



City of Grand Island

Tuesday, December 4, 2012

Council Session

Item F1

#9413 – Consideration of Amending Salary Ordinance Relative to Crime Analyst

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: December 4, 2012

Subject: Consideration of Approving Salary Ordinance No. 9413

Item #'s: F - 1

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.

Discussion

An ordinance is being brought forward for Council consideration to support the salary table for the new position in the Police Department – Crime Analyst. The addition of this position was recommended in the ICMA Safety Study and later presented by Chief Lamken to Council as a part of the 2012/2013 implementation. The addition of this position was proposed and approved in the 2012/2013 budget.

This is a civilian position and part of the non-union employee group. The salary table was based on comparable positions within the Midwest region. This action is required to fill the position.

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. 9413

Sample Motion

Move to approve Salary Ordinance No. 9413

ORDINANCE NO. 9413

An ordinance to amend Ordinance 9408 known as the Salary Ordinance which lists the currently occupied classifications of officers and employees of the City of Grand Island, Nebraska and established the ranges of compensation of such officers and employees; to ~~amend the salary ranges of the employees covered under the IAFF labor agreement~~add the non-union position and salary range of Crime Analyst; ~~to amend the IAFF uniform allowance; to add a VEBA contribution to employees covered under the IAFF labor agreement~~; and to repeal those portions of Ordinance No. 9408 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	22.4279/31.6234	Exempt
Accounting Technician – Solid Waste	15.5678/20.4664	40 hrs/week
Assistant to the City Administrator	21.8156/30.7100	Exempt
Assistant Utilities Director – Distribution	42.3235/59.5726	Exempt
Assistant Utilities Director – Production	45.8314/64.5335	Exempt
Assistant Utilities Director – Transmission	45.8314/64.5335	Exempt
Attorney	27.9079/43.0605	Exempt
Biosolids Technician	17.6851/24.8946	40 hrs/week

Approved as to Form ☐ _____
 ☒ City Attorney

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Building Department Director	32.6923/46.5165	Exempt
CADD Operator	20.0830/28.3238	40 hrs/week
Cemetery Superintendent	19.0049/26.7560	Exempt
City Administrator	55.9204/78.6858	Exempt
City Attorney	38.6391/54.3834	Exempt
City Clerk	23.3413/32.8583	Exempt
Civil Engineering Manager – Utility PCC	33.2113/47.4194	Exempt
Collection System Supervisor	22.4072/31.8516	40 hrs/week
Community Service Officer	12.5580/17.0727	40 hrs/week
Crime Analyst	16.9250/23.9146	40 hrs/week
Custodian – Library, Police	11.5082/16.2398	40 hrs/week
Customer Service Representative – Part time	8.3028/12.4542	40 hrs/week
Electric Distribution Superintendent	32.4329/44.4511	Exempt
Electric Distribution Supervisor	27.3888/37.5598	40 hrs/week
Electric Underground Superintendent	28.8834/39.5940	Exempt
Electrical Engineer I	26.2888/36.2831	Exempt
Electrical Engineer II	30.4920/42.0433	Exempt
Emergency Management Deputy Director	22.1684/30.3155	Exempt
Emergency Management Director	31.5506/43.1330	Exempt
Engineering Technician - WWTP	19.5842/27.6691	40 hrs/week
Equipment Operator - Solid Waste	15.6941/22.1018	40 hrs/week
Finance Director	37.0389/52.1218	Exempt
Fire Chief	35.3388/50.0763	Exempt
Fire Division Chief	28.9011/41.7174	Exempt
Fleet Services Shop Foreman	19.9371/27.7729	40 hrs/week
Golf Course Superintendent	23.6733/34.1660	Exempt
Grounds Management Crew Chief – Cemetery	17.7504/24.9797	40 hrs/week
Grounds Management Crew Chief – Parks	18.2829/25.7289	40 hrs/week
Human Resources Director	33.4291/47.6270	Exempt
Human Resources Benefits & Risk Management Coordinator	17.9029/26.3095	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Human Resources Recruiter	17.9029/26.3095	40 hrs/week
Human Resources Specialist	16.5454/23.2779	40 hrs/week
Information Technology Manager	30.0500/42.2806	Exempt
Legal Secretary	19.6880/26.4755	40 hrs/week
Librarian I	17.1973/23.9225	Exempt
Librarian II	19.0445/26.8284	Exempt
Library Assistant I	12.0495/16.5849	40 hrs/week
Library Assistant II	13.2741/18.2973	40 hrs/week
Library Assistant Director	21.6911/30.9176	Exempt
Library Director	29.3500/41.3135	Exempt
Library Page	7.7112/10.6691	40 hrs/week
Library Secretary	14.4158/20.4872	40 hrs/week
Maintenance Worker – Golf	14.4702/20.4067	40 hrs/week
Manager of Engineering Services	31.9969/45.9249	Exempt
Meter Reader Supervisor	18.2004/25.6316	Exempt
Office Manager – Police Department	15.7649/21.8370	40 hrs/week
Parks and Recreation Director	33.1958/46.6910	Exempt
Parks Superintendent	23.1960/32.8064	Exempt
Payroll Specialist	16.5454/23.2779	40 hrs/week
Planning Director	32.9151/46.3066	Exempt
Police Captain	27.7936/39.0959	Exempt
Police Chief	35.3388/50.0763	Exempt
Power Plant Maintenance Supervisor	29.1128/40.9509	Exempt
Power Plant Operations Supervisor	30.3053/43.6313	Exempt
Power Plant Superintendent – Burdick	33.1911/46.7060	Exempt
Power Plant Superintendent – PGS	38.2643/53.8199	Exempt
Project Manager – Public Works	29.5060/41.5140	Exempt
Public Information Officer	20.8400/29.3296	Exempt
Public Works Director	37.1814/52.3223	Exempt
Public Works Engineer	30.8040/43.3500	Exempt
Receptionist	12.8693/18.6191	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Recreation Coordinator	16.8131/23.4554	Exempt
Recreation Superintendent	21.7221/31.1666	Exempt
Regulatory and Environmental Manager	28.7103/40.3848	Exempt
Senior Accountant	27.3163/38.0269	Exempt
Senior Electrical Engineer	33.3669/46.0079	Exempt
Senior Public Safety Dispatcher	16.8132/22.9781	40 hrs/week
Senior Utility Secretary	14.8672/21.2293	40 hrs/week
Shooting Range Superintendent	21.7221/31.1666	Exempt
Solid Waste Division Clerk - Full Time	14.8309/19.8645	40 hrs/week
Solid Waste Division Clerk - Part Time	13.2052/18.0379	40 hrs/week
Solid Waste Foreman	16.4790/23.1878	40 hrs/week
Solid Waste Superintendent	23.8484/33.5591	Exempt
Street Superintendent	24.3895/35.5048	Exempt
Street Foreman	19.1795/27.2539	40 hrs/week
Turf Management Specialist	21.2760/30.1185	40 hrs/week
Utilities Director	53.9371/77.2888	Exempt
Utility Production Engineer	34.1231/48.0224	Exempt
Utility Services Manager	27.7625/38.6391	Exempt
Utility Warehouse Supervisor	22.6459/31.6337	40 hrs/week
Victim Assistance Unit Coordinator	13.0250/18.3388	40 hrs/week
Wastewater Engineering/Operations Superintendent	26.6209/37.6636	Exempt
Wastewater Plant Chief Operator	19.6672/27.7209	40 hrs/week
Wastewater Plant Engineer	31.9969/45.9249	Exempt
Wastewater Plant Operations Engineer	30.8040/43.3500	Exempt
Wastewater Plant Maintenance Supervisor	23.7771/32.0177	40 hrs/week
Wastewater Plant Process Supervisor	24.6489/33.2320	40 hrs/week
Water Superintendent	25.1378/35.5048	Exempt
Water Supervisor	21.7014/31.2704	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt
Worker / Temporary	7.2500/20.0000	40 hrs/week

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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	14.5767/21.5934	40 hrs/week
Fleet Services Mechanic	16.6282/24.6359	40 hrs/week
Horticulturist	15.3913/22.8439	40 hrs/week
Maintenance Worker – Cemetery	14.4663/21.4480	40 hrs/week
Maintenance Worker – Parks	14.3698/21.3172	40 hrs/week
Maintenance Worker – Streets	14.0660/20.8518	40 hrs/week
Senior Equipment Operator – Streets	15.9708/23.6876	40 hrs/week
Senior Maintenance Worker – Streets	15.9708/23.6876	40 hrs/week
Traffic Signal Technician	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:

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk	14.9673/19.8062	40 hrs/week
Cashier	13.7374/18.7196	40 hrs/week
Custodian	16.0413/18.9426	40 hrs/week
Electric Distribution Crew Chief	29.3015/37.2660	40 hrs/week
Electric Underground Crew Chief	29.3015/37.2660	40 hrs/week
Engineering Technician I	18.4653/26.4203	40 hrs/week
Engineering Technician II	22.8267/31.2985	40 hrs/week
GIS Coordinator	23.4851/32.9545	40 hrs/week
Instrument Technician	27.5431/36.3866	40 hrs/week
Lineworker Apprentice	17.8613/26.1902	40 hrs/week
Lineworker First Class	27.0737/32.0204	40 hrs/week
Materials Handler	22.2927/29.8827	40 hrs/week
Meter Reader	16.0618/20.9450	40 hrs/week
Meter Technician	21.5951/26.6894	40 hrs/week
Power Dispatcher I	27.0437/37.6013	40 hrs/week
Power Dispatcher II	28.4043/39.4869	40 hrs/week
Power Plant Maintenance Mechanic	25.5997/31.8764	40 hrs/week
Power Plant Operator	30.2423/35.2271	40 hrs/week
Senior Accounting Clerk	16.8236/22.0375	40 hrs/week
Senior Engineering Technician	28.8821/35.3452	40 hrs/week
Senior Materials Handler	25.6677/33.4801	40 hrs/week
Senior Meter Reader	19.0229/22.5779	40 hrs/week
Senior Power Dispatcher	32.8576/45.0898	40 hrs/week
Senior Power Plant Operator	29.8174/38.2249	40 hrs/week
Senior Substation Technician	35.1077/36.3866	40 hrs/week
Senior Water Maintenance Worker	20.8590/27.4666	40 hrs/week
Substation Technician	32.5005/33.7907	40 hrs/week
Systems Technician	28.6421/36.3866	40 hrs/week
Tree Trim Crew Chief	25.6577/31.8632	40 hrs/week
Utility Electrician	25.7121/33.7907	40 hrs/week
Utility Technician	25.1128/35.3247	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Utility Warehouse Clerk	18.5559/22.8936	40 hrs/week
Water Maintenance Worker	17.3788/24.0331	40 hrs/week
Wireworker I	19.5235/27.6062	40 hrs/week
Wireworker II	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 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	18.1153/25.3239	
Police Sergeant	22.6731/31.0673	

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

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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	17.3016/23.9899	212 hrs/28 days
Firefighter / EMT	12.8542/18.6543	212 hrs/28 days
Firefighter / Paramedic	14.3516/20.2692	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, unless recall or mandatory overtime is required as specified in the IAFF labor agreement.

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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	14.7941/20.8166	40 hrs/week
Equipment Operator – WWTP	16.7956/23.6332	40 hrs/week
Maintenance Mechanic I	16.7956/23.6332	40 hrs/week
Maintenance Mechanic II	18.8056/26.4615	40 hrs/week
Maintenance Worker – WWTP	16.7956/23.6332	40 hrs/week
Senior Equipment Operator – WWTP	18.1547/25.5454	40 hrs/week
Wastewater Clerk	12.6376/17.7821	40 hrs/week
Wastewater Plant Laboratory Technician	17.8292/25.0874	40 hrs/week
Wastewater Plant Operator I	15.0216/21.1372	40 hrs/week
Wastewater Plant Operator II	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	15.8461/21.1529	40 hrs/week
Accounts Payable Clerk	15.0304/21.7460	40 hrs/week
Administrative Assistant	15.6343/22.4239	40 hrs/week

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Audio Video Technician	15.7825/22.2650	40 hrs/week
Building Inspector	19.5217/27.6989	40 hrs/week
Building Secretary	14.7127/20.9092	40 hrs/week
Community Development Administrator	17.0325/24.4895	40 hrs/week
Community Development Specialist	15.6343/22.4239	40 hrs/week
Computer Operator	18.9920/24.9662	40 hrs/week
Computer Programmer	21.6612/31.7452	40 hrs/week
Computer Technician	19.5618/25.7156	40 hrs/week
Electrical Inspector	19.5217/27.6989	40 hrs/week
Emergency Management Coordinator	14.7127/20.9092	40 hrs/week
Engineering Technician – Public Works	20.0830/28.3238	40 hrs/week
Evidence Technician	14.6068/21.3752	40 hrs/week
Finance Secretary	14.7127/20.9092	40 hrs/week
GIS Coordinator	22.2676/31.2460	40 hrs/week
Maintenance Worker I – Building, Library	15.3482/20.7715	40 hrs/week
Maintenance Worker II – Building, Police	16.1744/21.9260	40 hrs/week
Parks and Recreation Secretary	14.7127/20.9092	40 hrs/week
Planning Secretary	14.7127/20.9092	40 hrs/week
Planning Technician	20.1433/28.3407	40 hrs/week
Plans Examiner	19.5217/27.6989	40 hrs/week
Plumbing Inspector	19.5217/27.6989	40 hrs/week
Police Records Clerk – Full Time	13.1344/18.2824	40 hrs/week
Public Safety Dispatcher	14.8292/21.6612	40 hrs/week
Shooting Range Operator	20.3795/27.6247	40 hrs/week
Stormwater Technician	20.0830/28.3238	40 hrs/week
Utility Secretary	14.7127/20.9092	40 hrs/week

ORDINANCE NO. 9413(Cont.)

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 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 \$529.92 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.

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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, 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 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

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\$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 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 $47\% \times 1039 \text{ hours} = 488.33 \text{ hours}$), 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 $38\% \times 1,576 \text{ hours} = 598.88 \text{ hours}$). The amount of contribution will be based upon the employee's salary at the time of retirement. Employees covered by the IBEW Wastewater labor agreement shall be paid 37.5% of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed three

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hundred ninety-nine hours (calculated at $37.5\% \times 1064 \text{ hours} = 399 \text{ hours}$). Employees covered by the IBEW Service/Clerical labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for forty percent (40%) of their accumulated medical leave at the time of retirement or death, based on the employee's salary at the time of retirement not to exceed 433.60 hours (calculated at $40\% \times 1084 \text{ hours} = 433.60 \text{ hours}$.) 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 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.

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(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 the IBEW Service/Clerical labor agreement shall have a contribution made on their behalf to the VEBA account of \$15 per pay period. Employees represented by the IAFF labor agreement shall have a contribution made on their behalf to the VEBA account of \$10 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. ~~retroactive to October 1, 2012.~~

ORDINANCE NO. 9413(Cont.)

SECTION 13. Those portions of Ordinance No. 9408 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: [December 4](#), 2012.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk