

RESOLUTION NO. 2013-35

A RESOLUTION TO ESTABLISH EMPLOYEE COMPENSATION FOR 2014

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF MADISON, SOUTH DAKOTA:

That the position grade assignments, wages, salary ranges, step and grade scale and benefits as indicated in the attachments hereto shall be administered for twenty-six (26) bi-weekly pay periods effective with the first pay period of 2014.

Dated this 18th day of November, 2013.

CITY OF MADISON

/s/Roy Lindsay, Jr.
Mayor

ATTEST: /s/Jennifer Eimers
Finance Officer

Published once at the approximate cost of \$__.

ATTACHMENT A

GRADE ASSIGNMENT/WAGES FOR FULL-TIME NON-EXEMPT POSITIONS

<u>Finance Department</u>	<u>Grade</u>
Assistant Finance Officer	17
Computer/Finance Assistant	14
Utility Clerk	12
Administrative Assistant	12
<u>Police Department</u>	<u>Grade</u>
Patrol Sergeant	19
Investigative Sergeant	19
Patrolman	17
Clerk	12
<u>Engineering Department</u>	<u>Grade</u>
Building Official/Engineering Technician	22
Engineer Technician	21
<u>Library Department</u>	<u>Grade</u>
Library Assistant III	13
Children's Librarian	12
Library Assistant II	8
Library Assistant I	4
<u>Community Center</u>	<u>Hourly Rate</u>
Custodian	\$13.76 maximum

BENEFITS

- 1) Overtime.
- 2) Compensation time.
- 3) Vacation – 6.67 hours per month through 5th year; 6-13 years - 10.00 hours per month; 14-25 years - 13.33 hours per month; 25+ years - 16.66 hours per month.
- 4) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 5) Holiday – 110 hours for Patrol Sergeant and Patrolman. 88 hours all others.
- 6) Retirement – 8% for Patrol Sergeant, Investigative Sergeant and Patrolman. 6% all others.
- 7) Health/Dental Insurance – single \$538.83 per month; employee + one \$940.26 per month; employee + children \$1055.33 per month; family \$1107.89 per month. Community Center Custodian offered single only. Adjusted every Jan 1st by the lesser of the COL as determined by SSA or 3%.
- 8) Retired Health Insurance – ½ of premium up to \$100.00 per month for individual plan, City group plan or Medicare provided employee has 15 years service and is 55 years old.
- 9) Life Insurance – \$30,000 term policy.
- 10) Cafeteria Plan – medical and dependent care options.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center. Community Center Custodian single membership.
- 12) Longevity – \$3.00 per month per year of service to begin after 5 years service.
- 13) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 14) Shift Differential – \$.75 per hour for Patrol Sergeant, Investigative Sergeant and Patrolman.

ATTACHMENT B

GRADE ASSIGNMENT FOR FULL-TIME NON-EXEMPT PUBLIC WORKS UNION POSITIONS

Streets/Solid Waste/Recycling Department Grade

Foreman – Streets/Solid Waste/Recycling	20
Mechanic	20
Equipment Operator	14
Maintenance Apprentice	12
Administrative Assistant	12

Parks Department Grade

Foreman – Parks	16
Technician	14

Water/Wastewater Department Grade

Foreman – Plants	23
Operator II – Water/Wastewater	18
Operator I – Water/Wastewater	17
Foreman – Distribution/Collection	22
Operator II – Distribution/Collection	17
Operator I – Distribution/Collection	16

BENEFITS

- 1) Overtime.
- 2) Compensation time.
- 3) Vacation – 6.67 hours per month through 5th year; 6-13 years - 10.00 hours per month; 14-25 years - 13.33 hours per month; 25+ years - 16.66 hours per month.
- 4) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 5) Holiday – 88 hours.
- 6) Retirement – 6%.
- 7) Health/Dental Insurance – single \$538.83 per month; employee + one \$940.26 per month; employee + children \$1055.33 per month; family \$1107.89 per month. Adjusted every Jan 1st by the lesser of the COL as determined by SSA or 3%.
- 8) Retired Health Insurance – ½ of premium up to \$100.00 per month for individual plan, City group plan or Medicare provided employee has 15 years service and is 55 years old.
- 9) Life Insurance – \$30,000 term policy.
- 10) Cafeteria Plan – medical and dependent care options.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center.
- 12) Longevity – \$3.00 per month per year of service to begin after 5 years service.
- 13) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 14) Stand-by Pay – \$30.00 per day for Water/Wastewater.

