



# City of Grand Island

Tuesday, January 10, 2012

Council Session

## Item F3

**#9357 - Consideration of Amending Salary Ordinance**

Staff Contact: Brenda Sutherland

# Council Agenda Memo

**From:** Brenda Sutherland, Human Resources Director  
**Meeting:** January 10, 2012  
**Subject:** Consideration of Amending Salary Ordinance  
**Item #'s:** F-3  
**Presenter(s):** Brenda Sutherland, Human Resources Director

## Background

Salary Ordinances are presented to Council from time to time to obtain Council approval of compensation for City employees. The amendment being presented will more appropriately classify four positions.

## Discussion

The changes proposed in Salary Ordinance #9357 are as follows; The Community Development Administrator position has recently moved to the Finance Department for supervision. Along with the move, the job description was updated. The changes to the job description make the position more appropriately classified as non-exempt under the FLSA (Fair Labor Standards Act). Non-exempt means that overtime is paid in excess of 40 hours per week. Employers with positions that are incorrectly classified under the FLSA are subject to penalties and fines. Therefore, the recommendation to reclassify is necessary to be compliant with the law as defined by the FLSA.

The next three positions are recommended for title/classification changes. The three Assistant Utility Directors have titles which don't accurately describe the position. It is recommended that the division function be added to the job title/classification and the location be removed. The Assistant Utility Director – PGS would instead be referred to as Assistant Utilities Director – Production. The Assistant Utility Director – Administration would be referred to as Assistant Utilities Director – Distribution, and the Assistant Utility Director – PCC would be referred to as Assistant Utilities Director – Transmission. The proposed changes are merely a nomenclature change. Job duties are not being changed and no wage changes are being recommended. The Director along with the three Assistant Directors will be referred to "Utilities" and not "Utility" as there is more than one utility provided by the City of Grand.

## **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**

I recommend the classification changes listed above be approved in Salary Ordinance #9357.

## **Sample Motion**

Move to approve classification changes as proposed in Salary Ordinance #9357.

ORDINANCE NO. 9357

An ordinance to amend Ordinance 9337 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 Overtime Eligibility for the Community Development Administrator from Exempt to 40 hrs/week; to amend the classification of Assistant Utility Director – Administration to Assistant Utilities Director – Distribution; to amend the classifications of Assistant Utility Director – PGS & PCC to Assistant Utilities Director – Production and Assistant Utilities Director – Transmission~~ ~~to amend the salary ranges of the employees covered under the IBEW Finance labor agreement, the IBEW Utilities labor agreement and the IBEW Wastewater Treatment Plant labor agreement~~; and to repeal those portions of Ordinance No. ~~9326-9337~~ and any parts of other ordinances in conflict herewith; to provide for severability; to provide for the effective date thereof; and to provide for publication of this ordinance in pamphlet form.

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

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

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accountant	21.9881/31.0033	Exempt
Accounting Technician – Solid Waste	15.2625/20.0651	40 hrs/week
Assistant to the City Administrator	21.3879/30.1079	Exempt
Assistant <del>Utility</del> <u>Utilities</u> Director –	41.4936/58.4045	Exempt

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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
<del>Administration</del> <u>Distribution</u>		
Assistant <del>Utility</del> <u>Utilities</u> Director - <del>PGS</del> & <del>PCC</del> <u>Production</u>	44.9328/63.2681	Exempt
<u>Assistant Utilities Director – Transmission</u>	<u>44.9328/63.2681</u>	<u>Exempt</u>
Attorney	27.3606/42.2161	Exempt
Biosolids Technician	17.3383/24.4065	40 hrs/week
Building Department Director	32.0513/45.6044	Exempt
Cemetery Superintendent	18.6323/26.2314	Exempt
City Administrator	54.8239/77.1429	Exempt
City Attorney	37.8815/53.3170	Exempt
City Clerk	22.8836/32.2140	Exempt
Civil Engineering Manager – Utility PCC	32.5600/46.4896	Exempt
Collection System Supervisor	21.9678/31.2271	40 hrs/week
Community Service Officer	12.3118/16.7379	40 hrs/week
Custodian – Library, Police	11.2825/15.9214	40 hrs/week
Customer Service Representative – Part time	8.1400/12.21000	40 hrs/week
Electric Distribution Superintendent	31.7969/43.5795	Exempt
Electric Distribution Supervisor	26.8518/36.8223	40 hrs/week
Electric Underground Superintendent	28.3170/38.8176	Exempt
Electrical Engineer I	25.7733/35.5718	Exempt
Electrical Engineer II	29.8941/41.2189	Exempt
Emergency Management Deputy Director	21.7338/29.7221	Exempt
Emergency Management Director	30.9320/42.2873	Exempt
Engineering Technician - WWTP	19.2002/27.1266	40 hrs/week
Equipment Operator - Solid Waste	15.3864/21.6684	40 hrs/week
Finance Director	36.3126/51.0998	Exempt
Fire Chief	34.6459/49.0944	Exempt
Fire Division Chief	28.3344/40.8994	Exempt
Fleet Services Shop Foreman	19.5462/27.2283	40 hrs/week
Golf Course Superintendent	23.2091/33.4961	Exempt
Grounds Management Crew Chief – Cemetery	17.4024/24.4899	40 hrs/week

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Grounds Management Crew Chief – Parks	17.9244/25.2244	40 hrs/week
Human Resources Director	32.7736/46.6931	Exempt
Human Resources Benefits & Risk Management Coordinator	17.5519/25.7936	40 hrs/week
Human Resources Recruiter	17.5519/25.7936	40 hrs/week
Human Resources Specialist	16.2210/22.8215	40 hrs/week
Information Technology Manager	29.4608/41.4516	Exempt
Legal Secretary	19.3020/25.9564	40 hrs/week
Librarian I	16.8600/23.4534	Exempt
Librarian II	18.6711/26.3024	Exempt
Library Assistant I	11.8132/16.2597	40 hrs/week
Library Assistant II	13.0138/17.9385	40 hrs/week
Library Assistant Director	21.2658/30.3114	Exempt
Library Director	28.7745/40.5034	Exempt
Library Page	7.5600/10.4599	40 hrs/week
Library Secretary	14.1331/20.0855	40 hrs/week
Maintenance Worker – Golf	14.1865/20.0066	40 hrs/week
Manager of Engineering Services	31.3695/45.0244	Exempt
Meter Reader Supervisor	17.8435/25.1290	Exempt
Office Manager – Police Department	15.4558/21.4088	40 hrs/week
Parks and Recreation Director	32.5449/45.7755	Exempt
Parks Superintendent	22.7411/32.1631	Exempt
Payroll Specialist	16.2210/22.8215	40 hrs/week
Planning Director	32.2698/45.3986	Exempt
Police Captain	27.2486/38.3293	Exempt
Police Chief	34.6459/49.0944	Exempt
Power Plant Maintenance Supervisor	28.5419/40.1479	Exempt
Power Plant Operations Supervisor	29.7110/42.7758	Exempt
Power Plant Superintendent – Burdick	32.5404/45.7903	Exempt
Power Plant Superintendent – PGS	37.5140/52.7646	Exempt
Project Manager – Public Works	28.9275/40.7000	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Public Information Officer	20.4314/28.7545	Exempt
Public Works Director	36.4524/51.2964	Exempt
Public Works Engineer	30.2000/42.5000	Exempt
Receptionist	12.6170/18.2540	40 hrs/week
Recreation Coordinator	16.4835/22.9955	Exempt
Recreation Superintendent	21.2963/30.5555	Exempt
Regulatory and Environmental Manager	28.1473/39.5929	Exempt
Senior Accountant	26.7806/37.2813	Exempt
Senior Electrical Engineer	32.7126/45.1058	Exempt
Senior Public Safety Dispatcher	16.4835/22.5275	40 hrs/week
Senior Utility Secretary	14.5757/20.8130	40 hrs/week
Shooting Range Superintendent	21.2963/30.5555	Exempt
Solid Waste Division Clerk - Full Time	14.5401/19.4750	40 hrs/week
Solid Waste Division Clerk - Part Time	12.9463/17.6842	40 hrs/week
Solid Waste Foreman	16.1559/22.7331	40 hrs/week
Solid Waste Superintendent	23.3808/32.9011	Exempt
Street Superintendent	23.9113/34.8086	Exempt
Street Foreman	18.8034/26.7195	40 hrs/week
Turf Management Specialist	20.8588/29.5279	40 hrs/week
<del>Utility</del> -Utilities Director	52.8795/75.7733	Exempt
Utility Production Engineer	33.4540/47.0808	Exempt
Utility Services Manager	27.2181/37.8815	Exempt
Utility Warehouse Supervisor	22.2019/31.0134	40 hrs/week
Victim Assistance Unit Coordinator	12.7696/17.9792	40 hrs/week
Wastewater Engineering/Operations Superintendent	26.0989/36.9251	Exempt
Wastewater Plant Chief Operator	19.2816/27.1774	40 hrs/week
Wastewater Plant Maintenance Supervisor	23.3109/31.3899	40 hrs/week
Wastewater Plant Process Supervisor	24.1656/32.5804	40 hrs/week
Water Superintendent	24.6449/34.8086	Exempt
Water Supervisor	21.2759/30.6573	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Worker / Temporary	7.2500/20.0000	40 hrs/week

A shift differential of \$0.10 per hour shall be added to the base hourly wage for persons in the employee classification Senior Public Safety Dispatcher who work a **complete** shift that begins between 3:00 p.m. and 11:00 p.m. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay.

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

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	14.3613/21.2743	40 hrs/week
Fleet Services Mechanic	16.3825/24.2718	40 hrs/week
Horticulturist	15.1638/22.5063	40 hrs/week
Maintenance Worker – Cemetery	14.2525/21.1310	40 hrs/week
Maintenance Worker – Parks	14.1574/21.0022	40 hrs/week
Maintenance Worker – Streets	13.8581/20.5436	40 hrs/week
Senior Equipment Operator – Streets	15.7348/23.3375	40 hrs/week
Senior Maintenance Worker – Streets	15.7348/23.3375	40 hrs/week
Traffic Signal Technician	15.7348/23.3375	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



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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 IBEW labor agreements shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	14.6738/19.4178	40 hrs/week
Cashier	13.4680/18.3525	40 hrs/week
Custodian	15.7268/18.5712	40 hrs/week
Electric Distribution Crew Chief	28.7270/36.5353	40 hrs/week
Electric Underground Crew Chief	28.7270/36.5353	40 hrs/week
Engineering Technician I	18.1032/25.9023	40 hrs/week
Engineering Technician II	22.3791/30.6848	40 hrs/week
GIS Coordinator	23.0246/32.3083	40 hrs/week
Instrument Technician	27.0030/35.6731	40 hrs/week
Lineworker Apprentice	17.5111/25.6767	40 hrs/week
Lineworker First Class	26.5428/31.3925	40 hrs/week
Materials Handler	21.8556/29.2968	40 hrs/week
Meter Reader	15.7469/20.5343	40 hrs/week
Meter Technician	21.1717/26.1661	40 hrs/week
Power Dispatcher I	26.5134/36.8640	40 hrs/week
Power Dispatcher II	27.8474/38.7126	40 hrs/week
Power Plant Maintenance Mechanic	25.0977/31.2514	40 hrs/week
Power Plant Operator	29.6493/34.5364	40 hrs/week
Senior Accounting Clerk	16.4937/21.6054	40 hrs/week
Senior Engineering Technician	28.3158/34.6522	40 hrs/week
Senior Materials Handler	25.1644/32.8236	40 hrs/week
Senior Meter Reader	18.6499/22.1352	40 hrs/week
Senior Power Dispatcher	32.2133/44.2057	40 hrs/week
Senior Power Plant Operator	29.2327/37.4754	40 hrs/week
Senior Substation Technician	34.4193/35.6731	40 hrs/week
Senior Water Maintenance Worker	20.4500/26.9280	40 hrs/week
Substation Technician	31.8632/33.1281	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Systems Technician	28.0805/35.6731	40 hrs/week
Tree Trim Crew Chief	25.1546/31.2384	40 hrs/week
Utility Electrician	25.2079/33.1281	40 hrs/week
Utility Technician	24.6204/34.6321	40 hrs/week
Utility Warehouse Clerk	18.1921/22.4447	40 hrs/week
Water Maintenance Worker	17.0380/23.5619	40 hrs/week
Wireworker I	19.1407/27.0649	40 hrs/week
Wireworker II	26.5428/31.3925	40 hrs/week

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

Classification	Hourly Pay Range Min/Max	
Police Officer	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

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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 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	16.9624/23.5195	212 hrs/28 days
Firefighter / EMT	12.6022/18.2885	212 hrs/28 days
Firefighter / Paramedic	14.0702/19.8718	212 hrs/28 days

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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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	14.5040/20.4084	40 hrs/week
Equipment Operator – WWTP	16.4663/23.1698	40 hrs/week
Maintenance Mechanic I	16.4663/23.1698	40 hrs/week
Maintenance Mechanic II	18.4369/25.9426	40 hrs/week
Maintenance Worker – WWTP	16.4663/23.1698	40 hrs/week
Senior Equipment Operator – WWTP	17.7987/25.0445	40 hrs/week
Wastewater Clerk	12.3898/17.4334	40 hrs/week
Wastewater Plant Laboratory Technician	17.4796/24.5955	40 hrs/week
Wastewater Plant Operator I	14.7271/20.7227	40 hrs/week
Wastewater Plant Operator II	16.4663/23.1698	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:

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Streets	15.5354/20.7381	40 hrs/week
Accounts Payable Clerk	14.7357/21.3196	40 hrs/week
Administrative Assistant	15.3277/21.9842	40 hrs/week
Audio Video Technician	15.4730/21.8284	40 hrs/week
Building Inspector	19.1389/27.1558	40 hrs/week
Building Secretary	14.4242/20.4992	40 hrs/week
Community Development Administrator	16.6985/24.0093	<del>Exempt</del> 40 hr/week
Community Development Specialist	15.3277/21.9842	40 hrs/week
Computer Operator	18.6196/24.4767	40 hrs/week
Computer Programmer	21.2365/31.1227	40 hrs/week
Computer Technician	19.1782/25.2114	40 hrs/week
Electrical Inspector	19.1389/27.1558	40 hrs/week
Emergency Management Coordinator	14.4242/20.4992	40 hrs/week
Engineering Technician – Public Works	19.6892/27.7684	40 hrs/week
Evidence Technician	14.3204/20.9561	40 hrs/week
Finance Secretary	14.4242/20.4992	40 hrs/week
GIS Coordinator	21.8310/30.6333	40 hrs/week
Maintenance Worker I – Building, Library	15.0473/20.3642	40 hrs/week
Maintenance Worker II – Building, Police	15.8573/21.4961	40 hrs/week
Parks and Recreation Secretary	14.4242/20.4992	40 hrs/week
Planning Secretary	14.4242/20.4992	40 hrs/week
Planning Technician	19.7483/27.7850	40 hrs/week
Plans Examiner	19.1389/27.1558	40 hrs/week
Plumbing Inspector	19.1389/27.1558	40 hrs/week
Police Records Clerk – Full Time	12.8769/17.9239	40 hrs/week
Public Safety Dispatcher	14.5384/21.2365	40 hrs/week
Shooting Range Operator	19.9799/27.0830	40 hrs/week
Stormwater Technician	19.6892/27.7684	40 hrs/week
Utility Secretary	14.4242/20.4992	40 hrs/week

A shift differential of \$0.10 per hour shall be added to the base hourly wage for persons in the employee classification Public Safety Dispatcher who work a **complete** shift that begins

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between 3:00 p.m. and 11:00 p.m. This does not include persons who work the day shift. Shift differential will only be paid for actual hours worked. Paid leave will not qualify for the shift differential pay.

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

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

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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, 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 of Fleet Services Shop Foreman and Fleet Services Mechanic shall receive a tool allowance of \$10 biweekly.

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

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(A) 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 hundredths hours (calculated at  $38\% \times 1,576$  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  $37.5\% \times 1064$  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  $40\% \times 1084$  hours = 433.60 hours.) Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for fifty percent (50%) of their accumulated medical leave at the time of their retirement, not to exceed five hundred forty-two hours (calculated at  $50\% \times 1084 = 542$ ). The



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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.

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

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

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SECTION 10. Non-union employees shall have a contribution made on their behalf to their VEBA account in the amount of \$30.00 per pay period. Employees represented by the IBEW Service/Clerical labor agreement shall have a contribution made on their behalf to the VEBA account of \$15 per pay period.

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

SECTION 12. The adjustments identified herein shall be effective on the date of passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law.

SECTION 13. Those portions of Ordinance No. 9337 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: January 10, 2012.

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk