



City of Grand Island

Tuesday, August 09, 2011

Council Session

Item F15

#9314 - Consideration of Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: August 9, 2011

Subject: Approval of Salary Ordinance No. 9314

Item #'s: F-15

Presenter(s): Brenda Sutherland, Human Resources Director

Background

Wages for City employees are presented to the City Council for approval in the form of a salary ordinance. An ordinance is being brought forward for Council consideration to support the reclassification that Planning Director Chad Naby is recommending for the Planning Department. In addition, wages that have been agreed to in labor agreements with the IAFF and AFSCME labor groups are also being brought forward.

Discussion

When a position became vacant in the Planning Department, Director Chad Naby decided to assess if or how it would be filled. His recommendation to the City Administrator was to reclassify the position to more accurately reflect the duties as they would be carried out in the future. There were two Community Development Administrators. There will now be one Community Development Administrator and one Community Development Specialist. This reclassification will result in a savings of more than \$4,000 per year.

In addition, there are changes in the ordinance to reflect the wages that have been agreed to by Council for the employees covered under the AFSCME and IAFF labor agreements. The IAFF wage scale will increase by 1.75%. A change is reflected to show how overtime will be calculated for positions covered under the IAFF agreement. The AFSCME wage scale will increase by 5.25% at the top end of the scale. This was done to add steps for future years and to stretch the number of steps in the scale to 15 steps. The highest step an employee will be placed in this scale will be step 12. They will move to higher steps as they are eligible to do so under the terms of their labor agreement. The FOP labor agreement which has also been passed by Council did not reflect a wage change for the 2011/2012 fiscal year.

Language that is outdated or no longer relevant was removed. As the budget process moves ahead and other labor agreements are reached, updated salary ordinances will be brought forward for Council approval.

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 No. 9314

Sample Motion

Move to approve Salary Ordinance No. 9314.

ORDINANCE NO. 9314

An ordinance to amend Ordinance 9288 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 add the position and salary range for Community Development Specialist; to amend the salary ranges of the employees covered under the AFSCME labor agreement; the IAFF labor agreement; 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. 9288 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 |

Approved as to Form _____
 August 5, 2011 City Attorney

ORDINANCE NO. 9314 (Cont.)

| Classification | Hourly Pay Range Min/Max | Overtime Eligibility |
|---|-------------------------------------|---------------------------------|
| Attorney | 26.8900/41.4900 | Exempt |
| Biosolids Technician | 17.0401/23.9867 | 40 hrs/week |
| Building Department Director | 31.5000/44.8200 | Exempt |
| 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 |

ORDINANCE NO. 9314 (Cont.)

| Classification | Hourly Pay Range Min/Max | Overtime Eligibility |
|--------------------------------------|-------------------------------------|---------------------------------|
| Information Technology Manager | 28.9540/40.7386 | Exempt |
| Legal Secretary | 18.9700/25.5100 | 40 hrs/week |
| Librarian I | 16.5700/23.0500 | Exempt |
| 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 |

ORDINANCE NO. 9314 (Cont.)

| Classification | Hourly Pay Range Min/Max | Overtime Eligibility |
|--|-------------------------------------|---------------------------------|
| Regulatory and Environmental Specialist | 27.6631/38.9119 | Exempt |
| Senior Accountant | 26.3200/36.6400 | Exempt |
| Senior Electrical Engineer | 32.1500/44.3300 | Exempt |
| 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

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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 | 14.3613/ 20.1955 <u>21.2743</u> | 40 hrs/week |
| Fleet Services Inventory Clerk | 13.6103/20.1703 | 40 hrs/week |
| Fleet Services Mechanic | 16.3825/ 23.0410 <u>24.2718</u> | 40 hrs/week |
| Horticulturist | 15.1638/ 21.3650 <u>22.5063</u> | 40 hrs/week |
| Maintenance Worker – Cemetery | 14.2525/ 20.0595 <u>21.1310</u> | 40 hrs/week |
| Maintenance Worker – Parks | 14.1574/ 19.9372 <u>21.0022</u> | 40 hrs/week |
| Maintenance Worker – Streets | 13.8581/ 19.5019 <u>20.5436</u> | 40 hrs/week |
| Senior Equipment Operator – Streets | 15.7348/ 22.1541 <u>23.3375</u> | 40 hrs/week |
| Senior Maintenance Worker – Parks | 15.7348/22.1541 | 40 hrs/week |
| Senior Maintenance Worker – Streets | 15.7348/ 22.1541 <u>23.3375</u> | 40 hrs/week |
| Traffic Signal Technician | 15.7348/ 22.1541 <u>23.3375</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 | 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 |

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| Classification | Hourly Pay Range Min/Max | Overtime Eligibility |
|----------------------------------|-------------------------------------|---------------------------------|
| 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 |
| 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

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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 | 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)

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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 | 16.6707/23.1150 | 54 hrs/week |
| | <u>16.9624/23.5195</u> | <u>212 hrs/28 days</u> |
| Firefighter / EMT | 12.3855/17.9740 | 54 hrs/week |
| | <u>12.6022/18.2885</u> | <u>212 hrs/28 days</u> |
| Firefighter / Paramedic | 13.8282/19.5300 | 54 hrs/week |
| | <u>14.0702/19.8718</u> | <u>212 hrs/28 days</u> |

IAFF employees will be eligible for overtime pay for hours worked in excess of 212 hours in each 28-day pay period.

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 | 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 |
| 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 |
| <u>Community Development Specialist</u> | <u>15.0641/21.6061</u> | <u>40 hrs/week</u> |
| 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 |

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|--|-----------------|-------------|
| 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 |
| 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

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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.

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-pay shall be entitled to the same stand-by pay benefit.

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

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Water Supervisor, 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 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.~~

(BA) 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% x 1039

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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 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~~

ORDINANCE NO. 9314 (Cont.)

~~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 = 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% x 1064 hours = 478.80 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% x 1,080 hours = 405 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% x 1,080 hours = 540 hrs.), based on the employee's salary at the time of their death.

(CB) 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

ORDINANCE NO. 9314 (Cont.)

based upon the salary at the time of termination. Compensation for unused medical leave at retirement shall be as provided for non-union employees .

(DC) 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 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 ~~42~~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 labor agreement shall have a contribution made on their behalf to the VEBA account of \$15 per pay period.

SECTION ~~43~~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 ~~14~~12. The adjustments identified herein for the Community Development Specialist 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 February 14, 2014~~. The adjustments identified herein for the AFSCME and the IAFF labor agreements shall

ORDINANCE NO. 9314 (Cont.)

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 10, 2011.

SECTION ~~43~~13. Those portions of Ordinance No. 9288 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted August 9, 2011.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk