



City of Grand Island

Tuesday, July 29, 2003

Special Budget Meeting

Item -1

Review of Proposed FY 2003-2004 Annual Budget

The largest expense that the City has is the same as that for most private employers. That expense being its "personnel costs". The City has no more important asset than its employees. We have many impressive facilities in our municipal government - City Hall, our power plants, fire stations, etc., but they are nothing more than bricks and mortar. It is the people that work in those facilities that make it all happen. The high level of service that our citizens have come to know and expect is delivered by many top notch individuals.

During this budget session we are going to focus on the projected changes in wages for the 2004 budget year, changes in FTE's for departments and an additional benefit for non-union employees that will provide a benefit to the employees and a cost savings to the City.

We'll begin with the already negotiated changes to the agreements for Fire, Police and AFSCME. The Fire Department contract specifies a 4% COLA. The Police Department contract specifies a 3.5% COLA and the employees covered under the AFSCME contract are to receive a 2.5% COLA. The amount to be paid to IBEW employees is yet to be determined as contract negotiations are underway. A 2% COLA is being proposed for non-union employees. Non-union positions were surveyed and the recommended changes average around 1.3% excluding Utilities. Non-union Utilities positions averaged a 5.6% change. Many positions did not have a change recommended and some departments had no changes department wide. When looking at the changes to this next year's budget, the percentage change is higher than those mentioned above. It is important to remember that in addition to the proposed COLA's and position adjustments, there is also movement between salary steps for those employees that are not at the top step in their pay scale.

The attached "Request for FTE" summarizes the proposed changes to the FTE's for this next fiscal year. The term FTE means full time equivalent. Numbers that are in () are negative numbers or a reduction of a position. FTE's that are being effected are; Downtown Development Director, Assistant Superintendent - Solid Waste, Computer Operator - I.T., Accountant, Accounting Clerk II, Legal Clerk and Community Projects Director. Classifications that are being requested for additions are; GIS Technician to be split between I. T. and Public Works, a Computer Programmer to reclassify a current employee, Maintenance Worker I - Wastewater, Temporary Clerk - Wastewater, Environmental Clerk, Engineering Tech. and URD Crew Chief - Electric, Sr. Accountant - Finance, Telecommunicator - Emergency Management and a Maintenance Worker - Parks. There are other part-time requests in addition and are summarized in the attachment.

Lastly, the Council has expressed an interest in pursuing a benefit for non-union employees

called a PEHP or an HRA. Both of these are a benefit to help employees pay for health related benefits after they are no longer employed by the City. Proposed is redirecting 1% of the non-union wages into an account of this type that will go in tax free, grow tax free and come out tax free to the employee after they have left the employ of the City. Currently, for every \$1 that the City pays an employee, it costs the City roughly \$1.14 and the employee receives somewhere in the neighborhood of .59. This would save the City the additional .14 and give the employee the whole dollar. Both sides benefit and the employee now has a benefit in place that will help them with the problem of handling healthcare costs in retirement or transition.

Staff Contact: David Springer

SUMMARY OF "REQUEST FOR FTE" FORMS FISCAL YEAR 2003-2004

7/25/03 10:00 AM

Dept #	Department Name	Requested FTE	2003-2004 Estimate	2004-2005 Estimate	2005-2006 Estimate	2006-2007 Estimate	2007-2008 Estimate
PROPERTY TAX REQUIREMENT							
	GENERAL GOVERNMENT	(2.50)	(114,249)	(118,230)	(122,358)	(126,639)	(131,079)
	PUBLIC SAFETY	1.750	40,837	42,879	45,023	47,274	49,638
	PUBLIC WORKS	0.500	19,998	20,598	21,216	21,852	22,508
	COMMUNITY ENVIRONMENT & LEISURE	2.533	67,843	70,114	72,466	74,900	77,420
	GENERAL FUND PROPERTY TAX REQUIREMENT	2.283	14,430	15,362	16,347	17,387	18,487
SPECIAL REVENUE FUNDS							
	Downtown Development Director	(1.00)	(58,831)	(60,596)	(62,414)	(64,286)	(66,215)
ENTERPRISE FUND							
	505 SOLID WASTE						
	Asst. Superintendent	(1.00)	(49,046)	(51,498)	(54,073)	(56,777)	(59,616)
	EQUIPMENT OPERATOR	0.25	3,635	3,817	4,008	4,208	4,418
	TOTAL SOLID WASTE	(0.75)	(45,411)	(47,682)	(50,066)	(52,569)	(55,197)
	520 ELECTRIC						
	Environmental Specialist	1.000	84,027	88,228	92,640	97,272	102,135
	Seasonal Worker	0.500	22,440	23,562	24,740	25,977	27,276
	Seasonal Worker	0.250	11,440	12,012	12,613	13,243	13,905
	Engineering Tech	1.000	39,000	40,950	42,998	45,147	47,405
	URD Crew Chief	1.000	53,300	55,965	58,763	61,701	64,786
	TOTAL ELECTRIC	3.750	210,207	220,717	231,753	243,341	255,508
	525 WATER						
	Senior Maintenance	1.000	41,600	43,680	45,864	48,157	50,565
	530 WASTEWATER						
	Maintenance Worker I	2.000	46,019	48,320	50,736	53,273	55,936
	Temporary Clerk	1.000	25,121	-	-	-	-
	Seasonal Worker	0.596	11,718	12,304	12,919	13,565	14,243
	TOTAL WASTEWATER	3.596	82,858	60,624	63,655	66,838	70,180
	TOTAL ENTERPRISE FUNDS	7.596	289,254	277,340	291,207	305,767	321,055
INTERNAL SERVICE							
	605 INFORMATION TECHNOLOGY						
	Computer Operator	(1.00)	(35,372)	(36,433)	(37,526)	(38,652)	(39,812)
	Computer Programmer	1.00	47,522	48,948	50,416	51,929	53,486
	GIS TECHNICIAN	0.5	19,998	20,598	21,216	21,852	22,508
		0.50	32,148	33,112	34,106	35,129	36,183
	TOTAL CITY	9.379	277,000	265,217	279,245	293,997	309,510

SUMMARY OF "REQUEST FOR FTE" FORMS FISCAL YEAR 2003-2004

7/25/03 10:00 AM

Dept #	Department Name	Requested FTE	2003-2004 Estimate	2004-2005 Estimate	2005-2006 Estimate	2006-2007 Estimate	2007-2008 Estimate
<u>GENERAL GOVERNMENT</u>							
114	FINANCE						
	Senior Accountant	1.00	60,535	62,351	64,222	66,148	68,133
	Less Accountant	(1.00)	(57,251)	(58,969)	(60,738)	(62,560)	(64,437)
	Less:Accounting Clerk II	(1.00)	(41,895)	(43,152)	(44,446)	(45,780)	(47,153)
	Meter Reader	0.50	22,859	23,545	24,251	24,979	25,728
	TOTAL FINANCE	(0.50)	(15,752)	(16,225)	(16,711)	(17,213)	(17,729)
115	LEGAL						
	Legal Clerk	(1.00)	(27,684)	(29,068)	(30,522)	(32,048)	(33,650)
116	COMMUNITY PROJECTS						
	Director	(1.00)	(70,813)	(72,937)	(75,125)	(77,379)	(79,700)
	TOTAL COMMUNITY PROJECTS	(1.000)	(70,813)	(72,937)	(75,125)	(77,379)	(79,700)
<u>PUBLIC SAFETY</u>							
120	BUILDING						
	Electrical Inspector	0.750	29,975	31,474	33,047	34,700	36,435
126	EMERGENCY MANAGEMENT						
	Telecommunicator	1.000	21,724	22,810	23,951	25,148	26,406
	(LESS COUNTY 1/2))		(10,862)	(11,405)	(11,975)	(12,574)	(13,203)
	TOTAL EMERGENCY MANAGEMENT	1.000	10,862	11,405	11,975	12,574	13,203
<u>PUBLIC WORKS</u>							
133	ENGINEERING						
	GIS Technician	0.50	19,998	20,598	21,216	21,852	22,508
<u>COMMUNITY ENVIRO & LEISURE</u>							
143	LIBRARY						
	3 Seasonal Workers	0.375	10,725	11,261	11,824	12,416	13,036
	Change One custodian to Maint worker I	reclass	1,082	1,136	1,193	1,253	1,315
	TOTAL LIBRARY	0.375	11,807	12,397	13,017	13,668	14,351
<u>PARKS AND RECREATION</u>							
144-145	PARKS AND RECREATION						
	Maintenance Worker -Parks	1.000	27,013	27,823	28,658	29,518	30,403
	Seasonal Worker-Stolley Park	0.270	4,448	4,581	4,719	4,860	5,006
	Seasonal Worker-Playground	0.270	4,448	4,581	4,719	4,860	5,006
	Seasonal Worker-Football	0.098	3,157	3,252	3,349	3,450	3,553
	Seasonal Worker-Hershey	0.020	330	340	350	361	371
	Sesonal Worker-Recreation	0.500	16,640	17,139	17,653	18,183	18,728
	TOTAL PARKS AND RECREATION	2.158	56,036	57,717	59,449	61,232	63,069

ORDINANCE NO. ____

An ordinance to amend Ordinance No. 8814 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 classification and salary range for the position of Civil Engineer – Utilities; to remove the classification and salary range for the position of Data Processing Manager; to remove the classification and salary range for the position of Downtown Development Director; to remove the classification and salary range for the position of Legal Clerk; to add the classification and salary range for Maintenance Worker I – Library; to add the classification and salary range for the position of Senior Accountant; to add the classification and salary range for the position of Wastewater Clerk; to amend the salary ranges for the officers and general employees of the City of Grand Island to reflect cost of living adjustments and/or salary survey comparability information; to amend the salary ranges for the classification of employees covered under the AFSCME labor agreement in accordance with the terms of such agreement; to amend the salary ranges for the classification of employees covered under the FOP labor agreement in accordance with the terms of such agreement; to amend the salary ranges for the classification of employees covered under the IAFF labor agreement in accordance with the terms of such agreement; to repeal Ordinance No. 8814, and any ordinance or parts of 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:

ORDINANCE NO. ____ (Cont.)

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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accountant	<u>1290.98 / 1817.12</u> 1265.66 / 1781.49	Exempt
Accounting Technician – Solid Waste	<u>959.83 / 1350.65</u> <u>941.01 / 1324.17</u>	40 hrs/week
Accounting Technician – Streets	<u>959.83 / 1350.65</u> <u>941.01 / 1324.17</u>	40 hrs/week
Accounting Technician – WWTP	<u>959.83 / 1350.65</u> <u>941.01 / 1324.17</u>	40 hrs/week
Administrative Assistant – Public Works	<u>1036.31 / 1459.07</u> 1015.99 / 1430.46	40 hrs/week
Administrative Assistant – Utilities	<u>1036.31 / 1459.07</u> 1015.99 / 1430.46	40 hrs/week
Administration Secretary	<u>859.81 / 1209.45</u> <u>842.95 / 1185.74</u>	40 hrs/week
Assistant Public Works Director	<u>1747.36 / 2458.40</u> 1713.10 / 2410.20	Exempt
Assistant Utility Director – Administration	<u>2328.40 / 3276.56</u> 2237.98 / 3149.33	Exempt
Assistant Utility Director – PGS & PCC	<u>2522.20 / 3549.43</u> 2354.99 / 3314.13	Exempt
Attorney	<u>1833.09 / 2579.43</u> 1797.14 / 2528.86	Exempt
Audio-Video/Visual Technician	<u>1200.21 / 1688.86</u> 1153.60 / 1623.28	40 hrs/week
Biosolids Technician	<u>1060.77 / 1493.20</u> 990.45 / 1394.21	40 hrs/week
Building Clerk	<u>796.02 / 1119.90</u> 743.25 / 1045.66	40 hrs/week

ORDINANCE NO. ____ (Cont.)

Building Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Building Department Director	<u>1899.75 / 2672.17</u> 1825.98 / 2568.41	Exempt
Building Inspector	<u>1230.21 / 1730.86</u> 1182.44 / 1663.66	40 hrs/week
Cemetery Superintendent	<u>1285.93 / 1810.39</u> 1260.72 / 1774.90	Exempt
City Administrator	<u>2889.92 / 4066.98</u> 2777.70 / 3909.06	Exempt
City Attorney	<u>2405.45 / 3385.45</u> 2358.29 / 3319.07	Exempt
City Clerk	<u>1278.58 / 1799.28</u> 1228.93 / 1729.41	Exempt
Civil Engineer – Utilities	1621.63 / 2281.66	Exempt
Civil Engineer I – Public Works	<u>1210.29 / 1703.65</u> 1186.56 / 1670.25	Exempt
Civil Engineer II – Public Works	<u>1476.01 / 2077.67</u> 1404.92 / 1977.60	Exempt
Code Compliance Officer	<u>1094.30 / 1539.80</u> 1072.85 / 1509.60	40 hrs/week
Collection System Supervisor	<u>1246.43 / 1754.08</u> 1221.99 / 1719.69	40 hrs/week
Communications Supervisor	<u>1139.34 / 1603.13</u> 1095.10 / 1540.88	Exempt
Community Development Director	<u>1638.94 / 2307.96</u> 1606.80 / 2262.70	Exempt
Community Projects Secretary	<u>884.18 / 1244.75</u> 866.85 / 1220.34	40 hrs/week
Community Service Officer – Police Department	<u>779.13 / 1095.98</u> 763.85 / 1074.50	40 hrs/week
Custodian	<u>752.23 / 1061.53</u> 737.48 / 1040.71	40 hrs/week
Data Processing Manager	1621.63 / 2281.66	Exempt
Deputy Police Chief	<u>1807.87 / 2544.97</u> 1772.42 / 2495.07	Exempt
Development Specialist	<u>884.18 / 1244.75</u> 866.85 / 1220.34	40 hrs/week

ORDINANCE NO. ____ (Cont.)

Downtown Development Director	1606.80 / 2262.70	Exempt
Electric Distribution Superintendent	<u>1988.91 / 2798.19</u> 1911.68 / 2689.54	Exempt
Electric Distribution Supervisor	<u>1680.29 / 2363.54</u> 1615.04 / 2271.77	40 hrs/week
Electric Underground & Substation Superintendent	<u>1736.43 / 2443.28</u> 1702.38 / 2395.37	Exempt
Electrical Engineer I	<u>1564.13 / 2202.06</u> 1533.46 / 2158.88	Exempt
Electrical Engineer II	<u>1812.92 / 2551.70</u> 1777.37 / 2501.66	Exempt
Electrical Inspector	<u>1230.21 / 1730.86</u> 1182.44 / 1663.66	40 hrs/week
Emergency Management Coordinator	<u>927.89 / 1305.26</u> 909.70 / 1279.67	40 hrs/week
Emergency Management Director	<u>1808.88 / 2545.29</u> 1738.64 / 2446.46	Exempt
EMS Division Chief	<u>1678.57 / 2361.83</u> 1613.39 / 2270.12	Exempt
Engineering Technician Supervisor	<u>1364.94 / 1921.34</u> 1338.18 / 1883.66	Exempt
Equipment Operator	<u>1000.76 / 1409.36</u> 934.42 / 1315.93	40 hrs/week
Executive Assistant – Administration	<u>1311.65 / 1846.60</u> 1260.72 / 1774.90	Exempt
Finance Controller	<u>1848.18 / 2599.60</u> 1812.00 / 2548.63	Exempt
Finance Director	<u>2328.40 / 3276.56</u> 2237.98 / 3149.33	Exempt
Finance Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Fire Chief	<u>2006.23 / 2822.33</u> 1966.89 / 2766.99	Exempt
Fire Operations Division Chief	<u>1678.57 / 2361.83</u> 1613.39 / 2270.12	Exempt
Fire Prevention Division Chief	<u>1678.57 / 2361.83</u> 1613.39 / 2270.12	Exempt
Fire Training Division Chief	<u>1678.57 / 2361.83</u> 1613.39 / 2270.12	Exempt

ORDINANCE NO. ____ (Cont.)

Fleet Services Superintendent	<u>1375.87 / 1937.31</u> 1348.89 / 1899.32	Exempt
Fleet Services Supervisor	<u>1146.38 / 1613.22</u> 1070.38 / 1506.27	40 hrs/week
Golf Course Superintendent	<u>1601.74 / 2253.92</u> 1495.56 / 2104.50	Exempt
Grounds Management Crew Chief	<u>1201.05 / 1690.21</u> 1177.50 / 1657.06	40 hrs/week
Human Resources Director	<u>1918.38 / 2698.37</u> 1825.98 / 2568.41	Exempt
Human Resources Specialist	<u>1141.91 / 1606.56</u> 1097.57 / 1544.18	40 hrs/week
Information Technology Manager	<u>1823.61 / 2565.84</u> 1702.71 / 2395.74	Exempt
Information Technology Supervisor	<u>1529.98 / 2153.17</u> 1442.29 / 2029.76	Exempt
Legal Assistant	<u>1228.78 / 1729.70</u> 1204.69 / 1695.79	40 hrs/week
Legal Clerk	<u>743.25 / 1045.66</u>	40 hrs/week
Legal Secretary	<u>922.85 / 1300.22</u> 904.75 / 1274.73	40 hrs/week
Librarian I	<u>1124.56 / 1581.78</u> 1102.51 / 1550.77	Exempt
Librarian II	<u>1237.19 / 1740.63</u> 1212.93 / 1706.50	Exempt
Library Assistant	<u>774.92 / 1090.10</u> 759.73 / 1068.73	40 hrs/week
Library Assistant Director	<u>1424.61 / 2004.54</u> 1396.68 / 1965.24	Exempt
Library Clerk	<u>649.52 / 915.16</u> 606.46 / 854.49	40 hrs/week
Library Director	<u>1810.39 / 2548.34</u> 1774.90 / 2498.37	Exempt
Library Page*	<u>491.56 / 691.89</u> 458.97 / 694.81	40 hrs/week
Library Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Maintenance Mechanic I	<u>985.02 / 1389.66</u> 946.78 / 1335.70	40 hrs/week

ORDINANCE NO. ____ (Cont.)

Maintenance Mechanic II	<u>1105.90 / 1555.98</u> 1062.96 / 1495.56	40 hrs/week
Maintenance Worker I – Solid Waste	<u>878.30 / 1237.18</u> 861.01 / 1212.93	40 hrs/week
Maintenance Worker I – Building, Golf, <u>Library</u>	<u>902.67 / 1269.97</u> 884.98 / 1245.06	40 hrs/week
Maintenance Worker I – WWTP	<u>920.73 / 1295.37</u> 884.98 / 1245.06	40 hrs/week
Maintenance Worker II – Solid Waste	<u>925.37 / 1302.74</u> 907.22 / 1277.20	40 hrs/week
Maintenance Worker II – Building, Golf, Zoo	<u>950.58 / 1340.57</u> 931.94 / 1314.28	40 hrs/week
Maintenance Worker II – WWTP	<u>969.59 / 1367.38</u> 931.94 / 1314.28	40 hrs/week
Meter Reading Supervisor	<u>1169.32 / 1646.75</u> 1091.80 / 1537.58	Exempt
Office Manager – Police Department	<u>1049.76 / 1477.56</u> 1029.18 / 1448.59	40 hrs/week
Parking Monitor	<u>521.94 / 735.25</u> 473.80 / 667.44	40 hrs/week
Parks and Recreation Director	<u>1955.80 / 2750.89</u> 1917.45 / 2696.95	Exempt
Parks and Recreation Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Parks Maintenance Superintendent	<u>1454.87 / 2046.57</u> 1426.34 / 2006.44	Exempt
Payroll Specialist	<u>1119.52 / 1575.06</u> 1097.57 / 1544.18	40 hrs/week
Planning Director	<u>1702.58 / 2395.27</u> 1636.46 / 2302.26	Exempt
Planning Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Planning Technician	<u>1206.09 / 1696.93</u> 1182.44 / 1663.66	40 hrs/week
Plumbing Inspector	<u>1230.21 / 1730.86</u> 1182.44 / 1663.66	40 hrs/week
Police Chief	<u>2101.20 / 2957.65</u> 2060.00 / 2899.66	Exempt

ORDINANCE NO. ____ (Cont.)

Police Records Clerk	<u>799.30 / 1125.40</u> 783.62 / 1103.34	40 hrs/week
Power Plant Maintenance Supervisor	<u>1762.65 / 2479.41</u> 1615.04 / 2271.77	Exempt
Power Plant Operations Supervisor	<u>1851.69 / 2605.31</u> 1696.62 / 2387.13	Exempt
Power Plant Superintendent – Burdick	<u>1982.19 / 2789.30</u> 1766.66 / 2486.01	Exempt
Power Plant Superintendent – PGS	<u>2285.16 / 3214.15</u> 2093.78 / 2944.98	Exempt
Public Information Officer	<u>1141.91 / 1606.56</u> 1097.57 / 1544.18	40 hrs/week
Public Safety Secretary	<u>949.74 / 1339.73</u> 931.12 / 1313.46	40 hrs/week
Public Works Director	<u>2282.74 / 3212.31</u> 2237.98 / 3149.33	Exempt
Public Works Secretary	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Purchasing Technician	<u>859.81 / 1209.45</u> 842.95 / 1185.74	40 hrs/week
Recreation Superintendent	<u>1372.52 / 1930.62</u> 1319.22 / 1855.65	Exempt
<u>Senior Accountant</u>	<u>1356.19 / 1907.81</u>	<u>Exempt</u>
Senior Civil Engineer – Public Works Engineering	<u>1738.11 / 2446.64</u> 1704.03 / 2398.66	Exempt
Senior Civil Engineer – Utility, PCC	<u>1911.65 / 2691.35</u> 1802.09 / 2537.10	Exempt
Senior Electrical Engineer	<u>1984.88 / 2792.75</u> 1621.63 / 2281.66	Exempt
Senior Engineering Technician	<u>1206.09 / 1696.93</u> 1182.44 / 1663.66	40 hrs/week
Senior Equipment Operator	<u>1040.51 / 1464.12</u> 1020.11 / 1435.41	40 hrs/week
Senior Library Assistant	<u>854.77 / 1202.73</u> 838.01 / 1179.14	40 hrs/week
Senior Maintenance Worker	<u>1069.60 / 1505.55</u> 998.69 / 1405.74	40 hrs/week
Senior Telecommunicator/EMD	<u>963.70 / 1355.52</u>	40 hrs/week

ORDINANCE NO. ____ (Cont.)

	899.81 / 1265.66	
Senior Utility Secretary	862.34 / 1216.18 845.42 / 1192.33	40 hrs/week
Solid Waste Division Clerk	773.27 / 1087.90 743.25 / 1045.66	40 hrs/week
Solid Waste Superintendent	1566.65 / 2204.58 1535.94 / 2161.35	Exempt
Street Superintendent	1517.40 / 2137.22 1458.48 / 2054.23	Exempt
Street Supervisor	1204.49 / 1694.00 1157.72 / 1628.22	40 hrs/week
Telecommunicator/EMD	891.58 / 1257.64 856.96 / 1208.81	40 hrs/week
Turf Management Specialist	1206.09 / 1696.93 1182.44 / 1663.66	40 hrs/week
Utility Production Engineer	1904.53 / 2680.29 1867.18 / 2627.74	Exempt
Utility Director	2838.13 / 3992.45 2649.98 / 3727.78	Exempt
Utility Secretary	859.81 / 1209.45 842.95 / 1185.74	40 hrs/week
Utility Services Manager	1644.18 / 2313.74 1549.94 / 2181.13	Exempt
Utility Warehouse Supervisor	1303.10 / 1832.80 1193.98 / 1679.31	40 hrs/week
Wastewater Clerk	773.27 / 1087.90	40 hrs/week
Wastewater Engineering/Operations Superintendent	1738.11 / 2446.64 1704.03 / 2398.66	Exempt
Wastewater Plant Maintenance Supervisor	1279.21 / 1800.31 1254.13 / 1765.01	40 hrs/week
Wastewater Plant Operator I	897.63 / 1263.24 880.03 / 1238.47	40 hrs/week
Wastewater Plant Operator II	1003.41 / 1412.89 936.89 / 1319.22	40 hrs/week
Wastewater Plant Process Supervisor	1310.31 / 1844.86 1284.62 / 1808.68	40 hrs/week
Wastewater Plant Senior Operator	1060.77 / 1493.20 990.45 / 1394.21	40 hrs/week
Water Superintendent	1584.04 / 2228.17	Exempt

ORDINANCE NO. ____ (Cont.)

	1465.07 / 2060.83	
Water Supervisor	<u>1350.62 / 1902.09</u> 1249.18 / 1759.24	40 hrs/week
Worker / Seasonal	412.00 / 1600.00	Exempt
Worker / Temporary	412.00	40 hrs/week
	*Pay Schedule Variation	

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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Equipment Operator – Streets	<u>909.74 / 1279.31</u> 887.54 / 1248.11	40 hrs/week
Fleet Services Attendant/Clerk	<u>827.03 / 1166.46</u> 806.86 / 1138.01	40 hrs/week
Fleet Services Mechanic	<u>1017.42 / 1430.94</u> 992.61 / 1396.04	40 hrs/week
Fleet Services Inventory Specialist	<u>907.15 / 1276.73</u> 885.02 / 1245.59	40 hrs/week
Horticulturist	<u>960.57 / 1353.40</u> 937.14 / 1320.39	40 hrs/week
Maintenance Worker – Cemetery	<u>902.85 / 1270.70</u> 880.82 / 1239.71	40 hrs/week
Maintenance Worker – Parks	<u>896.81 / 1262.94</u> 874.94 / 1232.14	40 hrs/week
Maintenance Worker – Streets	<u>877.86 / 1235.38</u> 856.45 / 1205.25	40 hrs/week
Senior Equipment Operator – Streets	<u>996.74 / 1403.38</u> 972.43 / 1369.14	40 hrs/week
Senior Maintenance Worker – Parks	<u>996.74 / 1403.38</u> 972.43 / 1369.14	40 hrs/week

ORDINANCE NO. ____ (Cont.)

Senior Maintenance Worker – Streets	<u>996.74 / 1403.38</u> 972.43 / 1369.14	40 hrs/week
Traffic Signal Technician	<u>996.74 / 1403.38</u> 972.43 / 1369.14	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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Accounting Clerk I	715.20 / 1006.40	40 hrs/week
Accounting Clerk II	808.80 / 1140.00	40 hrs/week
Computer Technician	965.60 / 1358.40	40 hrs/week
Computer Programmer	1268.00 / 1783.20	40 hrs/week
Electric Distribution Crew Chief	1469.60 / 2067.20	40 hrs/week
Electric Underground & Substation Crew Chief	1469.60 / 2067.20	40 hrs/week
Engineering Technician I	1014.40 / 1427.20	40 hrs/week
Engineering Technician II	1236.80 / 1740.00	40 hrs/week
GIS Technician	1332.00 / 1873.60	40 hrs/week
Instrument Technician	1506.40 / 2119.20	40 hrs/week
Lineman Apprentice	1040.00 / 1463.20	40 hrs/week
Lineman First Class	1332.00 / 1873.60	40 hrs/week
Lineman Second Class	1148.00 / 1615.20	40 hrs/week
Materials Handler	1267.20 / 1782.40	40 hrs/week
Meter Reader	853.60 / 1201.60	40 hrs/week
Meter Technician	1040.00 / 1463.20	40 hrs/week
Network Technician	1120.00 / 1576.00	40 hrs/week
Power Dispatcher I	1399.20 / 1968.00	40 hrs/week
Power Dispatcher II	1469.60 / 2067.20	40 hrs/week

ORDINANCE NO. ____ (Cont.)

Classification	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Power Plant Custodian	754.40 / 1061.60	40 hrs/week
Power Plant Maintenance Mechanic	1332.00 / 1873.60	40 hrs/week
Power Plant Operator I	1040.00 / 1463.20	40 hrs/week
Power Plant Operator II	1399.20 / 1968.00	40 hrs/week
Senior Accounting Clerk	849.60 / 1196.80	40 hrs/week
Senior Engineering Technician	1332.00 / 1873.60	40 hrs/week
Senior Materials Handler	1399.20 / 1968.00	40 hrs/week
Senior Meter Reader	919.20 / 1292.00	40 hrs/week
Senior Power Dispatcher	1621.60 / 2280.80	40 hrs/week
Senior Power Plant Operator	1544.00 / 2172.00	40 hrs/week
Senior Substation Technician	1506.40 / 2119.20	40 hrs/week
Senior Utilities Operator	1506.40 / 2119.20	40 hrs/week
Senior Water Maintenance Worker	1120.00 / 1576.00	40 hrs/week
Substation Technician	1399.20 / 1968.00	40 hrs/week
Systems Technician	1506.40 / 2119.20	40 hrs/week
Tree Trim Crew Chief	1332.00 / 1873.60	40 hrs/week
Utilities Electrician	1399.20 / 1968.00	40 hrs/week
Utilities Operator	1364.80 / 1920.80	40 hrs/week
Utility Technician	1469.60 / 2067.20	40 hrs/week
Utility Warehouse Clerk	942.40 / 1326.40	40 hrs/week
Water Maintenance Worker I	919.20 / 1292.00	40 hrs/week
Water Maintenance Worker II	989.60 / 1392.80	40 hrs/week
Wireman I	1148.00 / 1615.20	40 hrs/week
Wireman II	1332.00 / 1873.60	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

ORDINANCE NO. ____ (Cont.)

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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Police Captain	<u>1543.18 / 2117.26</u> 1491.00 / 2045.66	40 hrs/week
Police Officer*	<u>1094.58 / 1530.14</u> 1057.56 / 1478.40	40 hrs/week
Police Sergeant*	<u>1392.73 / 1908.36</u> 1345.63 / 1843.82	40 hrs/week

Pay Schedule Variation*

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	Bi-Weekly Pay Range Min/Max	Overtime Eligibility
Fire Captain	<u>1416.36 / 1993.68</u> 1361.88 / 1917.00	212 hrs/28 days
Firefighter / EMT	<u>1049.24 / 1489.36</u> 1004.40 / 1432.08	212 hrs/28 days
Firefighter / Paramedic	<u>1173.11 / 1702.77</u> 1109.16 / 1637.28	212 hrs/28 days

SECTION 6 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 area as

ORDINANCE NO. ____ (Cont.)

stated above. All full-time fire fighters and police officers shall be paid a clothing and uniform allowance in addition to regular salary. All full-time fire fighters shall be paid a clothing and uniform allowance in addition to regular salary in the amount of \$80.00 per month. All full-time police officers shall be paid a clothing and uniform allowance in addition to regular salary of \$50.00 per month. Full-time police officers may also receive a reimbursement toward the purchase of body armor, not to exceed \$400. Full-time fire fighters and fire captains may receive a one-time uniform acquisition allowance of up to \$850. Full-time fire fighters, fire captains, Fire Operations Division Chief, Fire Prevention Division Chief, Fire Training Division Chief, and EMS Division Chief may receive an annual stipend for longevity not to exceed \$520. If any such fire fighter or police officer 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.

Non-union employees and employees covered by the AFSCME labor union, the FOP labor union, and the IBEW labor union may receive an annual stipend not to exceed \$500 for bilingual pay.

Utilities Department personnel in the IBEW bargaining unit and the classifications of Meter Reading Supervisor, Power Plant Superintendent, Power Plant Supervisor, Electric Distribution Superintendent, Electric Distribution Supervisor, Water Superintendent, Water Supervisor, Electric Underground and Substation Superintendent, Electric Underground and Substation Supervisor, and Engineering Technical 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 personnel in the IBEW, the City shall pay 60% of the cost of providing and cleaning said clothing and the employees 40% of said

ORDINANCE NO. ____ (Cont.)

cost. Public Works Department personnel in the AFSCME bargaining unit shall be eligible to participate in a voluntary uniform program providing an allowance up to \$18 per month. Full-time Shop Garage Division personnel shall receive a uniform allowance of \$12 biweekly. Public Works Department personnel in the job classifications Equipment Mechanic Supervisor, Garage Superintendent, and Equipment Mechanic shall receive a tool allowance of \$10 biweekly.

Parking Monitors may receive a one-time uniform acquisition allowance of \$250 upon employment and an annual allowance thereafter of \$100.

SECTION 7. Employees shall be compensated for unused sick leave as follows:

(A) For all employees except those covered in the IAFF and AFSCME bargaining agreement, the City will include in the second paycheck in January of each year, payment for an employee's unused sick leave in excess of 960 hours accrued in the preceding calendar year. The compensation will be at the rate of one-half day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 960 hours accrual of the preceding year.

For those employees covered in the AFSCME bargaining agreement, the City will include in the paycheck in January of each year, payment for an employee's unused sick leave in excess of 968 hours accrued in the preceding calendar year. The compensation will be at the rate of one-half day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 968 hours accrual of the preceding year.

For those employees covered in the IAFF bargaining agreement, the City will include in the second paycheck in January of each year, payment for an

ORDINANCE NO. ____ (Cont.)

employee's unused sick leave in excess of 2,880 hours accrued in the preceding calendar year. The compensation will be at the rate of one-quarter day's pay based on the employee's current pay rate at the time of such compensation, for each day of unused sick leave which exceeds 2,880 hours accrual of the preceding year.

(B) All employees except those covered in the fire department bargaining agreement shall be paid for one-half of their accumulated sick leave at the time of their retirement, the rate of compensation to be based on the employee's salary at the time of retirement. Employees covered in the fire department bargaining agreement shall be paid for one quarter of their accumulated sick leave at the time of their retirement, the rate of compensation to be based upon the employee's salary at the time of retirement.

(C) Department heads shall be paid for one-half of their accumulated sick 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 sick leave at retirement shall be as provided above.

(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 sick leave.

SECTION 8. The city administrator shall receive a vehicle allowance of \$300 per month in lieu of mileage for use of personal vehicle travel within Hall County, payable monthly.

SECTION 9. Reimbursed expenses which are authorized by Neb. Rev. Stat. §13-2201, et. seq., the Local Government Miscellaneous Expenditure Act and/or which the Internal

ORDINANCE NO. ____ (Cont.)

Revenue Service requires to be reflected on an employee IRS Form W-2 at year end, are hereby authorized as a payroll entry.

SECTION 10. Salary adjustments to be received as a result of this ordinance shall become effective with the pay period beginning on October 6, 2003.

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. Ordinance No. 8814 and all other ordinances and parts of ordinances in conflict herewith be, and the same are, hereby repealed.

SECTION 13. This ordinance shall be in full force and take effect from and after its passage and publication in pamphlet form in one issue of the Grand Island Independent as provided by law.

Enacted: _____, 2003.

Jay Vavricek, Mayor

Attest:

RaNae Edwards, City Clerk

CHARITABLE AGENCIES

<u>ORGANIZATION</u>	<u>2001-2002 FUNDING</u>	<u>2002-2003 FUNDING</u>	<u>2003-2004 REQUEST</u>	<u>STAFF RECOMMEND</u>	<u>2003-2004 BUDGET</u>
Community Humanitarian Resource Center	\$ 4,500	\$ 4,500	\$ 7,400	\$ 4,500	\$ -
Convention and Visitors Bureau	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
Council for International Visitors	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
Crisis Center	\$ 10,200	\$ 10,200	\$ 13,000	\$ 10,200	\$ -
Family Violence Coalition of Central NE, Inc.	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -
G. I. Dive and Rescue Team - Trailer	\$ -	\$ 9,772	\$ 2,900	\$ -	\$ -
Retired and Senior Volunteer Program	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
Senior Citizens Industries, Inc.	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
Totals	<u>\$ 60,700</u>	<u>\$ 70,472</u>	<u>\$ 69,300</u>	<u>\$ 50,700</u>	<u>\$ -</u>

AGENCIES WITH WORKING RELATIONSHIPS WITH CITY DEPARTMENTS

<u>ORGANIZATION</u>	<u>2001-2002 FUNDING</u>	<u>2002-2003 FUNDING</u>	<u>2003-2004 REQUEST</u>	<u>STAFF RECOMMEND</u>	<u>2003-2004 BUDGET</u>
Central Nebraska Humane Society	\$ 121,000	\$ 150,000	\$ 187,500	\$ 160,000	\$ -
Central Nebraska Health Department	\$ 124,440	\$ 374,440	\$ 150,000	\$ 125,000	
Clean Community Systems	\$ 18,000	\$ 18,000	\$ 20,000	\$ 20,000	\$ -
Totals	<u>\$ 263,440</u>	<u>\$ 542,440</u>	<u>\$ 357,500</u>	<u>\$ 305,000</u>	<u>\$ -</u>

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