ATTACHMENT C

WAGES FOR FULL-TIME NON-EXEMPT ELECTRIC UNION POSITIONS

<u>Electric Department</u>	<u>Hourly Rate</u>
Foreman (110% of Journey Lineman)	\$29.88
Lead Lineman (105% of Journey Lineman)	\$28.52
Journey Lineman/Electrician	\$27.16
Apprentice Journey Lineman/Electrician	
8 th 6 Months (90% of Journey Lineman)	\$24.44
7 th 6 Months (85% of Journey Lineman)	\$23.09
6 th 6 Months (80% of Journey Lineman)	\$21.73
5 th 6 Months (75% of Journey Lineman)	\$20.37
4 th 6 Months (70% of Journey Lineman)	\$19.01
3 rd 6 Months (65% of Journey Lineman)	\$17.65
2 nd 6 Months (60% of Journey Lineman)	\$16.30
1 st 6 Months (55% of Journey Lineman)	\$14.94
Meter Reader (80% of Journey Lineman)	\$21.73
Apprentice Meter Reader	
4 th 6 Months (90% of Meter Reader)	\$19.56
3 rd 6 Months (80% of Meter Reader)	\$17.38
2 nd 6 Months (70% of Meter Reader)	\$15.21
1 st 6 Months (60% of Meter Reader)	\$13.04
Computer & Load Management Operator	\$19.80
4 th 6 Months (90% of Operator)	\$17.82
3 rd 6 Months (80% of Operator)	\$15.84
2 nd 6 Months (70% of Operator)	\$13.86
1 st 6 Months (60% of Operator)	\$11.88

BENEFITS

- 1) Overtime.
- 2) Compensation time.
- 3) Vacation – 6.67 hours per month through 5th year; 6-13 years - 10.00 hours per month; 14-25 years - 13.33 hours per month; 25+ years - 16.66 hours per month.
- 4) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 5) Holiday – 88 hours.
- 6) Retirement – 6%.
- 7) Health/Dental Insurance – single \$538.83 per month; employee + one \$940.26 per month; employee + children \$1055.33 per month; family \$1107.89 per month. Adjusted every Jan 1st by the lesser of the COL as determined by SSA or 3%.
- 8) Retired Health Insurance – ½ of premium up to \$100.00 per month for individual plan, City group plan or Medicare provided employee has 15 years service and is 55 years old.
- 9) Life Insurance – \$30,000 term policy.
- 10) Cafeteria Plan – medical and dependent care options.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center.
- 12) Longevity – \$3.00 per month per year of service to begin after 5 years service.
- 13) Severance – 40 hours per each 5 years service to begin after 5 years service.
- 14) Stand-by Pay – 2 hours per day.

ATTACHMENT D

SALARY RANGE FOR FULL-TIME EXEMPT POSITIONS

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>	
Recreation Superintendent	\$ 32,881	\$ 41,101	
Aquatics Coordinator	\$ 33,982	\$ 42,478	
Fitness Coordinator	\$ 25,510	\$ 31,888	plus 10% commission on training and program revenue

BENEFITS

- 1) Overtime – none.
- 2) Compensation time – none.
- 3) Vacation – 6.67 hours per month through 5th year; 6-13 years - 10.00 hours per month; 14-25 years - 13.33 hours per month; 25+ years - 16.66 hours per month.
- 4) Sick – 104 hours per year. 25% payable upon resignation or retirement if hired before January 1, 2005. If hired after January 1, 2005, 25% payable upon resignation or retirement up to a total of 480 hours.
- 5) Holiday – 88 hours.
- 6) Retirement – 6%.
- 7) Health/Dental Insurance – single \$538.83 per month; employee + one \$940.26 per month; employee + children \$1055.33 per month; family \$1107.89 per month. Fitness Coordinator offered single only. Adjusted every Jan 1st by the lesser of the COL as determined by SSA or 3%.
- 8) Retired Health Insurance – ½ of premium up to \$100.00 per month for individual plan, City group plan or Medicare provided employee has 15 years service and is 55 years old.
- 9) Life Insurance – \$30,000 term policy.
- 10) Cafeteria Plan – medical and dependent care options.
- 11) Wellness – single membership to Community Center.
- 12) Longevity – \$3.00 per month per year of service to begin after 5 years service.
- 13) Severance – 40 hours per each 5 years service to begin after 5 years service.

ATTACHMENT E

SALARY RANGE FOR FULL-TIME EXEMPT SUPERVISOR POSITIONS

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
City Engineer	\$ 68,336	\$ 85,420
Finance Officer	\$ 62,730	\$ 78,413
Electric Superintendent	\$ 62,400	\$ 78,000
Public Works Director	\$ 61,974	\$ 77,468
Police Chief	\$ 55,886	\$ 69,857
Fire Chief	\$ 38,014	\$ 47,518
Library Director	\$ 45,066	\$ 56,333
Community Center Director	\$ 44,506	\$ 55,632

BENEFIT

- 1) Overtime – none.
- 2) Compensation time – none.
- 3) Vacation – 6.67 hours per month through 5th year; 6-13 years - 10.00 hours per month; 14-25 years - 13.33 hours per month; 25+ years - 16.66 hours per month.
- 4) Sick – 104 hours per year. 30% payable upon resignation or retirement as a lump sum payment or earlier with 15 years of service, 1500 hours and 55 years old if hired before January 1, 2005. If hired after January 1, 2005, 30% payable upon resignation or retirement as a lump sum payment or earlier with 15 years of service, 1500 hours and 55 years old, up to a total of 576 hours. Any amount paid before resignation or retirement shall be deducted from the lump sum balance due at the time of resignation or retirement.
- 5) Holiday – 88 hours.
- 6) Retirement – 8% for Police Chief and Fire Chief. 6% all others.
- 7) Health/Dental Insurance – single \$538.83 per month; employee + one \$940.26 per month; employee + children \$1055.33 per month; family \$1107.89 per month. Adjusted every Jan 1st by the lesser of the COL as determined by SSA or 3%.
- 8) Retired Health Insurance – ½ of premium up to \$162.00 per month for individual plan, City group plan or Medicare provided employee has 15 years service and is 55 years old.
- 9) Life Insurance – \$30,000 term policy.
- 10) Cafeteria Plan – medical and dependent care options.
- 11) Wellness – \$2.50 bi-weekly if member of Community Center. Community Center Director single membership.
- 12) Longevity – \$4.00 per month per year of service to begin after 5 years service.
- 13) Severance – 40 hours per each 5 years service to begin after 5 years service.

STEP AND GRADE SCALE 2014

	Starting 85.0% A	6 Months 87.5% B	Anniversary 90.0% C	Anniversary 92.5% D	Anniversary 95.0% E	Anniversary 97.5% F	Anniversary 100.0% G
Grade 1	\$ 9.71	\$ 10.00	\$ 10.28	\$ 10.57	\$ 10.85	\$ 11.14	\$ 11.42
Grade 2	\$ 10.09	\$ 10.39	\$ 10.69	\$ 10.98	\$ 11.28	\$ 11.58	\$ 11.87
Grade 3	\$ 10.50	\$ 10.81	\$ 11.12	\$ 11.43	\$ 11.73	\$ 12.04	\$ 12.35
Grade 4	\$ 10.91	\$ 11.23	\$ 11.55	\$ 11.87	\$ 12.19	\$ 12.51	\$ 12.83
Grade 5	\$ 11.35	\$ 11.68	\$ 12.02	\$ 12.35	\$ 12.68	\$ 13.02	\$ 13.35
Grade 6	\$ 11.79	\$ 12.14	\$ 12.48	\$ 12.83	\$ 13.18	\$ 13.53	\$ 13.87
Grade 7	\$ 12.28	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.72	\$ 14.08	\$ 14.44
Grade 8	\$ 12.77	\$ 13.15	\$ 13.52	\$ 13.90	\$ 14.27	\$ 14.65	\$ 15.02
Grade 9	\$ 13.27	\$ 13.66	\$ 14.05	\$ 14.44	\$ 14.84	\$ 15.23	\$ 15.62
Grade 10	\$ 13.82	\$ 14.23	\$ 14.63	\$ 15.04	\$ 15.45	\$ 15.85	\$ 16.26
Grade 11	\$ 14.38	\$ 14.81	\$ 15.23	\$ 15.65	\$ 16.08	\$ 16.50	\$ 16.92
Grade 12	\$ 14.96	\$ 15.40	\$ 15.84	\$ 16.28	\$ 16.72	\$ 17.16	\$ 17.60
Grade 13	\$ 15.55	\$ 16.00	\$ 16.46	\$ 16.92	\$ 17.37	\$ 17.83	\$ 18.29
Grade 14	\$ 16.18	\$ 16.65	\$ 17.13	\$ 17.61	\$ 18.08	\$ 18.56	\$ 19.03
Grade 15	\$ 16.83	\$ 17.32	\$ 17.82	\$ 18.31	\$ 18.81	\$ 19.30	\$ 19.80
Grade 16	\$ 17.50	\$ 18.01	\$ 18.53	\$ 19.04	\$ 19.55	\$ 20.07	\$ 20.58
Grade 17	\$ 18.17	\$ 18.71	\$ 19.24	\$ 19.78	\$ 20.31	\$ 20.84	\$ 21.38
Grade 18	\$ 18.94	\$ 19.49	\$ 20.05	\$ 20.61	\$ 21.16	\$ 21.72	\$ 22.28
Grade 19	\$ 19.66	\$ 20.24	\$ 20.82	\$ 21.40	\$ 21.98	\$ 22.56	\$ 23.13
Grade 20	\$ 20.45	\$ 21.05	\$ 21.66	\$ 22.26	\$ 22.86	\$ 23.46	\$ 24.06
Grade 21	\$ 21.27	\$ 21.89	\$ 22.52	\$ 23.14	\$ 23.77	\$ 24.40	\$ 25.02
Grade 22	\$ 22.13	\$ 22.78	\$ 23.43	\$ 24.08	\$ 24.73	\$ 25.38	\$ 26.03
Grade 23	\$ 23.03	\$ 23.70	\$ 24.38	\$ 25.06	\$ 25.74	\$ 26.41	\$ 27.09
Grade 24	\$ 23.93	\$ 24.63	\$ 25.34	\$ 26.04	\$ 26.74	\$ 27.45	\$ 28.15
Grade 25	\$ 24.89	\$ 25.62	\$ 26.36	\$ 27.09	\$ 27.82	\$ 28.55	\$ 29.28