



City of Grand Island

Tuesday, September 08, 2009

Council Session

Item F1

#9231 - Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: September 8, 2009

Subject: Salary Ordinance

Item #'s: F-1

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. 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. 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. Another salary ordinance will be brought forward once a labor agreement is approved by the City Council for the new IBEW Service and Clerical group.

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, 2009. The wages addressed in this document will not be paid until the first full pay period in October which will commence on October 12, 2009.

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 3.5% increase per contract, and employees covered by the IBEW Wastewater labor agreement will receive a 3.5% increase per contract. Employees covered by the IBEW Utilities labor agreement will receive 3.75% and employees covered by the IBEW Finance labor agreement will receive 3.75%.

After discussion with the City Council through the budget process the recommendation being brought forward for the increase to the non-union employees is 3%. The City Administrator and I believe that this increase is sufficient to allow that group of

employees to at least maintain its aggregate position of comparability with employees from other cities in the array however; comparability still needs to be revisited at some point.

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 # 9231.

Sample Motion

Move to approve Salary Ordinance #9231.

ORDINANCE NO. 9231

An ordinance to amend Ordinance ~~9170-9179~~ 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 move the non union and IBEW-Information Technology positions listed below to the new IBEW-Clerical/Service group; to amend the job classifications of Maintenance Worker I – Golf and Maintenance Worker II – Golf to Maintenance Worker – Golf; to amend the salary ranges of non-union employees; to amend the salary ranges of 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. ~~9170-9179~~ 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	1617.06/2276.10 <u>1665.57/2344.38</u>	Exempt
Accounting Technician – Solid Waste; Streets	1093.44/1538.67 <u>1126.24/1584.83</u>	40 hrs/week

ORDINANCE NO. ~~91799231~~(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Administrative Assistant	1180.58/1662.19	40 hrs/week
Assistant to the City Administrator	1539.07/2166.77 1585.24/2231.77	Exempt
Assistant Utility Director – Administration	3005.32/4229.13 3095.48/4356.00	Exempt
Assistant Utility Director – PGS & PCC	3255.46/4581.33 3353.12/4718.77	Exempt
Attorney	2150.91/3026.67 2215.44/3117.47	Exempt
Audio-Video Technician	1115.35/1569.42	40 hrs/week
Biosolids Technician	1329.96/1872.14 1369.86/1928.30	40 hrs/week
Building Department Director	2452.05/3449.03 2525.62/3552.50	Exempt
Building Inspector	1415.47/1991.53	40 hrs/week
Building Secretary	999.09/1405.37	40 hrs/week
Cemetery Superintendent	1464.95/2062.42 1508.89/2124.29	Exempt
City Administrator	3967.46/5583.39 4086.48/5750.89	Exempt
City Attorney	2864.86/4032.02 2950.80/4152.98	Exempt
City Clerk	1646.54/2317.09 1695.94/2386.60	Exempt
Civil Engineering Manager – Public Works Engineering	2182.24/3071.80 2247.70/3163.96	Exempt
Civil Engineering Manager – Utility PCC	2400.12/3379.05 2472.13/3480.42	Exempt
Collection System Supervisor	1510.07/2125.10 1555.38/2188.85	40 hrs/week
Communications Specialist/EMD	1030.93/1454.21	40 hrs/week
Community Development Administrator	1245.34/1752.33	Exempt

ORDINANCE NO. ~~91799~~231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Community Service Officer	887.58/1248.55 <u>914.21/1286.01</u>	40 hrs/week
Custodian – <u>Library, Police</u>	887.08/1251.81 <u>913.70/1289.36</u>	40 hrs/week
Electric Distribution Superintendent	2403.77/3381.86 <u>2475.88/3483.31</u>	Exempt
Electric Distribution Supervisor	2030.77/2856.54 <u>2091.69/2942.23</u>	40 hrs/week
Electric Underground Superintendent	2140.60/3011.97 <u>2204.82/3102.32</u>	Exempt
Electrical Engineer I	1963.80/2764.73 <u>2022.72/2847.67</u>	Exempt
Electrical Engineer II	2276.15/3203.71 <u>2344.44/3299.82</u>	Exempt
Electrical Inspector	1415.47/1991.53	40 hrs/week
Emergency Management Coordinator	991.57/1394.84	40 hrs/week
Emergency Management Deputy Director	1580.85/2224.51 <u>1628.27/2291.25</u>	Exempt
Emergency Management Director	2249.86/3165.80 <u>2317.36/3260.78</u>	Exempt
EMS Division Chief	1990.58/2800.84 <u>2050.29/2884.86</u>	Exempt
Engineering Technician - <u>WWTP</u>	1418.74/1996.13 <u>1461.30/2056.01</u>	40 hrs/week
Engineering Technician Supervisor	1621.62/2282.65 <u>1670.27/2351.13</u>	Exempt
Equipment Operator, <u>– Solid Waste</u>	1209.74/1703.66 <u>1246.04/1754.77</u>	40 hrs/week
Evidence Technician	887.58/1248.55	40 hrs/week
Finance Director	2855.05/4017.67 <u>2940.70/4138.20</u>	Exempt
Finance Secretary	999.09/1405.37	40 hrs/week

ORDINANCE NO. ~~91799~~231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fire Chief	2601.25/3659.41 <u>2679.29/3769.19</u>	Exempt
Fire Operations Division Chief	2142.56/3014.68 <u>2206.83/3105.12</u>	Exempt
Fire Prevention Division Chief	1990.58/2800.84 <u>2050.29/2884.86</u>	Exempt
Fire Training Division Chief	1990.58/2800.84 <u>2050.29/2884.86</u>	Exempt
Fleet Services Superintendent	1630.56/2295.94 <u>1679.48/2364.82</u>	Exempt
Fleet Services Supervisor	1358.58/1911.85 <u>1399.34/1969.20</u>	40 hrs/week
Golf Course Superintendent	1824.72/2567.68 <u>1879.46/2644.71</u>	Exempt
Grounds Management Crew Chief – Cemetery	1368.25/1925.50 <u>1409.30/1983.26</u>	40 hrs/week
Grounds Management Crew Chief - Parks	1409.29/1983.25 <u>1451.57/2042.74</u>	40 hrs/week
Human Resources Director	2509.86/3530.34 <u>2585.16/3636.25</u>	Exempt
Human Resources Specialist	1300.87/1830.21 <u>1339.90/1885.11</u>	40 hrs/week
Information Technology Manager	2316.32/3259.09 <u>2385.81/3356.87</u>	Exempt
Information Technology Supervisor	1943.36/2734.93 <u>2001.66/2816.98</u>	Exempt
Legal Secretary	1142.42/1609.57 <u>1176.70/1657.86</u>	40 hrs/week
Librarian I	1281.11/1801.98 <u>1319.54/1856.04</u>	Exempt
Librarian II	1409.41/1982.94 <u>1451.70/2042.43</u>	Exempt

ORDINANCE NO. ~~91799~~231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Library Assistant I	893.83/1257.38 <u>920.65/1295.10</u>	40 hrs/week
Library Assistant II	985.94/1387.29 <u>1015.51/1428.90</u>	40 hrs/week
Library Assistant Director	1671.62/2352.10 <u>1721.77/2422.66</u>	Exempt
Library Clerk	749.19/1055.59 <u>771.66/1087.26</u>	40 hrs/week
Library Director	2262.37/3184.54 <u>2330.24/3280.07</u>	Exempt
Library Page	580.93/817.68 <u>598.35/842.21</u>	40 hrs/week
Library Secretary	999.09/1405.37 <u>1029.06/1447.53</u>	40 hrs/week
Maintenance Worker I— Building, Library	1028.34/1446.75	40 hrs/week
Maintenance Worker I— Golf	1059.18/1490.15	40 hrs/week
Maintenance Worker II— Building	1082.92/1527.18	40 hrs/week
Maintenance Worker II — Golf	1115.40/1573.00 <u>1148.86/1620.19</u>	40 hrs/week
Manager of Engineering Services	2239.98/3151.48 <u>2307.18/3246.03</u>	Exempt
Meter Reader Supervisor	1402.93/1975.75 <u>1445.02/2035.02</u>	Exempt
Office Manager – Police Department	1195.90/1683.25 <u>1231.78/1733.74</u>	40 hrs/week
Parking Monitor	594.59/837.60 <u>612.43/862.73</u>	40 hrs/week
Parks and Recreation Director	2558.81/3599.05 <u>2635.58/3707.03</u>	Exempt
Parks and Recreation Secretary	999.09/1405.37	40 hrs/week
Parks Superintendent	1707.12/2401.41 <u>1758.34/2473.45</u>	Exempt

