

# ***CITY PERSONNEL POLICY***

## **FULL-TIME UNCLASSIFIED EMPLOYEES WAGES & FRINGE BENEFITS**

Policy # 15-00

*Approved by Personnel Board: 8/26/99*

*Michele Frost, Personnel Director*

*Approved by City Council: 4/4/00*

*Council President Paul Koneck*

Pursuant to the Omaha Municipal Code, Section 23-65, the following is declared to be the policy of the City of Omaha. Please check the City's e-mail system in the Public Folders under Personnel Department for the latest amendments to this policy.

This policy applies to:

1. full-time appointed unclassified employees who hold positions at the pleasure of the Mayor and,
2. full-time unclassified employees whose salary is paid in whole or in part with funds provided by a local, state, or federal government grant or any other funding source the term of which is temporary or uncertain, collectively referred to as "full-time unclassified employees."

Full-time unclassified employees shall receive the same wages and fringe benefits (i.e., health, dental, life insurance, pension, leave, etc.) as the equivalent classified employee group. The Personnel Director will determine the equivalent classified employee group for each full-time unclassified employee, considering the responsibilities and duties of the position. The Personnel Department will maintain a current list of all such positions and the equivalent classified employee group to which such positions are assigned.

No other employee rights shall attach to such full-time unclassified employees, except as specifically provided under other policies. Nothing contained herein shall be deemed to create a property interest in any job or any rights afforded to classified employees for any full-time unclassified employee. This means that any full-time unclassified employee is an employee at will and can be terminated for any reason.