



# City of Grand Island

Tuesday, September 22, 2009

Council Session

## Item F1

**#9239 - Consideration of Approving Salary Ordinance**

Staff Contact: Brenda Sutherland

# Council Agenda Memo

**From:** Brenda Sutherland, Human Resources Director

**Meeting:** September 22, 2009

**Subject:** Salary Ordinance

**Item #'s:** F-1

**Presenter(s):** Brenda Sutherland, Human Resources Director

## Background

The City of Grand Island conducts salary surveys to identify comparable wages for its employees. It has been three years since the last survey for the non-union employee group. The City Council recently passed a budget that specified 3.5% as the budget authority that was to be used to implement the results of the current salary survey.

## Discussion

The cities that were used in the array were: Ames, Iowa, Council Bluffs, Iowa, Fremont, Hastings, Kearney, and North Platte, Nebraska, and Salina Kansas. The Council gave direction to use a more balanced array and in doing so there are three cities that are larger and four that are smaller. Ames and Salina have been used in the City's array for several years. Council Bluffs has been added this year as it was added by the CIR in the IAFF case. This survey produced wages at both ends of the spectrum meaning that some positions saw a great deal of movement while other positions were frozen. While there will be some major movement in some salary tables, the highest adjustment that an employee will experience at implementation is 7.8% and the lowest is 0%.

The salary range will be adjusted per the survey results. Employees will not move backwards in their current hourly wage, however, they could move backwards in step placement. Should an employee move into lower steps in the new range they will be placed in the next closest step that gives them at least a 2% increase. This means that an employee may go backwards in their placement on the scale but will receive an initial increase in October and then will be eligible for step movement at their evaluation date. This type of implementation allows the City to remain compliant with State of Nebraska comparability statutes while controlling the pace of salary increases to fall within the 3.5% budget authority that was approved by Council for the new Fiscal Year.

## **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 #9239.

## **Sample Motion**

Move to approve Salary Ordinance #9239.

ORDINANCE NO. 9239

An ordinance to amend Ordinance 9231 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 Service/Clerical 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 the non union employees; to separate the full time Solid Waste Division Clerk from the part time Solid Waste Division Clerk; 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;~~ and to repeal those portions of Ordinance No. 9231 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	<del>1617.06/2276.10</del> <u>1728.80/2437.60</u>	Exempt
Accounting Technician – Solid Waste	<del>1093.44/1538.67</del> <u>1200.00/1577.60</u>	40 hrs/week

Approved as to Form by \_\_\_\_\_  
 September 18, 2009 ~~September 18,~~  
 2009 ~~September 18, 2009~~ September 15

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Assistant to the City Administrator	<del>1539.07/2166.77</del> <u>1681.60/2367.20</u>	Exempt
Assistant Utility Director – Administration	<del>3005.32/4229.13</del> <u>3262.40/4592.00</u>	Exempt
Assistant Utility Director – PGS & PCC	<del>3255.46/4581.33</del> <u>3532.80/4974.40</u>	Exempt
Attorney	<del>2150.91/3026.67</del> <u>2151.20/3319.20</u>	Exempt
Biosolids Technician	<del>1329.96/1872.14</del> <u>1363.21/1918.94</u>	40 hrs/week
Building Department Director	<del>2452.05/3449.03</del> <u>2520.00/3585.60</u>	Exempt
Cemetery Superintendent	1464.95/2062.42	Exempt
City Administrator	<del>3967.46/5583.39</del> <u>4310.48/6065.29</u>	Exempt
City Attorney	<del>2864.86/4032.02</del> <u>2978.40/4192.00</u>	Exempt
City Clerk	<del>1646.54/2317.09</del> <u>1799.20/2532.80</u>	Exempt
Civil Engineering Manager – Public Works Engineering	<del>2182.24/3071.80</del> <u>2289.60/3283.20</u>	Exempt
Civil Engineering Manager – Utility PCC	<del>2400.12/3379.05</del> <u>2560.00/3655.20</u>	Exempt
Collection System Supervisor	<del>1510.07/2125.10</del> <u>1727.20/2455.20</u>	40 hrs/week
Community Service Officer	<del>887.58/1248.55</del> <u>968.00/1316.00</u>	40 hrs/week
Custodian – Library, Police	887.08/1251.81	40 hrs/week
Electric Distribution Superintendent	<del>2403.77/3381.86</del> <u>2500.00/3426.40</u>	Exempt
Electric Distribution Supervisor	<del>2030.77/2856.54</del> <u>2111.20/2895.20</u>	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Electric Underground Superintendent	<del>2140.60/3011.97</del> <u>2226.40/3052.00</u>	Exempt
Electrical Engineer I	<del>1963.80/2764.73</del> <u>2026.40/2796.80</u>	Exempt
Electrical Engineer II	<del>2276.15/3203.71</del> <u>2350.40/3240.80</u>	Exempt
Emergency Management Deputy Director	<del>1580.85/2224.51</del> <u>1708.80/2336.80</u>	Exempt
Emergency Management Director	<del>2249.86/3165.80</del> <u>2432.00/3324.80</u>	Exempt
EMS Division Chief	<del>1990.58/2800.84</del> <u>2289.17/3220.97</u>	Exempt
Engineering Technician - WWTP	<del>1418.74/1996.13</del> <u>1509.60/2132.80</u>	40 hrs/week
Engineering Technician Supervisor	<del>1621.62/2282.65</del> <u>1687.20/2442.40</u>	Exempt
Equipment Operator - Solid Waste	1209.74/1703.66	40 hrs/week
Finance Director	2855.05/4017.67	Exempt
Fire Chief	<del>2601.25/3659.41</del> <u>2724.00/3860.00</u>	Exempt
Fire Operations Division Chief	<del>2142.56/3014.68</del> <u>2399.66/3376.44</u>	Exempt
Fire Prevention Division Chief	<del>1990.58/2800.84</del> <u>2110.02/2968.89</u>	Exempt
Fire Training Division Chief	<del>1990.58/2800.84</del> <u>2110.02/2968.89</u>	Exempt
Fleet Services Superintendent	<del>1630.56/2295.94</del> <u>1930.40/2727.20</u>	Exempt
Fleet Services Supervisor	<del>1358.58/1911.85</del> <u>1536.80/2140.80</u>	40 hrs/week
Golf Course Superintendent	<del>1824.72/2567.68</del> <u>1824.80/2633.60</u>	Exempt

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Grounds Management Crew Chief – Cemetery	1368.25/1925.50	40 hrs/week
Grounds Management Crew Chief – Parks	1409.29/1983.25	40 hrs/week
Human Resources Director	<del>2509.86/3530.34</del> <u>2576.80/3671.20</u>	Exempt
Human Resources Specialist	<del>1300.87/1830.21</del> <u>1380.00/2028.00</u>	40 hrs/week
Information Technology Manager	2316.32/3259.09	Exempt
Information Technology Supervisor	<del>1943.36/2734.93</del> <u>2032.00/3123.20</u>	Exempt
Legal Secretary	<del>1142.42/1609.57</del> <u>1517.60/2040.80</u>	40 hrs/week
Librarian I	<del>1281.11/1801.98</del> <u>1325.60/1844.00</u>	Exempt
Librarian II	<del>1409.41/1982.94</del> <u>1468.00/2068.00</u>	Exempt
Library Assistant I	<del>893.83/1257.38</del> <u>928.80/1278.40</u>	40 hrs/week
Library Assistant II	<del>985.94/1387.29</del> <u>1023.20/1410.40</u>	40 hrs/week
Library Assistant Director	<del>1671.62/2352.10</del> <u>1672.00/2383.20</u>	Exempt
Library Clerk	<del>749.19/1055.59</del> <u>765.60/1062.40</u>	40 hrs/week
Library Director	2262.37/3184.54	Exempt
Library Page	<del>580.93/817.68</del> <u>594.40/822.40</u>	40 hrs/week
Library Secretary	<del>999.09/1405.37</del> <u>1111.20/1579.20</u>	40 hrs/week
Maintenance Worker – Golf	1115.40/1573.00	40 hrs/week
Manager of Engineering Services	<del>2239.98/3151.48</del> <u>2466.40/3540.00</u>	Exempt
Meter Reader Supervisor	1402.93/1975.75	Exempt

ORDINANCE NO. 9239(Cont.)

