



City of Grand Island

Tuesday, January 12, 2010

Council Session

Item F1

#9247 - Consideration of Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: January 12, 2010

Subject: Salary Ordinance

Item #'s: F-1

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City of Grand Island conducts salary surveys to identify comparable wages for its employees. The City and IBEW, Local 1597 have been engaged in negotiations for a new labor agreement for employees who were identified as being represented by the Service Clerical labor agreement. It has been three years since the wages for these employees have been surveyed. In addition to the wage changes for the new IBEW Service/Clerical group there is also the addition of the Recreation Coordinator who will be involved with activities at the City's new State Fair building. Parks and Recreation Director Steve Paustian made a presentation to the City Council outlining the plans for the new building and as part of that presentation, this position was discussed. The entire salary ordinance has been converted from bi-weekly rates to hourly rates.

Discussion

The cities that were used in the array for the labor agreement were: Ames, Iowa, Council Bluffs, Iowa, Fremont, Hastings, Kearney, and North Platte, Nebraska, and Salina Kansas. The Council gave direction to use a more balanced array and in doing so there are three cities that are larger and four that are smaller. Ames and Salina have been used in the City's array for several years. Council Bluffs has been added this year. This survey produced wages at both ends of the spectrum meaning that some positions saw a great deal of movement while other positions were frozen. While there will be some major movement in some salary tables, the highest adjustment that an employee will experience at implementation is 7.4% and the lowest is 0%.

The salary range will be adjusted per the survey results. Employees will not move backwards in their current hourly wage, however, they could move backwards in step placement. Should an employee move into lower steps in the new range they will be placed in the next closest step that gives them at least a 2% increase. This means that an

employee may go backwards in their placement on the scale but will receive an initial increase and then will be eligible for step movement at their evaluation date. This type of implementation allows the City to remain compliant with state comparability statutes while it is able control the rate of spending. The wages for the IBEW Service/Clerical employees will be retroactive to the first pay period in October, 2009.

The wages for the new Recreation Coordinator will go into effect as prescribed by law after posting of the salary ordinance. It is anticipated that this position will be filled in April to get ready for the spring/summer Parks programs and will have time to start programming efforts for the State Fair City building when available after the State Fair.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve Salary Ordinance # 9247.

Sample Motion

Move to approve Salary Ordinance #9247.

ORDINANCE NO. 9247

An ordinance to amend Ordinance ~~9239~~ 9247 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 amend the salary ranges of the ~~non-union~~ IBEW Service/Clerical employees; to rename the position of Purchasing Technician to Accounts Payable Clerk; to rename the position of GIS Technician to GIS Specialist; to display hourly wages rather than biweekly wage for all positions; to add the Recreation Coordinator position and salary range; to separate the full time Solid Waste Division Clerk from the part time Solid Waste Division Clerk; and to repeal those portions of Ordinance No. ~~9239~~ 9247 and any parts of other ordinances in conflict herewith; to provide for severability; to provide for the effective date thereof; and to provide for publication of this ordinance in pamphlet form.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA:

SECTION 1. The currently occupied classifications of officers and general employees of the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain officers and general employees shall work prior to overtime eligibility are as follows:

Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	1728.80/2437.60 <u>21.6100/30.4700</u>	Exempt
Accounting Technician – Solid Waste	1200.00/1577.60 <u>15.0000/19.7200</u>	40 hrs/week
Assistant to the City Administrator	1681.60/2367.20	Exempt

Approved as to Form ☒ _____
January 8, 2010 ☒ City Attorney

ORDINANCE NO. 9247 (Cont.)

Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
	21.0200/29.5900	
Assistant Utility Director – Administration	3262.40/4592.00 40.7800/57.4000	Exempt
Assistant Utility Director – PGS & PCC	3532.80/4974.40 44.1600/62.1800	Exempt
Attorney	2151.20/3319.20 26.8900/41.4900	Exempt
Biosolids Technician	1363.21/1918.94 17.0401/23.9867	40 hrs/week
Building Department Director	2520.00/3585.60 31.5000/44.8200	Exempt
Cemetery Superintendent	1464.95/2062.42 18.3119/25.7803	Exempt
City Administrator	4310.48/6065.29 53.8810/75.8161	Exempt
City Attorney	2978.40/4192.00 37.2300/52.4000	Exempt
City Clerk	1799.20/2532.80 22.4900/31.6600	Exempt
Civil Engineering Manager – Public Works Engineering	2289.60/3283.20 28.6200/41.0400	Exempt
Civil Engineering Manager – Utility PCC	2560.00/3655.20 32.0000/45.6900	Exempt
Collection System Supervisor	1727.20/2455.20 21.5900/30.6900	40 hrs/week
Community Service Officer	968.00/1316.00 12.1000/16.4500	40 hrs/week
Custodian – Library, Police	887.08/1251.81 11.0885/15.6476	40 hrs/week
Electric Distribution Superintendent	2500.00/3426.40 31.2500/42.8300	Exempt

ORDINANCE NO. 9247 (Cont.)

Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Electric Distribution Supervisor	2111.20/2895.20 <u>26.3900/36.1900</u>	40 hrs/week
Electric Underground Superintendent	2226.40/3052.00 <u>27.8300/38.1500</u>	Exempt
Electrical Engineer I	2026.40/2796.80 <u>25.3300/34.9600</u>	Exempt
Electrical Engineer II	2350.40/3240.80 <u>29.3800/40.5100</u>	Exempt
Emergency Management Deputy Director	1708.80/2336.80 <u>21.3600/29.2100</u>	Exempt
Emergency Management Director	2432.00/3324.80 <u>30.4000/41.5600</u>	Exempt
EMS Division Chief	2289.17/3220.97 <u>28.6146/40.2621</u>	Exempt
Engineering Technician - WWTP	1509.60/2132.80 <u>18.8700/26.6600</u>	40 hrs/week
Engineering Technician Supervisor	1687.20/2442.40 <u>21.0900/30.5300</u>	Exempt
Equipment Operator - Solid Waste	1209.74/1703.66 <u>15.1218/21.2957</u>	40 hrs/week
Finance Director	2855.05/4017.67 <u>35.6881/50.2209</u>	Exempt
Fire Chief	2724.00/3860.00 <u>34.0500/48.2500</u>	Exempt
Fire Operations Division Chief	2399.66/3376.44 <u>29.9958/42.2055</u>	Exempt
Fire Prevention Division Chief	2110.02/2968.89 <u>26.3753/37.1111</u>	Exempt
Fire Training Division Chief	2110.02/2968.89 <u>26.3753/37.1111</u>	Exempt
Fleet Services Superintendent	1930.40/2727.20	Exempt

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
	24.1300/34.0900	
Fleet Services Supervisor	1536.80/2140.80 19.2100/26.7600	40 hrs/week
Golf Course Superintendent	1824.80/2633.60 22.8100/32.9200	Exempt
Grounds Management Crew Chief – Cemetery	1368.25/1925.50 17.1031/24.0687	40 hrs/week
Grounds Management Crew Chief – Parks	1409.29/1983.25 17.6161/24.7906	40 hrs/week
Human Resources Director	2576.80/3671.20 32.2100/45.8900	Exempt
Human Resources Specialist	1380.00/2028.00 17.2500/25.3500	40 hrs/week
Information Technology Manager	2316.32/3259.09 28.9540/40.7386	Exempt
Information Technology Supervisor	2032.00/3123.20 25.4000/39.0400	Exempt
Legal Secretary	1517.60/2040.80 18.9700/25.5100	40 hrs/week
Librarian I	1325.60/1844.00 16.5700/23.0500	Exempt
Librarian II	1468.00/2068.00 18.3500/25.8500	Exempt
Library Assistant I	928.80/1278.40 11.6100/15.9800	40 hrs/week
Library Assistant II	1023.20/1410.40 12.7900/17.6300	40 hrs/week
Library Assistant Director	1672.00/2383.20 20.9000/29.7900	Exempt
Library Clerk	765.60/1062.40 9.5700/13.2800	40 hrs/week

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Library Director	2262.37/3184.54 28.2796/39.8068	Exempt
Library Page	594.40/822.40 7.4300/10.2800	40 hrs/week
Library Secretary	1111.20/1579.20 13.8900/19.7400	40 hrs/week
Maintenance Worker – Golf	1115.40/1573.00 13.9425/19.6625	40 hrs/week
Manager of Engineering Services	2466.40/3540.00 30.8300/44.2500	Exempt
Meter Reader Supervisor	1402.93/1975.75 17.5366/24.6969	Exempt
Office Manager – Police Department	1215.20/1683.25 15.1900/21.0406	40 hrs/week
Parking Monitor	648.80/881.60 8.1100/11.0200	40 hrs/week
Parks and Recreation Director	2558.81/3599.05 31.9851/44.9881	Exempt
Parks Superintendent	1788.00/2528.80 22.3500/31.6100	Exempt
Payroll Specialist	1275.36/1794.32 15.9420/22.4290	40 hrs/week
Planning Director	2537.18/3569.42 31.7148/44.6178	Exempt
Police Captain	2142.40/3013.60 26.7800/37.6700	Exempt
Police Chief	2724.00/3860.00 34.0500/48.2500	Exempt
Police Records Clerk - Part Time	992.00/1380.80 12.4000/17.2600	40 hrs/week
Power Plant Maintenance Supervisor	2244.07/3156.59	Exempt

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
	28.0509/39.4574	
Power Plant Operations Supervisor	2336.00/3363.20 29.2000/42.0400	Exempt
Power Plant Superintendent – Burdick	2558.46/3600.21 31.9808/45.0026	Exempt
Power Plant Superintendent – PGS	2949.50/4148.57 36.8688/51.8571	Exempt
Public Information Officer	1606.40/2260.80 20.0800/28.2600	Exempt
Public Works Director	2866.03/4033.13 35.8254/50.4141	Exempt
Receptionist	992.00/1435.20 12.400/17.9400	40 hrs/week
<u>Recreation Coordinator</u>	16.2000/22.6000	<u>40 hrs/week</u>
Recreation Superintendent	1674.40/2402.40 20.9300/30.0300	Exempt
Regulatory and Environmental Specialist	2213.05/3112.95 27.6631/38.9119	Exempt
Senior Accountant	2105.60/2931.20 26.3200/36.6400	Exempt
Senior Communications Specialist/EMD	1296.00/1771.20 16.2000/22.1400	40 hrs/week
Senior Electrical Engineer	2572.00/3546.40 32.1500/44.3300	Exempt
Senior Equipment Operator, Solid Waste	1270.24/1787.37 15.8780/22.3421	40 hrs/week
Senior Utility Secretary	1146.00/1636.40 14.3250/20.4550	40 hrs/week
Shooting Range Superintendent	1674.40/2402.40 20.9300/30.0300	Exempt
Solid Waste Division Clerk - Full Time	1143.20/1531.20	40 hrs/week

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
	14.2900/19.1400	
Solid Waste Division Clerk - Part Time	1017.89/1390.40 12.7236/17.3800	40 hrs/week
Solid Waste Superintendent	1838.29/2586.82 22.9786/32.3353	Exempt
Street Superintendent	1880.00/2736.80 23.5000/34.2100	Exempt
Street Supervisor	1478.40/2100.80 18.4800/26.2600	40 hrs/week
Turf Management Specialist	1640.00/2321.60 20.5000/29.0200	40 hrs/week
Utility Director	4157.60/5957.60 51.9700/74.4700	Exempt
Utility Production Engineer	2630.29/3701.68 32.8786/46.2710	Exempt
Utility Services Manager	2140.00/2978.40 26.7500/37.2300	Exempt
Utility Warehouse Supervisor	1745.60/2438.40 21.8200/30.4800	40 hrs/week
Victim Assistance Unit Coordinator	1004.00/1413.60 12.5500/17.6700	40 hrs/week
Wastewater Engineering/Operations Superintendent	2052.00/2903.20 25.6500/36.2900	Exempt
Wastewater Plant Chief Operator	1516.00/2136.80 18.9500/26.7100	40 hrs/week
Wastewater Plant Maintenance Supervisor	1832.80/2468.00 22.9100/30.8500	40 hrs/week
Wastewater Plant Process Supervisor	1900.00/2561.60 23.7500/32.0200	40 hrs/week
Water Superintendent	1937.68/2736.80 24.2210/34.2100	Exempt

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Water Supervisor	1672.80/2410.40 <u>20.9100/30.1300</u>	40 hrs/week
Worker / Seasonal	580.00/1600.00 <u>7.2500/20.0000</u>	Exempt
Worker / Temporary	580.00/1600.00 <u>7.2500/20.0000</u>	40 hrs/week

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

Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	1110.06/1561.01 <u>13.8757/19.5126</u>	40 hrs/week
Fleet Services Attendant/Clerk	1009.13/1423.30 <u>12.6141/17.7913</u>	40 hrs/week
Fleet Services Inventory Specialist	1106.90/1557.86 <u>13.8363/19.4733</u>	40 hrs/week
Fleet Services Mechanic	1266.28/1780.94 <u>15.8285/22.2618</u>	40 hrs/week
Horticulturist	1172.08/1651.40 <u>14.6510/20.6425</u>	40 hrs/week
Maintenance Worker – Cemetery	1101.64/1550.50 <u>13.7705/19.3812</u>	40 hrs/week
Maintenance Worker – Parks	1094.29/1541.04 <u>13.6786/19.2630</u>	40 hrs/week

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Classification	Bi-WeeklyHourly Pay Range Min/Max	Overtime Eligibility
Maintenance Worker – Streets	1071.16/1507.39 <u>13.3895/18.8424</u>	40 hrs/week
Senior Equipment Operator – Streets	1216.22/1712.39 <u>15.2027/21.4049</u>	40 hrs/week
Senior Maintenance Worker – Parks	1216.22/1712.39 <u>15.2027/21.4049</u>	40 hrs/week
Senior Maintenance Worker – Streets	1216.22/1712.39 <u>15.2027/21.4049</u>	40 hrs/week
Traffic Signal Technician	1216.22/1712.39 <u>15.2027/21.4049</u>	40 hrs/week

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

Classification	Bi-WeeklyHourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	1112.01/1471.52 <u>13.9001/18.3940</u>	40 hrs/week
Cashier	1020.64/1390.80 <u>12.7580/17.3850</u>	40 hrs/week
Custodian	1191.81/1407.37 <u>14.8976/17.5921</u>	40 hrs/week
Electric Distribution Crew Chief	2176.99/2768.73 <u>27.2124/34.6091</u>	40 hrs/week
Electric Underground Crew Chief	2176.99/2768.73 <u>27.2124/34.6091</u>	40 hrs/week
Engineering Technician I	1371.90/1962.94	40 hrs/week

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
	<u>17.1487/24.5367</u>	
Engineering Technician II	1695.94/2325.37 <u>21.1992/29.0671</u>	40 hrs/week
GIS Coordinator	1744.86/2448.39 <u>21.8107/30.6049</u>	40 hrs/week
Instrument Technician	2046.35/2703.39 <u>25.5794/33.7924</u>	40 hrs/week
Lineworker Apprentice	1327.03/1945.84 <u>16.5879/24.3230</u>	40 hrs/week
Lineworker First Class	2011.47/2378.99 <u>25.1434/29.7374</u>	40 hrs/week
Materials Handler	1656.26/2220.18 <u>20.7033/27.7522</u>	40 hrs/week
Meter Reader	1193.34/1556.14 <u>14.9167/19.4517</u>	40 hrs/week
Meter Technician	1604.44/1982.93 <u>20.0555/24.7866</u>	40 hrs/week
Power Dispatcher I	2009.25/2793.64 <u>25.1156/34.9205</u>	40 hrs/week
Power Dispatcher II	2110.34/2933.73 <u>26.3793/36.6716</u>	40 hrs/week
Power Plant Maintenance Mechanic	1901.96/2368.30 <u>23.7745/29.6038</u>	40 hrs/week
Power Plant Operator	2246.90/2617.25 <u>28.0862/32.7156</u>	40 hrs/week
Senior Accounting Clerk	1249.93/1637.30 <u>15.6241/20.4663</u>	40 hrs/week
Senior Engineering Technician	2145.83/2626.02 <u>26.8229/32.8253</u>	40 hrs/week
Senior Materials Handler	1907.02/2487.45 <u>23.8377/31.0931</u>	40 hrs/week

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Senior Meter Reader	1413.33/1677.46 <u>17.6666/20.9682</u>	40 hrs/week
Senior Power Dispatcher	2441.20/3350.01 <u>30.5150/41.8751</u>	40 hrs/week
Senior Power Plant Operator	2215.32/2839.98 <u>27.6915/35.4997</u>	40 hrs/week
Senior Substation Technician	2608.37/2703.39 <u>32.6046/33.7924</u>	40 hrs/week
Senior Water Maintenance Worker	1549.75/2040.66 <u>19.3719/25.5083</u>	40 hrs/week
Substation Technician	2414.66/2510.52 <u>30.1833/31.3815</u>	40 hrs/week
Systems Technician	2128.00/2703.39 <u>26.6000/33.7924</u>	40 hrs/week
Tree Trim Crew Chief	1906.27/2367.31 <u>23.8284/29.5914</u>	40 hrs/week
Utilities Electrician	1910.30/2510.52 <u>23.8788/31.3815</u>	40 hrs/week
Utility Technician	1865.79/2624.50 <u>23.3224/32.8063</u>	40 hrs/week
Utility Warehouse Clerk	1378.64/1700.91 <u>17.2330/21.2614</u>	40 hrs/week
Water Maintenance Worker	1291.18/1785.58 <u>16.1398/22.3197</u>	40 hrs/week
Wireworker I	1450.53/2051.04 <u>18.1316/25.6380</u>	40 hrs/week
Wireworker II	2011.47/2378.99 <u>25.1434/29.7374</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

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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:

Classification	Bi-WeeklyHourly Pay Range Min/Max	
Police Officer	1376.13/1923.74 <u>17.2016/24.0468</u>	
Police Sergeant	1722.37/2360.04 <u>21.5296/29.5005</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, vacation, personal leave and holiday hours. Employees shall be eligible for overtime when they exceed their hours scheduled for work in the fourteen (14) day pay cycle with a minimum of eighty (80) hours. There shall also be established for each employee in the bargaining unit a Training and Special Events bank of fifty (50) hours per individual per contract year. Each employee may be scheduled for training or special event duty with a minimum of seven (7) days notice prior to the commencement of the pay period and the training and special events bank hours may be added to the eighty (80) hour, two (2) week pay period up to eighty-six (86) hours and these hours shall not be eligible for overtime. Training and special events hours worked in excess of eighty-six (86) hours in a two week pay period will be eligible for overtime, but will

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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:

Classification	Bi-WeeklyHourly Pay Range Min/Max	Overtime Eligibility
Fire Captain	1800.44/2496.42 <u>16.6707/23.1150</u>	212 hrs/28 days <u>54 hrs/week</u>
Firefighter / EMT	1337.63/1941.19 <u>12.3855/17.9740</u>	212 hrs/28 days <u>54 hrs/week</u>
Firefighter / Paramedic	1493.45/2109.24 <u>13.8282/19.5300</u>	212 hrs/28 days <u>54 hrs/week</u>

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:

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	1104.57/1554.23 <u>13.8071/19.4279</u>	40 hrs/week
Equipment Operator – WWTP	1254.02/1764.54 <u>15.6752/22.0567</u>	40 hrs/week
Maintenance Mechanic I	1254.02/1764.54 <u>15.6752/22.0567</u>	40 hrs/week
Maintenance Mechanic II	1404.09/1975.70 <u>17.5511/24.6962</u>	40 hrs/week
Maintenance Worker – WWTP	1254.02/1764.54 <u>15.6752/22.0567</u>	40 hrs/week
Senior Equipment Operator – WWTP	1355.49/1907.30 <u>16.9436/23.8413</u>	40 hrs/week
Wastewater Clerk	943.56/1327.67 <u>11.7945/16.5959</u>	40 hrs/week
Wastewater Plant Laboratory Technician	1331.18/1873.11 <u>16.6398/23.4139</u>	40 hrs/week
Wastewater Plant Operator I	1121.57/1578.17 <u>14.0196/19.7271</u>	40 hrs/week
Wastewater Plant Operator II	1254.02/1764.54 <u>15.6752/22.0567</u>	40 hrs/week

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

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Classification	Bi-Weekly Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Streets	1093.44/1538.67 <u>14.9600/19.9700</u>	40 hrs/week
Accounts Payable Clerk Purchasing Technician	1071.93/1507.82 <u>14.1900/20.5300</u>	40 hrs/week
Administrative Assistant	1180.58/1662.19 <u>14.7600/21.1700</u>	40 hrs/week
Audio Video Technician	1115.35/1569.42 <u>14.9000/21.0200</u>	40 hrs/week
Building Inspector	1415.47/1991.53 <u>18.4300/26.1500</u>	40 hrs/week
Building Secretary	999.09/1405.37 <u>13.8900/19.7400</u>	40 hrs/week
Community Development Administrator	1245.34/1752.33 <u>16.0800/23.1200</u>	Exempt
Communication Specialist/EMD	1030.93/1454.21 <u>14.0000/20.4500</u>	40 hrs/week
Computer Operator	1434.40/1885.62 <u>17.9300/23.5702</u>	40 hrs/week
Computer Programmer	1703.42/2285.98 <u>20.4500/29.9700</u>	40 hrs/week
Computer Technician	1477.44/1942.22 <u>18.4680/24.2777</u>	40 hrs/week
Custodian—Police, Full Time	887.08/1251.81	40 hrs/week
Electrical Inspector	1415.47/1991.53 <u>18.4300/26.1500</u>	40 hrs/week
Emergency Management Coordinator	991.57/1394.84 <u>13.8900/19.7400</u>	40 hrs/week
Engineering Technician – Public Works	1418.74/1996.13 <u>18.9600/26.7400</u>	40 hrs/week
Evidence Technician	887.58/1248.55 <u>13.7900/20.1800</u>	40 hrs/week

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Finance Secretary	999.09/1405.37 <u>13.8900/19.7400</u>	40 hrs/week
GIS Specialist	1681.79/2359.90 <u>21.0224/29.4987</u>	40 hrs/week
Maintenance Worker I – Building, Library	1028.34/1446.75 <u>14.4900/19.6100</u>	40 hrs/week
Maintenance Worker II – Building, <u>Police</u>	1082.92/1527.18 <u>15.2700/20.7000</u>	40 hrs/week
Parks and Recreation Secretary	999.09/1405.37 <u>13.8900/19.7400</u>	40 hrs/week
Planning Secretary	999.09/1405.37 <u>13.8900/19.7400</u>	40 hrs/week
Planning Technician	1521.35/2140.47 <u>19.0169/26.7559</u>	40 hrs/week
Plans Examiner	1415.47/1991.53 <u>18.4300/26.1500</u>	40 hrs/week
Plumbing Inspector	1415.47/1991.53 <u>18.4300/26.1500</u>	40 hrs/week
Police Records Clerk – Full Time	935.60/1317.32 <u>12.4000/17.2600</u>	40 hrs/week
Shooting Range Operator	1368.25/1925.50 <u>19.2400/26.0800</u>	40 hrs/week
Stormwater Technician	1418.74/1996.13 <u>18.9600/26.7400</u>	40 hrs/week
Utility Secretary	999.09/1405.37 <u>13.8900/19.7400</u>	40 hrs/week

SECTION 8. The classification of employees included under labor agreements with the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classification, and the number of hours and work period which certain such employees shall work prior to overtime eligibility are as

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stated above. All employees covered by the IAFF labor agreement shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$484.00 per year, divided into twenty-four (24) pay periods. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month.

Non-union employees and employees covered by the FOP labor agreement, the IBEW Utilities, ~~and Finance~~ and Service/Clerical labor agreements may receive an annual stipend not to exceed \$1,000 for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of \$4.50 if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Employees covered by the IBEW - Utilities and IBEW – Finance labor agreements shall be allowed a meal allowance for actual cost, or up to \$7.00 per meal, if they are required to work two (2) hours overtime consecutively with their normal working hours and if such overtime would normally interfere with and disrupt the employee's normal meal schedule. Direct supervisors of employees who are covered by labor agreements which allow overtime meal allowance shall be entitled to the same meal allowance benefit.

Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reader Supervisor, Power Plant Superintendent, Power Plant Supervisor, Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent,

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Water Supervisor, Electric Underground Superintendent, and Engineering Technician Supervisor shall be eligible to participate in a voluntary uniform program providing an allowance up to \$18.00 per month. When protective clothing is required for Utilities Department and Wastewater Treatment Plant personnel covered by the IBEW labor agreement and employees covered by the AFSCME labor agreement, except the Fleet Services Division of the Public Works Department, the City shall pay 60% of the cost of providing and cleaning said clothing and the employees 40% of said cost. Full-time Fleet Services personnel shall receive a uniform allowance of \$12 biweekly. Public Works Department personnel in the job classifications Fleet Services Supervisor, Fleet Services Superintendent, and Fleet Services Mechanic shall receive a tool allowance of \$10 biweekly.

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

(A) For all non-union employees the City will include in the second paycheck in January of each year, payment for an employee's unused medical leave in excess of 960 hours accrued in the preceding calendar year. The compensation will be based on 50% of the accumulated hours above 960 at the employee's current pay rate at the time of such compensation.

(B) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at $47\% \times 1039$ hours = 488.33 hours), the rate of compensation to be based on the employee's

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salary at the time of retirement or death. Employees covered in the IAFF labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-eight percent (38%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred ninety-eight and eighty-eight hundredths hours (calculated at $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Wastewater labor agreement shall be paid 37.5% of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed three hundred ninety-nine hours (calculated at $37.5\% \times 1064 \text{ hours} = 399 \text{ hours}$).

Employees covered by the IBEW Service/Clerical labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for forty percent (40%) 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 433.60 hours (calculated at $40\% \times 1084 \text{ hours} = 433.60 \text{ hours}$.) Employees covered by the IBEW Service/Clerical labor agreement will be compensated for unused medical leave in excess of 960 hours as of September 30, 2009. Employees will be compensated for fifty percent (50%) of the hours over 960 at their current rate of pay in January 2010. Such compensation for unused medical leave in excess of 960 shall not continue after January 2010. Any employee covered by this bargaining unit shall be allowed to maintain a balance of sixteen (16) hours in their compensatory time banks if those hours exist at the date of approval of the labor agreement. All hours in excess of sixteen (16) shall be paid to the employee

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at the same time as any retroactive payments are made. Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for one-half of their accumulated medical leave at the time of their retirement. The amount of contribution will be based upon the employee's salary at the time of retirement. All employees covered by the AFSCME labor agreement shall be paid forty-five (45%) of their accumulated medical leave bank at the time of their retirement, based on the employee's salary at the time of retirement not to exceed four hundred seventy-eight and eighty hundredths hours (calculated at $45\% \times 1064 \text{ hours} = 478.80 \text{ hours}$). All employees covered under the FOP labor agreement shall be paid thirty-seven and one-half percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed four hundred five hours (calculated at $37.5\% \times 1,080 \text{ hours} = 405 \text{ hrs.}$), based on the employee's salary at the time of retirement. If death occurs while in the line of duty, employees covered under the FOP labor agreement shall be paid fifty percent (50%) of their accumulated medical leave bank at the time of their death, not to exceed five hundred forty hours ($50\% \times 1,080 \text{ hours} = 540 \text{ hrs.}$), based on the employee's salary at the time of their death.

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

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(D) The death of an employee shall be treated the same as retirement, and payment shall be made to the employee's beneficiary or estate for one-half of all unused medical leave for non-union employees and as defined in labor agreements for all other employees.

SECTION 10. The City Administrator shall receive a vehicle allowance of Five Hundred Dollars (\$500.00) per month in lieu of mileage allowance, divided into two equal payments of Two Hundred Fifty Dollars (\$250.00).

SECTION 11. The validity of any section, subsection, sentence, clause, or phrase of this ordinance shall not affect the validity or enforceability of any other section, subsection, sentence, clause, or phrase thereof.

SECTION 12. The salary adjustments identified herein shall be effective on the date of passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law the first full pay period in ~~October, 2009.~~ February, 2010. Wages for employees covered under the IBEW Service/Clerical labor agreement shall be retroactive to the first full pay period in October, 2009.

SECTION 13. Those portions of Ordinance No. ~~9139-9247~~ and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted:

Peg Gilbert, Council President

Attest:

RaNae Edwards, City Clerk