



City of Grand Island

Tuesday, August 31, 2010
Special Meeting

Item F1

#9268 - Consideration of Approving Salary Ordinance

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director
Meeting: August 31, 2010
Subject: Salary Ordinance #9268
Item #'s: F-1
Presenter(s): Brenda Sutherland, Human Resources Director

Background

The Human Resources Department prepares and brings forward for consideration a salary ordinance each year at budget time that sets forth wages for employees for the upcoming fiscal year. The wages being presented are a reflection of wages that have been previously agreed to by the City Council when labor agreements were entered into. In addition to wages, certain benefits that are part of labor agreements or personnel rules that are paid to employees are also outlined in the salary ordinance. The positions that were included in the FTE schedule as part of the budget are represented in the salary ordinance.

Discussion

The following changes are being presented to the Council for consideration in preparation for the next fiscal year which will begin on October 1, 2010. The wages addressed in this document will not be paid until the first full pay period in October which will commence on October 11, 2010.

Listed are the increases as agreed to in the various labor agreements:

AFSCME – 3.5%	FOP – 3.5%
IBEW Wastewater – 3.75%	IBEW Utilities – 3.75%
IBEW Finance – 3.75%	IBEW Service/ Clerical 2.06%

Non-union employees and employees covered under the IAFF labor agreement will see no change in their respective salary tables.

Through the program prioritization process some positions were eliminated while others were added. The following are positions that will be eliminated in the 2010/2011 fiscal

year: Civil Engineering Manager – Public Works, Engineering Technician Supervisor, Information Technology Supervisor, Library Clerk, Parking Monitor, Fleet Services Attendant/Clerk, and Fleet Services Inventory Specialist. Positions that will be added are: Project Manager – Public Works, Fleet Services Inventory Clerk, Recreation Coordinator, and Customer Service Representative. The customer service representative is a part-time position at the Heartland Shooting Park. This same position was previously filled under the title of “seasonal” but as it is a year around position it is more appropriately reflected as a regular status position in the ordinance. The number of seasonal FTE’s was reduced by .75 and it was added to this position for a net result of zero. The Recreation Coordinator was also a .5 FTE seasonal position which has been replaced as a full time regular status position. This position will oversee the daily activities and staff at the new Field house at Fonner Park. There is also a title change in the renaming of the Communication Specialist/EMD to Public Safety Dispatcher and the Sr. Communication Specialist/EMD to Senior Public Safety Dispatcher.

The last change presented in the proposed Salary Ordinance is a change to the payout of unused medical leave for non-union employees. Non-union employees will be entitled to a payout of their medical leave as has been prescribed in the Personnel Rules through September 2010. This buyout will cease in the 2010/2011 budget year. This final buyout has been the practice with all other employee groups as the benefit has gone away.

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 Salary Ordinance #9268.

Sample Motion

Move to approve Salary Ordinance #9268.

ORDINANCE NO. 9268

An ordinance to amend Ordinance 9251 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 remove the positions and salary ranges of Civil Engineering Manager-Public Works, Engineering Technician Supervisor, Information Technology Supervisor, Library Clerk, Parking Monitor, Fleet Services Attendant/Clerk, and Fleet Services Inventory Specialist; to add the positions and salary ranges of Project Manager-Public Works; Fleet Services Inventory Clerk; Recreation Coordinator; and Customer Service Representative – Part Time; ~~to rename the position of Communications Specialist/EMD to Public Safety Dispatcher; to rename the position of Senior Communications Specialist/EMD to Senior Public Safety Dispatcher;~~ and to repeal those portions of Ordinance No. 9251 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