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Office Manager – Police Department	<del>1195.90/1683.25</del> <u>1215.20/1683.25</u>	40 hrs/week
Parking Monitor	<del>594.59/837.60</del> <u>648.80/881.60</u>	40 hrs/week
Parks and Recreation Director	2558.81/3599.05	Exempt
Parks Superintendent	<del>1707.12/2401.41</del> <u>1788.00/2528.80</u>	Exempt
Payroll Specialist	1275.36/1794.32	40 hrs/week
Planning Director	2537.18/3569.42	Exempt
Police Captain	<del>1979.75/2785.60</del> <u>2142.40/3013.60</u>	Exempt
Police Chief	<del>2724.39/3834.86</del> <u>2724.00/3860.00</u>	Exempt
Police Records Clerk - Part Time	<del>935.60/1317.32</del> <u>992.00/1380.80</u>	40 hrs/week
Power Plant Maintenance Supervisor	2244.07/3156.59	Exempt
Power Plant Operations Supervisor	<del>2335.70/3286.31</del> <u>2336.00/3363.20</u>	Exempt
Power Plant Superintendent – Burdick	2558.46/3600.21	Exempt
Power Plant Superintendent – PGS	2949.50/4148.57	Exempt
Public Information Officer	<del>1470.54/2068.91</del> <u>1606.40/2260.80</u>	Exempt
Public Works Director	2866.03/4033.13	Exempt
Receptionist	<del>961.79/1353.34</del> <u>992.00/1435.20</u>	40 hrs/week
Recreation Superintendent	<del>1618.55/2276.68</del> <u>1674.40/2402.40</u>	Exempt
Regulatory and Environmental Specialist	2213.05/3112.95	Exempt
Senior Accountant	<del>1826.15/2568.93</del> <u>2105.60/2931.20</u>	Exempt
Senior Communications Specialist/EMD	<del>1198.64/1685.98</del> <u>1296.00/1771.20</u>	40 hrs/week



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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Senior Electrical Engineer	<del>2492.06/3506.35</del> <u>2572.00/3546.40</u>	Exempt
Senior Equipment Operator, Solid Waste	1270.24/1787.37	40 hrs/week
Senior Utility Secretary	<del>1002.03/1413.19</del> <u>1146.00/1636.40</u>	40 hrs/week
Shooting Range Superintendent	<del>1618.55/2276.68</del> <u>1674.40/2402.40</u>	Exempt
Solid Waste Division Clerk - <u>Full Time</u>	<del>898.54/1264.12</del> <u>1143.20/1531.20</u>	40 hrs/week
<u>Solid Waste Division Clerk - Part Time</u>	<del>898.54/1264.12</del> <u>1017.89/1390.40</u>	40 hrs/week
Solid Waste Superintendent	1838.29/2586.82	Exempt
Street Superintendent	<del>1758.89/2477.35</del> <u>1880.00/2736.80</u>	Exempt
Street Supervisor	<del>1396.18/1963.59</del> <u>1478.40/2100.80</u>	40 hrs/week
Turf Management Specialist	<del>1415.21/1991.14</del> <u>1640.00/2321.60</u>	40 hrs/week
Utility Director	<del>3896.36/5481.07</del> <u>4157.60/5957.60</u>	Exempt
Utility Production Engineer	2630.29/3701.68	Exempt
Utility Services Manager	<del>2059.48/2898.16</del> <u>2140.00/2978.40</u>	Exempt
Utility Warehouse Supervisor	<del>1601.66/2252.73</del> <u>1745.60/2438.40</u>	40 hrs/week
Victim Assistance Unit Coordinator	<del>935.60/1317.32</del> <u>1004.00/1413.60</u>	40 hrs/week
Wastewater Engineering/Operations Superintendent	<del>2051.64/2887.97</del> <u>2052.00/2903.20</u>	Exempt
Wastewater Plant Chief Operator	<del>1310.87/1845.26</del> <u>1516.00/2136.80</u>	40 hrs/week
Wastewater Plant Maintenance Supervisor	<del>1516.01/2133.58</del>	40 hrs/week

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Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Wastewater Plant Process Supervisor	<del>1832.80/2468.00</del> <del>1572.10/2213.43</del> <u>1900.00/2561.60</u>	40 hrs/week
Water Superintendent	1937.68 <del>2725.61</del> <u>/2736.80</u>	Exempt
Water Supervisor	<del>1652.15/2326.74</del> <u>1672.80/2410.40</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	1110.06/1561.01	40 hrs/week
Fleet Services Attendant/Clerk	1009.13/1423.30	40 hrs/week
Fleet Services Inventory Specialist	1106.90/1557.86	40 hrs/week
Fleet Services Mechanic	1266.28/1780.94	40 hrs/week
Horticulturist	1172.08/1651.40	40 hrs/week
Maintenance Worker – Cemetery	1101.64/1550.50	40 hrs/week
Maintenance Worker – Parks	1094.29/1541.04	40 hrs/week
Maintenance Worker – Streets	1071.16/1507.39	40 hrs/week
Senior Equipment Operator – Streets	1216.22/1712.39	40 hrs/week
Senior Maintenance Worker – Parks	1216.22/1712.39	40 hrs/week
Senior Maintenance Worker – Streets	1216.22/1712.39	40 hrs/week
Traffic Signal Technician	1216.22/1712.39	40 hrs/week

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

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	1112.01/1471.52	40 hrs/week
Cashier	1020.64/1390.80	40 hrs/week
Custodian	1191.81/1407.37	40 hrs/week
Electric Distribution Crew Chief	2176.99/2768.73	40 hrs/week
Electric Underground Crew Chief	2176.99/2768.73	40 hrs/week
Engineering Technician I	1371.90/1962.94	40 hrs/week
Engineering Technician II	1695.94/2325.37	40 hrs/week
GIS Coordinator	1744.86/2448.39	40 hrs/week
Instrument Technician	2046.35/2703.39	40 hrs/week
Lineworker Apprentice	1327.03/1945.84	40 hrs/week
Lineworker First Class	2011.47/2378.99	40 hrs/week
Materials Handler	1656.26/2220.18	40 hrs/week
Meter Reader	1193.34/1556.14	40 hrs/week
Meter Technician	1604.44/1982.93	40 hrs/week
Power Dispatcher I	2009.25/2793.64	40 hrs/week
Power Dispatcher II	2110.34/2933.73	40 hrs/week
Power Plant Maintenance Mechanic	1901.96/2368.30	40 hrs/week
Power Plant Operator	2246.90/2617.25	40 hrs/week
Senior Accounting Clerk	1249.93/1637.30	40 hrs/week
Senior Engineering Technician	2145.83/2626.02	40 hrs/week
Senior Materials Handler	1907.02/2487.45	40 hrs/week
Senior Meter Reader	1413.33/1677.46	40 hrs/week
Senior Power Dispatcher	2441.20/3350.01	40 hrs/week
Senior Power Plant Operator	2215.32/2839.98	40 hrs/week
Senior Substation Technician	2608.37/2703.39	40 hrs/week

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<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Senior Water Maintenance Worker	1549.75/2040.66	40 hrs/week
Substation Technician	2414.66/2510.52	40 hrs/week
Systems Technician	2128.00/2703.39	40 hrs/week
Tree Trim Crew Chief	1906.27/2367.31	40 hrs/week
Utilities Electrician	1910.30/2510.52	40 hrs/week
Utility Technician	1865.79/2624.50	40 hrs/week
Utility Warehouse Clerk	1378.64/1700.91	40 hrs/week
Water Maintenance Worker	1291.18/1785.58	40 hrs/week
Wireworker I	1450.53/2051.04	40 hrs/week
Wireworker II	2011.47/2378.99	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:

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>
Police Officer	1376.13/1923.74
Police Sergeant	1722.37/2360.04

**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:

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Fire Captain	1800.44/2496.42	212 hrs/28 days
Firefighter / EMT	1337.63/1941.19	212 hrs/28 days
Firefighter / Paramedic	1493.45/2109.24	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:

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	1104.57/1554.23	40 hrs/week
Equipment Operator – WWTP	1254.02/1764.54	40 hrs/week
Maintenance Mechanic I	1254.02/1764.54	40 hrs/week
Maintenance Mechanic II	1404.09/1975.70	40 hrs/week
Maintenance Worker – WWTP	1254.02/1764.54	40 hrs/week
Senior Equipment Operator – WWTP	1355.49/1907.30	40 hrs/week
Wastewater Clerk	943.56/1327.67	40 hrs/week
Wastewater Plant Laboratory Technician	1331.18/1873.11	40 hrs/week
Wastewater Plant Operator I	1121.57/1578.17	40 hrs/week
Wastewater Plant Operator II	1254.02/1764.54	40 hrs/week

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

<b>Classification</b>	<b>Bi-Weekly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Streets	1093.44/1538.67	40 hrs/week
Administrative Assistant	1180.58/1662.19	40 hrs/week
Audio Video Technician	1115.35/1569.42	40 hrs/week
Building Inspector	1415.47/1991.53	40 hrs/week
Building Secretary	999.09/1405.37	40 hrs/week
Community Development Administrator	1245.34/1752.33	Exempt
Communication Specialist/EMD	1030.93/1454.21	40 hrs/week
Computer Operator	1434.40/1885.62	40 hrs/week

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Computer Programmer	1703.42/2285.98	40 hrs/week
Computer Technician	1477.44/1942.22	40 hrs/week
Custodian – Police, Full Time	887.08/1251.81	40 hrs/week
Electrical Inspector	1415.47/1991.53	40 hrs/week
Emergency Management Coordinator	991.57/1394.84	40 hrs/week
Engineering Technician – Public Works	1418.74/1996.13	40 hrs/week
Evidence Technician	887.58/1248.55	40 hrs/week
Finance Secretary	999.09/1405.37	40 hrs/week
GIS Specialist	1681.79/2359.90	40 hrs/week
Maintenance Worker I – Building, Library	1028.34/1446.75	40 hrs/week
Maintenance Worker II – Building, Library, Police	1082.92/1527.18	40 hrs/week
Parks and Recreation Secretary	999.09/1405.37	40 hrs/week
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 Records Clerk – Full Time	935.60/1317.32	40 hrs/week
Purchasing Technician	1071.93/1507.82	40 hrs/week
Shooting Range Operator	1368.25/1925.50	40 hrs/week
Stormwater Technician	1418.74/1996.13	40 hrs/week
Utility Secretary	999.09/1405.37	40 hrs/week

SECTION 8. 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

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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 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



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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 9. 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.

(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  $47\% \times 1039$  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

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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 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  $37.5\% \times 1064 \text{ hours} = 399 \text{ hours}$ ). 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  $45\% \times 1064 \text{ hours} = 478.80 \text{ hours}$ ). 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.

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(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.

SECTION 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).

SECTION 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 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, 2009.

SECTION 13. Those portions of Ordinance No. 9132 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted:

ORDINANCE NO. 9239(Cont.)

Margaret Hornady, Mayor

Attest:

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RaNae Edwards, City Clerk