ORDINANCE NO. ~~91799~~231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Payroll Specialist	1275.36/1794.32 <u>1313.62/1848.15</u>	40 hrs/week
Planning Director	2537.18/3569.42 <u>2613.29/3676.50</u>	Exempt
Planning Secretary	999.09/1405.37	40 hrs/week
Planning Technician	1521.35/2140.47	40 hrs/week
Plans Examiner	1415.47/1991.53	40 hrs/week
Plumbing Inspector	1415.47/1991.53	40 hrs/week
Police Captain	1979.75/2785.60 <u>2039.14/2869.16</u>	Exempt
Police Chief	2724.39/3834.86 <u>2806.13/3949.90</u>	Exempt
Police Records Clerk - <u>Part Time</u>	935.60/1317.32 <u>963.67/1356.84</u>	40 hrs/week
Power Plant Maintenance Supervisor	2244.07/3156.59 <u>2311.40/3251.28</u>	Exempt
Power Plant Operations Supervisor	2335.70/3286.31 <u>2405.77/3384.90</u>	Exempt
Power Plant Superintendent – Burdick	2558.46/3600.21 <u>2635.21/3708.22</u>	Exempt
Power Plant Superintendent – PGS	2949.50/4148.57 <u>3037.99/4273.03</u>	Exempt
Public Information Officer	1470.54/2068.91 <u>1514.66/2130.98</u>	Exempt
Public Works Director	2866.03/4033.13 <u>2952.01/4154.12</u>	Exempt
Purchasing Technician	1071.93/1507.82	40 hrs/week
Receptionist	961.79/1353.34 <u>990.65/1393.94</u>	40 hrs/week
Recreation Superintendent	1618.55/2276.68 <u>1667.10/2344.98</u>	Exempt
Regulatory and Environmental Specialist	2213.05/3112.95	Exempt

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	<u>2279.44/3206.34</u>	
Senior Accountant	1826.15/2568.93	Exempt
	<u>1880.94/2646.00</u>	
Senior Communications Specialist/EMD	1198.64/1685.98	40 hrs/week
	<u>1234.60/1736.55</u>	
Senior Electrical Engineer	2492.06/3506.35	Exempt
	<u>2566.82/3611.54</u>	
Senior Equipment Operator, Solid Waste	1270.24/1787.37	40 hrs/week
	<u>1308.34/1840.99</u>	
Senior Utility Secretary	1002.03/1413.19	40 hrs/week
	<u>1032.10/1455.58</u>	
Shooting Range Operator	1368.25/1925.50	40 hrs/week
Shooting Range Superintendent	1618.55/2276.68	Exempt
	<u>1667.10/2344.98</u>	
Solid Waste Division Clerk	898.54/1264.12	40 hrs/week
	<u>925.50/1302.04</u>	
Solid Waste Superintendent	1838.29/2586.82	Exempt
	<u>1893.44/2664.42</u>	
Stormwater Technician	1418.74/1996.13	40 hrs/week
Street Superintendent	1758.89/2477.35	Exempt
	<u>1811.65/2551.67</u>	
Street Supervisor	1396.18/1963.59	40 hrs/week
	<u>1438.06/2022.50</u>	
Turf Management Specia list	1415.21/1991.14	40 hrs/week
	<u>1457.66/2050.87</u>	
Utility Director	3896.36/5481.07	Exempt
	<u>4013.25/5645.50</u>	
Utility Production Engineer	2630.29/3701.68	Exempt
	<u>2709.20/3812.73</u>	
Utility Secretary	999.09/1405.37	40 hrs/week
Utility Services Manager	2059.48/2898.16	Exempt
	<u>2121.26/2985.11</u>	

ORDINANCE NO. 91799231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Utility Warehouse Supervisor	1601.66/2252.73 <u>1649.71/2320.31</u>	40 hrs/week
Victim Assistance Unit Coordinator	935.60/1317.32 <u>963.67/1356.84</u>	40 hrs/week
Wastewater Engineering/Operations Superintendent	2051.64/2887.97 <u>2113.19/2974.61</u>	Exempt
Wastewater Plant Chief Operator	1310.87/1845.26 <u>1350.20/1900.62</u>	40 hrs/week
Wastewater Plant Maintenance Supervisor	1516.01/2133.58 <u>1561.49/2197.59</u>	40 hrs/week
Wastewater Plant Process Supervisor	1572.10/2213.43 <u>1619.26/2279.83</u>	40 hrs/week
Water Superintendent	1937.68/2725.61 <u>1995.81/2807.38</u>	Exempt
Water Supervisor	1652.15/2326.74 <u>1701.72/2396.54</u>	40 hrs/week
Worker / Seasonal	580.00/1600.00	Exempt
Worker / Temporary	580.00/1600.00	40 hrs/week

SECTION 2 The currently occupied classifications of employees of the City of Grand Island included under the AFSCME labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the AFSCME labor agreement shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	1067.36/1500.97 <u>1110.06/1561.01</u>	40 hrs/week
Fleet Services Attendant/Clerk	970.31/1368.56 <u>1009.13/1423.30</u>	40 hrs/week

ORDINANCE NO. ~~91799231~~(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fleet Services Inventory Specialist	1064.33/1497.94 <u>1106.90/1557.86</u>	40 hrs/week
Fleet Services Mechanic	1217.58/1712.45 <u>1266.28/1780.94</u>	40 hrs/week
Horticulturist	1127.00/1587.89 <u>1172.08/1651.40</u>	40 hrs/week
Maintenance Worker – Cemetery	1059.27/1490.86 <u>1101.64/1550.50</u>	40 hrs/week
Maintenance Worker – Parks	1052.20/1481.77 <u>1094.29/1541.04</u>	40 hrs/week
Maintenance Worker – Streets	1029.96/1449.42 <u>1071.16/1507.39</u>	40 hrs/week
Senior Equipment Operator – Streets	1169.44/1646.53 <u>1216.22/1712.39</u>	40 hrs/week
Senior Maintenance Worker – Parks	1169.44/1646.53 <u>1216.22/1712.39</u>	40 hrs/week
Senior Maintenance Worker – Streets	1169.44/1646.53 <u>1216.22/1712.39</u>	40 hrs/week
Traffic Signal Technician	1169.44/1646.53 <u>1216.22/1712.39</u>	40 hrs/week

SECTION 3. The currently occupied classifications of employees of the City of Grand Island included under the IBEW labor agreements, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW labor agreements shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	1071.82/1418.39 <u>1112.01/1471.52</u>	40 hrs/week

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Cashier	<u>983.75/1340.53</u> <u>1020.64/1390.80</u>	40 hrs/week
Computer Operator	1434.40/1885.62	40 hrs/week
Computer Programmer	1703.42/2285.98	40 hrs/week
Computer Technician	1477.44/1942.22	40 hrs/week
Custodian	<u>1148.73/1356.50</u> <u>1191.81/1407.37</u>	40 hrs/week
Electric Distribution Crew Chief	<u>2098.30/2668.66</u> <u>2176.99/2768.73</u>	40 hrs/week
Electric Underground Crew Chief	<u>2098.30/2668.66</u> <u>2176.99/2768.73</u>	40 hrs/week
Engineering Technician I	<u>1322.31/1891.98</u> <u>1371.90/1962.94</u>	40 hrs/week
Engineering Technician II	<u>1634.64/2241.32</u> <u>1695.94/2325.37</u>	40 hrs/week
GIS Technician <u>Coordinator</u>	<u>1681.79/2359.90</u> <u>1744.86/2448.39</u>	40 hrs/week
Instrument Technician	<u>1972.38/2605.68</u> <u>2046.35/2703.39</u>	40 hrs/week
Lineworker Apprentice	<u>1279.06/1875.51</u> <u>1327.03/1945.84</u>	40 hrs/week
Lineworker First Class	<u>1938.77/2293.01</u> <u>2011.47/2378.99</u>	40 hrs/week
Materials Handler	<u>1596.40/2139.93</u> <u>1656.26/2220.18</u>	40 hrs/week
Meter Reader	<u>1150.20/1499.89</u> <u>1193.34/1556.14</u>	40 hrs/week
Meter Technician	<u>1546.45/1911.26</u> <u>1604.44/1982.93</u>	40 hrs/week
Power Dispatcher I	<u>1936.62/2692.66</u> <u>2009.25/2793.64</u>	40 hrs/week
Power Dispatcher II	<u>2034.06/2827.69</u>	40 hrs/week

ORDINANCE NO. 91799231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
	<u>2110.34/2933.73</u>	
Power Plant Maintenance Mechanic	<u>1833.22/2282.70</u>	40 hrs/week
	<u>1901.96/2368.30</u>	
Power Plant Operator	<u>2165.68/2522.65</u>	40 hrs/week
	<u>2246.90/2617.25</u>	
Senior Accounting Clerk	<u>1204.75/1578.13</u>	40 hrs/week
	<u>1249.93/1637.30</u>	
Senior Engineering Technician	<u>2068.27/2531.10</u>	40 hrs/week
	<u>2145.83/2626.02</u>	
Senior Materials Handler	<u>1838.09/2397.54</u>	40 hrs/week
	<u>1907.02/2487.45</u>	
Senior Meter Reader	<u>1362.24/1616.82</u>	40 hrs/week
	<u>1413.33/1677.46</u>	
Senior Power Dispatcher	<u>2352.96/3228.92</u>	40 hrs/week
	<u>2441.20/3350.01</u>	
Senior Power Plant Operator	<u>2135.25/2737.33</u>	40 hrs/week
	<u>2215.32/2839.98</u>	
Senior Substation Technician	<u>2514.09/2605.68</u>	40 hrs/week
	<u>2608.37/2703.39</u>	
Senior Water Maintenance Worker	<u>1493.74/1966.90</u>	40 hrs/week
	<u>1549.75/2040.66</u>	
Substation Technician	<u>2327.38/2419.78</u>	40 hrs/week
	<u>2414.66/2510.52</u>	
Systems Technician	<u>2051.09/2605.68</u>	40 hrs/week
	<u>2128.00/2703.39</u>	
Tree Trim Crew Chief	<u>1837.37/2281.74</u>	40 hrs/week
	<u>1906.27/2367.31</u>	
Utilities Electrician	<u>1841.26/2419.78</u>	40 hrs/week
	<u>1910.30/2510.52</u>	
Utility Technician	<u>1798.35/2529.64</u>	40 hrs/week
	<u>1865.79/2624.50</u>	
Utility Warehouse Clerk	<u>1328.81/1639.43</u>	40 hrs/week

ORDINANCE NO. 91799231(Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Water Maintenance Worker	<u>1378.64/1700.91</u> <u>1244.51/1721.04</u>	40 hrs/week
Wireworker I	<u>1291.18/1785.58</u> <u>1398.10/1976.90</u>	40 hrs/week
Wireworker II	<u>1450.53/2051.04</u> <u>1938.77/2293.01</u> <u>2011.47/2378.99</u>	40 hrs/week

SECTION 4. The currently occupied classifications of employees of the City of Grand Island included under the FOP labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the FOP labor agreement shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Pay Range Min/Max
Police Officer	<u>1329.59/1858.69</u> <u>1376.13/1923.74</u>
Police Sergeant	<u>1664.12/2280.23</u> <u>1722.37/2360.04</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,

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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) 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	1739.56/2412.00 <u>1800.44/2496.42</u>	212 hrs/28 days
Firefighter / EMT	1292.40/1875.55 <u>1337.63/1941.19</u>	212 hrs/28 days

ORDINANCE NO. 91799231(Cont.)

Firefighter / Paramedic	1442.94/2037.92 <u>1493.45/2109.24</u>	212 hrs/28 days
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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	1067.22/1501.67 <u>1104.57/1554.23</u>	40 hrs/week
Equipment Operator – WWTP	1211.61/1704.86 <u>1254.02/1764.54</u>	40 hrs/week
Maintenance Mechanic I	1211.61/1704.86 <u>1254.02/1764.54</u>	40 hrs/week
Maintenance Mechanic II	1356.61/1908.89 <u>1404.09/1975.70</u>	40 hrs/week
Maintenance Worker – WWTP	1211.61/1704.86 <u>1254.02/1764.54</u>	40 hrs/week
Senior Equipment Operator – WWTP	1309.65/1842.81 <u>1355.49/1907.30</u>	40 hrs/week
Wastewater Clerk	911.66/1282.78 <u>943.56/1327.67</u>	40 hrs/week
Wastewater Plant Laboratory Technician	1286.17/1809.77 <u>1331.18/1873.11</u>	40 hrs/week
Wastewater Plant Operator I	1083.64/1524.80 <u>1121.57/1578.17</u>	40 hrs/week
Wastewater Plant Operator II	1211.61/1704.86 <u>1254.02/1764.54</u>	40 hrs/week

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SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Clerical/Service group are as follows:

<u>Classification</u>	<u>Bi-Weekly Pay Range Min/Max</u>	<u>Overtime Eligibility</u>
<u>Accounting Technician – Streets</u>	<u>1093.44/1538.67</u>	<u>40 hrs/week</u>
<u>Administrative Assistant</u>	<u>1180.58/1662.19</u>	<u>40 hrs/week</u>
<u>Audio Video Technician</u>	<u>1115.35/1569.42</u>	<u>40 hrs/week</u>
<u>Building Inspector</u>	<u>1415.47/1991.53</u>	<u>40 hrs/week</u>
<u>Building Secretary</u>	<u>999.09/1405.37</u>	<u>40 hrs/week</u>
<u>Community Development Administrator</u>	<u>1245.34/1752.33</u>	<u>Exempt</u>
<u>Communication Specialist/EMD</u>	<u>1030.93/1454.21</u>	<u>40 hrs/week</u>
<u>Computer Operator</u>	<u>1434.40/1885.62</u>	<u>40 hrs/week</u>
<u>Computer Programmer</u>	<u>1703.42/2285.98</u>	<u>40 hrs/week</u>
<u>Computer Technician</u>	<u>1477.44/1942.22</u>	<u>40 hrs/week</u>
<u>Electrical Inspector</u>	<u>1415.47/1991.53</u>	<u>40 hrs/week</u>
<u>Emergency Management Coordinator</u>	<u>991.57/1394.84</u>	<u>40 hrs/week</u>
<u>Engineering Technician – Public Works</u>	<u>1418.74/1996.13</u>	<u>40 hrs/week</u>
<u>Evidence Technician</u>	<u>887.58/1248.55</u>	<u>40 hrs/week</u>
<u>Finance Secretary</u>	<u>999.09/1405.37</u>	<u>40 hrs/week</u>
<u>GIS Specialist</u>	<u>1681.79/2359.90</u>	<u>40 hrs/week</u>
<u>Maintenance Worker I – Building, Library, Police</u>	<u>1028.34/1446.75</u>	<u>40 hrs/week</u>
<u>Maintenance Worker II – Building, Library, Police</u>	<u>1082.92/1527.18</u>	<u>40 hrs/week</u>
<u>Parks and Recreation Secretary</u>	<u>999.09/1405.37</u>	<u>40 hrs/week</u>
<u>Planning Secretary</u>	<u>999.09/1405.37</u>	<u>40 hrs/week</u>
<u>Planning Technician</u>	<u>1521.35/2140.47</u>	<u>40/hrs/week</u>
<u>Plans Examiner</u>	<u>1415.47/1991.53</u>	<u>40 hrs/week</u>
<u>Plumbing Inspector</u>	<u>1415.47/1991.53</u>	<u>40 hrs/week</u>
<u>Police Records Clerk – Full Time</u>	<u>935.60/1317.32</u>	<u>40 hrs/week</u>
<u>Purchasing Technician</u>	<u>1071.93/1507.82</u>	<u>40 hrs/week</u>
<u>Shooting Range Operator</u>	<u>1368.25/1925.50</u>	<u>40 hrs/week</u>
<u>Stormwater Technician</u>	<u>1418.74/1996.13</u>	<u>40 hrs/week</u>
<u>Utility Secretary</u>	<u>999.09/1405.37</u>	<u>40 hrs/week</u>

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SECTION 78. 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 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 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 employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month.

Non-union employees and employees covered by the 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

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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 agreement, except the Fleet Services Division of the Public Works Department, the City shall pay 60% of the cost of providing and cleaning said clothing and the employees 40% of said cost. 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 89. Employees shall be compensated for unused medical leave as follows:

- (A) For all non-union employees 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.

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~~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.~~

(B) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for 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% x 1039 hours = 488.33 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 five hundred ninety-eight and eighty-eight hundredths hours (calculated at 38% x 1,576 hours = 598.88 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 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

ORDINANCE NO. 91799231(Cont.)

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 $45\% \times 1064 \text{ hours} = 478.80 \text{ hours}$). 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 $37.5\% \times 1,080 \text{ hours} = 405 \text{ hrs.}$), 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 ($50\% \times 1,080 \text{ hours} = 540 \text{ hrs.}$), based on the employee's salary at the time of their death.

(C) The City Administrator and department heads shall have a contribution made to their VEBA for one-half of their accumulated medical leave, not to exceed 30 days of pay, upon their resignation, the rate of compensation to be based upon the salary at the time of termination. Compensation for unused medical leave at retirement shall be as provided 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.

ORDINANCE NO. ~~9179~~9231(Cont.)

SECTION ~~9~~10. 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~~11. 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~~12. 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~~2009.

SECTION ~~12~~13. Those portions of Ordinance No. ~~9170-9179~~ and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted:

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk