

**AGENDA
LEBANON CITY COUNCIL
APRIL 3, 2019**

7. PUBLIC HEARING ITEMS:

**7.A – AMENDMENTS TO ORDINANCE #18, SALARY PLAN,
ARTICLE III, BARGAINING UNIT EMPLOYEES; LPASE and CEMETERY SEXTON**

A public hearing for the purpose of receiving public input and taking action to amend Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees to strike reference to “Teamsters Local #633” throughout the document (the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit has disaffiliated with the Teamsters Group); and to add the position of Cemetery Sexton Grade 9, to the Table of Salary Grades for LPASE.

The City Council scheduled this public hearing at their March 6, 2019 regular meeting. The public hearing was properly noticed in the *Valley News* on March 23, 2019 in accordance with City Code and State Law.

BACKGROUND

The Council is being asked to complete the process of amending Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees to strike reference to “Teamsters Local #633” throughout the document, as the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit has disaffiliated with the Teamsters Group; and to add the position of Cemetery Sexton Grade 9, to the Table of Salary Grades for LPASE.

The Cemetery Sexton position has been created in support of the proposed amendments to City Code Chapter 46, Cemeteries. In brief, the position, working with the newly established Board of Cemetery Trustees, will be responsible for the coordination of the rules, regulations, and supervision for the operation and use of municipal cemeteries in the City of Lebanon. Please see attached explanation for further details.

Amending Ordinance No. 18, Salary Plan requires three separate presentations (see City Charter subsections 419:22, 419:24, 419:25, 419:52) followed by a public hearing and the vote of at least two-thirds (2/3) of all members of the City Council – six (6) members – to adopt. The first presentation took place at the March 6, 2019 Council Meeting and the second on March 20, 2019.

ACTION

The following motions are offered for Council consideration:

PRESENTATION:

MOVED, that the Lebanon City Council recognizes the third of three presentations to amend Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees, as follows:

- 1. Striking the reference to “Teamsters Local #633” throughout the document; and***
- 2. Adding the position of Cemetery Sexton, Grade 9, to the Table of Salary Grades for the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit.***

RESOLUTION:

For the purpose of amending Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees.

NOW THEREFORE BE IT RESOLVED, that the Lebanon City Council hereby amends Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees, as follows:

1. **Striking the reference to “Teamsters Local #633” throughout the document; and**
2. **Adding the position of Cemetery Sexton, Grade 9, to the Table of Salary Grades for the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit.**

Changes to the Table of Salary Grades are shown in strikeout and red italics type

Teamsters Local #633/Lebanon Professional, Administrative, and Salaried Employees

APPENDIX B -		9 Salary Grades							2.6%
Grade	Position Title	Minimum					Maximum		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
6	Branch Librarian Coordinator	\$24.20	\$25.21	\$26.22	\$27.23	\$28.25	\$29.22	\$30.24	
7	Field Inspector	\$25.18	\$26.22	\$27.26	\$28.31	\$29.34	\$30.38	\$31.47	
8	Code/Health Inspector	\$25.68	\$26.75	\$27.80	\$28.87	\$29.94	\$31.00	\$32.11	
	Real Estate Appraiser II	\$25.68	\$26.75	\$27.80	\$28.87	\$29.94	\$31.00	\$32.11	
	Associate Planner	\$1,027.37	\$1,070.00	\$1,112.33	\$1,154.80	\$1,197.60	\$1,240.00	\$1,284.40	
	Young Adult Librarian	\$1,027.37	\$1,070.00	\$1,112.33	\$1,154.80	\$1,197.60	\$1,240.00	\$1,284.40	
9	Communication Supervisor	\$27.73	\$29.35	\$30.96	\$32.59	\$34.21	\$35.82	\$37.45	
	Cemetery Sexton	\$27.73	\$29.35	\$30.96	\$32.59	\$34.21	\$35.82	\$37.45	
	Maintenance Superintendent	\$27.73	\$29.35	\$30.96	\$32.59	\$34.21	\$35.82	\$37.45	
	Children's Librarian	\$1,109.32	\$1,174.11	\$1,238.48	\$1,303.60	\$1,368.40	\$1,432.80	\$1,498.00	
	Recreation Program Coordinator	\$1,109.32	\$1,174.11	\$1,238.48	\$1,303.60	\$1,368.40	\$1,432.80	\$1,498.00	
	Systems Librarian	\$1,109.32	\$1,174.11	\$1,238.48	\$1,303.60	\$1,368.40	\$1,432.80	\$1,498.00	
10	Utilities Maintenance Superintendent	\$30.52	\$32.29	\$34.06	\$35.85	\$37.61	\$39.39	\$41.17	
	Wastewater Treatment Superintendent	\$30.52	\$32.29	\$34.06	\$35.85	\$37.61	\$39.39	\$41.17	
	Water Treatment Superintendent	\$30.52	\$32.29	\$34.06	\$35.85	\$37.61	\$39.39	\$41.17	
	Administrative Services Manager	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	Airport Operations Supervisor	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	Assistant Recreation Director	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	Code Enforcement Director	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	Fire Marshal	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	GIS Coordinator	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
	Senior Planner	\$1,220.45	\$1,291.42	\$1,362.40	\$1,433.37	\$1,504.35	\$1,575.34	\$1,646.96	
11	City Engineer	\$1,342.40	\$1,420.67	\$1,498.93	\$1,577.20	\$1,655.46	\$1,733.75	\$1,812.02	
	City Planner	\$1,342.40	\$1,420.67	\$1,498.93	\$1,577.20	\$1,655.46	\$1,733.75	\$1,812.02	
12	City Assessor	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
	Deputy Fire Chief	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
	Energy & Facilities Manager	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
	Information Systems Manager	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
	Police Lieutenant	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
	Solid Waste Manager	\$1,368.71	\$1,448.63	\$1,528.53	\$1,608.43	\$1,688.33	\$1,768.24	\$1,848.19	
13	Maintenance Manager	\$1,396.33	\$1,477.79	\$1,559.23	\$1,640.69	\$1,722.12	\$1,803.57	\$1,885.02	
14	Police Captain	\$1,424.62	\$1,507.72	\$1,590.79	\$1,673.87	\$1,756.96	\$1,840.06	\$1,923.17	

Included in this Section:

1. Explanation provided by Gloria Leskiewicz, Human Resource Director
2. Notice of Public Hearing as Published in the March 23, 2019 Edition of the *Valley News*

FOR March 6, 2019 CITY COUNCIL MEETING

The City Council is asked to take action to amend Ordinance No. 18, Salary Plan, as follows.

1. Strike the reference to “Teamsters Local #633” throughout the document, as the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit has disaffiliated with the Teamsters Group.
2. Add the position of Cemetery Sexton, Grade 9, to the Table of Salary Grades for LPASE.

The position of the Cemetery Sexton has been created in support of the proposed amendments to City Code Chapter 46, Cemeteries. In brief, the position, working with the newly established Board of Cemetery Trustees, will be responsible for the coordination of the rules, regulations, and supervision for the operation and use of municipal cemeteries in the City of Lebanon. This is in recognition that the municipal cemeteries are sacred grounds reserved as a final resting place for the people of the City, and the community’s desires to have the cemeteries maintained in the best possible manner.

The Cemetery Sexton position will report to the Public Works Director and act as a liaison between the proposed Cemetery Board of Trustees, the City Council, Funeral Directors, and Citizens of the community. The position is currently funded by monies approved on December 19, 2018. A position description has been developed by the Public Works Director and Assistant Public Works Director. It has been duly evaluated by the Human Resources Director and assigned to the appropriate union affiliation - Lebanon Professional, Administrative, Salaried Employees (LPASE), with a grade 9 status. Gloria Leskiewicz, Human Resources Director will be present at the meeting to discuss the position and answer any questions.

Process to Amend Ordinance No. 18

Amending Ordinance No. 18, Salary Plan requires three separate presentations (see City Charter subsections 419:22, 419:24, 419:25, 419:52) followed by a public hearing and the vote of at least two-thirds (2/3) of all members of the City Council – six (6) members – to adopt.

The City Council is asked to take the following actions on March 6, 2019:

- 1. Acknowledge the first presentation.**
- 2. Schedule a public hearing for the purpose of amending Ordinance No. 18 by (1) striking the reference to “Teamsters Local #633” throughout the document; and (2) adding the position of Cemetery Sexton, Grade 9, to the Lebanon Professional, Administrative, Salaried Employees (LPASE) Table of Salary Grades.**

ACKNOWLEDGE FIRST PRESENTATION

MOVED, that the Lebanon City Council acknowledges the first of three presentations to amend Ordinance No. 18, Salary Plan, as follows.

1. Striking the reference to “Teamsters Local #633” throughout the document; and

2. Adding the position of Cemetery Sexton, Grade 9, to the Table of Salary Grades for LPASE.

Change the Lebanon Professional, Administrative, Salaried Employees (LPASE) Table of Salary Grades shown in ~~strikeout~~ and red italics type

Teamsters Local #633/Lebanon, Professional and Salaried Employees

APPENDIX B -		9 Salary Grades							2.6%
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SCHEDULE PUBLIC HEARING:

***MOVED*, that the Lebanon City Council hereby schedules a public hearing for Wednesday, April 3, 2019, beginning at 7:00 pm, City Council Chambers, City Hall, for the purpose of receiving public input and taking action to amend Ordinance No. 18, Salary Plan as follows:**

- 1. Strike reference to “Teamsters Local #633” throughout the document; and**
- 2. Add the position of Cemetery Sexton as a Grade 9 to the Table of Salary Grades for the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit.**

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March 25, 2019



**LEBANON CITY COUNCIL
NOTICE OF PUBLIC HEARING
Council Chambers, City Hall
Wednesday, April 3, 2019
7:00pm**

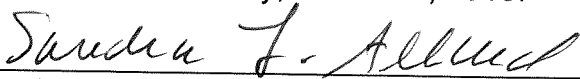
The Lebanon City Council will hold a public hearing on April 3, 2019, beginning at 7:00pm in Council Chambers for the following:

- A. ORDINANCE #18, SALARY PLAN, ARTICLE III, BARGAINING UNIT EMPLOYEES** – Public Hearing of the purpose of receiving public input and taking action to amend Ordinance #18, Salary Plan, Article III, Bargaining Unit Employees to strike reference to "Teamsters Local #633" and amend the Table of Salary Grades for Lebanon Professional, Administrative, Salaried Employees (LPASE) to include the position of Cemetery Sexton (Grade 9). (PH Set on 3/6/19)
- B. ORDINANCE #2019-03 TO AMEND CITY CODE CHAPTER 46 –** Public Hearing for the purpose of receiving public input and taking action to repeal and replace City Code Chapter 46, Cemeteries. (PH Set on 3/20/19)

The April 3, 2019 City Council agenda package will be available in City Hall and on the City's website (www.lebanonnh.gov) beginning March 29, 2019. Documents may be reviewed in the office of the City Clerk Monday through Friday from 8:00am to 4:30pm.

Any person with a disability who wishes to attend this public meeting and needs additional accommodations, please contact the ADA coordinator at City Hall by calling 448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

The foregoing notice was published in the *Valley News*, a newspaper of general circulation in the City of Lebanon, in accordance with the Code of the City of Lebanon on Saturday, March 23, 2019.



Sandra L Allard, City Clerk

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