Approved as to Form <input type="checkbox"/> _____ August 27, 2010 <input type="checkbox"/> City Attorney
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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Assistant to the City Administrator	21.0200/29.5900	Exempt
Assistant Utility Director – Administration	40.7800/57.4000	Exempt
Assistant Utility Director – PGS & PCC	44.1600/62.1800	Exempt
Attorney	26.8900/41.4900	Exempt
Biosolids Technician	17.0401/23.9867	40 hrs/week
Building Department Director	31.5000/44.8200	Exempt
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—Public Works —Engineering	28.6200/41.0400	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
<u>Customer Service Representative – Part time</u>	<u>8.0000/12.0000</u>	<u>40 hrs/week</u>
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
Engineering Technician Supervisor	21.0900/30.5300	Exempt
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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fleet Services Supervisor	19.2100/26.7600	40 hrs/week
Golf Course Superintendent	22.8100/32.9200	Exempt
Grounds Management Crew Chief – Cemetery	17.1031/24.0687	40 hrs/week
Grounds Management Crew Chief – Parks	17.6161/24.7906	40 hrs/week
Human Resources Director	32.2100/45.8900	Exempt
Human Resources Specialist	17.2500/25.3500	40 hrs/week
Information Technology Manager	28.9540/40.7386	Exempt
Information Technology Supervisor	25.4000/39.0400	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 Clerk	9.5700/13.2800	40 hrs/week
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
Parking Monitor	8.1100/11.0200	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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
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
<u>Project Manager – Public Works</u>	<u>28.4300/40.000</u>	<u>Exempt</u>
Public Information Officer	20.0800/28.2600	Exempt
Public Works Director	35.8254/50.4141	Exempt
Receptionist	12.400/17.9400	40 hrs/week
<u>Recreation Coordinator</u>	<u>16.2000/22.6000</u>	<u>Exempt</u>
Recreation Superintendent	20.9300/30.0300	Exempt
Regulatory and Environmental Specialist	27.6631/38.9119	Exempt
Senior Accountant	26.3200/36.6400	Exempt
Senior Communications Specialist/EMD	16.2000/22.1400	40 hrs/week
Senior Electrical Engineer	32.1500/44.3300	Exempt
Senior Equipment Operator, Solid Waste	15.8780/22.3421	40 hrs/week
<u>Senior Public Safety Dispatcher</u>	<u>16.2000/22.1400</u>	<u>40 hrs/week</u>
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

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Wastewater Plant Process Supervisor	23.7500/32.0200	40 hrs/week
Water Superintendent	24.2210/34.2100	Exempt
Water Supervisor	20.9100/30.1300	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt
Worker / Temporary	7.2500/20.0000	40 hrs/week

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

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	13.8757/19.5126 <u>14.3613/20.1955</u>	40 hrs/week
Fleet Services Attendant/Clerk	12.6141/17.7913	40 hrs/week
Fleet Services Inventory Specialist	13.8363/19.4733	40 hrs/week
<u>Fleet Services Inventory Clerk</u>	<u>13.6103/19.1475</u>	<u>40 hrs/week</u>
Fleet Services Mechanic	15.8285/22.2618 <u>16.3825/23.0410</u>	40 hrs/week
Horticulturist	14.6510/20.6425 <u>15.1638/21.3650</u>	40 hrs/week
Maintenance Worker – Cemetery	13.7705/19.3812 <u>14.2525/20.0595</u>	40 hrs/week
Maintenance Worker – Parks	13.6786/19.2630 <u>14.1574/19.9372</u>	40 hrs/week
Maintenance Worker – Streets	13.3895/18.8424 <u>13.8581/19.5019</u>	40 hrs/week
Senior Equipment Operator – Streets	15.2027/21.4049	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	15.7348/22.1541	
Senior Maintenance Worker – Parks	15.2027/21.4049 <u>15.7348/22.1541</u>	40 hrs/week
Senior Maintenance Worker – Streets	15.2027/21.4049 <u>15.7348/22.1541</u>	40 hrs/week
Traffic Signal Technician	15.2027/21.4049 <u>15.7348/22.1541</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	13.9001/18.3940 <u>14.4214/19.0838</u>	40 hrs/week
Cashier	12.7580/17.3850 <u>13.2364/18.0369</u>	40 hrs/week
Custodian	14.8976/17.5921 <u>15.4563/18.2518</u>	40 hrs/week
Electric Distribution Crew Chief	27.2124/34.6091 <u>28.2329/35.9069</u>	40 hrs/week
Electric Underground Crew Chief	27.2124/34.6091 <u>28.2329/35.9069</u>	40 hrs/week
Engineering Technician I	17.1487/24.5367 <u>17.7918/25.4568</u>	40 hrs/week
Engineering Technician II	21.1992/29.0671 <u>21.9942/30.1571</u>	40 hrs/week
GIS Coordinator	21.8107/30.6049	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>22.6286/31.7526</u>	
Instrument Technician	<u>25.5794/33.7924</u> <u>26.5386/35.0596</u>	40 hrs/week
Lineworker Apprentice	<u>16.5879/24.3230</u> <u>17.2099/25.2351</u>	40 hrs/week
Lineworker First Class	<u>25.1434/29.7374</u> <u>26.0863/30.8526</u>	40 hrs/week
Materials Handler	<u>20.7033/27.7522</u> <u>21.4797/28.7929</u>	40 hrs/week
Meter Reader	<u>14.9167/19.4517</u> <u>15.4761/20.1811</u>	40 hrs/week
Meter Technician	<u>20.0555/24.7866</u> <u>20.8076/25.7161</u>	40 hrs/week
Power Dispatcher I	<u>25.1156/34.9205</u> <u>26.0574/36.2300</u>	40 hrs/week
Power Dispatcher II	<u>26.3793/36.6716</u> <u>27.3685/38.0468</u>	40 hrs/week
Power Plant Maintenance Mechanic	<u>23.7745/29.6038</u> <u>24.6660/30.7139</u>	40 hrs/week
Power Plant Operator	<u>28.0862/32.7156</u> <u>29.1394/33.9424</u>	40 hrs/week
Senior Accounting Clerk	<u>15.6241/20.4663</u> <u>16.2100/21.2338</u>	40 hrs/week
Senior Engineering Technician	<u>26.8229/32.8253</u> <u>27.8288/34.0562</u>	40 hrs/week
Senior Materials Handler	<u>23.8377/31.0931</u> <u>24.7316/32.2591</u>	40 hrs/week
Senior Meter Reader	<u>17.6666/20.9682</u> <u>18.3291/21.7545</u>	40 hrs/week
Senior Power Dispatcher	<u>30.5150/41.8751</u> <u>31.6593/43.4454</u>	40 hrs/week
Senior Power Plant Operator	<u>27.6915/35.4997</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	28.7299/36.8309	
Senior Substation Technician	32.6046/33.7924 33.8273/35.0596	40 hrs/week
Senior Water Maintenance Worker	19.3719/25.5083 20.0983/26.4649	40 hrs/week
Substation Technician	30.1833/31.3815 31.3152/32.5583	40 hrs/week
Systems Technician	26.6000/33.7924 27.5975/35.0596	40 hrs/week
Tree Trim Crew Chief	23.8284/29.5914 24.7220/30.7011	40 hrs/week
Utility Electrician	23.8788/31.3815 24.7743/32.5583	40 hrs/week
Utility Technician	23.3224/32.8063 24.1970/34.0365	40 hrs/week
Utility Warehouse Clerk	17.2330/21.2614 17.8792/22.0587	40 hrs/week
Water Maintenance Worker	16.1398/22.3197 16.7450/23.1567	40 hrs/week
Wireworker I	18.1316/25.6380 18.8115/26.5994	40 hrs/week
Wireworker II	25.1434/29.7374 26.0863/30.8526	40 hrs/week

SECTION 4. The currently occupied classifications of employees of the City of Grand Island included under the FOP labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such 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:

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Classification	Hourly Pay Range Min/Max	
Police Officer	17.2016/24.0468 <u>17.8037/24.8884</u>	
Police Sergeant	21.5296/29.5005 <u>22.2831/30.5330</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) 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)

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hours, if the time is funded at overtime rates by the grant. Any such grant hours are not deducted from the training and special events bank.

SECTION 5. The currently occupied classifications of employees of the City of Grand Island included under the IAFF labor agreement, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classifications, and the number of hours and work period which certain such employees included under the IAFF labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Fire Captain	16.6707/23.1150	54 hrs/week
Firefighter / EMT	12.3855/17.9740	54 hrs/week
Firefighter / Paramedic	13.8282/19.5300	54 hrs/week

SECTION 6. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-WWTP labor agreement, and the ranges of compensation salary and wages, excluding shift differential as provided by contract, to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW-WWTP labor agreement shall work prior to overtime eligibility are as follows:

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Accounting Technician – WWTP	13.8071/19.4279 <u>14.3249/20.1564</u>	40 hrs/week
Equipment Operator – WWTP	15.6752/22.0567 <u>16.2630/22.8838</u>	40 hrs/week
Maintenance Mechanic I	15.6752/22.0567 <u>16.2630/22.8838</u>	40 hrs/week
Maintenance Mechanic II	17.5511/24.6962	40 hrs/week

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	<u>18.2093/25.6223</u>	
Maintenance Worker – WWTP	15.6752/22.0567 <u>16.2630/22.8838</u>	40 hrs/week
Senior Equipment Operator – WWTP	16.9436/23.8413 <u>17.5790/24.7353</u>	40 hrs/week
Wastewater Clerk	11.7945/16.5959 <u>12.2368/17.2182</u>	40 hrs/week
Wastewater Plant Laboratory Technician	16.6398/23.4139 <u>17.2638/24.2919</u>	40 hrs/week
Wastewater Plant Operator I	14.0196/19.7271 <u>14.5453/20.4669</u>	40 hrs/week
Wastewater Plant Operator II	15.6752/22.0567 <u>16.2630/22.8838</u>	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	14.9600/19.9700 <u>15.2682/20.3814</u>	40 hrs/week
Accounts Payable Clerk	14.1900/20.5300 <u>14.4823/20.9529</u>	40 hrs/week
Administrative Assistant	14.7600/21.1700 <u>15.0641/21.6061</u>	40 hrs/week
Audio Video Technician	14.9000/21.0200 <u>15.2069/21.4530</u>	40 hrs/week
Building Inspector	18.4300/26.1500 <u>18.8097/26.6887</u>	40 hrs/week

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Building Secretary	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week
Community Development Administrator	16.0800/23.1200 <u>16.4113/23.5963</u>	Exempt
Communication Specialist/EMD	14.0000/20.4500	40 hrs/week
Computer Operator	17.9300/23.5702 <u>18.2994/24.0557</u>	40 hrs/week
Computer Programmer	20.4500/29.9700 <u>20.8713/30.5874</u>	40 hrs/week
Computer Technician	18.4680/24.2777 <u>18.8484/24.7778</u>	40 hrs/week
Electrical Inspector	18.4300/26.1500 <u>18.8097/26.6887</u>	40 hrs/week
Emergency Management Coordinator	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week
Engineering Technician – Public Works	18.9600/26.7400 <u>19.3506/27.2908</u>	40 hrs/week
Evidence Technician	13.7900/20.1800 <u>14.0741/20.5957</u>	40 hrs/week
Finance Secretary	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week
GIS Specialist	21.0224/29.4987 <u>21.4555/30.1064</u>	40 hrs/week
Maintenance Worker I – Building, Library	14.4900/19.6100 <u>14.7885/20.0140</u>	40 hrs/week
Maintenance Worker II – Building, Police	15.2700/20.7000 <u>15.5846/21.1264</u>	40 hrs/week
Parks and Recreation Secretary	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week
Planning Secretary	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week
Planning Technician	19.0169/26.7559 <u>19.4086/27.3071</u>	40 hrs/week

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Plans Examiner	18.4300/26.1500 <u>18.8097/26.6887</u>	40 hrs/week
Plumbing Inspector	18.4300/26.1500 <u>18.8097/26.6887</u>	40 hrs/week
Police Records Clerk – Full Time	12.4000/17.2600 <u>12.6554/17.6156</u>	40 hrs/week
<u>Public Safety Dispatcher</u>	14.0000/20.4500 <u>14.2884/20.8713</u>	<u>40 hrs/week</u>
Shooting Range Operator	19.2400/26.0800 <u>19.6363/26.6172</u>	40 hrs/week
Stormwater Technician	18.9600/26.7400 <u>19.3506/27.2908</u>	40 hrs/week
Utility Secretary	13.8900/19.7400 <u>14.1761/20.1466</u>	40 hrs/week

SECTION 8. The classification of employees included under labor agreements with the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classification, and the number of hours and work period which certain such employees shall work prior to overtime eligibility are as stated above. All employees covered by the IAFF labor agreement shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$484.00 per year, divided into twenty-four (24) pay periods. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month.

ORDINANCE NO. 9268 (Cont.)

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.

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

ORDINANCE NO. 9268 (Cont.)

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 ~~second-last~~ paycheck in ~~January of each year~~September 2010, payment for an employee's unused medical leave in excess of 960 hours accrued from January 2010 through September 2010~~in the preceding calendar year~~. The compensation will be based on 50% of the accumulated hours above 960 at the employee's current pay rate at the time of such compensation. Such compensation for unused medical leave in excess of 960 hours shall not continue after September 2010.

(B) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at 47% x 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% x 1,576 hours = 598.88 hours). The amount of contribution will be based upon the employee's salary at the time of retirement.

ORDINANCE NO. 9268 (Cont.)

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 $37.5\% \times 1064 \text{ hours} = 399 \text{ hours}$).

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 $40\% \times 1084 \text{ hours} = 433.60 \text{ hours}$.) Employees covered by the IBEW Service/Clerical labor agreement will be compensated for unused medical leave in excess of 960 hours as of September 30, 2009. Employees will be compensated for fifty percent (50%) of the hours over 960 at their current rate of pay in January 2010. Such compensation for unused medical leave in excess of 960 shall not continue after January 2010. Any employee covered by this bargaining unit shall be allowed to maintain a balance of sixteen (16) hours in their compensatory time banks if those hours exist at the date of approval of the labor agreement. All hours in excess of sixteen (16) shall be paid to the employee at the same time as any retroactive payments are made. Non-union employees shall have a contribution to a VEBA made on their behalf in lieu of payment for ~~one-half-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

ORDINANCE NO. 9268 (Cont.)

agreement shall be paid forty-five (45%) of their accumulated medical leave bank at the time of their retirement, based on the employee's salary at the time of retirement not to exceed four hundred seventy-eight and eighty hundredths hours (calculated at $45\% \times 1064 \text{ hours} = 478.80 \text{ hours}$). All employees covered under the FOP labor agreement shall be paid thirty-seven and one-half percent (37.5%) of their accumulated medical leave bank at the time of their retirement, not to exceed four hundred five hours (calculated at $37.5\% \times 1,080 \text{ hours} = 405 \text{ hrs.}$), based on the employee's salary at the time of retirement. If death occurs while in the line of duty, employees covered under the FOP labor agreement shall be paid fifty percent (50%) of their accumulated medical leave bank at the time of their death, not to exceed five hundred forty hours ($50\% \times 1,080 \text{ hours} = 540 \text{ hrs.}$), based on the employee's salary at the time of their death.

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

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

ORDINANCE NO. 9268 (Cont.)

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 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 in the payout of medical leave to non-union employees shall be effective on the date of passage and publication as provided by law. The new positions that have been added, namely Fleet Services Inventory Clerk, Project Manager- Public Works, Recreation Coordinator, and Customer Service Representative-PT, shall be in effect as of October 1, 2010. The salary 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 ~~March 15,~~ October 11, 2010.

SECTION 13. Those portions of Ordinance No. 9251 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted: August 31, 2010

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk