



# City of Grand Island

Tuesday, February 24, 2015

Council Session

## Item F-1

**#9519 – Consideration of Amending Salary Ordinance Relative to FTE Title Changes from Public Works Project Manager and Wastewater Project Manager to Engineer I for the Engineering Division of the Public Works Department**

Staff Contact:

# Council Agenda Memo

**From:** Terry Brown PE, Assistant Public Works Director

**Meeting:** February 24, 2015

**Subject:** Approving FTE Title Changes from Public Works Project Manager and Wastewater Project Manager to Engineer I for the Engineering Division of the Public Works Department

**Item #'s:** F-1 & I-6

**Presenter(s):** John Collins PE, Public Works Director

## Background

The Public Works Department is experiencing difficulty hiring some positions within the Engineering Division. The Wastewater Plant Project Manager and the Public Works Project Manager vacancies have been challenging to fill. Similar technical positions on the private and public sector have been very competitive and very much in demand.

## Discussion

Discussions between Public Works and Human Resources indicate that a title change may attract more qualified applicants. While still in common use; the Project Manager title is not well defined. Qualifications range from virtually none to an experienced licensed engineer with project manager certification. It is likely that the title may be discouraging recent graduates who see the position as a higher end project manager, and the salary discourages experienced project managers who typically make much more. Altering the title to a better defined one commonly used may yield a candidate faster. The following title series is frequently used both in government and in the private sector, and the breakpoints are defined in statute:

1. Engineer 1 – BS in engineering from an accredited university. This provides the proper background for learning the type of project management needed by the City. This is a training level position and will require substantial support and supervision from more experienced Public Works staff.
2. Engineer 2 - Licensed Professional Engineer. A graduate with a BS in engineering is eligible to test for a professional engineering license after 4 years

post-graduation engineering experience. At this level the incumbent could legally perform all project management duties, and should have the capability to handle most, but would still require regular support from more experienced engineers.

3. Senior Engineer - Licensed Professional Engineer with 5 years of experience in infrastructure design and/or construction. At this point the incumbent would typically have 5 years of education and 10 years of experience; and should be able to independently deliver the types of projects usually constructed by the City, and be able to manage consultants effectively. Support from more experienced engineers would be needed for some complex issues.

The current Project Manager position description minimum requirements describe the Engineer 1 and express a preference for the Engineer 2. An examination of the salary range found that it is within the range normally offered to new graduates (ie. Engineer 1). There may be geographic or other personal preferences reducing the number of potential candidates, but the City should be able to attract a recent graduate to train.

With construction season looming it is critical that we fill this position as soon as possible. We would like to change the title of the Public Works Project Manager and Wastewater Plant Project Manager positions to Engineer 1, with the intent of bringing a title series at budget time when presumably the City has a new Human Resources Director.

### **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 FTE title changes from Public Works Project Manager and Wastewater Plant Project Manager to Engineer I and Engineer I for the Engineering Division of the Public Works Department.

### **Sample Motion**

Move to approve the resolution.



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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Attorney	28.6056/44.1370	Exempt
Biosolids Technician	18.1272/26.7290	40 hrs/week
Building Department Director	33.5096/48.9906	Exempt
CADD Operator	20.5851/29.6126	40 hrs/week
Cemetery Superintendent	20.8630/30.9603	Exempt
City Administrator	63.7373/79.0715	Exempt
City Attorney	40.4963/58.3908	Exempt
City Clerk	26.6290/38.0214	Exempt
Civil Engineer I	27.7544/40.1236	Exempt
Civil Engineer II	32.1919/46.4935	Exempt
Civil Engineering Manager – Utility PCC	35.0629/52.4386	Exempt
Collection System Supervisor	22.9674/32.6479	40 hrs/week
Community Service Officer	14.1913/19.6625	40 hrs/week
Custodian – Library, Police	13.0050/18.3520	40 hrs/week
Customer Service Representative – Part time	8.8508/13.2762	40 hrs/week
Electric Distribution Superintendent	36.0403/49.1560	Exempt
Electric Distribution Supervisor	30.4351/41.5354	40 hrs/week
Electric Underground Superintendent	32.0961/43.7850	Exempt
Electrical Engineer I	27.7544/40.1236	Exempt
Electrical Engineer II	32.1919/46.4935	Exempt
Emergency Management Deputy Director	23.8588/34.3400	Exempt
Emergency Management Director	33.9564/48.8590	Exempt
<u>Engineer I – Public Works</u>	<u>30.2438/42.5519</u>	<u>Exempt</u>
<u>Engineer I – WWTP</u>	<u>30.2468/42.5519</u>	<u>Exempt</u>
Engineering Technician - WWTP	20.0738/28.3608	40 hrs/week
Equipment Operator - Solid Waste	17.2286/24.9764	40 hrs/week
Finance Director	39.3885/59.0413	Exempt
Finance Operations Supervisor	20.9100/29.5674	Exempt
Fire Chief	38.0334/56.7241	Exempt
Fire EMS Division Chief	32.6600/47.1433	Exempt
Fire Operations Division Chief	32.6600/47.1433	Exempt
Fire Prevention Division Chief	32.6600/45.7964	Exempt
Fleet Services Shop Foreman	22.6375/32.1368	40 hrs/week
GIS Coordinator - PW	25.1945/38.2633	40 hrs/week
Golf Course Superintendent	24.2651/35.0203	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Grounds Management Crew Chief – Cemetery	18.5580/28.2286	40 hrs/week
Grounds Management Crew Chief – Parks	19.5364/29.0753	40 hrs/week
Human Resources Director	34.2649/50.7704	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	19.6100/30.4434	40 hrs/week
Human Resources Recruiter	19.6100/30.4434	40 hrs/week
Human Resources Specialist	19.1903/29.6632	40 hrs/week
Information Technology Manager	33.9584/50.0820	Exempt
Legal Secretary	20.1802/27.2731	40 hrs/week
Librarian I	18.2883/25.6853	Exempt
Librarian II	20.2526/28.8054	Exempt
Library Assistant I	12.3507/17.8495	40 hrs/week
Library Assistant II	15.0006/20.6771	40 hrs/week
Library Assistant Director	27.6411/41.9108	Exempt
Library Director	35.6605/51.9403	Exempt
Library Page	8.0000/11.3326	40 hrs/week
Library Secretary	15.1825/21.5769	40 hrs/week
Maintenance Worker – Golf	15.2398/23.1708	40 hrs/week
Meter Reader Supervisor	18.7488/27.3890	Exempt
MPO Program Manager	24.1900/35.9570	Exempt
Office Manager – Police Department	17.5184/24.6771	40 hrs/week
Parks and Recreation Director	37.5134/54.7930	Exempt
Parks Superintendent	26.2129/38.1401	Exempt
Payroll Specialist	18.3412/26.3055	40 hrs/week
Planning Director	36.7534/53.3309	Exempt
Police Captain	32.1609/45.5589	Exempt
Police Chief	39.5548/56.7241	Exempt
Power Plant Maintenance Supervisor	30.8105/43.5488	Exempt
Power Plant Operations Supervisor	34.2469/49.0714	Exempt
Power Plant Superintendent – Burdick	37.3294/53.0324	Exempt
Power Plant Superintendent – PGS	43.0351/61.1099	Exempt
<del>Project Manager – Public Works</del>	<del>30.2438/42.5519</del>	<del>Exempt</del>
Public Information Officer	24.0579/35.4724	Exempt
Public Works Director	39.8259/59.1275	Exempt
Public Works Engineer	31.5741/45.6556	Exempt
Receptionist	14.6124/21.9522	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Recreation Coordinator	19.0905/28.0424	Exempt
Recreation Superintendent	27.6185/41.2440	Exempt
Regulatory and Environmental Manager	30.3109/44.6594	Exempt
Senior Accountant	27.9991/38.9775	Exempt
Senior Electrical Engineer	35.2271/50.8778	Exempt
Senior Public Safety Dispatcher	18.3667/24.2591	40 hrs/week
Senior Utility Secretary	15.6579/22.3584	40 hrs/week
Shooting Range Superintendent	24.3135/36.2336	Exempt
Solid Waste Division Clerk - Full Time	17.0806/22.3412	40 hrs/week
Solid Waste Division Clerk - Part Time	15.2083/20.2869	40 hrs/week
Solid Waste Foreman	19.4289/27.5942	40 hrs/week
Solid Waste Superintendent	27.7256/41.2443	Exempt
Street Superintendent	27.2993/40.1226	Exempt
Street Foreman	21.6740/31.3880	40 hrs/week
Turf Management Specialist	21.8079/30.8715	40 hrs/week
Utilities Director	65.0835/89.0128	Exempt
Utility Production Engineer	36.0255/53.1054	Exempt
Utility Warehouse Supervisor	24.4887/34.9820	40 hrs/week
Victim Assistance Unit Coordinator	14.4738/20.7240	40 hrs/week
Wastewater Plant Chief Operator	22.2252/30.7296	40 hrs/week
Wastewater Plant Engineer	32.7969/47.7791	Exempt
Wastewater Plant Operations Engineer	31.5741/45.1003	Exempt
Wastewater Plant Maintenance Supervisor	24.3715/32.8181	40 hrs/week
Wastewater Plant Project Manager	30.2436/42.5519	Exempt
Wastewater Plant Regulatory Compliance Manager	25.8665/36.9703	Exempt
Water Superintendent	28.4074/41.4713	Exempt
Water Supervisor	23.5898/34.2437	40 hrs/week
Worker / Seasonal	8.0000/20.0000	Exempt
Worker / Temporary	8.0000/20.0000	40 hrs/week

A shift differential of \$0.25 per hour shall be added to the base hourly wage for persons in the employee classification Senior Public Safety Dispatcher who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.m. Employees who work full shifts from 11:00 p.m. to

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7:00 a.m. will receive a shift differential of \$0.25 per hour. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay.

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	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	16.1640/23.9447	40 hrs/week
Fleet Services Mechanic	18.3122/27.1309	40 hrs/week
Horticulturist	17.5359/26.0270	40 hrs/week
Maintenance Worker – Cemetery	15.7845/23.4024	40 hrs/week
Maintenance Worker – Parks	15.6427/23.2057	40 hrs/week
Maintenance Worker – Streets	15.4192/22.8578	40 hrs/week
Senior Equipment Operator – Streets	17.5883/26.0865	40 hrs/week
Senior Maintenance Worker – Streets	17.5478/26.0264	40 hrs/week
Traffic Signal Technician	17.5072/25.9663	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	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	15.9556/21.1141	40 hrs/week
Cashier	14.7504/20.0999	40 hrs/week
Custodian	16.4824/19.4635	40 hrs/week



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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Electric Distribution Crew Chief	31.5374/40.1096	40 hrs/week
Electric Underground Crew Chief	31.5374/40.1096	40 hrs/week
Engineering Technician I	19.3051/27.6220	40 hrs/week
Engineering Technician II	23.8649/32.7220	40 hrs/week
Instrument Technician	29.2910/38.6958	40 hrs/week
Lineworker Apprentice	20.0501/29.3996	40 hrs/week
Lineworker First Class	29.8350/35.2863	40 hrs/week
Materials Handler	22.9057/30.7045	40 hrs/week
Meter Reader	17.4937/22.8123	40 hrs/week
Meter Technician	23.5203/29.0688	40 hrs/week
Power Dispatcher I	27.7874/38.6353	40 hrs/week
Power Dispatcher II	29.1854/40.5728	40 hrs/week
Power Plant Maintenance Mechanic	27.8819/34.7182	40 hrs/week
Power Plant Operator	31.0740/36.1958	40 hrs/week
Senior Accounting Clerk	17.8912/23.4360	40 hrs/week
Senior Engineering Technician	31.0860/38.0423	40 hrs/week
Senior Materials Handler	27.7582/36.2068	40 hrs/week
Senior Meter Reader	20.7188/24.5907	40 hrs/week
Senior Power Dispatcher	34.7740/47.7197	40 hrs/week
Senior Power Plant Operator	32.7054/41.9272	40 hrs/week
Senior Substation Technician	37.7867/39.1631	40 hrs/week
Senior Water Maintenance Worker	22.7186/29.9152	40 hrs/week
Substation Technician	34.9805/36.3691	40 hrs/week
Systems Technician	30.8277/39.1631	40 hrs/week
Tree Trim Crew Chief	27.9451/34.7038	40 hrs/week
Utility Electrician	27.2778/35.8483	40 hrs/week
Utility Technician	26.3840/37.1128	40 hrs/week
Utility Warehouse Clerk	20.2102/24.9346	40 hrs/week
Water Maintenance Worker	18.9281/26.1756	40 hrs/week
Wireworker I	21.5148/30.4219	40 hrs/week
Wireworker II	29.8350/35.2863	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

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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>Hourly Pay Range Min/Max</b>	
Police Officer	19.8680/29.2110	
Police Sergeant	24.8667/35.8359	

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 thirty (30) 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

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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>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Fire Captain	18.7981/26.0650	212 hrs/28 days
Firefighter / EMT	14.0979/20.4591	212 hrs/28 days
Firefighter / Paramedic	15.8872/22.4380	212 hrs/28 days
Life Safety Inspector	21.4104/30.3788	40 hrs/week
Shift Commander	22.7027/29.7114	212 hrs/28 days

IAFF employees, with the exception of the Life Safety Inspector, will be eligible for overtime pay for hours worked in excess of 212 hours in each 28-day pay period, unless recall or mandatory overtime is required as specified in the IAFF labor agreement. When an employee is assigned as an Apparatus Operator (not including ambulance or service vehicles) for an entire 24 hour shift, the employee will receive an additional fifty cents (\$.50) per hour.

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

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included under the IBEW-WWTP labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	15.9229/22.4051	40 hrs/week
Equipment Operator – WWTP	17.2575/24.2831	40 hrs/week
Maintenance Mechanic I	17.6458/24.8295	40 hrs/week
Maintenance Mechanic II	19.9508/28.0728	40 hrs/week
Maintenance Worker – WWTP	17.8184/25.0723	40 hrs/week
Wastewater Clerk	13.6019/19.1390	40 hrs/week
Wastewater Plant Laboratory Technician	18.8233/26.4862	40 hrs/week
Wastewater Plant Operator I	16.1293/22.6958	40 hrs/week
Wastewater Plant Operator II	18.0341/25.3758	40 hrs/week

Employees covered under the IBEW Wastewater Treatment Plant labor agreement who are regularly scheduled to work swing shift will receive an additional 15 cents (\$0.15) per hour; employees who are regularly scheduled to work graveyard shift will receive an additional 25 cents (\$0.25) per hour for wages attributable to those shifts. One lead Maintenance Worker covered under the IBEW Wastewater Treatment Plant labor agreement may receive forty dollars (\$40) per pay period stipend.

SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Service/Clerical labor agreement, and the ranges of compensation salary and wages to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW-Service/Clerical labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Streets	16.9739/22.6583	40 hrs/week
Accounts Payable Clerk	15.9842/23.1260	40 hrs/week
Administrative Assistant	16.9879/24.3654	40 hrs/week

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Administrative Assistant - Parks	16.2511/23.0955	40 hrs/week
Audio Video Technician	17.0679/24.0784	40 hrs/week
Building Inspector	20.6101/29.2433	40 hrs/week
Building Secretary	15.6842/22.2899	40 hrs/week
Community Development Administrator	18.5072/26.6099	40 hrs/week
Community Development Specialist	16.9879/24.3654	40 hrs/week
Computer Operator	20.5388/26.9996	40 hrs/week
Computer Programmer	22.7577/33.3521	40 hrs/week
Computer Technician	21.1549/27.8100	40 hrs/week
Crime Analyst	18.7931/26.6798	40 hrs/week
Electrical Inspector	20.6101/29.2433	40 hrs/week
Emergency Management Coordinator	16.2511/23.0955	40 hrs/week
Engineering Technician – Public Works	20.6353/29.1027	40 hrs/week
Evidence Technician	15.4963/22.6768	40 hrs/week
Finance Secretary	15.6842/22.2899	40 hrs/week
GIS Coordinator	24.0812/33.7908	40 hrs/week
Maintenance Worker I – Building, Library	15.7703/21.3427	40 hrs/week
Maintenance Worker II – Building, Police	16.6192/22.5290	40 hrs/week
Planning Secretary	15.6842/22.2899	40 hrs/week
Planning Technician	21.5251/30.2849	40 hrs/week
Plans Examiner	20.8608/29.5990	40 hrs/week
Plumbing Inspector	20.6101/29.2433	40 hrs/week
Police Records Clerk – Full Time	14.0354/19.5366	40 hrs/week
Public Safety Dispatcher	15.6560/22.8690	40 hrs/week
Shooting Range Operator	21.5681/29.2359	40 hrs/week
Stormwater Technician	20.6353/29.1027	40 hrs/week
Utility Secretary	15.6842/22.2899	40 hrs/week

A shift differential of \$0.15 per hour shall be added to the base hourly wage for persons in the employee classification Public Safety Dispatcher who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.m. Employees who work full shifts from 11:00 p.m. to 7:00 a.m. will receive a shift differential of \$0.25 per hour. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay. A shift differential of \$0.25 per hour shall be added to the base hourly

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wage for persons who work rotating shifts covered by the IBEW Utilities labor agreement in the employee classifications of Power Dispatcher I, Power Dispatcher II, Power Plant Operator, Senior Power Dispatcher and Senior Power Plant Operator.

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 classifications, 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, except Life Safety Inspector, will be credited five hundred twenty-five dollars (\$525) annual credit to be used for the purchase of the uniform item purchases as needed. New hires will receive four hundred dollars (\$400) credit for the purchase of initial uniforms. After probation they shall receive an additional five hundred dollars (\$500) for the purchase of a Class A uniform or other items as necessary. 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 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. New employees covered by the IBEW – Utilities labor agreement who are required to wear full fire retardant (FR) clothing will be eligible for a one-time reimbursement up to \$1,200 to purchase or rent required uniforms. All other employees required to wear full FR clothing will be eligible for reimbursement up to \$600 annually. The non-union position of Meter Reader Supervisor who are required to wear full fire retardant clothing will be eligible for an annual stipend of \$600 to purchase or rent required uniforms. Those employees who are required to wear partial fire retardant clothing will be eligible for an

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annual stipend of \$350. Employees will be reimbursed for said purchases with a receipt showing proof of purchase.

Fire Chief and Fire Division Chiefs shall be paid a clothing allowance of \$484.08 per year, divided into 24 pay periods. Police Chief and Police Captains shall be paid a clothing allowance of \$650.00 per year, divided into 26 pay periods.

Non-union employees and employees covered by the FOP labor agreement, the IAFF labor agreement, the IBEW Utilities, Finance, Service/Clerical and Wastewater Treatment Plant labor agreements may receive an annual stipend not to exceed \$1,500 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 labor agreement 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.

Non-exempt direct supervisors of employees who are covered by labor agreements which allow stand-by pay shall be entitled to the same stand-by pay 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,

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Water Supervisor, and Electric Underground Superintendent 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 agreements 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 actual 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 of Fleet Services Shop Foreman and Fleet Services Mechanic shall receive a tool allowance of \$15 biweekly. The City will reimburse 60% of the actual cost of providing up to 2 pairs of steel toe or safety toe boots that meets the ANSI standard per contract year for employees covered by the IBEW Wastewater Treatment Plant labor agreement.

SECTION 9. Employees shall be compensated for unused medical leave as follows:

(A) All employees covered in the IBEW Utilities 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  $47\% \times 1,039 \text{ hours} = 488.33 \text{ hours}$ ), 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, with the exception of Life Safety Inspector, 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  $38\% \times 1,576 \text{ hours} =$



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598.88 hours). The Life Safety Inspector shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty percent (50%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred forty-two hours (calculated at  $50\% \times 1,084 = 542$ ). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Service/Clerical, IBEW Finance, and IBEW Wastewater Treatment Plant labor agreements shall have a contribution to a VEBA made on their behalf in lieu of payment for twenty-five percent (25%) 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 334.75 hours (calculated at  $25\% \times 1,339 \text{ hours} = 334.75 \text{ hours}$ .) Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty percent (50%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred forty-two hours (calculated at  $50\% \times 1,084 = 542$ ). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees hired before October 1, 2014 covered by the AFSCME labor agreement shall be paid thirty-five (35%) 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 sixty-eight and sixty-five hundredths hours (calculated at  $35\% \times 1339 \text{ hours} = 468.65 \text{ hours}$ ). Employees hired on or after October 1, 2014, covered by the AFSCME labor agreement will not receive compensation at retirement for unused medical leave. All employees covered under the FOP labor agreement shall be paid thirty-seven and one-half

ORDINANCE NO. 9519 (Cont.)

percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed four hundred eighty hours (calculated at 37.5% x 1,280 hours = 480 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 six hundred forty hours (50% x 1,280 hours = 640 hrs.), based on the employee's salary at the time of their death.

(B) 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.

(C) 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. Non-union employees shall have a contribution made on their behalf to their VEBA account in the amount of \$30.00 per pay period. Employees represented by the IBEW Service/Clerical, IBEW Wastewater Treatment Plant, and IBEW Finance labor agreements shall have a contribution made on their behalf to the VEBA account of \$15 per pay period. Employees represented by the IBEW Utilities labor agreement shall have a contribution made on their behalf to their VEBA account in the amount of \$20.00 per pay period. Employees

ORDINANCE NO. 9519 (Cont.)

represented by the IAFF labor agreement shall have a contribution made on their behalf to the VEBA account of \$10 per pay period.

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 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.

SECTION 13. Those portions of Ordinance No. 9512 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: February 24, 2015

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Jeremy L. Jensen, Mayor

Attest:

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RaNae Edwards, City Clerk