69
	Monthly	3,345.33	3,478.63	3,617.22	3,761.35	3,911.23	4,067.08	4,229.14	4,397.66
	Annual	40,144.00	41,743.52	43,406.74	45,136.26	46,934.68	48,804.86	50,749.66	52,771.94
Computer Programmer	Hourly	22.9197	23.9033	24.9293	25.9992	27.1150	28.2787	29.4924	30.7581
7015	Bi-weekly	1,833.58	1,912.26	1,994.34	2,079.94	2,169.20	2,262.30	2,359.39	2,460.65
	Monthly	3,972.75	4,143.24	4,321.08	4,506.53	4,699.93	4,901.64	5,112.02	5,331.40
	Annual	47,673.08	49,718.76	51,852.84	54,078.44	56,399.20	58,819.80	61,344.14	63,976.90
Computer Technician	Hourly	19.8791	20.6712	21.4948	22.3514	23.2420	24.1681	25.1312	26.1327
7020	Bi-weekly	1,590.33	1,653.70	1,719.58	1,788.11	1,859.36	1,933.45	2,010.50	2,090.62
	Monthly	3,445.71	3,583.01	3,725.77	3,874.24	4,028.61	4,189.14	4,356.07	4,529.67
	Annual	41,348.58	42,996.20	44,709.08	46,490.86	48,343.36	50,269.70	52,273.00	54,356.12
GIS Technician	Hourly	22.6286	23.7507	24.9284	26.1644	27.4617	28.8234	30.2525	31.7526
7018	Bi-weekly	1,810.29	1,900.06	1,994.27	2,093.15	2,196.94	2,305.87	2,420.20	2,540.21
	Monthly	3,922.29	4,116.79	4,320.92	4,535.16	4,760.03	4,996.06	5,243.77	5,503.78
	Annual	47,067.54	49,401.56	51,851.02	54,421.90	57,120.44	59,952.62	62,925.20	66,045.46
Meter Reader	Hourly	15.4761	16.0742	16.6955	17.3408	18.0110	18.7071	19.4301	20.1811
7025	Bi-weekly	1,238.09	1,285.94	1,335.64	1,387.26	1,440.88	1,496.57	1,554.41	1,614.49
	Monthly	2,682.52	2,786.19	2,893.89	3,005.74	3,121.91	3,242.56	3,367.88	3,498.06
	Annual	32,190.34	33,434.44	34,726.64	36,068.76	37,462.88	38,910.82	40,414.66	41,976.74
Senior Accounting Clerk	Hourly	16.2100	16.8473	17.5098	18.1983	18.9138	19.6575	20.4306	21.2338
7030	Bi-weekly	1,296.80	1,347.78	1,400.78	1,455.86	1,513.10	1,572.60	1,634.45	1,698.70
	Monthly	2,809.73	2,920.20	3,035.03	3,154.37	3,278.39	3,407.30	3,541.30	3,680.53
	Annual	33,716.80	35,042.28	36,420.28	37,852.36	39,340.60	40,887.60	42,495.70	44,166.20
Senior Meter Reader	Hourly	18.3291	18.7832	19.2486	19.7256	20.2143	20.7152	21.2285	21.7545
7035	Bi-weekly	1,466.33	1,502.66	1,539.89	1,578.05	1,617.14	1,657.22	1,698.28	1,740.36
	Monthly	3,177.04	3,255.75	3,336.42	3,419.10	3,503.81	3,590.63	3,679.61	3,770.78
	Annual	38,124.58	39,069.16	40,037.14	41,029.30	42,045.64	43,087.72	44,155.28	45,249.36

RESOLUTION 2008-216

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the Mayor is hereby authorized to execute the Labor Agreements by and between the City of Grand Island and the International Brotherhood of Electrical Workers, Local # 1597, for the period of October 1, 2008 through September 30, 2011.

- - -

Adopted by the City Council of the City of Grand Island, Nebraska, on August 19, 2008.

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk



City of Grand Island

Tuesday, August 19, 2008

Council Session

Item X1

Review of Proposed FY 2008/2009 City Single Budget

Staff Contact: David Springer

July 17, 2008

Honorable Mayor and City Council

Submitted for your consideration is the proposed budget of revenues and expenditures for the City of Grand Island for the fiscal year of 2008-2009. This budget plan results from a collaborate effort on behalf of Department Directors, the City Council, and professional staff in the Finance Office and the City Administrator's Office.

The City is well-served by a Team of Department Directors who collectively possess a thorough understanding of opportunities and challenges that the City of Grand Island has before it. With guidance provided by the City Council during a Retreat in February and during a Goal Setting Workshop in May, I believe that there exists good alignment between the elected body and management personnel on the critical needs and priorities of the City.

Grand Island is a growing community, and City government becomes impacted in many ways as the physical size of the City grows and increased population puts more demand upon services. With a number of public facility construction and expansion projects completed over the past few years, City facilities are generally in good shape. One exception to that is the City Fleet Services Facility, which suffers from inefficiencies due to condition and size. With funding for a new facility not included in this Budget, this represents a facility project that at present is without a plan or timeline for funding and construction. Major renovation/replacement of the Lincoln Swimming Pool is a second project for which funding is not provided but could yet be considered for inclusion in a General Obligation Bond issue.

Preparation of the 2008-2009 Budget evidenced the need to take measures to mitigate the steady reduction in the cash balance of the General Fund that has occurred as a result of planned capital expenditures combined with the inability of traditional revenues (sales and property taxes) to keep pace with inflationary growth in programs cost over a period of several years. The projected increase of \$245,000 in sales tax revenue for the General Fund in the proposed budget compares to a projected increase of personnel costs in that Fund of \$1,192,538, leaving a difference of \$947,539 to be funded by other revenue sources.

This proposed Budget will retain existing program and service levels while limiting funding for personnel additions to only those deemed to be critical. Commensurate with that the personnel additions proposed for General Fund programs are one Emergency Services Dispatcher (to address understaffing) and three part-time, non-benefited positions at the Library to meet the needs of the recent building expansion. Funding for Capital Improvements is relatively modest and a number of projects have been deferred.

Two measures are proposed to be taken that will provide revenue to the General Fund sufficient to maintain cash reserves near the level of \$5 million, which represents approximately 15% of the annual General Fund operating budget. An increase in property tax of \$398,000 is included, which would require a mill-levy adjustment from .238319 to .250000. Additionally, this Budget includes a General Obligation Bond sale of \$2 million to provide revenue for capital projects while also preserving the cash balance at the aforementioned level. It is anticipated that the City will need to look more to debt financing for capital improvements in upcoming years in order to accomplish necessary infrastructure, public works, and recreational facilities maintenance, replacement, and expansion. Similarly, the property tax mill levy will need to be closely reviewed annually as a means to generate a greater portion of the revenue necessary to meet annual operational cost increases and main the General Fund cash reserve at an acceptable level.

The Electric, Water, and Waste-Water utilities will each undertake significant facilities and systems upgrades in 2008-2009. The Electric Utility plans several system improvements totaling including \$2.7 million in distribution improvements and \$3.3 for substation upgrades. Together with significant upgrades to the Platte Generating Station, the municipal electric utility continues to reinvest in its ability to continue to provide an abundant supply of reliable energy to the community.

The new pre-treatment facility expansion that has taken place at JB Swift is expected to have a significant favorable impact on operational costs of the waste-water treatment plant. Related to this is the downward effect on revenue that will result from the decrease in loadings from Swift. Work on a new two-stage anerobic digester system will begin in this budget year, and is expected to be completed the following budget year. Efforts underway currently to analyze and improve the capacity of sanitary sewer and storm water collection systems will continue. Funding of \$375,000 is included as City contribution to continued work on the Northwest Drainage Project.

With major decisions relative to the prospect of City financial involvement in the State Fair yet to be made, inclusion of appropriations and/or revenues for that project are left for inclusion in the final budget. It is anticipated that the City Council will formally consider City involvement in the State Fair project in coming weeks.

Fiscal Summary

The total 2008-09 budget is projected to be \$145,538,070. This is \$3,793,726 or 2.5% less than the \$149,331,796 in the 2007-08 budget, mainly due to a reduction by half in capital project spending and delays in the mercury abatement project in the Electric Utilities department. Following is a summary of the appropriations for each of the fund groups contained in the 2008-09 budget:

General Fund	\$ 36,661,936
Permanent Funds	\$ 0
Special Revenue Funds	\$ 5,182,022
Debt Service Fund	\$ 1,655,462
Capital Projects Fund	\$ 3,391,000
Special Assessments Fund	\$ 0
Enterprise Funds	\$ 87,140,069
Internal Service Fund	\$ 9,896,627
Agency Fund	\$ 940,650
Trust Fund	\$ 670,304

Property Taxes

The proposed property tax requirement for the 2008-09 budget year is \$5,672,361 or 7.4% more than the 2007-08 requirement of \$5,280,591. The City of Grand Island valuation for 2008 is estimated at \$2,268,944,277; therefore, the property tax levy for the 2008-09 budget year is \$.25 per \$100 of valuation, which is an increase of 4.9% from 2007-08.

User Fees

A great deal of scrutiny has taken place on User Fees to assure proper revenue for the departments that collect fees for their services. In reviewing the various fee based departments some deficiencies were identified and are addressed in the 2008-09 budget. There are adjustments to fees planned to offset increased cost of operation, regulation, and demand regarding the building, administration, ambulance, humane society, shooting park, cemetery, aquatics, planning, wastewater, water and electric activities.

Compensation, Benefits, and Staffing

Compensation

In order to keep salaries competitive, comparable and in accordance with agreed upon contracts the following salary adjustments are included in the 2008-09 budget:

Non-union employees	3.75%
IBEW-Utilities	in negotiations
IBEW-Wastewater	3.25%
FOP	3.25% - 5.75%
AFSCME	4.0%
IAFF	3.25%

Benefits

The administration of the city's health insurance was moved to Mutual of Omaha, now Coventry, two years ago, which held our costs in check, and even though we are now seeing health care costs again rising, we have had favorable claims experience this year. Therefore, the insurance committee will be presented a recommendation of no change in premiums or deductibles, but a suggested increase in the stop-loss from \$125,000 to \$150,000, which would save roughly \$98,000. It is too early to evaluate the wellness program implemented last year; however, lower claims are a good sign.

Staffing

As charged by the Mayor, city administration reviewed the workforce to see if there were opportunities for productivity improvement. Each position was evaluated to see if it was essential and priorities were reviewed to see if the workforce was appropriate to deliver city services. After reviewing all positions of the City there will be a 3.75 increase in FTE's for the 2008-09 budget. Following are the key position changes included in the 2008-09 budget by department:

Finance Department

Reduction of .5 FTE part time Meter Reader.

Police Department

Increase of 1.25 FTE for a Custodian.

Emergency Management

Increase of one position, Communications Specialist.

Library

Reclass of a Librarian II to Assistant Library Director and an increase of one part-time Library Assistant I and a part-time Library Page.

Cash Balance

It is extremely important to maintain cash balances in the city budget to assure cash flow strength, promote prudent spending and to have adequate reserves in case of an emergency. Grand Island's conservative approach to budgeting and spending has allowed for proper levels of cash balance over the last decade. However, the increase in revenue sources has not kept up with rising personnel and operating costs, thus a further hike in the property tax levy may be necessary to maintain appropriate contingency levels. The 2008-09 budget again includes \$40,455,439 in cash balance in all funds and \$5,173,969 in the general fund. The budgeted cash balance in 2007-08 was \$40,006,121 for all funds and \$5,003,726 for the general fund.

½ % Sales Tax

On May 11th, 2004 the voters passed a ½ % city sales tax that was to be used for property tax relief and to build capital improvements. This year it is projected that we will collect \$4,656,000 from this sales tax. About 55% or \$2,553,000 will be placed in the general fund to offset property taxes. The remaining \$2,103,000 will be used to pay a portion of the costs for the following projects:

• Grand Generation Center	\$	140,000
• Debt Service Library	\$	830,170
• Debt Service Law Enforcement Center	\$	853,008
• Annual Paving Program	\$	400,000
• Shooting Park Development	\$	150,000
• Railroad Safety Directional Horns	\$	150,000
• Northwest Drainage Project	\$	375,000
Total	\$	2,898,178

Notable Projects/Expenditures

Following is a list of notable projects/expenditures that have been included in the 2008-09 budget:

General Fund

- \$750,000 is included to fund economic development activities as determined by the city's LB 840 plan.
- Lease payments for the Heartland Events Center are included in the amount of \$567,888.
- \$830,170 is included to fund the lease payments for the Library expansion project.
- One replacement inspection vehicle for the Buildings Department is included for \$17,000.
- Defibrillator replacements are included for \$125,000.
- A rescue pumper, \$510,000 will be purchased, only if grant monies of 90% are secured. An ambulance is included for \$210,000 to replace one that was wrecked.
- Two unmarked vehicles \$34,000, six marked police vehicles \$131,640, along with one police motorcycle \$19,360 are included to replace aging units.
- \$120,000 is included in the Police Department budget to continue to contract with Hall County for use of the computerized law enforcement management system.
- Emergency Management includes the continued replacement program for outdoor warning sirens \$24,000 and \$62,500 for electrical & radio equipment.
- The Street Department budget includes a replacement skid steer loader \$32,000, a pick-up \$29,000; and a front-end loader, \$162,500).
- The Library will continue the automation system enhancement program for \$35,000.
- The Parks Department will purchase a ball field drag \$13,500 and two large area mowers \$47,500.
- The Cemetery will replace a utility vehicle \$10,000 and mowers, \$16,500.
- Public Information will upgrade transmitters for \$40,000.
- The Heartland Shooting Park will acquire an All Terrain Lift for \$35,000.

Capital Improvement Fund

- \$140,000 is included in this year's budget for Grand Generation Center to complete their building expansion.
- There is \$150,000 for Stolley Park Rd widening.
- The city's contribution to the Prairie/Silver/Moore's Creek flood control project is included for \$375,000.
- South Locust widening is to begin, \$470,000.
- There is \$400,000 for annual paving projects.
- \$640,000 is included for the railroad grade separation at Broadwell.
- \$150,000 is targeted in Safety Enhancements for Railroad Crossing Horns.
- Hike/bike trails are budgeted for \$500,000, only if grant monies are obtained.
- There is \$150,000 for development of the Heartland Public Shooting Park, \$75,000 for park land acquisition, and \$50,000 for miscellaneous park projects.

Enterprise Funds

- The Solid Waste Department is including a skid loader \$37,000, a compactor \$630,000.
- There are projects to keep up with growth in the Electric Department including \$1,200,000 in materials to expand the overhead distribution system; \$1,500,000 in materials to expand the underground distribution system; and \$3,300,000 to pay for substation modifications and expansion. There is \$4,500,000 for leasing gas pipeline capacity, and \$550,000 for transmission line improvements.
- The Platte Generation Station is planned for upgrades to the Boiler, Precipitator and Chimney with total associated costs of \$1,050,000 and cooling tower improvements of \$3 million. Burdick cooling tower repair of \$1 million is planned.
- The Water Department includes \$200,000 for water main replacement and \$200,000 for new water main districts.
- The Water Department is also planning for trunk line expansions of \$2,100,000 and \$1,700,000 for an additional storage tank at the Rogers Pumping Station.
- The Sewer Department plans to precede with aerobic digester improvements for \$1,000,000 next year of a \$10 million plus project, build a solids storage facility \$180,000, install sewer districts for \$250,000, continue the sewer rehabilitation program for \$1,000,000, and install new mechanism primaries, \$990,000.
- The Golf Course plans to purchase \$40,000 in greens mowers.

Acknowledgments

A great deal of time and hard work has gone into the construction of the 2008-09 budgets. Special thanks go to Jaye Monter, senior accountant, and Yolanda Rayburn, senior accounting clerk who were very dedicated in their efforts, as was Paul Briseno, assistant to the city administrator who served as an outstanding budget analyst. The city directors should also be complimented for their hard work, conservative and pragmatic approach in creating their budgets. Although the challenges were great to bring in an effective and efficient budget the directors focused their efforts and were committed to the fiscal goals of the City.

Finally, we would like to thank the City Council for its policy direction and support. We look forward to working together for another successful year on behalf of the citizens of Grand Island.

Respectfully Submitted,

Jeff Pederson, City Administrator

David Springer, Finance Director

2008 Budget Summary

	Beginning Balance	Revenue	Bond Proceeds	Transfers In	Transfers Out	Appropriation	Ending Balance
General Fund	5,560,334	30,848,004	-	6,385,000	815,000	36,557,029	5,421,309
Permanent Funds	485,827	33,000	-	-	-	-	518,827
Special Revenue Funds	2,764,040	8,081,529	-	815,000	5,500,000	5,182,022	978,547
Debt Service Fund	148,585	1,450,877	2,000,000	-	1,944,000	1,655,462	-
Capital Projects Fund	(3,834,359)	3,731,466	-	3,644,000	-	3,291,000	250,107
Special Assessments Fund	194,329	385,500	-	-	400,000	-	179,829
Total General Government	5,318,756	44,530,376	2,000,000	10,844,000	8,659,000	46,685,513	7,348,619
Enterprise Fund	41,254,793	70,994,898	-	-	805,000	87,319,069	24,125,622
Internal Service Fund	4,774,150	9,845,877	-	-	180,000	9,924,161	4,515,866
Total Proprietary	46,028,943	80,840,775	-	-	985,000	97,243,230	28,641,488
Agency Fund	50,981	938,016	-	-	-	940,650	48,347
Trust Fund	8,179,551	265,000	-	202,304	1,402,304	670,304	6,574,247
Total Fiduciary	8,230,532	1,203,016	-	202,304	1,402,304	1,610,954	6,622,594
Total All Funds	59,578,231	126,574,167	2,000,000	11,046,304	11,046,304	145,539,697	42,612,701

GENERAL FUND

	2005 ACTUAL	2006 ACTUAL	2007 REVISED	2007 PROJECTED	2008 BUDGET
Beginning Cash Balance	11,423,224	9,505,396	6,469,783	6,469,783	5,560,334
Revenues					
General Government	1,377,691	1,398,436	1,478,287	1,475,951	1,502,446
Public Safety	3,498,948	3,528,125	3,830,321	3,934,720	4,568,850
Public Works	465,685	183,068	271,852	364,720	360,520
Environment & Leisure	1,178,790	2,070,906	1,381,322	1,480,254	1,364,644
Other	21,118,332	20,749,337	22,407,447	22,167,042	23,051,544
Total Revenue	27,639,446	27,929,872	29,369,229	29,422,687	30,848,004
Transfers In	4,418,813	2,676,877	5,075,000	5,438,528	6,385,000
Total Resources Available	43,481,483	40,112,145	40,914,012	41,330,998	42,793,338
Disbursements					
General Government	3,475,479	3,187,848	3,596,458	3,426,618	3,739,079
Public Safety	14,479,681	14,642,988	16,432,389	16,214,113	17,627,194
Public Works	5,900,489	4,822,962	6,462,474	6,294,240	6,789,368
Environment & Leisure	4,845,752	5,091,285	6,247,694	6,030,193	6,284,188
Other	1,388,379	2,145,948	2,189,619	2,110,500	2,117,200
Total Disbursements	30,089,780	29,891,031	34,928,634	34,075,664	36,557,029
Transfers Out	3,886,308	3,751,330	1,343,079	1,695,000	815,000
Total Requirements	33,976,088	33,642,361	36,271,713	35,770,664	37,372,029
Ending Cash Balance	9,505,395	6,469,784	4,642,299	5,560,334	5,421,309

FISCAL YEAR 2008-2009 ADDENDUM TO PROPOSED BUDGET

<u>FUND</u>	<u>DEPARTMENT</u>	<u>CHANGE</u>	<u>ACCT #</u>	INCREASE (DECREASE) FUND APPROPRIATION
General	Mayor	Mayor Forgave 2009 Salary	10011203-Payroll	(14,025)
General	Council	Travel Expense Decrease	10011204-85428	(7,000)
General	Finance	IBEW-Contract Wage Changes	10011401-Payroll	7,679
General	Emergency Mgmt	Remove FTE-Communication Specialist	10022601-Payroll	(48,657)
General	Library	Remove FTE-Assistant & Library Page	10044301-Payroll	(42,904)
CHANGE IN APPROPRIATION				(104,907)
PROPOSED APPROPRIATION				36,661,936
AMENDED APPROPRIATION				36,557,029
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400 Fund	Capital Improve	Fiber Optic Connections	40015025-90002	50,000
400 Fund	Capital Improve	Fire Training Center	40015025-90170	(50,000)
400 Fund	Capital Improve	Annual Paving Project	40033530-90060	(100,000)
CHANGE IN APPROPRIATION				(100,000)
PROPOSED APPROPRIATION				3,391,000
AMENDED APPROPRIATION				3,291,000
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505 Fund	Solid Waste			
CHANGE IN APPROPRIATION		Move GPS Equip purchase from 2008 to 2009	50530043-85615	80,000
PROPOSED APPROPRIATION				2,889,477
AMENDED APPROPRIATION				2,969,477
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530 Fund	WWTP			
CHANGE IN APPROPRIATION		10% Engineer Fees-Install Mechanism Primaries	53030054-85213	99,000
PROPOSED APPROPRIATION				12,494,650
AMENDED APPROPRIATION				12,593,650
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605 Fund	Info Technology			
CHANGE IN APPROPRIATION		IBEW-Contract Wage Changes	60510001-Payroll	27,534
PROPOSED APPROPRIATION				1,041,832
AMENDED APPROPRIATION				1,069,366
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2009 Budget Summary Appropriations				
GENERAL FUND				(104,907)
CAPITAL IMPROVEMENTS FUND				(100,000)
ENTERPRISE FUNDS				179,000
INTERNAL SERVICE FUNDS				27,534
CHANGE IN APPROPRIATION				1,627
PROPOSED APPROPRIATION				145,538,070
AMENDED APPROPRIATION				145,539,697

City of Grand Island			Fiscal Year 2008-2009	
<u>Changes to Proposed Annual Budget</u>			<u>Effect on Ending Cash Balance</u>	
	<u>2008 Projection</u>		<u>Reason</u>	
100 Fund	10,495	Decrease Mayor's Salary 2008	Mayor forgave 2008 Salary	
100 Fund	25,000	Increase in Interest Income-Nondepart	Change in projection	
100 Fund	25,000	Increase in Ambulance Revenue	Change in projection	
100 Fund	35,000	Increase in Wireless Franchise Revenue	Change in projection	
100 Fund	(100,000)	Decrease in Sales Tax Revenue	Change in projection	
100 Fund	(4,505)	Net Increase (Decrease)		
210 Fund	80,000	Net Increase (Decrease)	Increase Gas Tax State Funds	
400 Fund	147,676	Net Increase (Decrease)	Increase Intergovernmental Revenue	
401 Fund	40,000	Net Increase (Decrease)	Increase Special Assessment Paving Revenue	
505 Fund	80,000	Net Increase (Decrease)	Move GPS Equip purchase from 2008 to 2009	
530 Fund	(351,219)	50530055-85213-53019	Resolution 2008-206 Sewer Change Order-Capital Ave	
530 Fund	650,000	53030001-74500	Increase Projection Sewer Revenue	
530 Fund	170,000	53030001-74787	Increase Projection Interest Income	
530 Fund	468,781	Net Increase (Decrease)		
615 Fund	500,000	Net Increase (Decrease)	Change in projection for Health Ins employee premiums	
	1,311,952	All Funds 2008 Projection Cash Increase		
<u>2009 Budget</u>			<u>Reason</u>	
100 Fund	104,907	Change in General Fund Appropriations	See 2008-2009 Addendum Proposed Budget Worksheet	
100 Fund	(2,466)	10022605-74773	Remove FTE-Communication Specialist-Health Ins	
100 Fund	25,000	10022102-74528	Increase in Ambulance Revenue	
100 Fund	35,000	10055001-74034	Increase in Wireless Franchise Revenue	
100 Fund	(23,096)	10022601-74355	Decrease revenue from County-50% of expenses	
100 Fund	112,500	10022101-74360	Fire Revenue-Federal Grant-Defibrillator	
100 Fund	251,845	Net Increase (Decrease) 2009		
210 Fund	100,000	Net Increase (Decrease) 2009	Increase Gas Tax State Funds	
400 Fund	100,000	Net Increase (Decrease) 2009	Change in Appropriations	
505 Fund	(80,000)	Net Increase (Decrease) 2009	Change in Appropriations	
530 Fund	(99,000)	Net Increase (Decrease) 2009	Change in Appropriations	
605 Fund	(27,534)	Net Increase (Decrease) 2009	Change in Appropriations	
615 Fund	600,000	Net Increase (Decrease) 2009	Change in projection Health Ins employee premiums	
	845,311	All Funds Cash Increase 2009 Budget		
	2,157,263	All Funds Cash Increase 2008 Projection & 2009 Budget		