



City of Grand Island

Tuesday, August 11, 2015

Council Session

Item F-2

#9549 - Consideration of Salary Ordinance

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director
Meeting: August 11, 2015
Subject: Consideration of Approving Salary Ordinance No. 9549
Presenter(s): Aaron Schmid, Human Resources Director

Background

A Salary Ordinance is presented each year as a part of the budget process. Wages for City employees are presented to the City Council for approval in the form of a salary ordinance. Some wages are set as a part of negotiated labor agreements and others through salary surveys that are conducted.

Discussion

Wage changes presented in this Ordinance are for all bargaining units according to their respective labor agreements and negotiated wages. The Ordinance also includes changes to the non-union positions. The non-union employee wages were presented to Council in 2013 with a three year plan for phased implementation. This would be year three of the implementation. This Ordinance executes the aforementioned wage changes.

The following information shows the average increases for each respective group. Please note, the averages were based on movement at the top step of the pay scale. Furthermore, some positions were higher and lower than the average.

AFSCME Labor Agreement will increase on average by 8.47%
FOP Labor Agreement will increase on an average by 2.5%
IAFF Labor Agreement will increase on an average by 3.4%
IBEW Finance Labor Agreement will increase on an average by 3.92%
IBEW Service/Clerical Labor Agreement will increase on an average by 3.84%
IBEW Utilities Labor Agreement will increase on an average by 3.26%
IBEW WWT Labor Agreement will increase on an average by 3.53%
Non-Union will increase on an average by 5.03%

The wages represented in this proposed Ordinance are included in the proposed 2015/2016 fiscal year budget.

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 proposed Salary Ordinance No. 9549.

Sample Motion

Move to approve Salary Ordinance No. 9549.

ORDINANCE NO. 9549 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	<u>22.9886/32.9003</u> <u>23.5633/33.7228</u>	Exempt
Accounting Technician – Solid Waste	<u>17.9715/23.0181</u> <u>19.5260/23.5936</u>	40 hrs/week
Assistant to the City Administrator	<u>22.3610/31.4778</u> <u>22.9200/32.2648</u>	Exempt
Assistant Finance Director	<u>32.1919/46.4935</u> <u>32.9968/47.6559</u>	Exempt
Assistant Public Works Director / Manager of Engineering Services	<u>33.2069/50.4151</u> <u>34.0370/51.6755</u>	Exempt
Assistant Utilities Director – Distribution	<u>47.6003/67.6416</u> <u>48.7903/69.3328</u>	Exempt
Assistant Utilities Director – Production	<u>51.5458/73.2746</u> <u>52.8344/75.1064</u>	Exempt
Assistant Utilities Director – Transmission	<u>51.5458/73.2746</u> <u>52.8344/75.1064</u>	Exempt
Attorney	<u>28.6056/44.1370</u> <u>29.3208/45.2405</u>	Exempt
Biosolids Technician	<u>18.1272/26.7290</u> <u>18.5804/27.3972</u>	40 hrs/week
Building Department Director	<u>33.5096/48.9906</u> <u>34.3474/50.2154</u>	Exempt
CADD Operator	<u>20.5851/29.6126</u> <u>21.0997/30.3529</u>	40 hrs/week
Cemetery Superintendent	<u>20.8630/30.9603</u> <u>21.3846/33.6384</u>	Exempt
City Administrator	<u>63.7373/79.0715</u> <u>69.4139/81.0483</u>	Exempt
City Attorney	<u>40.4963/58.3908</u> <u>41.5086/59.8505</u>	Exempt
City Clerk	<u>26.6290/38.0214</u> <u>28.7959/41.4076</u>	Exempt
Civil Engineer I	<u>27.7544/40.1236</u> <u>28.4483/41.1268</u>	Exempt
Civil Engineer II	<u>32.1919/46.4935</u> <u>32.9968/47.6559</u>	Exempt
Civil Engineering Manager – Utility PCC	<u>35.0629/52.4386</u> <u>35.9394/53.7496</u>	Exempt
Collection System Supervisor	<u>22.9674/32.6479</u> <u>23.5416/33.4641</u>	40 hrs/week
Community Service Officer	<u>14.1913/19.6625</u> <u>15.0188/21.2122</u>	40 hrs/week
Custodian – Library, Police	<u>13.0050/18.3520</u> <u>13.7301/19.7513</u>	40 hrs/week
Customer Service Representative – Part time	<u>8.8508/13.2762</u> <u>9.0721/13.6081</u>	40 hrs/week

ORDINANCE NO. 9549 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Customer Service Team Leader	19.4006/26.5017 19.8856/27.1643	Exempt
Electric Distribution Superintendent	36.0403/49.1560 36.9413/50.3850	Exempt
Electric Distribution Supervisor	30.4351/41.5354 31.1960/42.5738	40 hrs/week
Electric Underground Superintendent	32.0961/43.7850 32.8985/44.8796	Exempt
Electrical Engineer I	27.7544/40.1236 28.4483/41.1268	Exempt
Electrical Engineer II	32.1919/46.4935 32.9968/47.6559	Exempt
Emergency Management Deputy Director	23.8588/34.3400 24.4553/36.9584	Exempt
Emergency Management Director	33.9564/48.8590 34.8053/52.5845	Exempt
Engineer I – Public Works	30.2438/42.5519 30.9998/43.6156	Exempt
Engineer I – WWTP	30.2468/42.5519 30.9998/43.6156	Exempt
Engineering Technician - WWTP	20.0738/28.3608 20.5756/29.0698	40 hrs/week
Equipment Operator - Solid Waste	17.2286/24.9764 17.6593/26.2408	40 hrs/week
Finance Director	39.3885/59.0413 40.3733/63.5433	Exempt
Finance Operations Supervisor	20.9100/29.5674 21.4328/30.3065	Exempt
Fire Chief	38.0334/56.7241 38.9843/61.0493	Exempt
Fire EMS Division Chief	32.6600/47.1433 34.5645/48.9259	Exempt
Fire Operations Division Chief	32.6600/47.1433 34.5645/48.9259	Exempt
Fire Prevention Division Chief	32.6600/45.7964 34.4808/46.9413	Exempt
Fleet Services Shop Foreman	22.6375/32.1368 23.2034/34.9990	40 hrs/week
GIS Coordinator - PW	25.1945/38.2633 25.8244/39.2199	40 hrs/week
Golf Course Superintendent	24.2651/35.0203 24.8718/35.8958	Exempt
Grounds Management Crew Chief – Cemetery	18.5580/28.2286 19.0220/30.1640	40 hrs/week
Grounds Management Crew Chief – Parks	19.5364/29.0753 20.0248/30.3237	40 hrs/week

ORDINANCE NO. 9549 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Human Resources Director	<u>34.2649/50.7704</u> <u>35.1215/52.0396</u>	Exempt
Human Resources Benefits/Risk Mgmt Coordinator	<u>19.6100/30.4434</u> <u>20.7535/33.1548</u>	40 hrs/week
Human Resources Recruiter	<u>19.6100/30.4434</u> <u>20.7535/33.1548</u>	40 hrs/week
Human Resources Specialist	<u>19.1903/29.6632</u> <u>20.8994/33.9014</u>	40 hrs/week
Information Technology Manager	<u>33.9584/50.0820</u> <u>34.8074/55.1841</u>	Exempt
Legal Secretary	<u>20.1802/27.2731</u> <u>20.6847/27.9549</u>	40 hrs/week
Librarian I	<u>18.2883/25.6853</u> <u>18.7455/26.3274</u>	Exempt
Librarian II	<u>20.2526/28.8054</u> <u>20.7590/29.5255</u>	Exempt
Library Assistant I	<u>12.3507/17.8495</u> <u>12.6595/18.2957</u>	40 hrs/week
Library Assistant II	<u>15.0006/20.6771</u> <u>15.6447/22.1478</u>	40 hrs/week
Library Assistant Director	<u>27.6411/41.9108</u> <u>31.5904/49.4024</u>	Exempt
Library Director	<u>35.6605/51.9403</u> <u>39.7504/58.9620</u>	Exempt
Library Page	<u>8.0000/11.3326</u> <u>8.2000/11.6159</u>	40 hrs/week
Library Secretary	<u>15.1825/21.5769</u> <u>15.7519/22.3860</u>	40 hrs/week
Maintenance Worker – Golf	<u>15.2398/23.1708</u> <u>15.6208/24.9970</u>	40 hrs/week
Meter Reader Supervisor	<u>18.7488/27.3890</u> <u>19.2174/28.0738</u>	Exempt
MPO Program Manager	<u>24.1900/35.9570</u> <u>24.7948/36.8559</u>	Exempt
Office Manager – Police Department	<u>17.5184/24.6771</u> <u>17.9564/26.4955</u>	40 hrs/week
Parks and Recreation Director	<u>37.5134/54.7930</u> <u>38.4511/60.0943</u>	Exempt
Parks Superintendent	<u>26.2129/38.1401</u> <u>27.2713/41.6346</u>	Exempt
Payroll Specialist	<u>18.3412/26.3055</u> <u>18.7997/28.1091</u>	40 hrs/week
Planning Director	<u>36.7534/53.3309</u> <u>37.6723/57.6708</u>	Exempt
Police Captain	<u>32.1609/45.5589</u> <u>34.9429/49.7333</u>	Exempt

ORDINANCE NO. 9549 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Police Chief	39.5548/56.7241 42.1654/61.0493	Exempt
Power Plant Maintenance Supervisor	30.8105/43.5488 31.5808/44.6375	Exempt
Power Plant Operations Supervisor	34.2469/49.0714 35.6296/50.2981	Exempt
Power Plant Superintendent – Burdick	37.3294/53.0324 38.2626/54.3581	Exempt
Power Plant Superintendent – PGS	43.0351/61.1099 44.1110/62.6376	Exempt
Public Information Officer	24.0579/35.4724 26.1389/39.4498	Exempt
Public Works Director	39.8259/59.1275 40.8216/63.4845	Exempt
Public Works Engineer	31.5741/45.6556 32.3635/46.7971	Exempt
Receptionist	14.6124/21.9522 15.7641/24.1323	40 hrs/week
Recreation Coordinator	19.0905/28.0424 20.5951/30.9711	Exempt
Recreation Superintendent	27.6185/41.2440 31.4938/47.9823	Exempt
Regulatory and Environmental Manager	30.3109/44.6594 31.0686/45.7759	Exempt
Senior Electrical Engineer	35.2271/50.8778 36.1078/52.1496	Exempt
Senior Public Safety Dispatcher	18.3667/24.2591 18.8259/24.8656	40 hrs/week
Senior Utility Secretary	15.6579/22.3584 16.0493/22.9174	40 hrs/week
Shooting Range Superintendent	24.3135/36.2336 25.2951/39.5535	Exempt
Solid Waste Division Clerk - Full Time	17.0806/22.3412 18.6018/22.8997	40 hrs/week
Solid Waste Division Clerk - Part Time	15.2083/20.2869 16.5628/20.7941	40 hrs/week
Solid Waste Foreman	19.4289/27.5942 21.2589/30.4054	40 hrs/week
Solid Waste Superintendent	27.7256/41.2443 30.2660/46.2916	Exempt
Street Superintendent	27.2993/40.1226 27.9816/42.5650	Exempt
Street Foreman	21.6740/31.3880 22.6046/34.1031	40 hrs/week
Turf Management Specialist	21.8079/30.8715 22.3531/31.6433	40 hrs/week

ORDINANCE NO. 9549 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Utilities Director	65.0835/89.0128 72.3810/96.4843	Exempt
Utility Production Engineer	36.0255/53.1054 36.9261/54.4330	Exempt
Utility Warehouse Supervisor	24.4887/34.9820 25.1009/35.8566	40 hrs/week
Victim Assistance Unit Coordinator	14.4738/20.7240 14.8356/22.1980	40 hrs/week
Victim/Witness Advocate	13.5989/20.3476	40 hrs/week
Wastewater Plant Chief Operator	22.2252/30.7296 23.0656/31.4978	40 hrs/week
Wastewater Plant Engineer	32.7969/47.7791 33.6168/48.9736	Exempt
Wastewater Plant Operations Engineer	31.5741/45.1003 32.3635/46.2278	Exempt
Wastewater Plant Maintenance Supervisor	24.3715/32.8181 24.9808/33.6386	40 hrs/week
Wastewater Plant Regulatory Compliance Manager	25.8665/36.9703 26.5131/37.8945	Exempt
Water Superintendent	28.4074/41.4713 30.5735/45.3774	Exempt
Water Supervisor	23.5898/34.2437 24.1795/35.0998	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 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

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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	<u>16.1640/23.9447</u> <u>17.6592/26.1596</u>	40 hrs/week
Fleet Services Mechanic	<u>18.3122/27.1309</u> <u>19.8687/29.4370</u>	40 hrs/week
Horticulturist	<u>17.5359/26.0270</u> <u>19.6840/29.2153</u>	40 hrs/week
Maintenance Worker – Cemetery	<u>15.7845/23.4024</u> <u>16.9683/25.1576</u>	40 hrs/week
Maintenance Worker – Parks	<u>15.6427/23.2057</u> <u>16.7768/24.8881</u>	40 hrs/week
Maintenance Worker – Streets	<u>15.4192/22.8578</u> <u>16.6527/24.6864</u>	40 hrs/week
Senior Equipment Operator – Streets	<u>17.5883/26.0865</u> <u>19.0833/28.3039</u>	40 hrs/week
Senior Maintenance Worker – Streets	<u>17.5478/26.0264</u> <u>18.9955/28.1736</u>	40 hrs/week
Traffic Signal Technician	<u>17.5072/25.9663</u> <u>18.9078/28.0436</u>	40 hrs/week

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

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	<u>15.9556/21.1141</u> <u>16.5539/21.9059</u>	40 hrs/week
Cashier	<u>14.7504/20.0999</u> <u>15.4142/21.0044</u>	40 hrs/week
Custodian	<u>16.4824/19.4635</u> <u>16.8533/19.9014</u>	40 hrs/week
Electric Distribution Crew Chief	<u>31.5374/40.1096</u> <u>32.2470/41.0121</u>	40 hrs/week
Electric Underground Crew Chief	<u>31.5374/40.1096</u> <u>32.2470/41.0121</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Engineering Technician I	<u>19.3051/27.6220</u> <u>19.7395/28.2435</u>	40 hrs/week
Engineering Technician II	<u>23.8649/32.7220</u> <u>24.4019/33.4582</u>	40 hrs/week
Instrument Technician	<u>29.2910/38.6958</u> <u>29.9500/39.5665</u>	40 hrs/week
Lineworker Apprentice	<u>20.0501/29.3996</u> <u>21.7042/31.8251</u>	40 hrs/week
Lineworker First Class	<u>29.8350/35.2863</u> <u>31.6997/37.4917</u>	40 hrs/week
Materials Handler	<u>22.9057/30.7045</u> <u>23.4211/31.3954</u>	40 hrs/week
Meter Reader	<u>17.4937/22.8123</u> <u>18.1497/23.6678</u>	40 hrs/week
Meter Technician	<u>23.5203/29.0688</u> <u>24.4611/30.2316</u>	40 hrs/week
Payroll Clerk	<u>15.9556/21.1141</u> <u>16.5539/21.9059</u>	40 hrs/week
Power Dispatcher I	<u>27.7874/38.6353</u> <u>28.4126/39.5046</u>	40 hrs/week
Power Dispatcher II	<u>29.1854/40.5728</u> <u>29.8421/41.4857</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>27.8819/34.7182</u> <u>28.9972/36.1069</u>	40 hrs/week
Power Plant Operator	<u>31.0740/36.1958</u> <u>31.7732/37.0102</u>	40 hrs/week
Senior Accounting Clerk	<u>17.8912/23.4360</u> <u>18.5174/24.2563</u>	40 hrs/week
Senior Engineering Technician	<u>31.0860/38.0423</u> <u>31.7854/38.8983</u>	40 hrs/week
Senior Materials Handler	<u>27.7582/36.2068</u> <u>28.3828/37.0215</u>	40 hrs/week
Senior Meter Reader	<u>20.7188/24.5907</u> <u>21.4958/25.5129</u>	40 hrs/week
Senior Power Dispatcher	<u>34.7740/47.7197</u> <u>35.5564/48.7934</u>	40 hrs/week
Senior Power Plant Operator	<u>32.7054/41.9272</u> <u>34.8313/44.6525</u>	40 hrs/week
Senior Substation Technician	<u>37.7867/39.1631</u> <u>38.6369/40.0443</u>	40 hrs/week
Senior Water Maintenance Worker	<u>22.7186/29.9152</u> <u>23.7409/31.2614</u>	40 hrs/week
Substation Technician	<u>34.9805/36.3691</u> <u>35.7676/37.1874</u>	40 hrs/week
Systems Technician	<u>30.8277/39.1631</u> <u>31.5213/40.0443</u>	40 hrs/week
Tree Trim Crew Chief	<u>27.9451/34.7038</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>29.0629/36.0920</u>	
Utility Electrician	<u>27.2778/35.8483</u> <u>27.8916/36.6549</u>	40 hrs/week
Utility Technician	<u>26.3840/37.1128</u> <u>26.9776/37.9478</u>	40 hrs/week
Utility Warehouse Clerk	<u>20.2102/24.9346</u> <u>21.0186/25.9320</u>	40 hrs/week
Water Maintenance Worker	<u>18.9281/26.1756</u> <u>19.4013/26.8300</u>	40 hrs/week
Wireworker I	<u>21.5148/30.4219</u> <u>22.8595/32.3233</u>	40 hrs/week
Wireworker II	<u>29.8350/35.2863</u> <u>31.6997/37.4917</u>	40 hrs/week

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

Classification	Hourly Pay Range Min/Max	
Police Officer	<u>19.8680/29.2110</u> <u>20.3647/31.1988</u>	
Police Sergeant	<u>24.8667/35.8359</u> <u>25.4884/38.2746</u>	

OVERTIME ELIGIBILITY

The City has reserved its right to the utilization of the 207(k) FLSA exemption and will implement this as the hours of work effective the first full pay period following the execution of the labor agreement. The pay period for purposes of calculating overtime shall consist of a fourteen (14) day cycle that runs concurrent with the City's current payroll cycle. For purposes of calculating eligibility for overtime, "hours worked" shall include actual hours worked,

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vacation, personal leave and holiday hours. Employees shall be eligible for overtime when they exceed their hours scheduled for work in the fourteen (14) day pay cycle with a minimum of eighty (80) hours. There shall also be established for each employee in the bargaining unit a Training and Special Events bank of 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 outside or other than the City of Grand Island, shall be paid overtime for the time worked after eighty (80) hours, if the time is funded at overtime rates by the grant. Any such grant hours are not deducted from the Training and Special Events bank.

SECTION 5. The currently occupied classifications of employees of the City of Grand Island included under the IAFF labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IAFF labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fire Captain	18.7981/26.0650 <u>19.3620/26.8470</u>	212 hrs/28 days
Firefighter / EMT	14.0979/20.4591 <u>14.5913/21.1752</u>	212 hrs/28 days
Firefighter / Paramedic	15.8872/22.4380 <u>16.4433/23.2233</u>	212 hrs/28 days

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Life Safety Inspector	<u>21.4104/30.3788</u> <u>22.1598/31.4421</u>	40 hrs/week
Shift Commander	<u>22.7027/29.7114</u> <u>23.4973/30.7513</u>	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 included under the IBEW-WWTP labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	<u>15.9229/22.4051</u> <u>16.6792/23.4693</u>	40 hrs/week
Equipment Operator – WWTP	<u>17.2575/24.2831</u> <u>17.6458/24.8295</u>	40 hrs/week
Maintenance Mechanic I	<u>17.6458/24.8295</u> <u>18.0428/25.3881</u>	40 hrs/week
Maintenance Mechanic II	<u>19.9508/28.0728</u> <u>20.5493/28.9150</u>	40 hrs/week
Maintenance Worker – WWTP	<u>17.8184/25.0723</u> <u>18.3529/25.8245</u>	40 hrs/week
Wastewater Clerk	<u>13.6019/19.1390</u> <u>14.2480/20.0481</u>	40 hrs/week
Wastewater Plant Laboratory Technician	<u>18.8233/26.4862</u> <u>19.3409/27.2145</u>	40 hrs/week
Wastewater Plant Operator I	<u>16.1293/22.6958</u> <u>16.8551/23.7171</u>	40 hrs/week
Wastewater Plant Operator II	<u>18.0341/25.3758</u>	40 hrs/week

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	<u>18.8456/26.5178</u>	
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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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Streets	<u>16.9739/22.6583</u> <u>17.6953/23.6213</u>	40 hrs/week
Accounts Payable Clerk	<u>15.9842/23.1260</u> <u>16.5436/23.9354</u>	40 hrs/week
Administrative Assistant	<u>16.9879/24.3654</u> <u>17.9647/25.7664</u>	40 hrs/week
Administrative Assistant - Parks	<u>16.2511/23.0955</u> <u>17.4699/24.8277</u>	40 hrs/week
Audio Video Technician	<u>17.0679/24.0784</u> <u>17.9640/25.3425</u>	40 hrs/week
Building Inspector	<u>20.6101/29.2433</u> <u>21.1769/30.0475</u>	40 hrs/week
Building Secretary	<u>15.6842/22.2899</u> <u>16.2724/23.1257</u>	40 hrs/week
Community Development Administrator	<u>18.5072/26.6099</u> <u>19.5714/28.1399</u>	40 hrs/week
Community Development Specialist	<u>16.9879/24.3654</u> <u>17.9647/25.7664</u>	40 hrs/week
Computer Operator	<u>20.5388/26.9996</u> <u>21.6171/28.4170</u>	40 hrs/week
Computer Programmer	<u>22.7577/33.3521</u>	40 hrs/week

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	<u>23.2129/34.0191</u>	
Computer Technician	<u>21.1549/27.8100</u> <u>22.2655/29.2700</u>	40 hrs/week
Crime Analyst	<u>18.7931/26.6798</u> <u>19.7328/28.0138</u>	40 hrs/week
Electrical Inspector	<u>20.6101/29.2433</u> <u>21.1769/30.0475</u>	40 hrs/week
Emergency Management Coordinator	<u>16.2511/23.0955</u> <u>17.4699/24.8277</u>	40 hrs/week
Engineering Technician – Public Works	<u>20.6353/29.1027</u> <u>20.8417/29.3937</u>	40 hrs/week
Evidence Technician	<u>15.4963/22.6768</u> <u>15.9999/23.4138</u>	40 hrs/week
Finance Secretary	<u>15.6842/22.2899</u> <u>16.2724/23.1258</u>	40 hrs/week
GIS Coordinator	<u>24.0812/33.7908</u> <u>25.2853/35.4803</u>	40 hrs/week
Maintenance Worker I – Building, Library	<u>15.7703/21.3427</u> <u>16.1251/21.8229</u>	40 hrs/week
Maintenance Worker II – Building, Police	<u>16.6192/22.5290</u> <u>16.9931/23.0359</u>	40 hrs/week
Planning Secretary	<u>15.6842/22.2899</u> <u>16.2724/23.1258</u>	40 hrs/week
Planning Technician	<u>21.5251/30.2849</u> <u>22.3861/31.4963</u>	40 hrs/week
Plans Examiner	<u>20.8608/29.5990</u> <u>21.6952/30.7830</u>	40 hrs/week
Plumbing Inspector	<u>20.6101/29.2433</u> <u>21.1769/30.0475</u>	40 hrs/week
Police Records Clerk – Full Time	<u>14.0354/19.5366</u> <u>14.5968/20.3181</u>	40 hrs/week
Public Safety Dispatcher	<u>15.6560/22.8690</u> <u>16.0865/23.4979</u>	40 hrs/week
Shooting Range Operator	<u>21.5681/29.2359</u> <u>22.2151/30.1130</u>	40 hrs/week
Stormwater Technician	<u>20.6353/29.1027</u> <u>21.0996/29.7575</u>	40 hrs/week
Utility Secretary	<u>15.6842/22.2899</u> <u>16.2724/23.1258</u>	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

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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 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

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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 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.

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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, 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

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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 $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$). 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

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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 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

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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 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 [effective October 5, 2015](#).

SECTION 13. Those portions of Ordinance No. 9538 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 11, 2015

Jeremy L. Jensen, Mayor

Attest:

RaNae Edwards, City Clerk