

# ORDINANCE RECORD

No. 728—REDFIELD & COMPANY INC., OMAHA

## ORDINANCE NO. 952

AN ORDINANCE TO FIX THE COMPENSATION OF OFFICERS AND EMPLOYEES OF THE CITY OF LA VISTA; TO PROVIDE FOR THE REPEAL OF ALL PRIOR ORDINANCES IN CONFLICT HEREWITH; ORDERING THE PUBLICATION OF THE ORDINANCE IN PAMPHLET FORM; AND TO PROVIDE THE EFFECTIVE DATE HEREOF.

BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, SARPY COUNTY, NEBRASKA:

Section 1. City Council. The compensation of members of the City Council shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be, and the same hereby is, fixed at the sum of \$4,320.00 per year for each of the members of the City Council.

Section 2. Mayor. The compensation of the Mayor shall, in addition to such vehicle and other allowances as may from time to time be fixed by the Budget or other Resolution of the City Council, be, and the same hereby is, fixed at the sum of \$10,800.00 per year.

Section 3. Management Exempt Employees. The management exempt employees of the City of La Vista, Nebraska, hereafter named, and collectively referred to as department head level employees, shall, in addition to such vehicle and other allowances as may from time to time be fixed by Resolution of the City Council, receive annualized salaries not to exceed the amounts established in Table A, set forth in Section 20 of this Ordinance, for the following respective wage ranges:

Position	Range
Asst. City Administrator	37
City Administrator	39
City Clerk	33
Community Development Director	34
Finance Director	34
Library Director	32
Police Chief	37
Director of Public Buildings and Grounds	32
Public Works Superintendent	36
Recreation Director	32

Section 4. Salaried Exempt Employees. The monthly salary compensation rates of the salaried exempt employees of the City of La Vista shall be, and the same hereby are, fixed in accordance with the schedules of Table 100, set forth in Section 20 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by resolution establish:

Position	Range
Asst. Golf Superintendent	111
Asst. Recreation Director	120
Chief Building Official	128
Golf Course Services Manager	113
Golf Course Superintendent	116
Park Foreman	128
Planner	128
Police Lieutenant	131
Program Director	113
Street Foreman	128
Human Resources Assistant	115

Section 5. Hourly Non-Exempt Employees. The hourly compensation rates of the hourly (non-exempt) employees of the City of La Vista shall be, and the same hereby are, fixed in accordance with the schedules of Table 200, Table 300, and Table 400, set forth in Section 20 of this Ordinance, for the following respective wage ranges, and in accordance with such rules as the City Council may by Resolution establish:

Position	Range
Accounting Clerk	214
Administrative Secretary	215
Asst. Mechanic	318
Building Inspector	218
Code Enforcement Officer	215
Crew Leader	318
Custodian	210
Deputy City Clerk	215

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Laborer	311
Librarian III	217
Librarian II	215
Librarian I	214
Maintenance Assistant	216
Maintenance Worker I	316
Police Sergeant	426
Police Officer	423
Police Data Entry Clerk	212
Records Clerk & Computer Specialist	218
Secretary II	214
Secretary/Receptionist	211
Sewer Maintenance Worker	316
Shop Foreman	320

Section 6. Part-Time and Temporary Employees. The compensation of part-time and temporary City employees shall be, and the same hereby is, continued in accordance with the following schedule and in accordance with such rules as have been or may be established by Resolution of the City Council:

- |                                     |  |
|-------------------------------------|--|
| A. Part-Time Help/Seasonal          | An hourly rate not to exceed \$10.50 per hour.   |
| B. Temporary/Part-Time Professional | An hourly rate not to exceed \$22.00 per hour.   |
| C. Part-Time Help                   | An hourly compensation rate as fixed in accordance with the schedules of Table 200, set forth in Section 20 of this Ordinance. |

Part-time employees shall receive no benefits other than salary or such benefits as established in accordance with such rules as have been or may be established by Resolution of the City Council:

Section 7. Senior Director Stipend. The monthly compensation stipend shall be \$398, and the same hereby is, established to be paid in addition to any wages paid under in accordance with the schedules of Table 100, to any exempt salaried employee assigned Senior Director responsibilities by the City Administrator, and in accordance with such rules as the City Council may by resolution establish.

Section 8. Legal Counsel. Compensation of the legal counsel other than special City Prosecutor for the City shall be, and the per diem rates respecting same shall be, at 90% of the standard hourly rate the firm may from time to time charge. Compensation for Special City prosecution shall be as agreed upon at the time of specific employment.

Section 9. Engineers. Compensation of Engineers for the City shall be, and the same hereby is, fixed in accordance with such schedules of hourly and per diem or percentage rates as shall from time to time be approved by Resolution of the City Council. Travel allowances respecting same shall be as may from time to time be fixed by Resolution of such City Council.

Section 10. Longevity Pay for Salaried Full-Time Employees and Hourly Paid Full-Time Employees, Including Police Employees. Employees of the City in the positions set forth in Sections 3, 4, 5, and 6 of this Ordinance, including police positions, shall receive longevity pay as follows:

An amount equal to the following percentage of the hourly rate set forth in Section 3, 4, 5 and 6 of this Ordinance, rounded to the nearest whole cent:

<u>Length of Service</u>	<u>Allowance Per Hour</u>
Over 7 Years	2.00% (or .02)
Over 10 Years	2.75% (or .0275)
Over 15 Years	4.00% (or .04)
Over 20 Years	4.50% (or .0450)

Section 11. Health, Dental and Life Insurance. Subject to the terms, conditions and eligibility requirements of the applicable insurance plan documents and policies, regular full-time employees of the City of La Vista and their families shall be entitled to be enrolled in the group life, health, and dental insurance program maintained by the City.

Unless otherwise provided by collective bargaining agreement, or other applicable agreement, the City's employer share shall be ninety (90) percent of the amount of the actual premium and the employee shall pay the ten percent (10%) balance of the actual premium via payroll deduction for employees enrolled in single coverage. The City's employer share shall be eighty percent (80%) of the amount of the actual premium and the employee shall pay the twenty percent (20%) balance of the actual premium via payroll deduction for any employee enrolled in a level of coverage other than single. Those employees electing not to participate in these programs will receive no other form of compensation in lieu of this benefit.

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Section 12. Establishment of Shifts. The City may establish duty shifts of such length, and to have such beginning and ending times, and to have such meal and break times, as it may deem appropriate or necessary, respecting employees of the City.

Section 13. Special Provisions.

- A. Employees covered by the "Agreement Between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista, Nebraska, Covering The Period From October 1, 2004 through September 30, 2006," shall receive compensation and benefits and enjoy working conditions, as described, provided and limited by such Agreement. The terms of such Agreement shall supersede any provisions of this Ordinance inconsistent therewith, and be deemed incorporated herein by this reference.
- B. Holiday Pay shall be compensated as set forth in the Agreement between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista for police officers and as set forth in the Personnel Manual for all other full time employees.
- C. Subject to subsection 13.D. hereof, each regular full-time salaried non-exempt employee and each full time hourly paid employee of the City shall be entitled to receive overtime pay at the rate of one and one half times the employee's regular rate for each hour worked in excess of forty hours during a work week. If called out at any time other than during regular assigned work hours during the pay period, such employee shall be entitled to compensation at the rate of one and one half times the regular rate for each hour so worked, provided that in no case shall an employee receive less than two hours over time pay for such call out work, and further provided there shall be no pyramiding of hours for purposes of computing overtime. For purposes of this subsection an employee's "regular rate" shall be the sum of his or her hourly rate specified in Section 5 or 6 of this Ordinance and any longevity pay due under this Ordinance.
- D. Police Department employees covered by the Agreement and Memorandum of Understanding described in subsection 13.A hereof shall, as provided in such Agreement and Memorandum of Understanding, be paid overtime at one and one half times the employee's hourly rate (including any longevity allowance) for each hour worked in excess of 80 hours during any 14 day work period coinciding with the pay period established by Section 15 of this Ordinance.
- E. All Management Exempt Employees and all Salaried Exempt Employees are considered to be salaried employees and shall not be eligible for overtime pay, holiday pay, or other special pay as provided by this section.

Section 14. Pay for Unused Sick Leave Upon Retirement or Death. Employees who voluntarily retire after twenty or more years of service with the City and have no pending disciplinary action at the time of their retirement, shall be paid for any unused sick leave. Employees who began their employment with the City after January 1, 2005, or who began their employment prior to this date but elected to waive their eligibility for emergency sick leave, shall be paid for any unused sick leave, if they voluntarily leave City employment and have no pending disciplinary action, according to the following sliding schedule: After 10 years of employment – 100% of sick leave hours accrued over 660 and up to 880; after 15 years of employment – 100% of sick leave hours accrued over 440 hours and up to 880; after 20 years of employment – 100% of sick leave hours accrued up to 880. No other employee shall be paid for any unused sick leave upon termination of employment.

A regular full-time employee's unused sick leave shall also be paid if, after October 1, 1999, the employee sustains an injury which is compensable by the City or the City's insurer under the Nebraska Workers' Compensation Act and such injury causes the death of the employee within two years after the date of injury. Any payment made pursuant to the preceding sentence shall be made to the surviving spouse of the employee; provided, such payment shall be made to the employee's estate if the employee leaves no surviving spouse or if, prior to his or her death, the employee filed with the City Clerk a written designation of his or her estate as beneficiary of such payment.

Section 15. Pay Periods. All employees of the City of La Vista shall be paid on a bi-weekly basis. The pay period will commence at 12:01 a.m. Sunday and will conclude at 11:59 p.m. on the second succeeding Saturday, except for Police Officers, in which case the pay period will commence at 11:00 p.m. Saturday and will conclude at 10:59 p.m. on the second succeeding Sunday. On the Friday following the conclusion of the pay period, all employees shall be paid for all compensated time that they have been accredited with during the pay period just concluded.

Section 16. Public Works Lunch and Clean-up Times. Lunch period for employees of the Public Works Department shall be one half hour (30 minutes) in duration. Public Works employees shall

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be granted a 5 minute clean-up period prior to start of lunch period, and shall be granted an additional 5 minutes clean-up period prior to the end of the work day.

Section 17. Sick Leave and Personal Leave. Sick leave and personal leave will be awarded and administered in conjunction with the provisions set forth in the personnel manual and the Agreement between the La Vista Fraternal Order of Police Lodge No. 28 and the City of La Vista, as applicable to the employee in question.

Section 18. Vacation Leave. Upon satisfactory completion of the probationary period applicable to the employee in question, regular full-time employees and permanent part-time employees shall be entitled to vacation leave. Such vacation shall not be used in installments of less than two hours. Increments of vacation leave of less than four hours must have 48 hours prior approval and can be taken only at the beginning or at the end of the work day.

Section 19. Vacation Entitlement.

- A. All full-time employees whose employment is governed by the Agreement described in Section 13, Paragraph A. of this Ordinance shall earn and be eligible for vacation as provided in such Agreement.
- B. All other full-time Hourly Non-Exempt Employees shall earn: six (6) days of paid vacation upon completion of one (1) year of continuous full-time employment; eleven (11) days of paid vacation upon completion of two (2) years of continuous full-time employment; and thereafter, eleven (11) days of paid vacation upon completion of each subsequent year of continuous full-time employment, plus one (1) additional day of paid vacation for each year of continuous full-time employment in excess of two years. Notwithstanding the foregoing, no employee shall earn more than twenty-three (23) days of paid vacation per employment year.
- C. All Management Exempt Employees, and Salaried Exempt Employees, shall earn ten (10) days paid vacation after one (1) year of continuous employment, and one (1) additional vacation day for each additional year of continuous employment not to exceed twenty-six (26) days.
- D. All Permanent Part Time Employees working a minimum of twenty (20) hours per week shall earn forty (40) hours of paid vacation time per year after six (6) months of employment and successful completion of the initial or extended initial probationary period. Total paid vacation time earned per year shall not exceed forty (40) hours.

Section 20. Wage Tables.

Table A		Wage Range	A	B	C	D	E	F
Classification: Management Exempt Employees	39	Monthly	5,231	5,506	5,796	6,101	6,422	6,761
		Annual	62,770	66,073	69,551	73,212	77,065	81,121
	37	Monthly	4,811	5,063	5,302	5,611	5,921	6,040
		Annual	57,730	60,769	63,967	67,334	71,056	72,477
	36	Monthly	4,719	5,021	5,285	5,563	5,918	6,037
		Annual	56,634	60,249	63,419	66,758	71,020	72,440
	34	Monthly	3,945	4,153	4,371	4,602	4,844	5,086
		Annual	47,346	49,839	52,461	55,222	58,129	61,035
	33	Monthly	3,587	3,776	3,974	4,163	4,383	4,613
		Annual	43,047	45,308	47,699	49,959	52,588	55,356
	32	Monthly	3,518	3,704	3,899	4,084	4,299	4,525
		Annual	42,227	44,445	46,791	49,007	51,587	54,302

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No. 72 B—REDFIELD & COMPANY INC., OMAHA

<b>Table 100</b>		<b>Wage Range</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Classification:</b> <b>Salaried Exempt</b> <b>Employees</b>	131	Monthly	4,102	4,306	4,585	4,747	4,983	5,232
		Annual	49,221	51,683	55,019	56,967	59,791	62,784
	128	Monthly	3,529	3,704	3,888	4,082	4,286	4,503
		Annual	42,351	44,445	46,661	48,991	51,440	54,039
	123	Monthly	2,963	3,112	3,267	3,431	3,602	3,782
		Annual	35,563	37,348	39,208	41,170	43,221	45,377
	122	Monthly	2,576	2,768	2,958	3,152	3,311	3,475
		Annual	30,896	33,221	35,500	37,824	39,716	41,703
	120	Monthly	2,531	2,657	2,791	2,929	3,076	3,230
		Annual	30,368	31,887	33,482	35,156	36,914	38,759
	116	Monthly	2,344	2,461	2,585	2,713	2,850	2,992
		Annual	28,131	29,537	31,013	32,564	34,191	35,902
	115	Monthly	2,170	2,278	2,392	2,510	2,635	2,768
		Annual	26,042	27,331	28,704	30,118	31,616	33,218
	113	Monthly	1,826	1,916	2,018	2,115	2,224	2,334
		Annual	21,919	22,994	24,195	25,374	26,678	28,007
	111	Monthly	1,520	1,568	1,647	1,728	1,815	1,905
		Annual	18,248	18,811	19,751	20,739	21,776	22,864

<b>Table 200</b>		<b>Wage Range</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>Classification: Hourly</b> <b>Non-Exempt</b>	218	Hourly	14.38	15.10	15.85	16.65	17.48	18.35	19.27
	217	Hourly	13.80	14.48	15.20	15.97	16.76	17.61	
	216	Hourly	13.14	13.79	14.46	15.19	15.95	16.74	
	215	Hourly	12.52	13.14	13.80	14.48	15.20	15.97	
	214	Hourly	11.55	12.12	12.72	13.36	14.05	14.74	
	213	Hourly	10.58	11.11	11.69	12.27	12.89	13.54	
	212	Hourly	10.54	11.05	11.63	12.23	12.84	13.46	
	211	Hourly	10.19	10.69	11.25	11.79	12.39	13.01	
	210	Hourly	7.92	8.31	8.72	9.17	9.61	10.10	

<b>Table 300</b>		<b>Wage Range</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>Classification:</b> <b>Public Works</b> <b>Hourly Non-Exempt</b>	<b>Collective Bargaining</b>								
	320	Hrly	15.36	16.12	16.93	17.77	18.65	19.60	20.57
	318	Hrly	14.51	15.20	15.98	16.78	17.59	18.48	19.41
	316	Hrly	13.27	13.92	14.61	15.35	16.11	16.90	17.75
311	Hrly	10.64	11.17	11.73	12.32	12.96	13.59		

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No. 72 8—REDFIELD & COMPANY INC., OMAHA

Table 400		Wage Range	A	B	C	D	E	F
Classification: FOP Collective Bargaining Hourly Non-Exempt								
Police Sergeant	426	Hrly				23.55	24.52	26.10
Police Officer	423	Hrly	16.04	17.11	18.80	19.90	21.73	22.85

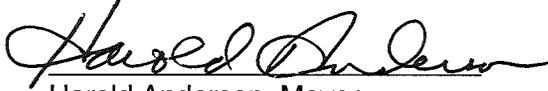
Section 21. Repeal of Ordinance No. 949. Ordinance No. 949 originally passed and approved on the 21<sup>st</sup> day of December 2004, is hereby repealed.

Section 22. Effective Date. This Ordinance shall take effect after its passage, approval and publication as provided by law.

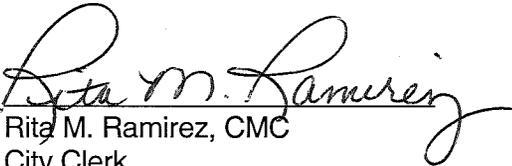
Section 23. This Ordinance shall be published in pamphlet form and take effect as provided by law.

PASSED AND APPROVED THIS 17TH DAY OF MAY 2005.

CITY OF LA VISTA

  
Harold Anderson, Mayor

ATTEST:

  
Rita M. Ramirez, CMC  
City Clerk

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