



# City of Grand Island

Thursday, August 25, 2011  
Special Meeting

## Item F1

**#9317 - Consideration of Approving Salary Ordinance**

Staff Contact: Brenda Sutherland

# Council Agenda Memo

**From:** Brenda Sutherland, Human Resources Director

**Meeting:** August 25, 2011

**Subject:** Approval of Salary Ordinance No. 9317

**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. An ordinance is being brought forward for Council consideration to support the salary table adjustment for non-union employees for the 2011/2012 fiscal year of 1.75%. In addition position removal and additions as well as positions that are being renamed will be addressed. Information presented in this Ordinance with the exception of the Regulatory Environmental Manager was presented to Council at the August 16, 2011 Council meeting and passed by resolution # 2011-213.

## Discussion

This Ordinance will remove the positions of Fleet Services Superintendent, Fleet Services Supervisor and Fleet Services Inventory Clerk as the result of a reduction in force in that division. It will add the position Fleet Services Shop Foreman with an hourly wage of \$19.5462 - \$27.2283 and a Public Works Engineer with an hourly rate of \$25.2900 - \$35.5750. Three departments have requested a title change or reclassification. The Human Resources Department is recommending a reclassification that will change the titles of two Human Resource Specialists to Human Resources Recruiter and Human Resources Benefits & Risk Management Coordinator. One Human Resources Specialist will remain under the current title. There will be no salary adjustment to the Recruiter or Benefits and Risk Management Coordinator other than the annual adjustment being proposed. The Specialist position will be changed to an hourly rate of \$16.2210 - \$22.8215 per hour which represents a reduction in salary of approximately 11% under current wages.

The next changes are in the Public Works Department. The Streets Supervisor position will be renamed as a Streets Foreman and the Solid Waste Sr. Equipment Operators will be renamed Solid Waste Foreman. Foreman is a standard term used in the industry for the

first line of management that reports directly to the Superintendent in the Public Works arena. That is the current chain of command in this department and for consistency in Public Works, the foreman title is appropriate. There will be no salary adjustment to the above named Foreman positions other than the annual adjustment being proposed.

Lastly, the Utilities Department is requesting that The Regulatory and Environmental Specialist positions be renamed Regulatory and Environmental Manager. The Regulatory and Environmental Specialist position was created in 2003 for assistance to the professional staff of the Utilities Department in maintaining environmental/regulatory compliance of operations and new projects. As it was a new position, clear definition of duties was not known, and as these very often depends on the caliber of the job pool, it was decided to start on the lower end of the expectation spectrum and see how the job developed over time. In the history of the position, we have actually had two very capable employees and they have been taken on assignments which were probably above those required in the job description. Expansion of duties to include supervision of employees and management of Department operations and projects, as well as being a direct report to the Utilities Director, deem this position to be suitable for Manager title. The Manager title is also a requirement by the EPA for eligibility to be a Designated Representative/Alternate Designated Representative in the Acid Rain Program, which is recommended by the Department for this position because of their familiarity and direct oversight with this program. This was presented to Council at the April 26, 2011 meeting by Tim Luchsinger and adopted per resolution #2011 – 97.

### **Alternatives**

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

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

### **Recommendation**

I recommend the approval of the aforementioned changes in the proposed Salary Ordinance No. 9317

### **Sample Motion**

Move to approve the proposed changes outlined in Salary Ordinance No. 9317.

ORDINANCE NO. 9317

An ordinance to amend Ordinance 9314 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 Fleet Services Superintendent, Fleet Services Supervisor, Fleet Services Inventory Clerk, and Police Records Clerk – Part Time, which reflects a Reduction In Force;~~ to add the positions and salary ranges for ~~Community Development Specialist~~Fleet Services Shop Foreman, and Public Works Engineer; to rename the positions of Solid Waste Senior Equipment Operator to Solid Waste Foreman; to rename the position of Street Supervisor to Street Foreman; to rename the position of Regulatory and Environmental Specialist to Regulatory and Environmental Manager; to rename two Human Resources Specialists to Human Resources Recruiter; and to Human Resources Benefits & Risk Management Coordinator; to amend the salary ranges of ~~the non-union~~ employees ~~covered under the AFSCME labor agreement; the IAFF labor agreement;~~; and to repeal those portions of Ordinance No. 9314 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:

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

ORDINANCE NO. 9317 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accountant	<del>21.6100/30.4700</del> <u>21.9881/31.0033</u>	Exempt
Accounting Technician – Solid Waste	<del>15.0000/19.7200</del> <u>15.2625/20.0651</u>	40 hrs/week
Assistant to the City Administrator	<del>21.0200/29.5900</del> <u>21.3879/30.1079</u>	Exempt
Assistant Utility Director – Administration	<del>40.7800/57.4000</del> <u>41.4936/58.4045</u>	Exempt
Assistant Utility Director – PGS & PCC	<del>44.1600/62.1800</del> <u>44.9328/63.2681</u>	Exempt
Attorney	<del>26.8900/41.4900</del> <u>27.3606/42.2161</u>	Exempt
Biosolids Technician	<del>17.0401/23.9867</del> <u>17.3383/24.4065</u>	40 hrs/week
Building Department Director	<del>31.5000/44.8200</del> <u>32.0513/45.6044</u>	Exempt
Cemetery Superintendent	<del>18.3119/25.7803</del> <u>18.6323/26.2314</u>	Exempt
City Administrator	<del>53.8810/75.8161</del> <u>54.8239/77.1429</u>	Exempt
City Attorney	<del>37.2300/52.4000</del> <u>37.8815/53.3170</u>	Exempt
City Clerk	<del>22.4900/31.6600</del> <u>22.8836/32.2140</u>	Exempt
Civil Engineering Manager – Utility PCC	<del>32.0000/45.6900</del> <u>32.5600/46.4896</u>	Exempt
Collection System Supervisor	<del>21.5900/30.6900</del> <u>21.9678/31.2271</u>	40 hrs/week
Community Service Officer	<del>12.1000/16.4500</del> <u>12.3118/16.7379</u>	40 hrs/week
Custodian – Library, Police	<del>11.0885/15.6476</del>	40 hrs/week

ORDINANCE NO. 9317 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>11.2825/15.9214</u>	
Customer Service Representative – Part time	<del>8.0000/12.0000</del> <u>8.1400/12.21000</u>	40 hrs/week
Electric Distribution Superintendent	<del>31.2500/42.8300</del> <u>31.7969/43.5795</u>	Exempt
Electric Distribution Supervisor	<del>26.3900/36.1900</del> <u>26.8518/36.8223</u>	40 hrs/week
Electric Underground Superintendent	<del>27.8300/38.1500</del> <u>28.3170/38.8176</u>	Exempt
Electrical Engineer I	<del>25.3300/34.9600</del> <u>25.7733/35.5718</u>	Exempt
Electrical Engineer II	<del>29.3800/40.5100</del> <u>29.8941/41.2189</u>	Exempt
Emergency Management Deputy Director	<del>21.3600/29.2100</del> <u>21.7338/29.7221</u>	Exempt
Emergency Management Director	<del>30.4000/41.5600</del> <u>30.9320/42.2873</u>	Exempt
Engineering Technician - WWTP	<del>18.8700/26.6600</del> <u>19.2002/27.1266</u>	40 hrs/week
Equipment Operator - Solid Waste	<del>15.1218/21.2957</del> <u>15.3864/21.6684</u>	40 hrs/week
Finance Director	<del>35.6881/50.2209</del> <u>36.3126/51.0998</u>	Exempt
Fire Chief	<del>34.0500/48.2500</del> <u>34.6459/49.0944</u>	Exempt
Fire Division Chief	<del>27.8470/40.1959</del> <u>28.3344/40.8994</u>	Exempt
<del>Fleet Services Superintendent</del>	<del>24.1300/34.0900</del>	<del>Exempt</del>
<del>Fleet Services Supervisor</del>	<del>19.2100/26.7600</del>	<del>40 hrs/week</del>
<del>Fleet Services Shop Foreman</del>	<del>19.5462/27.2283</del>	<del>40 hrs/week</del>
Golf Course Superintendent	<u>22.8100/32.9200</u>	Exempt

ORDINANCE NO. 9317 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
	<u>23.2091/33.4961</u>	
Grounds Management Crew Chief – Cemetery	<del>17.1031/24.0687</del> <u>17.4024/24.4899</u>	40 hrs/week
Grounds Management Crew Chief – Parks	<del>17.6161/24.7906</del> <u>17.9244/25.2244</u>	40 hrs/week
Human Resources Director	<del>32.2100/45.8900</del> <u>32.7736/46.6931</u>	Exempt
<u>Human Resources Benefits &amp; Risk Management Coordinator</u>	<del>17.2500/25.3500</del> <u>17.5519/25.7936</u>	<u>40 hrs/week</u>
<u>Human Resources Recruiter</u>	<del>17.2500/25.3500</del> <u>17.5519/25.7936</u>	<u>40 hrs/week</u>
Human Resources Specialist	<del>17.2500/25.3500</del> <u>16.2210/22.8215</u>	40 hrs/week
Information Technology Manager	<del>28.9540/40.7386</del> <u>29.4608/41.4516</u>	Exempt
Legal Secretary	<del>18.9700/25.5100</del> <u>19.3020/25.9564</u>	40 hrs/week
Librarian I	<del>16.5700/23.0500</del> <u>16.8600/23.4534</u>	Exempt
Librarian II	<del>18.3500/25.8500</del> <u>18.6711/26.3024</u>	Exempt
Library Assistant I	<del>11.6100/15.9800</del> <u>11.8132/16.2597</u>	40 hrs/week
Library Assistant II	<del>12.7900/17.6300</del> <u>13.0138/17.9385</u>	40 hrs/week
Library Assistant Director	<del>20.9000/29.7900</del> <u>21.2658/30.3114</u>	Exempt
Library Director	<del>28.2796/39.8068</del> <u>28.7745/40.5034</u>	Exempt
Library Page	<del>7.4300/10.2800</del> <u>7.5600/10.4599</u>	40 hrs/week

ORDINANCE NO. 9317 (Cont.)

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Library Secretary	<del>13.8900/19.7400</del> <u>14.1331/20.0855</u>	40 hrs/week
Maintenance Worker – Golf	<del>13.9425/19.6625</del> <u>14.1865/20.0066</u>	40 hrs/week
Manager of Engineering Services	<del>30.8300/44.2500</del> <u>31.3695/45.0244</u>	Exempt
Meter Reader Supervisor	<del>17.5366/24.6969</del> <u>17.8435/25.1290</u>	Exempt
Office Manager – Police Department	<del>15.1900/21.0406</del> <u>15.4558/21.4088</u>	40 hrs/week
Parks and Recreation Director	<del>31.9851/44.9881</del> <u>32.5449/45.7755</u>	Exempt
Parks Superintendent	<del>22.3500/31.6100</del> <u>22.7411/32.1631</u>	Exempt
Payroll Specialist	<del>15.9420/22.4290</del> <u>16.2210/22.8215</u>	40 hrs/week
Planning Director	<del>31.7148/44.6178</del> <u>32.2698/45.3986</u>	Exempt
Police Captain	<del>26.7800/37.6700</del> <u>27.2486/38.3293</u>	Exempt
Police Chief	<del>34.0500/48.2500</del> <u>34.6459/49.0944</u>	Exempt
<del>Police Records Clerk – Part Time</del>	<del>12.4000/17.2600</del>	<del>40 hrs/week</del>
Power Plant Maintenance Supervisor	<del>28.0509/39.4574</del> <u>28.5419/40.1479</u>	Exempt
Power Plant Operations Supervisor	<del>29.2000/42.0400</del> <u>29.7110/42.7758</u>	Exempt
Power Plant Superintendent – Burdick	<del>31.9808/45.0026</del> <u>32.5404/45.7903</u>	Exempt
Power Plant Superintendent – PGS	<del>36.8688/51.8571</del> <u>37.5140/52.7646</u>	Exempt



ORDINANCE NO. 9317 (Cont.)

Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Project Manager – Public Works	<del>28.4300/40.000</del> <u>28.9275/40.7000</u>	Exempt
Public Information Officer	<del>20.0800/28.2600</del> <u>20.4314/28.7545</u>	Exempt
Public Works Director	<del>35.8254/50.4141</del> <u>36.4524/51.2964</u>	Exempt
<u>Public Works Engineer</u>	<u>25.2900/35.5750</u>	<u>Exempt</u>
Receptionist	<del>12.400/17.9400</del> <u>12.6170/18.2540</u>	40 hrs/week
Recreation Coordinator	<del>16.2000/22.6000</del> <u>16.4835/22.9955</u>	Exempt
Recreation Superintendent	<del>20.9300/30.0300</del> <u>21.2963/30.5555</u>	Exempt
Regulatory and Environmental <del>Specialist</del> <u>Manager</u>	<del>27.6631/38.9119</del> <u>28.1473/39.5929</u>	Exempt
Senior Accountant	<del>26.3200/36.6400</del> <u>26.7806/37.2813</u>	Exempt
Senior Electrical Engineer	<del>32.1500/44.3300</del> <u>32.7126/45.1058</u>	Exempt
Senior Public Safety Dispatcher	<del>16.2000/22.1400</del> <u>16.4835/22.5275</u>	40 hrs/week
Senior Utility Secretary	<del>14.3250/20.4550</del> <u>14.5757/20.8130</u>	40 hrs/week
Shooting Range Superintendent	<del>20.9300/30.0300</del> <u>21.2963/30.5555</u>	Exempt
Solid Waste Division Clerk - Full Time	<del>14.2900/19.1400</del> <u>14.5401/19.4750</u>	40 hrs/week
Solid Waste Division Clerk - Part Time	<del>12.7236/17.3800</del> <u>12.9463/17.6842</u>	40 hrs/week
<del>Senior Equipment Operator</del> , Solid Waste <u>Foreman</u>	<del>15.8780/22.3421</del> <u>16.1559/22.7331</u>	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Solid Waste Superintendent	<del>22.9786/32.3353</del> <u>23.3808/32.9011</u>	Exempt
Street Superintendent	<del>23.5000/34.2100</del> <u>23.9113/34.8086</u>	Exempt
Street <del>Supervisor</del> <u>Foreman</u>	<del>18.4800/26.2600</del> <u>18.8034/26.7195</u>	40 hrs/week
Turf Management Specialist	<del>20.5000/29.0200</del> <u>20.8588/29.5279</u>	40 hrs/week
Utility Director	<del>51.9700/74.4700</del> <u>52.8795/75.7733</u>	Exempt
Utility Production Engineer	<del>32.8786/46.2710</del> <u>33.4540/47.0808</u>	Exempt
Utility Services Manager	<del>26.7500/37.2300</del> <u>27.2181/37.8815</u>	Exempt
Utility Warehouse Supervisor	<del>21.8200/30.4800</del> <u>22.2019/31.0134</u>	40 hrs/week
Victim Assistance Unit Coordinator	<del>12.5500/17.6700</del> <u>12.7696/17.9792</u>	40 hrs/week
Wastewater Engineering/Operations Superintendent	<del>25.6500/36.2900</del> <u>26.0989/36.9251</u>	Exempt
Wastewater Plant Chief Operator	<del>18.9500/26.7100</del> <u>19.2816/27.1774</u>	40 hrs/week
Wastewater Plant Maintenance Supervisor	<del>22.9100/30.8500</del> <u>23.3109/31.3899</u>	40 hrs/week
Wastewater Plant Process Supervisor	<del>23.7500/32.0200</del> <u>24.1656/32.5804</u>	40 hrs/week
Water Superintendent	<del>24.2210/34.2100</del> <u>24.6449/34.8086</u>	Exempt
Water Supervisor	<del>20.9100/30.1300</del> <u>21.2759/30.6573</u>	40 hrs/week
Worker / Seasonal	7.2500/20.0000	Exempt

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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Equipment Operator – Streets	14.3613/21.2743	40 hrs/week
<del>Fleet Services Inventory Clerk</del>	<del>13.6103/20.1703</del>	<del>40 hrs/week</del>
Fleet Services Mechanic	16.3825/24.2718	40 hrs/week
Horticulturist	15.1638/22.5063	40 hrs/week
Maintenance Worker – Cemetery	14.2525/21.1310	40 hrs/week
Maintenance Worker – Parks	14.1574/21.0022	40 hrs/week
Maintenance Worker – Streets	13.8581/20.5436	40 hrs/week
Senior Equipment Operator – Streets	15.7348/23.3375	40 hrs/week
Senior Maintenance Worker – Streets	15.7348/23.3375	40 hrs/week
Traffic Signal Technician	15.7348/23.3375	40 hrs/week

SECTION 3. The currently occupied classifications of employees of the City of Grand Island included under the IBEW labor agreements, and the ranges of compensation (salary 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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<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Clerk	14.4214/19.0838	40 hrs/week
Cashier	13.2364/18.0369	40 hrs/week
Custodian	15.4563/18.2518	40 hrs/week
Electric Distribution Crew Chief	28.2329/35.9069	40 hrs/week
Electric Underground Crew Chief	28.2329/35.9069	40 hrs/week
Engineering Technician I	17.7918/25.4568	40 hrs/week
Engineering Technician II	21.9942/30.1571	40 hrs/week
GIS Coordinator	22.6286/31.7526	40 hrs/week
Instrument Technician	26.5386/35.0596	40 hrs/week
Lineworker Apprentice	17.2099/25.2351	40 hrs/week
Lineworker First Class	26.0863/30.8526	40 hrs/week
Materials Handler	21.4797/28.7929	40 hrs/week
Meter Reader	15.4761/20.1811	40 hrs/week
Meter Technician	20.8076/25.7161	40 hrs/week
Power Dispatcher I	26.0574/36.2300	40 hrs/week
Power Dispatcher II	27.3685/38.0468	40 hrs/week
Power Plant Maintenance Mechanic	24.6660/30.7139	40 hrs/week
Power Plant Operator	29.1394/33.9424	40 hrs/week
Senior Accounting Clerk	16.2100/21.2338	40 hrs/week
Senior Engineering Technician	27.8288/34.0562	40 hrs/week
Senior Materials Handler	24.7316/32.2591	40 hrs/week
Senior Meter Reader	18.3291/21.7545	40 hrs/week
Senior Power Dispatcher	31.6593/43.4454	40 hrs/week
Senior Power Plant Operator	28.7299/36.8309	40 hrs/week
Senior Substation Technician	33.8273/35.0596	40 hrs/week
Senior Water Maintenance Worker	20.0983/26.4649	40 hrs/week
Substation Technician	31.3152/32.5583	40 hrs/week
Systems Technician	27.5975/35.0596	40 hrs/week
Tree Trim Crew Chief	24.7220/30.7011	40 hrs/week
Utility Electrician	24.7743/32.5583	40 hrs/week
Utility Technician	24.1970/34.0365	40 hrs/week

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Classification	Hourly Pay Range Min/Max	Overtime Eligibility
Utility Warehouse Clerk	17.8792/22.0587	40 hrs/week
Water Maintenance Worker	16.7450/23.1567	40 hrs/week
Wireworker I	18.8115/26.5994	40 hrs/week
Wireworker II	26.0863/30.8526	40 hrs/week

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

Classification	Hourly Pay Range Min/Max	
Police Officer	17.8037/24.8884	
Police Sergeant	22.2831/30.5330	

**OVERTIME ELIGIBILITY**

The City has reserved its right to the utilization of the 207(k) FLSA exemption and will implement this as the hours of work effective the first full pay period following the execution of the labor agreement. The pay period for purposes of calculating overtime shall consist of a fourteen (14) day cycle that runs concurrent with the City’s current payroll cycle. For purposes of calculating eligibility for overtime, “hours worked” shall include actual hours worked, vacation, personal leave and holiday hours. Employees shall be eligible for overtime when they exceed their hours scheduled for work in the fourteen (14) day pay cycle with a minimum of eighty (80) hours. There shall also be established for each employee in the bargaining unit a Training and Special Events bank of fifty (50) hours per individual per contract year. Each

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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:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
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

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

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – WWTP	14.3249/20.1564	40 hrs/week
Equipment Operator – WWTP	16.2630/22.8838	40 hrs/week
Maintenance Mechanic I	16.2630/22.8838	40 hrs/week
Maintenance Mechanic II	18.2093/25.6223	40 hrs/week
Maintenance Worker – WWTP	16.2630/22.8838	40 hrs/week
Senior Equipment Operator – WWTP	17.5790/24.7353	40 hrs/week
Wastewater Clerk	12.2368/17.2182	40 hrs/week
Wastewater Plant Laboratory Technician	17.2638/24.2919	40 hrs/week
Wastewater Plant Operator I	14.5453/20.4669	40 hrs/week
Wastewater Plant Operator II	16.2630/22.8838	40 hrs/week

SECTION 7. The currently occupied classifications of the employees of the City of Grand Island included under the IBEW-Service/Clerical labor agreement, and the ranges of compensation salary and wages to be paid for such classifications, and the number of hours and work period which certain such employees included under the IBEW-Service/Clerical labor agreement shall work prior to overtime eligibility are as follows:

<b>Classification</b>	<b>Hourly Pay Range Min/Max</b>	<b>Overtime Eligibility</b>
Accounting Technician – Streets	15.2682/20.3814	40 hrs/week
Accounts Payable Clerk	14.4823/20.9529	40 hrs/week
Administrative Assistant	15.0641/21.6061	40 hrs/week
Audio Video Technician	15.2069/21.4530	40 hrs/week
Building Inspector	18.8097/26.6887	40 hrs/week
Building Secretary	14.1761/20.1466	40 hrs/week

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Community Development Administrator	16.4113/23.5963	Exempt
Community Development Specialist	15.0641/21.6061	40 hrs/week
Computer Operator	18.2994/24.0557	40 hrs/week
Computer Programmer	20.8713/30.5874	40 hrs/week
Computer Technician	18.8484/24.7778	40 hrs/week
Electrical Inspector	18.8097/26.6887	40 hrs/week
Emergency Management Coordinator	14.1761/20.1466	40 hrs/week
Engineering Technician – Public Works	19.3506/27.2908	40 hrs/week
Evidence Technician	14.0741/20.5957	40 hrs/week
Finance Secretary	14.1761/20.1466	40 hrs/week
GIS Specialist	21.4555/30.1064	40 hrs/week
Maintenance Worker I – Building, Library	14.7885/20.0140	40 hrs/week
Maintenance Worker II – Building, Police	15.5846/21.1264	40 hrs/week
Parks and Recreation Secretary	14.1761/20.1466	40 hrs/week
Planning Secretary	14.1761/20.1466	40 hrs/week
Planning Technician	19.4086/27.3071	40 hrs/week
Plans Examiner	18.8097/26.6887	40 hrs/week
Plumbing Inspector	18.8097/26.6887	40 hrs/week
Police Records Clerk – Full Time	12.6554/17.6156	40 hrs/week
Public Safety Dispatcher	14.2884/20.8713	40 hrs/week
Shooting Range Operator	19.6363/26.6172	40 hrs/week
Stormwater Technician	19.3506/27.2908	40 hrs/week
Utility Secretary	14.1761/20.1466	40 hrs/week

SECTION 8. The classification of employees included under labor agreements with the City of Grand Island, and the ranges of compensation (salary and wages, excluding shift differential as provided by contract) to be paid for such classification, and the number of hours and work period which certain such employees shall work prior to overtime eligibility are as stated above. All employees covered by the IAFF labor agreement shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$484.00 per year, divided into



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twenty-four (24) pay periods. All employees of the FOP labor agreement shall be paid a clothing and uniform allowance in addition to regular salary of \$25.00 per pay period. If any such employee covered by the IAFF or FOP labor agreements shall resign, or his or her employment be terminated for any reason whatsoever, the clothing allowance shall be paid on a prorata basis, but no allowance shall be made for a fraction of a month.

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

Non-union employees and employees covered by the FOP labor agreement, the IBEW Utilities, Finance and Service/Clerical labor agreements may receive an annual stipend not to exceed \$1,000 for bilingual pay.

Employees covered by the AFSCME labor agreement shall be granted a meal allowance of \$4.50 if they are required to work two (2) hours overtime consecutively with their normal working hours during an emergency situation, and if such overtime would normally 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.

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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 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) All employees covered in the IBEW Utilities and IBEW Finance labor agreements shall be paid for forty-seven percent (47%) of their accumulated medical leave at the time of their retirement, early retirement, or death, not to exceed four hundred eighty-eight and one third hours (calculated at  $47\% \times 1039$  hours = 488.33 hours), the rate of compensation to be based on the employee's salary at the time of retirement or death. Employees covered in the IAFF labor agreement shall have a contribution to a VEBA made on their behalf in lieu of payment for thirty-eight percent (38%) of their accumulated medical leave at the

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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 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

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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 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.

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SECTION 12. ~~The adjustment identified herein for the Community Development Specialist shall be effective on the date of passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law. Positions removed due to a Reduction In Force shall take effect no later than September 24, 2011.~~ The remaining adjustments identified herein ~~for the AFSCME and the IAFF labor agreements~~ 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 10, 2011.

SECTION 13. Those portions of Ordinance No. 9314 and all other parts of ordinances in conflict herewith be, and the same are, hereby repealed.

Enacted August 25, 2011.

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Jay Vavricek, Mayor

Attest:

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RaNae Edwards, City Clerk