



City of Grand Island

Tuesday, January 25, 2011

Council Session

Item F3

#9288 - Consideration of Amending the Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director
Meeting: January 25, 2011
Subject: Salary Ordinance Amendment
Item #'s: F-3
Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City Salary Ordinance is the document that provides authorization for the payroll department to allow compensation paid to City employees. Other documents such as the Personnel Rules and Labor Agreements also outline compensation and benefits that have been approved by the City Council.

Discussion

The Salary ordinance that is before Council for consideration is in response to items that were pointed out by the auditors during the last audit. They have been approved in the budget process, but should be outlined more visibly. The items that are being addressed in this salary ordinance are; the \$30 per pay period VEBA contribution for non-union employees and the \$15 per pay period VEBA contribution for employees covered under the IBEW Service/Clerical labor agreement, the uniform allowance for the Police Chief and Police Captains of \$650 per year paid over 26 pay periods, the uniform allowance for the Fire Chief and Fire Division Chiefs of \$484.08 per year paid over 24 pay periods, and the standby pay for non-exempt supervisors of employees who receive standby pay as covered under their labor agreements.

The items listed above are all current practice and covered in this year's budget. No additional expenses will be incurred because of this update.

Alternatives

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

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

Recommendation

City Administration recommends that the Council approve the changes recommended in Salary Ordinance #9288.

Sample Motion

Move to approve Salary Ordinance #9288.

ORDINANCE NO. 9288

An ordinance to amend Ordinance 9284 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 ~~provide for compensation for the Interim Public Works Director~~ identify the uniform allowance for the Fire Chief and Fire Division Chiefs, Police Chief and Police Captains; to identify the VEBA for non-union and IBEW/Service Clerical employees; to provide for stand-by pay for non-exempt direct supervisors; and to repeal those portions of Ordinance No. 9284 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	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	21.6100/30.4700	Exempt
Accounting Technician – Solid Waste	15.0000/19.7200	40 hrs/week
Assistant to the City Administrator	21.0200/29.5900	Exempt
Assistant Utility Director – Administration	40.7800/57.4000	Exempt
Assistant Utility Director – PGS & PCC	44.1600/62.1800	Exempt
Attorney	26.8900/41.4900	Exempt
Biosolids Technician	17.0401/23.9867	40 hrs/week
Building Department Director	31.5000/44.8200	Exempt

Approved as to Form <input type="checkbox"/> _____ January 21, 2011 <input type="checkbox"/> City Attorney

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Cemetery Superintendent	18.3119/25.7803	Exempt
City Administrator	53.8810/75.8161	Exempt
City Attorney	37.2300/52.4000	Exempt
City Clerk	22.4900/31.6600	Exempt
Civil Engineering Manager – Utility PCC	32.0000/45.6900	Exempt
Collection System Supervisor	21.5900/30.6900	40 hrs/week
Community Service Officer	12.1000/16.4500	40 hrs/week
Custodian – Library, Police	11.0885/15.6476	40 hrs/week
Customer Service Representative – Part time	8.0000/12.0000	40 hrs/week
Electric Distribution Superintendent	31.2500/42.8300	Exempt
Electric Distribution Supervisor	26.3900/36.1900	40 hrs/week
Electric Underground Superintendent	27.8300/38.1500	Exempt
Electrical Engineer I	25.3300/34.9600	Exempt
Electrical Engineer II	29.3800/40.5100	Exempt
Emergency Management Deputy Director	21.3600/29.2100	Exempt
Emergency Management Director	30.4000/41.5600	Exempt
Engineering Technician - WWTP	18.8700/26.6600	40 hrs/week
Equipment Operator - Solid Waste	15.1218/21.2957	40 hrs/week
Finance Director	35.6881/50.2209	Exempt
Fire Chief	34.0500/48.2500	Exempt
Fire Division Chief	27.8470/40.1959	Exempt
Fleet Services Superintendent	24.1300/34.0900	Exempt
Fleet Services Supervisor	19.2100/26.7600	40 hrs/week
Golf Course Superintendent	22.8100/32.9200	Exempt
Grounds Management Crew Chief – Cemetery	17.1031/24.0687	40 hrs/week
Grounds Management Crew Chief – Parks	17.6161/24.7906	40 hrs/week
Human Resources Director	32.2100/45.8900	Exempt
Human Resources Specialist	17.2500/25.3500	40 hrs/week
Information Technology Manager	28.9540/40.7386	Exempt
Legal Secretary	18.9700/25.5100	40 hrs/week
Librarian I	16.5700/23.0500	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Librarian II	18.3500/25.8500	Exempt
Library Assistant I	11.6100/15.9800	40 hrs/week
Library Assistant II	12.7900/17.6300	40 hrs/week
Library Assistant Director	20.9000/29.7900	Exempt
Library Director	28.2796/39.8068	Exempt
Library Page	7.4300/10.2800	40 hrs/week
Library Secretary	13.8900/19.7400	40 hrs/week
Maintenance Worker – Golf	13.9425/19.6625	40 hrs/week
Manager of Engineering Services	30.8300/44.2500	Exempt
Meter Reader Supervisor	17.5366/24.6969	Exempt
Office Manager – Police Department	15.1900/21.0406	40 hrs/week
Parks and Recreation Director	31.9851/44.9881	Exempt
Parks Superintendent	22.3500/31.6100	Exempt
Payroll Specialist	15.9420/22.4290	40 hrs/week
Planning Director	31.7148/44.6178	Exempt
Police Captain	26.7800/37.6700	Exempt
Police Chief	34.0500/48.2500	Exempt
Police Records Clerk - Part Time	12.4000/17.2600	40 hrs/week
Power Plant Maintenance Supervisor	28.0509/39.4574	Exempt
Power Plant Operations Supervisor	29.2000/42.0400	Exempt
Power Plant Superintendent – Burdick	31.9808/45.0026	Exempt
Power Plant Superintendent – PGS	36.8688/51.8571	Exempt
Project Manager – Public Works	28.4300/40.000	Exempt
Public Information Officer	20.0800/28.2600	Exempt
Public Works Director	35.8254/50.4141	Exempt
Receptionist	12.400/17.9400	40 hrs/week
Recreation Coordinator	16.2000/22.6000	Exempt
Recreation Superintendent	20.9300/30.0300	Exempt
Regulatory and Environmental Specialist	27.6631/38.9119	Exempt
Senior Accountant	26.3200/36.6400	Exempt
Senior Electrical Engineer	32.1500/44.3300	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Senior Equipment Operator, Solid Waste	15.8780/22.3421	40 hrs/week
Senior Public Safety Dispatcher	16.2000/22.1400	40 hrs/week
Senior Utility Secretary	14.3250/20.4550	40 hrs/week
Shooting Range Superintendent	20.9300/30.0300	Exempt
Solid Waste Division Clerk - Full Time	14.2900/19.1400	40 hrs/week
Solid Waste Division Clerk - Part Time	12.7236/17.3800	40 hrs/week
Solid Waste Superintendent	22.9786/32.3353	Exempt
Street Superintendent	23.5000/34.2100	Exempt
Street Supervisor	18.4800/26.2600	40 hrs/week
Turf Management Specialist	20.5000/29.0200	40 hrs/week
Utility Director	51.9700/74.4700	Exempt
Utility Production Engineer	32.8786/46.2710	Exempt
Utility Services Manager	26.7500/37.2300	Exempt
Utility Warehouse Supervisor	21.8200/30.4800	40 hrs/week
Victim Assistance Unit Coordinator	12.5500/17.6700	40 hrs/week
Wastewater Engineering/Operations Superintendent	25.6500/36.2900	Exempt
Wastewater Plant Chief Operator	18.9500/26.7100	40 hrs/week
Wastewater Plant Maintenance Supervisor	22.9100/30.8500	40 hrs/week
Wastewater Plant Process Supervisor	23.7500/32.0200	40 hrs/week
Water Superintendent	24.2210/34.2100	Exempt
Water Supervisor	20.9100/30.1300	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt
Worker / Temporary	7.2500/20.0000	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:

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	14.3613/20.1955	40 hrs/week
Fleet Services Inventory Clerk	13.1500/18.5000	40 hrs/week
Fleet Services Mechanic	16.3825/23.0410	40 hrs/week
Horticulturist	15.1638/21.3650	40 hrs/week
Maintenance Worker – Cemetery	14.2525/20.0595	40 hrs/week
Maintenance Worker – Parks	14.1574/19.9372	40 hrs/week
Maintenance Worker – Streets	13.8581/19.5019	40 hrs/week
Senior Equipment Operator – Streets	15.7348/22.1541	40 hrs/week
Senior Maintenance Worker – Parks	15.7348/22.1541	40 hrs/week
Senior Maintenance Worker – Streets	15.7348/22.1541	40 hrs/week
Traffic Signal Technician	15.7348/22.1541	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	14.4214/19.0838	40 hrs/week
Cashier	13.2364/18.0369	40 hrs/week
Custodian	15.4563/18.2518	40 hrs/week
Electric Distribution Crew Chief	28.2329/35.9069	40 hrs/week
Electric Underground Crew Chief	28.2329/35.9069	40 hrs/week
Engineering Technician I	17.7918/25.4568	40 hrs/week
Engineering Technician II	21.9942/30.1571	40 hrs/week
GIS Coordinator	22.6286/31.7526	40 hrs/week
Instrument Technician	26.5386/35.0596	40 hrs/week
Lineworker Apprentice	17.2099/25.2351	40 hrs/week
Lineworker First Class	26.0863/30.8526	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Materials Handler	21.4797/28.7929	40 hrs/week
Meter Reader	15.4761/20.1811	40 hrs/week
Meter Technician	20.8076/25.7161	40 hrs/week
Power Dispatcher I	26.0574/36.2300	40 hrs/week
Power Dispatcher II	27.3685/38.0468	40 hrs/week
Power Plant Maintenance Mechanic	24.6660/30.7139	40 hrs/week
Power Plant Operator	29.1394/33.9424	40 hrs/week
Senior Accounting Clerk	16.2100/21.2338	40 hrs/week
Senior Engineering Technician	27.8288/34.0562	40 hrs/week
Senior Materials Handler	24.7316/32.2591	40 hrs/week
Senior Meter Reader	18.3291/21.7545	40 hrs/week
Senior Power Dispatcher	31.6593/43.4454	40 hrs/week
Senior Power Plant Operator	28.7299/36.8309	40 hrs/week
Senior Substation Technician	33.8273/35.0596	40 hrs/week
Senior Water Maintenance Worker	20.0983/26.4649	40 hrs/week
Substation Technician	31.3152/32.5583	40 hrs/week
Systems Technician	27.5975/35.0596	40 hrs/week
Tree Trim Crew Chief	24.7220/30.7011	40 hrs/week
Utility Electrician	24.7743/32.5583	40 hrs/week
Utility Technician	24.1970/34.0365	40 hrs/week
Utility Warehouse Clerk	17.8792/22.0587	40 hrs/week
Water Maintenance Worker	16.7450/23.1567	40 hrs/week
Wireworker I	18.8115/26.5994	40 hrs/week
Wireworker II	26.0863/30.8526	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

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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	17.8037/24.8884	
Police Sergeant	22.2831/30.5330	

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 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

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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	16.6707/23.1150	54 hrs/week
Firefighter / EMT	12.3855/17.9740	54 hrs/week
Firefighter / Paramedic	13.8282/19.5300	54 hrs/week

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	14.3249/20.1564	40 hrs/week
Equipment Operator – WWTP	16.2630/22.8838	40 hrs/week
Maintenance Mechanic I	16.2630/22.8838	40 hrs/week
Maintenance Mechanic II	18.2093/25.6223	40 hrs/week
Maintenance Worker – WWTP	16.2630/22.8838	40 hrs/week
Senior Equipment Operator – WWTP	17.5790/24.7353	40 hrs/week

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Wastewater Clerk	12.2368/17.2182	40 hrs/week
Wastewater Plant Laboratory Technician	17.2638/24.2919	40 hrs/week
Wastewater Plant Operator I	14.5453/20.4669	40 hrs/week
Wastewater Plant Operator II	16.2630/22.8838	40 hrs/week

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	15.2682/20.3814	40 hrs/week
Accounts Payable Clerk	14.4823/20.9529	40 hrs/week
Administrative Assistant	15.0641/21.6061	40 hrs/week
Audio Video Technician	15.2069/21.4530	40 hrs/week
Building Inspector	18.8097/26.6887	40 hrs/week
Building Secretary	14.1761/20.1466	40 hrs/week
Community Development Administrator	16.4113/23.5963	Exempt
Computer Operator	18.2994/24.0557	40 hrs/week
Computer Programmer	20.8713/30.5874	40 hrs/week
Computer Technician	18.8484/24.7778	40 hrs/week
Electrical Inspector	18.8097/26.6887	40 hrs/week
Emergency Management Coordinator	14.1761/20.1466	40 hrs/week
Engineering Technician – Public Works	19.3506/27.2908	40 hrs/week
Evidence Technician	14.0741/20.5957	40 hrs/week
Finance Secretary	14.1761/20.1466	40 hrs/week
GIS Specialist	21.4555/30.1064	40 hrs/week
Maintenance Worker I – Building, Library	14.7885/20.0140	40 hrs/week
Maintenance Worker II – Building, Police	15.5846/21.1264	40 hrs/week
Parks and Recreation Secretary	14.1761/20.1466	40 hrs/week

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Planning Secretary	14.1761/20.1466	40 hrs/week
Planning Technician	19.4086/27.3071	40/hrs/week
Plans Examiner	18.8097/26.6887	40 hrs/week
Plumbing Inspector	18.8097/26.6887	40 hrs/week
Police Records Clerk – Full Time	12.6554/17.6156	40 hrs/week
Public Safety Dispatcher	14.2884/20.8713	40 hrs/week
Shooting Range Operator	19.6363/26.6172	40 hrs/week
Stormwater Technician	19.3506/27.2908	40 hrs/week
Utility Secretary	14.1761/20.1466	40 hrs/week

SECTION 8. The classification of employees included under labor agreements with the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classification, and the number of hours and work period which certain such employees shall work prior to overtime eligibility are as stated above. All employees covered by the IAFF labor agreement shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$484.00 per year, divided into twenty-four (24) pay periods. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such 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.

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.

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Non-union employees and employees covered by the FOP labor agreement, the IBEW Utilities, 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.

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

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

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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 last paycheck in September 2010, payment for an employee's unused medical leave in excess of 960 hours accrued from January 2010 through September 2010. 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. Such compensation for unused medical leave in excess of 960 hours shall not continue after September 2010.

(B) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at $47\% \times 1039$ hours = 488.33 hours), the rate of compensation to be based on the employee's salary at the time of retirement or death. Employees covered in the IAFF labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-eight percent (38%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred ninety-eight and eighty-eight

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hundredths hours (calculated at 38% x 1,576 hours = 598.88 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% x 1064 hours = 399 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% x 1084 hours = 433.60 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 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 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% x 1084

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= 542). 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.

(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.

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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 Utilities Director shall be paid a stipend of Nine Hundred Dollars (\$900.00) per month prorated as appropriate for services tendered while acting as both the Utilities Director and the Interim Public Works Director.

SECTION 12. 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 labor agreement shall have a contribution made on their behalf to their VEBA account of \$15 per pay period.

SECTION ~~12~~13. 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 ~~13~~14. 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 ~~January 10~~ February 14, 2011.

SECTION ~~13~~15. Those portions of Ordinance No. 9284 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: January 25, 2011.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk