



City of Grand Island

Tuesday, August 28, 2012

Council Session

Item F3

#9396 – Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: August 28, 2012

Subject: Consideration of Approving Salary Ordinance

Item #'s: F - 3

Presenter(s): Brenda Sutherland, Human Resources Director

Background

A Salary Ordinance is presented each year as a part of the budget process. Wages for City employees are presented to the City Council for approval in the form of a salary ordinance.

Discussion

An ordinance is being brought forward for Council consideration to support the salary table adjustment for non-union employees for the 2012/2013 fiscal year which represents a 2% increase. In addition, wages for Four IBEW groups – Finance, Utilities, Service/Clerical and Wastewater Treatment Plant are presented with a 2% increase. This is a result of newly negotiated labor agreements that have also been brought forward for Council consideration at this meeting.

Additionally, 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 FOP labor agreements. The AFSCME wage scale will increase by 1.5% and the FOP wage scale will increase by 1.75%. Negotiations are underway for a new IAFF labor agreement and wages will be brought forward for Council consideration when negotiations are complete.

Also outlined in the salary ordinance is the negotiated amount for fire rated clothing for employees who are required to wear it to perform their duties in the utilities and finance departments. The amount shown for employees required to wear full F.R. clothing is \$600 per year and partial is \$350 per year. Affected employees may rent or purchase and will be reimbursed with proof of purchase.

A stipend for bilingual pay has been added to the IBEW Wastewater Treatment labor agreement. Employees who qualify may receive a \$1,000 annual stipend for proficiency

in a second language once the department director has deemed it appropriate and necessary for use in their department.

The wages represented in this proposed Ordinance are included in the proposed 2012/2013 fiscal year budget.

Alternatives

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

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

Recommendation

Recommend approval of Salary Ordinance No. 9396.

Sample Motion

Motion to approve Salary Ordinance No. 9396.

ORDINANCE NO. 9396

An ordinance to amend Ordinance 9381 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 classification and range of CADD Operator;~~ to amend the salary ranges of the employees covered under the IBEW Utilities labor agreement, the IBEW Finance labor agreement, the IBEW Service/Clerical labor agreement, the IBEW Wastewater Treatment labor agreement, the AFSCME labor agreement, the FOP labor agreement, to amend the salary ranges of non-union employees; and to add annual Fire Retardant clothing stipends for the IBEW – Utilities, IBEW – Finance, and the non-union position Meter Reader Supervisor; and to add bilingual pay for employees covered under the IBEW Wastewater Treatment labor agreement; and to repeal those portions of Ordinance No. 9381 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 22.4279/31.6234	Exempt

Approved as to Form ☐ _____
 ☒ City Attorney

ORDINANCE NO. 9396 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – Solid Waste	15.2625/20.0651 15.5678/20.4664	40 hrs/week
Assistant to the City Administrator	21.3879/30.1079 21.8156/30.7100	Exempt
Assistant Utilities Director – Distribution	41.4936/58.4045 42.3235/59.5726	Exempt
Assistant Utilities Director – Production	44.9328/63.2681 45.8314/64.5335	Exempt
Assistant Utilities Director – Transmission	44.9328/63.2681 45.8314/64.5335	Exempt
Attorney	27.3606/42.2161 27.9079/43.0605	Exempt
Biosolids Technician	17.3383/24.4065 17.6851/24.8946	40 hrs/week
Building Department Director	32.0513/45.6044 32.6923/46.5165	Exempt
CADD Operator	19.6892/27.7684 20.0830/28.3238	40 hrs/week
Cemetery Superintendent	18.6323/26.2314 19.0049/26.7560	Exempt
City Administrator	54.8239/77.1429 55.9204/78.6858	Exempt
City Attorney	37.8815/53.3170 38.6391/54.3834	Exempt
City Clerk	22.8836/32.2140 23.3413/32.8583	Exempt
Civil Engineering Manager – Utility PCC	32.5600/46.4896 33.2113/47.4194	Exempt
Collection System Supervisor	21.9678/31.2271 22.4072/31.8516	40 hrs/week
Community Service Officer	12.3118/16.7379	40 hrs/week

ORDINANCE NO. 9396 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>12.5580/17.0727</u>	
Custodian – Library, Police	11.2825/15.9214 <u>11.5082/16.2398</u>	40 hrs/week
Customer Service Representative – Part time	8.1400/12.21000 <u>8.3028/12.4542</u>	40 hrs/week
Electric Distribution Superintendent	31.7969/43.5795 <u>32.4329/44.4511</u>	Exempt
Electric Distribution Supervisor	26.8518/36.8223 <u>27.3888/37.5598</u>	40 hrs/week
Electric Underground Superintendent	28.3170/38.8176 <u>28.8834/39.5940</u>	Exempt
Electrical Engineer I	25.7733/35.5718 <u>26.2888/36.2831</u>	Exempt
Electrical Engineer II	29.8941/41.2189 <u>30.4920/42.0433</u>	Exempt
Emergency Management Deputy Director	21.7338/29.7221 <u>22.1684/30.3155</u>	Exempt
Emergency Management Director	30.9320/42.2873 <u>31.5506/43.1330</u>	Exempt
Engineering Technician - WWTP	19.2002/27.1266 <u>19.5842/27.6691</u>	40 hrs/week
Equipment Operator - Solid Waste	15.3864/21.6684 <u>15.6941/22.1018</u>	40 hrs/week
Finance Director	36.3126/51.0998 <u>37.0389/52.1218</u>	Exempt
Fire Chief	34.6459/49.0944 <u>35.3388/50.0763</u>	Exempt
Fire Division Chief	28.3344/40.8994 <u>28.9011/41.7174</u>	Exempt
Fleet Services Shop Foreman	19.5462/27.2283 <u>19.9371/27.7729</u>	40 hrs/week

ORDINANCE NO. 9396 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Golf Course Superintendent	23.2091/33.4961 23.6733/34.1660	Exempt
Grounds Management Crew Chief – Cemetery	17.4024/24.4899 17.7504/24.9797	40 hrs/week
Grounds Management Crew Chief – Parks	17.9244/25.2244 18.2829/25.7289	40 hrs/week
Human Resources Director	32.7736/46.6931 33.4291/47.6270	Exempt
Human Resources Benefits & Risk Management Coordinator	17.5519/25.7936 17.9029/26.3095	40 hrs/week
Human Resources Recruiter	17.5519/25.7936 17.9029/26.3095	40 hrs/week
Human Resources Specialist	16.2210/22.8215 16.5454/23.2779	40 hrs/week
Information Technology Manager	29.4608/41.4516 30.0500/42.2806	Exempt
Legal Secretary	19.3020/25.9564 19.6880/26.4755	40 hrs/week
Librarian I	16.8600/23.4534 17.1973/23.9225	Exempt
Librarian II	18.6711/26.3024 19.0445/26.8284	Exempt
Library Assistant I	11.8132/16.2597 12.0495/16.5849	40 hrs/week
Library Assistant II	13.0138/17.9385 13.2741/18.2973	40 hrs/week
Library Assistant Director	21.2658/30.3114 21.6911/30.9176	Exempt
Library Director	28.7745/40.5034 29.3500/41.3135	Exempt
Library Page	7.5600/10.4599	40 hrs/week

ORDINANCE NO. 9396 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>7.7112/10.6691</u>	
Library Secretary	<u>14.1331/20.0855</u> <u>14.4158/20.4872</u>	40 hrs/week
Maintenance Worker – Golf	<u>14.1865/20.0066</u> <u>14.4702/20.4067</u>	40 hrs/week
Manager of Engineering Services	<u>31.3695/45.0244</u> <u>31.9969/45.9249</u>	Exempt
Meter Reader Supervisor	<u>17.8435/25.1290</u> <u>18.2004/25.6316</u>	Exempt
Office Manager – Police Department	<u>15.4558/21.4088</u> <u>15.7649/21.8370</u>	40 hrs/week
Parks and Recreation Director	<u>32.5449/45.7755</u> <u>33.1958/46.6910</u>	Exempt
Parks Superintendent	<u>22.7411/32.1631</u> <u>23.1960/32.8064</u>	Exempt
Payroll Specialist	<u>16.2210/22.8215</u> <u>16.5454/23.2779</u>	40 hrs/week
Planning Director	<u>32.2698/45.3986</u> <u>32.9151/46.3066</u>	Exempt
Police Captain	<u>27.2486/38.3293</u> <u>27.7936/39.0959</u>	Exempt
Police Chief	<u>34.6459/49.0944</u> <u>35.3388/50.0763</u>	Exempt
Power Plant Maintenance Supervisor	<u>28.5419/40.1479</u> <u>29.1128/40.9509</u>	Exempt
Power Plant Operations Supervisor	<u>29.7110/42.7758</u> <u>30.3053/43.6313</u>	Exempt
Power Plant Superintendent – Burdick	<u>32.5404/45.7903</u> <u>33.1911/46.7060</u>	Exempt
Power Plant Superintendent – PGS	<u>37.5140/52.7646</u> <u>38.2643/53.8199</u>	Exempt

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Project Manager – Public Works	28.9275/40.7000 29.5060/41.5140	Exempt
Public Information Officer	20.4314/28.7545 20.8400/29.3296	Exempt
Public Works Director	36.4524/51.2964 37.1814/52.3223	Exempt
Public Works Engineer	30.2000/42.5000 30.8040/43.3500	Exempt
Receptionist	12.6170/18.2540 12.8693/18.6191	40 hrs/week
Recreation Coordinator	16.4835/22.9955 16.8131/23.4554	Exempt
Recreation Superintendent	21.2963/30.5555 21.7221/31.1666	Exempt
Regulatory and Environmental Manager	28.1473/39.5929 28.7103/40.3848	Exempt
Senior Accountant	26.7806/37.2813 27.3163/38.0269	Exempt
Senior Electrical Engineer	32.7126/45.1058 33.3669/46.0079	Exempt
Senior Public Safety Dispatcher	16.4835/22.5275 16.8132/22.9781	40 hrs/week
Senior Utility Secretary	14.5757/20.8130 14.8672/21.2293	40 hrs/week
Shooting Range Superintendent	21.2963/30.5555 21.7221/31.1666	Exempt
Solid Waste Division Clerk - Full Time	14.5401/19.4750 14.8309/19.8645	40 hrs/week
Solid Waste Division Clerk - Part Time	12.9463/17.6842 13.2052/18.0379	40 hrs/week
Solid Waste Foreman	16.1559/22.7331	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>16.4790/23.1878</u>	
Solid Waste Superintendent	<u>23.3808/32.9011</u> <u>23.8484/33.5591</u>	Exempt
Street Superintendent	<u>23.9113/34.8086</u> <u>24.3895/35.5048</u>	Exempt
Street Foreman	<u>18.8034/26.7195</u> <u>19.1795/27.2539</u>	40 hrs/week
Turf Management Specialist	<u>20.8588/29.5279</u> <u>21.2760/30.1185</u>	40 hrs/week
Utilities Director	<u>52.8795/75.7733</u> <u>53.9371/77.2888</u>	Exempt
Utility Production Engineer	<u>33.4540/47.0808</u> <u>34.1231/48.0224</u>	Exempt
Utility Services Manager	<u>27.2181/37.8815</u> <u>27.7625/38.6391</u>	Exempt
Utility Warehouse Supervisor	<u>22.2019/31.0134</u> <u>22.6459/31.6337</u>	40 hrs/week
Victim Assistance Unit Coordinator	<u>12.7696/17.9792</u> <u>13.0250/18.3388</u>	40 hrs/week
Wastewater Engineering/Operations Superintendent	<u>26.0989/36.9251</u> <u>26.6209/37.6636</u>	Exempt
Wastewater Plant Chief Operator	<u>19.2816/27.1774</u> <u>19.6672/27.7209</u>	40 hrs/week
Wastewater Plant Engineer	<u>31.3695/45.0244</u> <u>31.9969/45.9249</u>	Exempt
Wastewater Plant Operations Engineer	<u>30.2000/42.5000</u> <u>30.8040/43.3500</u>	Exempt
Wastewater Plant Maintenance Supervisor	<u>23.3109/31.3899</u> <u>23.7771/32.0177</u>	40 hrs/week
Wastewater Plant Process Supervisor	<u>24.1656/32.5804</u> <u>24.6489/33.2320</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Water Superintendent	24.6449/34.8086 25.1378/35.5048	Exempt
Water Supervisor	21.2759/30.6573 21.7014/31.2704	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt
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 14.5767/21.5934	40 hrs/week
Fleet Services Mechanic	16.3825/24.2718 16.6282/24.6359	40 hrs/week
Horticulturist	15.1638/22.5063 15.3913/22.8439	40 hrs/week
Maintenance Worker – Cemetery	14.2525/21.1310 14.4663/21.4480	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Maintenance Worker – Parks	14.1574/21.0022 14.3698/21.3172	40 hrs/week
Maintenance Worker – Streets	13.8581/20.5436 14.0660/20.8518	40 hrs/week
Senior Equipment Operator – Streets	15.7348/23.3375 15.9708/23.6876	40 hrs/week
Senior Maintenance Worker – Streets	15.7348/23.3375 15.9708/23.6876	40 hrs/week
Traffic Signal Technician	15.7348/23.3375 15.9708/23.6876	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	14.6738/19.4178 14.9673/19.8062	40 hrs/week
Cashier	13.4680/18.3525 13.7374/18.7196	40 hrs/week
Custodian	15.7268/18.5712 16.0413/18.9426	40 hrs/week
Electric Distribution Crew Chief	28.7270/36.5353 29.3015/37.2660	40 hrs/week
Electric Underground Crew Chief	28.7270/36.5353 29.3015/37.2660	40 hrs/week
Engineering Technician I	18.1032/25.9023 18.4653/26.4203	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Engineering Technician II	<u>22.3791/30.6848</u> <u>22.8267/31.2985</u>	40 hrs/week
GIS Coordinator	<u>23.0246/32.3083</u> <u>23.4851/32.9545</u>	40 hrs/week
Instrument Technician	<u>27.0030/35.6731</u> <u>27.5431/36.3866</u>	40 hrs/week
Lineworker Apprentice	<u>17.5111/25.6767</u> <u>17.8613/26.1902</u>	40 hrs/week
Lineworker First Class	<u>26.5428/31.3925</u> <u>27.0737/32.0204</u>	40 hrs/week
Materials Handler	<u>21.8556/29.2968</u> <u>22.2927/29.8827</u>	40 hrs/week
Meter Reader	<u>15.7469/20.5343</u> <u>16.0618/20.9450</u>	40 hrs/week
Meter Technician	<u>21.1717/26.1661</u> <u>21.5951/26.6894</u>	40 hrs/week
Power Dispatcher I	<u>26.5134/36.8640</u> <u>27.0437/37.6013</u>	40 hrs/week
Power Dispatcher II	<u>27.8474/38.7126</u> <u>28.4043/39.4869</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>25.0977/31.2514</u> <u>25.5997/31.8764</u>	40 hrs/week
Power Plant Operator	<u>29.6493/34.5364</u> <u>30.2423/35.2271</u>	40 hrs/week
Senior Accounting Clerk	<u>16.4937/21.6054</u> <u>16.8236/22.0375</u>	40 hrs/week
Senior Engineering Technician	<u>28.3158/34.6522</u> <u>28.8821/35.3452</u>	40 hrs/week
Senior Materials Handler	<u>25.1644/32.8236</u> <u>25.6677/33.4801</u>	40 hrs/week
Senior Meter Reader	<u>18.6499/22.1352</u> <u>19.0229/22.5779</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Senior Power Dispatcher	32.2133/44.2057 32.8576/45.0898	40 hrs/week
Senior Power Plant Operator	29.2327/37.4754 29.8174/38.2249	40 hrs/week
Senior Substation Technician	34.4193/35.6731 35.1077/36.3866	40 hrs/week
Senior Water Maintenance Worker	20.4500/26.9280 20.8590/27.4666	40 hrs/week
Substation Technician	31.8632/33.1281 32.5005/33.7907	40 hrs/week
Systems Technician	28.0805/35.6731 28.6421/36.3866	40 hrs/week
Tree Trim Crew Chief	25.1546/31.2384 25.6577/31.8632	40 hrs/week
Utility Electrician	25.2079/33.1281 25.7121/33.7907	40 hrs/week
Utility Technician	24.6204/34.6321 25.1128/35.3247	40 hrs/week
Utility Warehouse Clerk	18.1921/22.4447 18.5559/22.8936	40 hrs/week
Water Maintenance Worker	17.0380/23.5619 17.3788/24.0331	40 hrs/week
Wireworker I	19.1407/27.0649 19.5235/27.6062	40 hrs/week
Wireworker II	26.5428/31.3925 27.0737/32.0204	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	<u>17.8037/24.8884</u> <u>18.1153/25.3239</u>	
Police Sergeant	<u>22.2831/30.5330</u> <u>22.6731/31.0673</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 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	16.9624/23.5195	212 hrs/28 days
Firefighter / EMT	12.6022/18.2885	212 hrs/28 days
Firefighter / Paramedic	14.0702/19.8718	212 hrs/28 days

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:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	14.5040/20.4084 <u>14.7941/20.8166</u>	40 hrs/week

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Equipment Operator – WWTP	16.4663/23.1698 16.7956/23.6332	40 hrs/week
Maintenance Mechanic I	16.4663/23.1698 16.7956/23.6332	40 hrs/week
Maintenance Mechanic II	18.4369/25.9426 18.8056/26.4615	40 hrs/week
Maintenance Worker – WWTP	16.4663/23.1698 16.7956/23.6332	40 hrs/week
Senior Equipment Operator – WWTP	17.7987/25.0445 18.1547/25.5454	40 hrs/week
Wastewater Clerk	12.3898/17.4334 12.6376/17.7821	40 hrs/week
Wastewater Plant Laboratory Technician	17.4796/24.5955 17.8292/25.0874	40 hrs/week
Wastewater Plant Operator I	14.7271/20.7227 15.0216/21.1372	40 hrs/week
Wastewater Plant Operator II	16.4663/23.1698 16.7956/23.6332	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	15.5354/20.7381 15.8461/21.1529	40 hrs/week
Accounts Payable Clerk	14.7357/21.3196 15.0304/21.7460	40 hrs/week
Administrative Assistant	15.3277/21.9842	40 hrs/week

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	<u>15.6343/22.4239</u>	
Audio Video Technician	15.4730/21.8284 <u>15.7825/22.2650</u>	40 hrs/week
Building Inspector	19.1389/27.1558 <u>19.5217/27.6989</u>	40 hrs/week
Building Secretary	14.4242/20.4992 <u>14.7127/20.9092</u>	40 hrs/week
Community Development Administrator	16.6985/24.0093 <u>17.0325/24.4895</u>	40 hrs/week
Community Development Specialist	15.3277/21.9842 <u>15.6343/22.4239</u>	40 hrs/week
Computer Operator	18.6196/24.4767 <u>18.9920/24.9662</u>	40 hrs/week
Computer Programmer	21.2365/31.1227 <u>21.6612/31.7452</u>	40 hrs/week
Computer Technician	19.1782/25.2114 <u>19.5618/25.7156</u>	40 hrs/week
Electrical Inspector	19.1389/27.1558 <u>19.5217/27.6989</u>	40 hrs/week
Emergency Management Coordinator	14.4242/20.4992 <u>14.7127/20.9092</u>	40 hrs/week
Engineering Technician – Public Works	19.6892/27.7684 <u>20.0830/28.3238</u>	40 hrs/week
Evidence Technician	14.3204/20.9561 <u>14.6068/21.3752</u>	40 hrs/week
Finance Secretary	14.4242/20.4992 <u>14.7127/20.9092</u>	40 hrs/week
GIS Coordinator	21.8310/30.6333 <u>22.2676/31.2460</u>	40 hrs/week
Maintenance Worker I – Building, Library	15.0473/20.3642 <u>15.3482/20.7715</u>	40 hrs/week
Maintenance Worker II – Building, Police	15.8573/21.4961 <u>16.1744/21.9260</u>	40 hrs/week

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Parks and Recreation Secretary	14.4242/20.4992 <u>14.7127/20.9092</u>	40 hrs/week
Planning Secretary	14.4242/20.4992 <u>14.7127/20.9092</u>	40 hrs/week
Planning Technician	19.7483/27.7850 <u>20.1433/28.3407</u>	40 hrs/week
Plans Examiner	19.1389/27.1558 <u>19.5217/27.6989</u>	40 hrs/week
Plumbing Inspector	19.1389/27.1558 <u>19.5217/27.6989</u>	40 hrs/week
Police Records Clerk – Full Time	12.8769/17.9239 <u>13.1344/18.2824</u>	40 hrs/week
Public Safety Dispatcher	14.5384/21.2365 <u>14.8292/21.6612</u>	40 hrs/week
Shooting Range Operator	19.9799/27.0830 <u>20.3795/27.6247</u>	40 hrs/week
Stormwater Technician	19.6892/27.7684 <u>20.0830/28.3238</u>	40 hrs/week
Utility Secretary	14.4242/20.4992 <u>14.7127/20.9092</u>	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 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

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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. Employees covered by the IBEW – Utilities, the IBEW – Finance labor agreements, and the non-union position of Meter Reader Supervisor who are required to wear full fire retardant clothing will be eligible for an annual stipend of \$600 to purchase or rent required uniforms. Those employees who are required to wear partial fire retardant clothing will be eligible for an annual stipend of \$350. Employees will be reimbursed for said purchases with a receipt showing proof of purchase.

Fire Chief and Fire Division Chiefs shall be paid a clothing allowance of \$484.08 per year, divided into 24 pay periods. Police Chief and Police Captains shall be paid a clothing allowance of \$650.00 per year, divided into 26 pay periods.

 Non-union employees and employees covered by the FOP labor agreement, the IBEW Utilities, Finance, ~~and~~ Service/Clerical and Wastewater Treatment Plant 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

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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:

- (A) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated

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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 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

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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.

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

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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 [effective October 8, 2012](#).

SECTION 13. Those portions of Ordinance No. 9381 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 28, 2012.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk