



# City of Grand Island

Tuesday, May 26, 2015

Council Session

## Item F-1

### **#9538 - Consideration of Amending Salary Ordinance Relative to FTE Changes in the Finance Department**

*This item relates to Resolution item I-1.*

Staff Contact: Aaron Schmid, Human Resources Director

ORDINANCE NO. 9538

An ordinance to amend Ordinance 9519 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 rename the position of Project Manager – Public Works to Engineer I – Public Works; to rename the position of Wastewater Plant Project Manager to Engineer I – WWTP~~ to add the non-union position and salary range of Customer Service Team Leader; add the non-union position and salary range of Assistant Finance Director; to remove the non-union position and salary range of Senior Accountant; to add the IBEW Finance position and salary range of Payroll Clerk; and to repeal those portions of Ordinance No. 9519 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 Personnel Rules & Regulations) 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:

| <b>Classification</b>   | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|---|-------------------------------------|---------------------------------|
| Accountant  | 22.9886/32.9003                     | Exempt                          |
| Accounting Technician – Solid Waste                               | 17.9715/23.0181                     | 40 hrs/week                     |
| Assistant to the City Administrator                               | 22.3610/31.4778                     | Exempt                          |
| <u>Assistant Finance Director</u>                                 | <u>32.1919/46.4935</u>              | <u>Exempt</u>                   |
| Assistant Public Works Director / Manager of Engineering Services | 33.2069/50.4151                     | Exempt                          |

Approved as to Form ☐ \_\_\_\_\_  
☐ City Attorney

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| <b>Classification</b>                       | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|---|-------------------------------------|---------------------------------|
| Assistant Utilities Director – Distribution | 47.6003/67.6416                     | Exempt                          |
| Assistant Utilities Director – Production   | 51.5458/73.2746                     | Exempt                          |
| Assistant Utilities Director – Transmission | 51.5458/73.2746                     | Exempt                          |
| 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                     |
| <u>Customer Service Team Leader</u>         | <u>19.4006/26.5017</u>              | <u>Exempt</u>                   |
| 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                          |
| Engineer I – Public Works                   | 30.2438/42.5519                     | Exempt                          |
| Engineer I – WWTP                           | 30.2468/42.5519                     | Exempt                          |
| 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                          |

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| <b>Classification</b>                          | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--|-------------------------------------|---------------------------------|
| 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                          |
| 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                          |
| Public Information Officer                     | 24.0579/35.4724                     | Exempt                          |

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| <b>Classification</b>                          | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|--|-------------------------------------|---------------------------------|
| Public Works Director                          | 39.8259/59.1275                     | Exempt                          |
| Public Works Engineer                          | 31.5741/45.6556                     | Exempt                          |
| Receptionist                                   | 14.6124/21.9522                     | 40 hrs/week                     |
| Recreation Coordinator                         | 19.0905/28.0424                     | Exempt                          |
| Recreation Superintendent                      | 27.6185/41.2440                     | Exempt                          |
| Regulatory and Environmental Manager           | 30.3109/44.6594                     | Exempt                          |
| <del>Senior Accountant</del>                   | <del>27.9991/38.9775</del>          | <del>Exempt</del>               |
| 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 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

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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.

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<br>Min/Max | Overtime<br>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<br>Min/Max | Overtime<br>Eligibility |
|------------------|-----------------------------|-------------------------|
| Accounting Clerk | 15.9556/21.1141             | 40 hrs/week             |

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| <b>Classification</b>            | <b>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|----------------------------------|-------------------------------------|---------------------------------|
| Cashier                          | 14.7504/20.0999                     | 40 hrs/week                     |
| Custodian                        | 16.4824/19.4635                     | 40 hrs/week                     |
| 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                     |
| <b>Payroll Clerk</b>             | <b>15.9556/21.1141</b>              | <b>40 hrs/week</b>              |
| 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                     |

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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>Hourly Pay Range<br/>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



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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>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>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

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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>Hourly Pay Range<br/>Min/Max</b> | <b>Overtime<br/>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<br/>Min/Max</b> | <b>Overtime<br/>Eligibility</b> |
|---------------------------------|-------------------------------------|---------------------------------|
| Accounting Technician – Streets | 16.9739/22.6583                     | 40 hrs/week                     |

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|  |                 |             |
|--|-----------------|-------------|
| Accounts Payable Clerk                   | 15.9842/23.1260 | 40 hrs/week |
| Administrative Assistant                 | 16.9879/24.3654 | 40 hrs/week |
| 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

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the shift differential pay. A shift differential of \$0.25 per hour shall be added to the base hourly 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.

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Those employees who are required to wear partial fire retardant clothing will be eligible for an 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,

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Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent, 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-

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eight and eighty-eight hundredths hours (calculated at  $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$ ). 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

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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 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



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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. 9519 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: \_\_\_\_\_

\_\_\_\_\_  
Jeremy Jensen, Mayor

Attest:

\_\_\_\_\_  
RaNae Edwards, City Clerk